SCT

Newsletter

# Moving on up ! - Careers Special - Adult Social Care

**Currently, there are approximately 1.62 million paid positions in adult social care across England, filled by around 1.49 million individuals.**







**The demand for adult social care is projected to keep rising, potentially leading to as many as 2.4 million jobs in the sector by 2025.**

**This special careers edition of "Moving on Up" will explore the opportunities and challenges associated with working in the adult care industry.**

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**SCT is currently working with over 800 learners studying adult care qualifications and over 100 employers across England delivering qualifications ranging from Level 2 up to Level 5**

> Just knowing that I can make people happier and more comfortable in their environment is the most satisfying part of my job.

> The best bit of this job is not only having a job, but having a friend. It's not like going to work.

skillsforcare

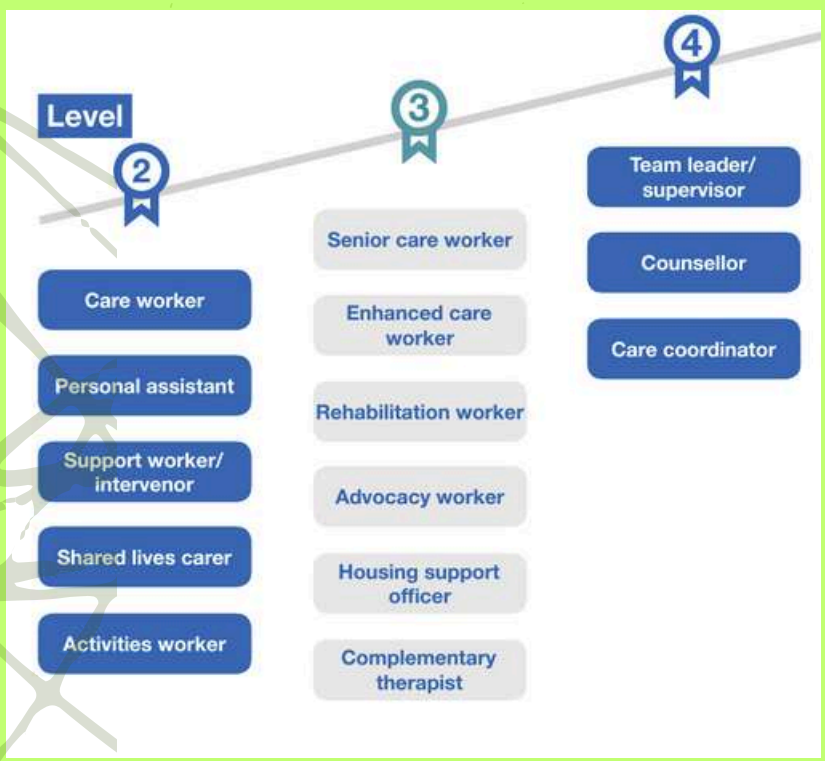


t. 0121 240 3989

# Career Paths in Adult Care



**There are a variety of job roles available in Adult social care and you can read further information about the roles on the skills for care website www.skillsforcare.org.uk/thinkcarecareers**







**Most social care qualifications can be done once you've started your job; in fact many qualifications can't be done until you have built up some practical experience.**

**For too long a career in social care has been seen as low-value and low-skilled. This isn't the case. People working in adult social care have a vital role in society, and deserve to be recognised as highly qualified professionals, who are respected for the work they do.**

**There are many rewarding job opportunities within Adult Social Care that you can advance to from carer and support worker positions.**

**Your trainer can assist you in identifying the relevant qualifications and experience that employers seek for these roles, as well as help you prepare for the application process. Just ask for advice at your next review meeting or reach out to our dedicated support team - admin@sct.co.uk**

**Many students that have completed Level 2 or 3 Qualifications in Adult Social Care have successfully transitioned into higher positions, such as Team Leaders or Deputy Managers.**

**Other learners have chosen to continue their studies moving onto level 4 or 5 Care Management or Degree Level studies.**

# Trainer Spotlight

## Clare Hughes - Trainer and IQA at SCT



Clare Hughes joined SCT as a trainer in 2022. She teaches learners on both our Apprenticeships and our Adult Skills Funded qualifications and has recently started a new role as an IQA with SCT. Clare is a really popular trainer with our learners. She keeps herself occupationally competent by regularly undertaking CPD activities.

