

# Adult Care Home Worker



Find out more

You will provide care and support to people living in a care home. You will help the residents maintain their independence and live their life to the full.

**Qualifications:** Various pathways

**Location:** Care homes

**You could work:** Days, evenings, nights, weekends and bank holidays

**Progression:** Management and specialist roles



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## Adult Care Home Manager



Find out more

You will manage a care home. You will manage staff, rotas and the home's finances. You will ensure staff have the training, support and supervision needed to carry out their jobs.

You could also be the Registered Manager for the home.

**Qualifications:** Formal qualifications and experience

**Location:** Care homes

**You could work:** Days, evenings, nights, weekends and bank holidays

**Progression:** Management and specialist roles



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## Social Worker



Find out more

You will support children and families, adults, groups, and communities. You will help people recognise their strengths, develop their skills and resolve any problems or challenges they're facing.

**Qualifications:** Degree, routes from support worker roles and continuous professional development

**Location:** People's homes, schools, hospitals and community settings

**You could work:** Days, evenings, nights, weekends and bank holidays

**Progression:**  
Management, Practice Educator, Consultant Social Worker and Specialist Social Worker



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## Social Work Team Manager



Find out more

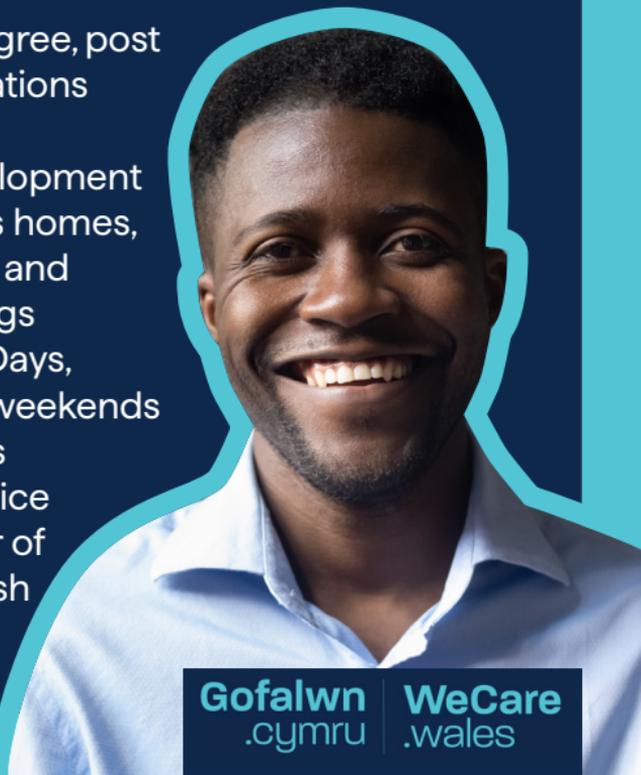
You will be responsible for the day to day running and management of a social work team. That could include allocation of case work, budgets, resources and supervising team members. You may also be required to lead safeguarding concerns.

**Qualifications:** Degree, post graduate qualifications and continuous professional development

**Location:** People's homes, schools, hospitals and community settings

**You could work:** Days, evenings, nights, weekends and bank holidays

**Progression:** Service Manager, Director of Services and Welsh Government



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## Foster Carer



Find out more

You will provide a stable and nurturing home for a child/children. Supporting their education, physical, mental and social needs, you will also offer emotional, practical care and support.

**Qualifications:** Fostering training course and continuous professional development

**Location:** Your home

**You could work:** 24 hours, seven days a week. Part-time/respite fostering roles are also available

**Progression:** Specialist areas of fostering e.g. parent and child fostering



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## Registered Nurse



Find out more

You will work with other care professionals. You will focus on people's health conditions, by managing their medication and support their participation in social activities.

**Qualifications:** Degree and continues professional development

**Location:** Care homes, hospitals and in the community

**You could work:** Days, evenings, nights, weekends and bank holidays

**Progression:** Management and teaching roles



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# Residential Child Care Worker



Find out more

You will support children and young people, giving them a sense of stability, security, and care. You will support children's education and develop their independence.

**Qualifications:** Various pathways

**Location:** Residential children's homes

**You could work:** Days, evenings, nights, weekends and bank holidays

**Progression:** Management, Senior Support Worker and Social Worker



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# Residential Childcare Manager



Find out more

You will support children and young people, providing a secure and stable home environment to help them thrive. You will provide leadership, guidance and support to staff.

