

Mwy na swydd!



ACADEMI  
**GOFAL**  
GWYNEDD

More than a job!



[www.gwynedd.llyw.cymru/AcademiGofalGwynedd](http://www.gwynedd.llyw.cymru/AcademiGofalGwynedd)

# Welcome

Dear candidate

Thank you for showing an interest in Academi Gofal Gwynedd.

Cyngor Gwynedd provides a range of care services to Gwynedd residents to ensure that the people in the area receive the best support in their communities, ensuring that the well-being, dignity, and independence of the individuals are respected. Similarly, Cyngor Gwynedd ensures that users of our services receive the service in their language of choice and therefore the ability to speak or a commitment to learn Welsh is paramount in this area.

At Academi Gofal Gwynedd we will do our best to ensure that you gain experiences in the sector and we will support you as you earn relevant qualifications.

More information can be found on our website:

**[www.gwynedd.llyw.cymru/AcademiGofalGwynedd](http://www.gwynedd.llyw.cymru/AcademiGofalGwynedd)**

Or scan the QR code



# Can you work in Care?



Are you:

Kind?

☐

Friendly?

☐

Patient?

☐

Empathetic?

☐

Do you have a big heart?

☐

Can you change lives?

☐

Do you want to make a difference?

☐

**No experience needed, just the ❤️ to help!**  
**Full support and training available, leading to a professional qualification!**

# Why work in Care?



Not sure if a career in Care is for you?  
Scan the QR code to see some of the different opportunities  
that are available to work in Care, here in Gwynedd.



Working in Care is so varied and rewarding. From small children to the elderly, someone in your community needs your support. Do you want to make a difference?

Case study videos of individuals already working in the Social Care sector may help you make a decision. You can watch these on the [How to work in social care and child care | WeCare Wales](#) website.

# Our work here at Cyngor Gwynedd

Our ambition is to see everyone in Gwynedd:

## Well-being Objectives

- Enjoy happy, healthy and safe lives
- Receive education of the highest quality which will enable us to do what we want to do
- Earn a sufficient salary to be able to support ourselves and our families
- Live in quality homes within our communities
- Live in a natural Welsh society
- Live with dignity and independently for as long as possible
- Take advantage of the beauty of the County's natural environment

We will do this by concentrating on:

## Improvement Priorities

- Creating a viable and prosperous economy
- Every pupil having the opportunity to reach his or her potential
- Reducing inequality within the county
- Ensuring access to suitable housing
- Assisting people to live their lives through the medium of Welsh
- Assisting people who need help to live their lives as they wish
- Putting the people of Gwynedd at the centre of everything we do
- Responding to the climate change emergency

...this will be carried out by all the Council's Departments.

# Outline of general terms and condition of work

In addition to job satisfaction and an opportunity to make a valuable contribution, the Council is keen for you to get the most value from being a member of staff. There is access to many benefits across the county.

For more information visit

[The-Benefits-of-Working-for-Us](#)

or scan the QR code



# Routes to a Career in Care

If you would like a taste of working in the Care sector or need support to get to your dream job, Academi Gofal can help you.

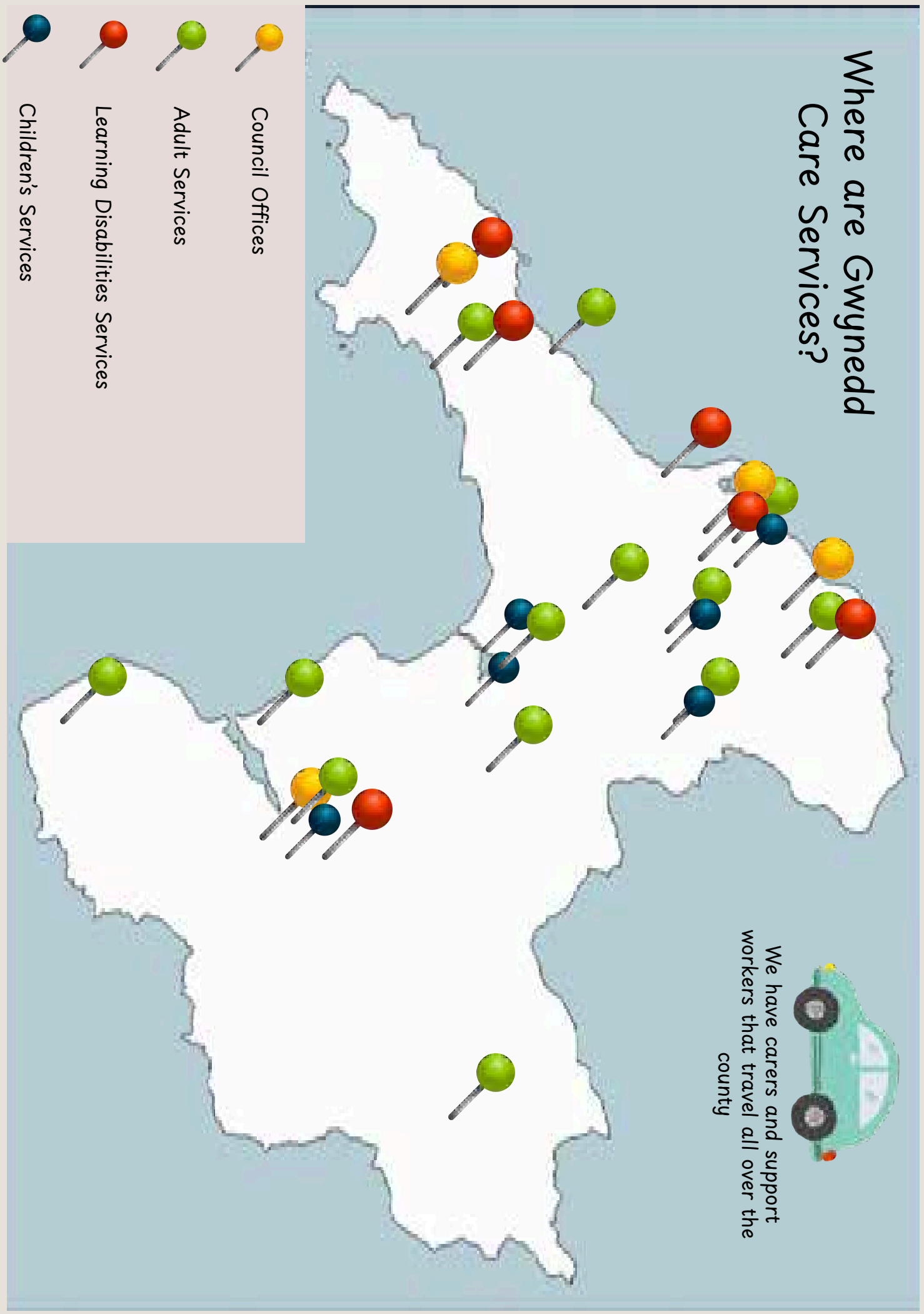
We have a wide range of options to guide and advise you to your career of choice.



