



Gofal Cymdeithasol **Cymru**
Social Care **Wales**

Workforce Insight Series

**Valuing social care
work in Wales**

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We've summarised findings from our 2023 workforce survey and other sources to provide some data around valuing social care work. This includes how far social care workers feel valued by colleagues within the sector, allied sectors like healthcare and the police, and the public. We've also explored perceptions of value around increasing professionalisation and included information about how social care workers feel about their access to training.

This 'speedy read' version highlights some key facts for you.*

For in-depth analysis and context visit our full-length briefing, hosted on our research, data and innovation website: insightcollective.socialcare.wales

*unless specified all figures used in this bitesize version refer to registered people who participated in our workforce survey.





Feeling valued

71%

of registered people reported feeling valued by their social care colleagues.

61%

said they felt valued by their managers.

76%

said they felt valued by the people and families they support.

62%

of social care managers felt valued by colleagues in other sectors like health and the police.

47%

of care workers and **44%** of social workers agreed they felt valued by their partner agency colleagues.

48%

of care workers and social care managers said they felt valued by the general public.

20%

of social workers said they felt valued by the general public.



What the public think of social care **

72%

of the members of the public surveyed said they had confidence in people working in social care.

77%

of those surveyed said they believed social care staff should have the same pay as NHS staff for doing comparable work.

** data source: Public perceptions survey (2023)



Why valuing social care work matters

57%

were satisfied with their current job.

26%

expected to leave the social care sector within the next 12 months.

44%

expected to leave within the next five years.



Professionalisation and training

80%

said they wanted to improve their knowledge and skills.

75%

agreed there were training opportunities available to them.

65%

said there were no barriers to accessing training in their workplace.

25%

said there were barriers to accessing training. Of these, **42%** said time constraints were a barrier, and **48%** cited the availability of training opportunities.

38%

of managers felt that registration and qualification requirements presented a challenge in terms of recruitment and retention of staff.

Want to know more?

You'll find our full-length **Valuing social care work** briefing on our website: insightcollective.socialcare.wales

Sources:

- <https://socialcare.wales/cms-assets/documents/Workforce-Survey-Report-2023.pdf>
 - Social Care Wales, Public Perceptions Survey (2023). Unpublished.
 - Workforce Data Collection Report, 2022. This reports on data collected from providers about their workforce. It includes data on over 61,000 people working in social care.
 - Social Care Wales Pilot workforce survey - overall report of findings. This reports on the results of a survey distributed to everyone registered with Social Care Wales. It includes data on 3,119 workers, 6.5 per cent of the registered workforce.
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