**Qualifications:** Various pathways

**Location:** Residential children's homes

**You could work:** Days, evenings, nights, weekends and bank holidays

**Progression:** Area Manager



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# Home Care Worker



Find out more

You will provide care and support to children, young people and adults within their own homes. Working with them and their family to achieve the things that matter to them. This role is also called Domiciliary Care Worker.

**Qualifications:** Qualify on the job

**Location:** People's homes

**You could work:** Days, evenings, nights, weekends and bank holidays

**Progression:** Management and specialise in areas like dementia or autism



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## Home Care Manager



Find out more

You are responsible for the effective running of the service and the staff. You will ensure staff have the training, support and supervision required.

You could also be the Registered Manager of the service. This role is also called Domiciliary Care Manager.

**Qualifications:** Various pathways

**Location:** People's homes and office

**You could work:** Days, evenings, nights, weekends and bank holidays.

**Progression:**  
Area Manager



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# Childminder



Find out more

You will provide childcare for children under the age of 12 within your own home. You will be self-employed and responsible for running your own business.

## Qualifications:

Various pathways

## Location:

Your home

## You could work:

Days,  
evenings,  
weekends  
and bank  
holidays

## Progression:

Expand  
business



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# Nanny



Find out more

You will care for children within the family's own home, on a live-in or live-out basis. You will support children's play, learning and development through activities and experiences. You may be expected to help with household duties and school pick-ups.

**Qualifications:** Qualify on the job

**Location:** Child's own home

**You could work:** Days, evenings, nights, weekends and bank holidays

**Progression:**  
Childminder and  
Nursery Worker



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## Day Nursery Worker



Find out more

You will work as part of a team, creating a safe, welcoming and inclusive environment for children. You will support their care, play, learning and development.

**Qualifications:** Various pathways

**Location:** Nursery

**You could work:** Days and early evenings

**Progression:** Management, Assessor and specialise in supporting additional needs



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## Crèche Worker



Find out more

You will work as part of a team, creating a safe, welcoming and inclusive environment for children. You will support their care, play, learning and development.

**Qualifications:** Various pathways

**Location:** Crèche

**You could work:** Days and early evenings

**Progression:** Management, Assessor and specialise in supporting additional needs



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# Playgroup Worker



Find out more

You will work as part of a team, creating a safe, welcoming and inclusive environment for children. You will support their care, play, learning and development.

**Qualifications:** Qualify on the job

**Location:** Nursery, Cylch Meithrin and schools

**You could work:** Term time

**Progression:** Management, Assessor and specialise in supporting additional needs



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## Playworker



Find out more

You will care for children aged three to 14. You will support them to explore, develop and thrive within a play environment. You will provide opportunities for children to create new and different spaces for playing; big and small, inside or out, that are attractive and offer freedom to play.

**Qualifications:** Specific qualifications

**Location:** Various locations

**You could work:** Days, early evenings, weekends

**Progression:** Senior Playworker, Playwork Trainer, Play Therapy, Hospital Playworker and out of school childcare



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## Supported Accommodation Worker



Find out more

You will support the day-to-day running of specialist supported accommodation. You may provide in-house support in a wide range of places such as a women's refuge, parent and baby unit, hostels or secure units, and specialist supported housing for people with learning disabilities or substance misuse.

**Qualifications:** Various pathways

**Location:** Supported accommodation, specialist hospitals and community settings

**You could work:** Days, evenings, nights, weekends and bank holidays

**Progression:** Management, Youth Worker, Social Worker, Counsellor or specialise in mental health, learning difficulties, substance misuse and domestic abuse



