

Social care work is about supporting people who need help with daily living. This help can be provided in residential or nursing homes, in people's own homes, or in community settings. Workers may specialise in supporting people with, for example learning or behavioural difficulties, or with physical disabilities, or problems like addiction or homelessness. Note that this leaflet deals mainly with work in adult social care. There are separate Plain Guides to Child Care and Counselling.

There were approximately 145,000 people working in adult social care in the Yorkshire and the Humber region in 2014, an increase of almost 16,000 from 2009. Direct care workers make up 77% of this workforce. The majority of jobs are now within the independent sector. There were 3,700 establishments involved in providing or organising adult social care.

Source: BRES 2015 /Skills for Care 2015

## Annual pay range, gross full-time hours

Care workers	£10,581-24,538
Residential care workers	£13,617-24,534
Social workers	£25,515-36,401

Source: Annual Survey of Hours and Earnings, Office for National Statistics 2013

20% of the workforce in the region are aged 55 or over, creating considerable replacement demand

## Typical job titles

- Care assistant
- Support worker
- Residential care worker
- Social worker
- Home care worker
- Senior care assistant
- Probation officer
- Family outreach worker

92% of employees are directly employed, with just 4% being temporary

## Top social care occupations

Occupation	Job postings
Care workers and home carers	5,498
Welfare and housing associate professionals	2,333
Social workers	2,170
Residential, day and domiciliary care managers	1,104
Youth and community workers	551
Senior care workers	548
Housing officers	405
Counsellors	346
Social services managers	100
Welfare professionals	91
Care escorts	28
Probation officers	14

Source: Labour Insight, Burning Glass Technologies 2015 (based on Internet-advertised vacancies in 2014)

## Top 20 employers in Yorkshire and the Humber

Employer	Industry	Job postings
Estio Healthcare Services Ltd	Healthcare recruitment	519
National Health Service	Health	383
Leeds City Council	Local authority	194
Four Seasons Health Care	Care homes	183
Creative Support	Care provider	173
Anchor Trust	Care homes	104
Rotherham Metropolitan Borough Council	Local authority	96
North Yorkshire County Council	Local authority	78
Wakefield Metropolitan District Council	Local authority	65
Voyage Care	Care provider	60
City of York Council	Local authority	52
Barchester Healthcare	Care homes	51
Care UK Health and Social Care	Care provider	50
Affinity Trust	Care provider	48
Kirklees Council	Local authority	46
Bradford Metropolitan District Council	Local authority	45
Housing 21	Care provider	44
Hull City Council	Local authority	42
Doncaster Metropolitan Borough Council	Local authority	41
CIT Group Ltd	Care homes	41

Labour Insight, Burning Glass Technologies 2015



### Skills and personal qualities

#### People who like

- Working with people
- Team work
- Responsibility
- Organising their own work
- Solving problems
- Working under pressure
- Keeping records and using IT
- Negotiating on behalf of others
- Working flexibly

#### People who are

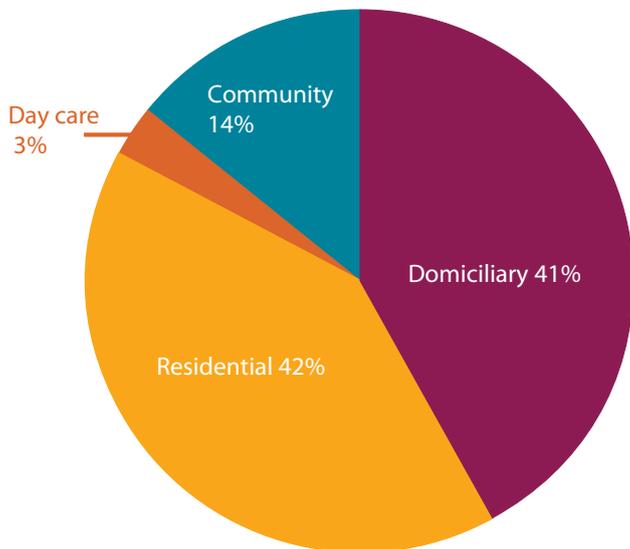
- Good communicators
- Good listeners
- Caring, patient and friendly
- Reliable
- Physically fit
- Practical
- Aware of health and safety
- Aware of different cultures and backgrounds
- Non-judgemental

Currently 86% of care workers are female, and there is a need to attract more male candidates into the care workforce

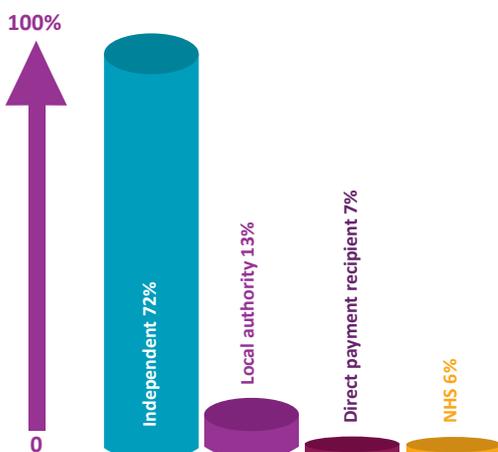
### Working hours

Adult care workers may be able to work full-time, part-time or flexible work patterns. Just over half of the workforce work full-time. Workers may be required to work unsocial hours such as weekends, nights and bank holidays.

## Jobs by main service



## Types of employer



Source: Skills for Care 2014

## Future trends

The demand for adult social care workers is set to rise due to the ageing population. Nationwide we may need up to a million extra adult social care workers by 2025, according to Skills for Care.

There are forecast to be around 187,000 vacancies for health and social care workers in Yorkshire and the Humber between 2012 and 2022.

The size of the workforce has increased by 15% since 2009.

Most of the increase in the workforce has been in domiciliary care.

There has been a continued increase in the personalisation of adult social care services.

Employment in adult social care has been increasingly within the independent sector rather than in local authorities since 2009.

### More information...

Skills for Care

[www.skillsforcare.org.uk](http://www.skillsforcare.org.uk)

Health Professions Council

[www.hpc-uk.org](http://www.hpc-uk.org)

UK Homecare Association

[www.ukhca.co.uk](http://www.ukhca.co.uk)

NHS jobs

[www.jobs.nhs.uk](http://www.jobs.nhs.uk)

Community Care

[www.communitycare.co.uk](http://www.communitycare.co.uk)

National Careers Service

<https://nationalcareersservice.direct.gov.uk>

See Job Profiles for information on different jobs in the construction industry

## Qualifications and training

There are no minimum qualification requirements for adult social care work. However, the most widely recommended qualification is the Level 2 Diploma in Adult Social Care. There is also available a Level 1 course - Preparing to Work in Adult Social Care. It is also possible to become a care assistant through an Apprenticeship scheme. A full list of qualifications is available on the Skills for Care website:

<http://www.skillsforcare.org.uk/Qualifications-and-Apprenticeships/Adult-social-care-qualifications>

Professional social workers need to either do a three year undergraduate degree or a two year postgraduate degree approved by the Health and Care Professions Council. For further details of this and other related occupations see Job Profiles on the <https://nationalcareersservice.direct.gov.uk> website.

## Further help...

National Careers Service advisers are available in your local area to provide information, advice and guidance on learning and work. See the website or call 0800 100 900.



## Must have...

All social care workers must undergo background checks through the Disclosure and Barring Service to make sure they are suitable to work with vulnerable adults.

See <https://www.gov.uk/disclosure-and-barring-service>