**"Like many others, I found myself in care work rather than actively choosing it as a career path. After completing my hairdressing training, I decided not to pursue that field and instead began working in the laundry department of a nursing home.**

**Around that time, NVQ qualifications were being introduced, and the tutor at the nursing home encouraged me to enrol . After about a year, I decided to give it a try and discovered I enjoyed the work. I completed my Level 2 in Health and Social Care, followed by Level 3 with a focus on mental health.**

**After passing my driving test, I transitioned to domiciliary care, where I found great fulfillment in the one-on-one interactions with clients. I was fortunate to work for an employer who was committed to career development, enrolling me on the D32/D33 Assessor qualification. I advanced through various domiciliary care companies, eventually reaching a management position. However, after five years, I experienced burnout due to the demands of the role.**

**Following this, I worked as a personal assistant for a gentleman with MS for three years until he moved into a care facility. At that point, I decided to use my Assessor qualification and secured a role with a large training provider. Since then, I've continued to upskill, gaining my IQA and teaching qualifications. I've been in this field ever since.**

**I connect well with my learners because I can share my own journey—from leaving school without qualifications to where I am today. I now proudly work as a qualified trainer and teacher, helping others progress in their careers. (Though I certainly don't recommend leaving school without qualifications!)"**

**There are lots of opportunities to progress as well as a range of different types of work you could do in social care**

## Insight into Social Worker role



**Role overview**

- **finding out what type of care and support the person needs**
- **doing assessments to make sure people continue to get the right care**
- **offering information and counselling**
- **intervening when people need support or safeguarding**
- **keeping records and writing reports.**

**You'll usually work as part of a team but have responsibility for a number of different people. You'll also need to work closely with other organisations such as the police, health services, schools and probation services.**

**You'll need a degree in social work that's been approved by Social Work England, and be registered with Social Work England. It's also really important that you have the right values and behaviours to work in social care.**
**Having experience working in a social care or health role on your University application will be useful.**

**Click here to search for University courses local to you.** UCAS

# skillsforcare Building Resilience

**Being resilient** will help you to manage stressful situations, protect you from mental ill-health and improve your health and wellbeing. At work, this ensures that you can continue to do your job well and deliver high quality care and support. It can also support you in your personal life.

**Resilient people benefit from:**

- better job satisfaction
- personal development, including: greater self-awareness and understanding of others, leading to better personal and working relationships
- good self-management skills, such as the ability to set limits and better coping skills
- enhanced physical and psychological wellbeing
- better decision making skills - stress impairs our thinking process which can undermine our professional judgement, often just when it's needed the most.

**Protection against stress**
Stress is a significant cause of mental and physical ill-health. It's not possible to take the stress out of care work, which makes it all the more important to do what you can to become more resilient.

**Get the right work-life balance**
Life outside work has its own pressures, which can lead to conflicts between your roles at and outside of work. Establishing a boundary between work and home is key to establishing a sustainable work-life balance, and helps you manage role conflicts. Try to dedicate some time every day to an activity that gives a you time to yourself

**Know and stick to your limits**
Care work is just as emotionally rewarding as it is demanding. To manage long term pressure you have to recognise and respect the limits of your time and energy..

**Set boundaries**
Boundaries between work and home help you to protect your work-life balance. In practice, the unpredictability of work makes them fuzzy. For example:

- a colleague has to go home early and asks you to cover
- a person you support needs help, so you stay on after regular hours
- emails arrive after work hours.

Assertive communication Being assertive means that you express yourself and stand up for your point of view, whilst also respecting the rights and beliefs of others.

**Time management** Effective time management helps you maintain boundaries and can extend the limits of your time and energy, which makes it easier to deal with the unpredictability and uncertainty of work.