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## Activities Co-ordinator



Find out more

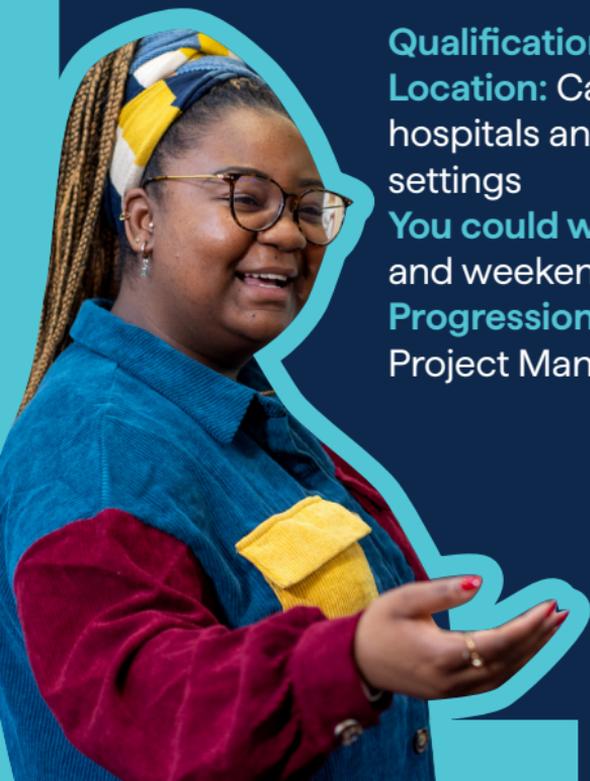
You will create a fulfilling programme of fun, engaging and creative activities. You will encourage people to take part in music sessions, physical exercise and artistic sessions. You will organise trips out in the community.

**Qualifications:** Qualify on the job

**Location:** Care homes, schools, hospitals and community settings

**You could work:** Office hours and weekends

**Progression:** Scheme Leader or Project Manager



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## Support Worker



Find out more

You will provide practical, social and emotional support for adults or children, while looking after their wellbeing. You will carry out a variety of tasks, supporting individuals to learn new skills and enabling them to live a fulfilled life.

**Qualifications:** Various pathways

**Location:** People's homes, educational settings, residential homes and community settings

**You could work:**

Days, evenings, weekends and bank holidays

**Progression:**

Management and specialist support



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## Shared Lives Carer



Find out more

You will welcome a carefully matched person into your home and family life. You could provide support to someone with learning disabilities, physical disabilities, dementia, mental health, young people transitioning from care or someone needing to leave hospital.

**Qualifications:** Training provided by scheme

**Location:** Carer's own home and community settings

**You could work:** Flexible hours

**Progression:** Support Worker, Advocate and Social Worker



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# Advocate



Find out more

You will offer independent support to those who are not being heard, ensuring they have a voice and their right for inclusion and support is upheld.

**Qualifications:** Various pathways

**Location:** People's homes, courts, hospitals and community settings

**You could work:** Office hours and out-of-hours in an emergency

**Progression:** Advocacy Coordinator, Social Worker and Project Manager



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## Reablement Worker



Find out more

You will work with other professionals in all aspects of hospital discharge planning. You will advise, support and plan the care a person may need after they leave hospital. You will help people to learn or relearn the skills that are important to them. You will be providing short term intervention.

**Qualifications:** Various pathways

**Location:** People's homes and hospitals

**You could work:** Days and evenings

**Progression:** Risk Assessor, Care Coordinator, Hospital Discharge Coordinator and Occupational Therapist Assistant



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# Family Support Worker



Find out more

You will provide specialist targeted work to support the children and families with complex needs. This might involve supporting people with substance misuse, domestic abuse, learning disabilities, physical or mental disabilities, illness or crisis work.

**Qualifications:** Various pathways

**Location:** People's homes and community settings

**You could work:** Office hours and occasional evenings

**Progression:**  
Social Worker and  
Project Manager



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# Inspector of Regulated Services



Find out more

You will help register, inspect and take action to improve the quality and safety of services for the wellbeing of the people of Wales.

**Qualifications:** A range of qualifications required

**Location:** Office based and community settings

**You could work:** Office hours

**Progression:** Management and Welsh

Government

Policy Manager



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# Community Occupational Therapist



Find out more

You will help people who have long term conditions to enable them to live a full and independent life at home and in the community.

**Qualifications:** Degree

**Location:** People's homes and community settings

**You could work:** Office hours

**Progression:** Management, Service Leader and Trainer



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## Personal Assistant



Find out more

You will provide care and support to the individual within their own home, so they can achieve the things that matter to them. You will be employed directly by the person.



**Qualifications:** Various pathways

**Location:** People's homes and community settings

**You could work:** Hours to suit the person and the worker

**Progression:** Support Worker and Social Worker

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## Youth Offending Team Officer



Find out more

You will supervise young offenders aged 10-17 years on court orders, community sentences, or after they are released from secure institutions. You will identify and assess risk and deliver protective or supportive services. You will work with support agencies like housing, drug and alcohol misuse services.