**Download the full guide 'Building your own resilience, health and wellbeing' for more information, ideas and tips. from the skills for care website**
**https://www.skillsforcare.org.uk/Support-for-leaders-and-managers/Managing-people/Wellbeing/Building-resilience.aspx**

**info@sct.co.uk** **t. 0121 240 3989**

# SCT Student Spotlight



Louise Molineux - Sensory Coordinator - Staffoprdshire County Council

**In this careers special of Moving on up we hear from Louise Molineux who works for Staffordshire County Council and completed a Dementia Qualification with SCT. Louise is a sensory coordinator working with adults with complex and profound needs and multiple learning disabilities**

**"As a sensory coordinator I focus on ways to engage those we support, as our service users are predominantly pre -verbal adults. Hence, sensory focused approaches and activities are integral to meeting their emotional and mental health needs and wellbeing, so to their cognitive and communication needs and independence skills.**

**My role is to provide support, training and advice around the development of activities, researching ideas and delivering sensory focused training, an example of this would be sensory storytelling. I am always available to offer practical support, signposting and resource development to.**

**In respect of my knowledge and skills I felt that I had something to offer those living with the later stages of dementia, as I was aware of the challenges they faced in respect of cognitive deterioration and an increased need for sensory focused activities and engagement.**
**I needed to start my dementia learning journey. My manager forwarded information about I Can Qualify and the learning options available.**

**Dementia units were a part of the Level 2 Diploma in Care Course, I felt that this would be a good place to start, especially in the respect of gaining knowledge and a recognised qualification.**
**I enrolled in December 2023. I had regular meetings with Emma Jolley, my trainer. I spoke with Emma about my objectives for enrolling on to the care diploma, so Emma found a couple of dementia related study activities together with more relevant/applicable units. I found this helpful as I gained a deeper understanding of the causes and types of dementia, what this looked like and felt like for the individual and their care givers.**

**I learned about the social model of dementia care, this inspired me to carry out my own research, I purchased a couple of useful books and read them in my own time. One spoke about the 'namaste care approach, 'Namaste Care Activity Book', Nicola Kendall, 2021, JKB publishers. The other book was, 'Embracing Touch in Dementia Care', Luke Tanner 2017, JKB, publishers. These publications have been extremely useful in respect of activities.**

Emma and I spoke about a follow up dementia focused course following my care diploma.
Emma was able to source a level 2 Dementia Course, I do not actively work in a dementia care service so it would be impractical for me to do a level 3 diploma.

Emma and I spoke about how my main objective was to gain knowledge about dementia and dementia care. Hence, level 2 was the most useful and applicable course as this is knowledge-based. The level 2 Dementia Diploma course would not only further my knowledge it would also give me an accredited qualification to support with my future endeavors.

The subsequent outcomes of my dementia learning journey are as follows:

- A journey which has inspired me to pursue my own studies and learning in this area.
- I feel more confident to branch out in to delivering sensory focused activities for those living with advanced dementia and understand that my knowledge and skills are potentially transferable.

On the 23rd of June 2024 my colleague, who is also a minister at Christ Church, Burntwood, invited me to deliver a sensory story; 'Nana's Wash Day'. It was part of the Dementia Friendly Churches project. It went well especially for the members of the congregation who were living with dementia as their engagement and enjoyment was immediately evident!
If requested to, we may be delivering this story to other dementia friendly church services within the Lichfield Diocese.

An article was written about the dementia friendly church service at Christ Church and featured in the Lichfield Diocese Dementia Friendly Churches blog, The Lichfield Diocese web site pages and their Facebook page.





https://www.lichfield.anglican.org/news/nanas-washday.php

I am looking forward to my up-and-coming level 2 Dementia Diploma and wonder where it will lead?
Thanks to Emma Jolley for her support and encouragement."

Huge thanks to Louise for sharing her experience with us from all of us at SCT.

# Useful links & Resources

www.skillsforcare.org.uk

https://nationalcareers.service.gov.uk

https://www.cqc.org.uk/

www.nice.org.uk

https://www.jobs.nhs.uk/candidate

**For more support relating to careers information, advice and guidance in Adult Social Care please reach out to your trainer at your next progress review or call the office on 0121 240 3989 and ask for Emma or Helen.**