**Qualifications:** Degree in Social Work or Youth Justice

**Location:** Office, people's homes and community settings

**You could work:** Office hours and evenings

**Progression:** Management and Social Worker



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## Safeguarding Officer



Find out more

You will be the designated person that helps develop safeguarding policies and procedures. You will inform and train members of staff about safeguarding. You will investigate concerns and report cases to the Police and Social Services.

**Qualifications:** Level 3 Diploma in Health and Social Care, and designated safeguarding person

**Location:** Office

**You could work:** Office hours and evenings

**Progression:** Management and Social Worker



Gweithdrefnau Diogelu Cymru  
Wales Safeguarding Procedures

## Art Therapist



Find out more

You will support adults or children to help them overcome mental health conditions or behaviours. You will help them develop coping strategies to support positive change.

**Qualifications:** Various pathways

**Location:** People's homes, childcare and educational settings

**You could work:** Office hours

**Progression:** Management and Consultancy



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## Care Inspectorate Wales (CIW)



Find out more

Care Inspectorate Wales is the regulator of social care and childcare in Wales.

They register, inspect and take action to improve the quality and safety of services for the well-being of the people of Wales.

**Various roles across the organisation, including support roles, inspecting roles and management.**



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Care Inspectorate  
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# Social Care Wales



Find out more

Social Care Wales provides leadership and expertise in social care and early years in Wales. They lead on developing and regulating the social care workforce, service improvement, data and research to improve care.

Social Care Wales hold a register of certain care professionals.

Various roles across the organisation, including support roles, regulatory roles, improvement and development roles, and management.



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## College or training provider



Find out more

You may attend college full-time or part-time, specialising in a childcare or health and social care qualification. You may go on placement as part of your qualification. A training provider offers work based learning where you can learn on the job.

**Qualifications:** Various

**Location:** Schools, colleges, community settings and online

**You could work:** Days or evenings

**Progression:** University and roles in care



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# Volunteer



Find out more

Volunteering helps you to gain skills and experience within care settings. It will give you a better understanding of the roles available in care.

Volunteering is great to gain experience for university.



**Qualifications:** None

**Location:** Various care settings and in the community

**You could work:** Days and evenings

**Progression:** Roles in care and further learning

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# Apprentice



Find out more

Apprenticeships offer a way to train, develop new skills and achieve nationally recognised qualifications while you work and earn.

**Qualifications:** Various

**Location:** Various care settings

**You could work:** Days and evenings

**Progression:** Roles in care and progression within the organisation



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## Training programmes



Find out more

Training programmes will help you gain an understanding of the essentials needed to start working in care.

Visit [www.wecare.wales/training](http://www.wecare.wales/training)

**Qualifications:** None

**Location:** Online or face to face

**You could work:**

Days and evenings

**Progression:** Roles in care and further learning



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## Introduction

There are at least 65 different job roles in care and our career cards show a selection of them.

- 'Qualification' is the minimum amount of training required for entry into the role.
- 'Location' represents where you could expect to work within the featured role.
- 'You could work' gives examples of what times of the day or week you might work within the role.
- 'Progression' explains the career development opportunities within the sector.

The career cards can be used with the activities provided in this pack. The activities vary depending on ability and age:

**E = Easy Activity**

**M = Medium Activity**

**H = Hard Activity.**

For further information and more career opportunities, please visit **WeCare.Wales** or email **contact@wecare.wales**

## Activities

**Activity 1:** What makes a great care worker? (E)

**Activity 2:** What qualities do you have? (E)

**Answers:** Examples include; warm, friendly, decisive, creative, imaginative, positive, organised, calm, patient, enthusiastic, compassionate, empathetic, hardworking, resilient and good communication skills (speaking and listening).

**Activity 3:** Pick a card. Decide on the four most important qualities that are needed for this role. (M)

**Activity 4:** Pick a card. Explain four ways this role supports someone. (E)

**Activity 5:** Pick a card. Research what this job involves. Share why you could/could not do this role. (E)

**Activity 6:** Pick a card. Explain what would happen if this role didn't exist? (M)

**Activity 7:** Pick a card. Write a job description for this role. (H)

**Activity 8:** Pick a card. How does this role meet the five key principles of the Social Services and Well-being Act for Wales (2014)? (H)

**Answers:** Voice and control, prevention and early intervention, well-being, co-production and multi-agency.

## Activities

**Activity 9:** Pick a card. Who would this role work in partnership with? Provide a multi-agency approach. (M)

**Answers:** Police, Physiotherapist, Health Visitor, District Nurse, school, nursery, day centre, GP, Midwife, Community Occupational Therapist, hospital, housing, Solicitor, Advocate, third sector support, court, the family and the person receiving support.

**Activity 10:** Pick a card. How could this role support someone to have a voice, choice and control in their life? (H)

**Activity 11:** Pick a card. How could this role support someone to be an active participant in their care and support? (H)

**Activity 12:** Pick a card. Who regulates this role to check their standards? (H)

**Answers:** Care inspectorate Wales (CIW) regulates the services and Social Care Wales (SCW) regulates some of the social care roles. Examples of other regulators include Education Workforce Council, Social Work England and Nursing and Midwifery Council.

## Activities: Scenario – Children (M)

David is almost four years old and has cerebral palsy (this is a condition that can have lifelong effects on movement and co-ordination). He is deaf in one ear and is slow to walk and talk.

**Activity 1:** Research the symptoms and causes of cerebral palsy.

**Answers:** Symptoms include delays in reaching developmental milestones. This might include not walking by 18 months old, seeming too stiff or too floppy, weak arms or legs, fidgety, jerky or clumsy movements, random, uncontrolled movements, walking on tiptoes, swallowing difficulties, speaking problems, vision problems and learning disabilities.

Causes include bleeding in the baby's brain, reduced blood and oxygen supply to their brain, an infection caught by the mother during pregnancy, the brain temporarily not getting enough oxygen (asphyxiation) during a difficult birth, meningitis or a serious head injury.

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David has a disability social worker who supported his parents to order suitable equipment for him. They also accessed Disability Living Allowance (DLA) to help with extra costs of looking after him.

**Activity 2:** What other services or roles would support David?

**Answers:** Health Visitor, Nursery, Community Occupational Therapy, Speech Therapy, Advocate, Physiotherapy, Additional Learning Needs Worker or Coordinator.

## Activities: Scenario – Adolescence (H)

Gwen is 14 years old and has been with a foster family for the past six weeks. Before this placement she lived with her father who had been experiencing difficulties with substance and alcohol misuse.

**Activity 1:** Research the symptoms and signs of alcohol misuse.

**Answers:** Symptoms include mental confusion, difficulty remaining conscious, vomiting, seizures, trouble breathing, slow heart rate, clammy skin, dulled responses such as no gag reflex (which prevents choking), and extremely low body temperature. Alcohol overdose can lead to permanent brain damage or death.

Signs include choosing to drink alcohol over other responsibilities and obligations, experiencing temporary blackouts or short-term memory loss, exhibiting signs of irritability and extreme mood swings, making excuses for drinking such as to relax, deal with stress or feel normal.

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Gwen has been disappearing after school for long periods of time and has been under the influence of alcohol on several occasions. She recently started stealing from local shops and was arrested. She is now working with the Youth Offending Team.

**Activity 2:** What other services would support Gwen? What else could be happening with Gwen?

**Answers:** Services include Police, court services, social workers, education Welfare officers, community and adolescent mental health services (CAMHS), family services, counselling support, substance misuse worker, young person's advocates, supervised visits with a support worker and her father. Gwen could be linked with a gang or County Lines. She could also be upset due to not living with her father.

## Activities: Scenario – Adults (H)

Gethin is 44 years old and has been diagnosed with schizoaffective disorder.

**Activity 1:** Research the symptoms and causes of schizoaffective disorder.

**Answers:** Symptoms include depression, delusions (having false, fixed beliefs, despite evidence to the contrary), hallucinations (such as hearing voices or seeing things that aren't there), impaired communication and speech (such as being incoherent, bizarre or unusual behaviour).

Causes include childhood trauma, sexual or physical abuse, neglect, a traumatic event or losing someone very close to you (such as a parent or carer).

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Gethin has a community mental health social worker who supports him. He recently received personal independence payments (PIP) to help with extra costs of looking after him in supported accommodation.

**Activity 2:** What other services would support Gethin?

**Answers:** Community Mental Health Nurse, Psychiatrist, Advocate, Support Worker and Befriender.

## Activities: Scenario – Infancy (M)

Lucy is 18 months old and suffers from Pica (a compulsive eating disorder in which people eat non- food items). She lives with her mother Rhian, who is a single parent and has a mild learning disability.

**Activity 1:** Research the symptoms and causes of Pica.

**Answers:** Symptoms include eating dirt, clay, and flaking paint are the most common items eaten. Less common items include glue, hair, cigarette ashes, and wet wipes.

Causes include childhood trauma, cultural or learned behaviours, stress, anxiety, nutritional deficiencies, mental health conditions and medical conditions.

The disorder is more common in children, affecting 10% to 30% of young children ages one to six. It is often seen in young children with autism spectrum disorder (ASD) and other types of developmental disabilities where the child has some autism symptoms or intellectual disability.

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Lucy has recently been appointed a social worker. The social worker is supporting her while an assessment is being completed.

**Activity 2:** What other services would support Lucy?

**Answers:** Nursery, Health Visitor, Support Worker, Advocate, FACT team, Paediatrics and GP.

## Activities: Scenario – Adult (M)

Sian is 58 years old. She is usually fit and well but has recently suffered a stroke.

**Activity 1:** Research the symptoms and causes of a stroke.

**Answers:** Symptoms include slurred speech or difficulties communicating, one sided muscle weakness (including the face), sudden loss or blurred vision, confusion, dizziness, co-ordination or balance problems, sudden and very severe headache, difficulty swallowing, loss of consciousness and feeling sick.

Causes include lack of oxygen to the brain where a blood clot has blocked the blood vessels (Ischaemic stroke) or where a blood vessel in the brain bursts causing bleeding around the brain (Haemorrhagic stroke). Risk factors include smoking, excess alcohol intake, obesity, high blood pressure, high cholesterol, diabetes and stress.

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Sian has muscle weakness on her right side following her stroke. She is able to walk but has difficulties using her right arm and hand. After a short stay in hospital Sian is discharged and allowed to go home. As she lives alone, she will need support from social services to make sure she is able to live safely at home.

**Activity 2:** Who would be involved in supporting Sian to live safely at home?

**Answers:** Social worker, Community Occupational Therapist, Physiotherapist, Intermediate Care Worker and Reablement team (Manager, Care Co-ordinator, Risk Assessor).

## Activities: Scenario – Older adult (M)

Mohammed is 81 years old has been diagnosed with dementia.

**Activity 1:** List the different types of dementia and some of the common symptoms.

**Answers:** Types of dementia Alzheimer's, vascular dementia, mixed dementia, dementia with lewy bodies and frontotemporal dementia. Symptoms include memory loss, confusion, disorientation, communication difficulties, mood changes, difficulties planning and carrying out daily tasks, behaviour changes and perceptual changes.

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Mohammed lives in a nursing home. He has difficulties with his memory and communication, but his physical mobility is good. He really enjoys spending time with the activities coordinator as she takes him outside to do gardening.

**Activity 2:** Research the role of an activity's coordinator.

**Activity 3:** Research the benefits of therapeutic activities for an individual with dementia.

**Activity 4:** What other job roles are there in a nursing home?

**Activity 5:** Can you think of anyone outside the nursing home that could be involved in Mohammed's care?

**Answer:** G.P, Dementia specialist, family, Occupational Therapist, Social Worker, Physiotherapist, Speech and Language Therapist, Dentist, Dietician and Continence Nurse.

## Activities: Scenario – Equality, diversity and choice in care (H)

Ty Glas is a day centre supporting young people with a range of learning disabilities. The centre runs activities as well as supporting individuals to gain skills to promote independence.

Rowena is new to Ty Glas. She has difficulty understanding information and needs support to make decisions and express her needs.

**Activity 1:** Why is it important that Rowena has the same opportunities to take part in activities as everyone else?

**Activity 2:** How can you support Rowena to help her choose the activities she would like to take part in?

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Rowena has also expressed she would like to be supported by a male care worker.

**Activity 3:** Why is having a diverse workforce important to meet the needs and choices of the individuals who receive care and support?

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Glyn also attends the centre. He can communicate in English, but his first language is Welsh. Currently, there are no staff at the centre who speak Welsh.

**Activity 4:** It's important that people can communicate in their preferred language. How can Glyn be supported with communication while he is at the centre?

**Answers:** Consider choice, cultures, equality, diversity and equity.