# Where are Gwynedd Care Services?



We have carers and support workers that travel all over the county





# Site Visits

14+

Do you have a real interest in the Social Care sector? Are you keen to know more about working in the Care sector, before choosing to study Health and Social Care or before stepping into the world of work?

Some of Cyngor Gwynedd's Care services are ready to open their doors to those who want to understand more about the sector. Those wanting to know more about the type of jobs available and understand more about the roles and what working in the sector entails. We are happy to welcome anyone interested in pursuing a career in the sector.

By following the link below it is possible to find all the services that are willing to offer site visits. The package includes more details about the services, what days of the week they could offer and the number that can attend at a given time. Every service is different so read every offer carefully.

Hafan y Sêr, Learning Disabilities Day services and Care Homes are currently happy to welcome you.

[Recruitment-and-career-in-social-care.aspx](#)



# Volunteering

Age to be  
agreed  
with the  
services  
16+

We can arrange volunteering sessions within the Care service. Maybe you want to volunteer as part of your Welsh BACC or you want to volunteer in order to get a taste of working in the sector. Whatever your reason we can help you.

Please contact [gofalu@gwynedd.llyw.cymru](mailto:gofalu@gwynedd.llyw.cymru) to make arrangements.



One example of the services that accept volunteers within Cyngor Gwynedd is Amser Ni.

Amser Ni takes children and young people with additional needs out on fun activities together with overnight stays.

As a volunteer you will be expected to make sure that everyone is happy and having a good time.

We would expect you to take part in the planned activities.

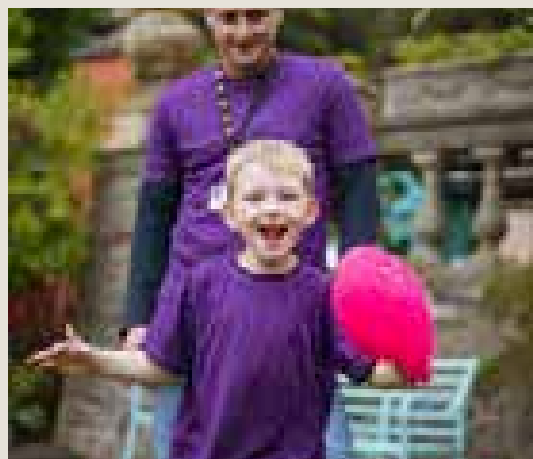
You will support with activities, day or night.

You will support staff to lead activities and events



Another of our services that accept volunteers within Cyngor Gwynedd is Llwybrau Llesiant.

Llwybrau Llesiant takes adults with additional needs out on fun activities.



# Work experience

16+

The Social Care sector has many career opportunities to offer. Why not come and join us for a period of work experience to get a feel for the type of work available and to get a glimpse of working in the sector?

Many of our services are ready to open their doors to welcome you. If you are interested in a period of work experience in a care home, day services, supporting in our children's teams or shadowing Social Workers or Occupational Therapists we can help you.

To apply for work experience, we kindly ask you to complete an application form with more details about yourself and why you would like to complete work experience with us. Full details, options pack, and application form available at this link

[Recruitment-and-career-in-social-care.aspx](#)



or scan the QR code



We look forward to having you over to our services on work experience.



# Jobs

The SOS #Dare2Care campaign wants to recruit more staff into health and community care. There are full-time and part-time jobs available, with good terms and conditions and regular hours.

There is a role for all

- Care Workers
- Management and administration
- Catering

If you have the desire to help and make a difference in your community, then opportunities are available to you within our Care services. Cyngor Gwynedd offers full training and the chance to help vulnerable residents of the county live as full a life as possible.

There are many different services and roles available throughout Gwynedd, and you'll have the opportunity of joining a team that aims to do the best for the people of Gwynedd by working in:.

- Our Home Care Service
- Our Learning Disability Service
- Our Residential homes
- Day Care
- Childrens Services

You would be helping people to live their lives the way they want to.

Development opportunities are available to everyone who works in children's or adult departments.

Interested? Scan the QR code;



# Academi Gofal Gwynedd

17+

The programme is a unique opportunity for anyone to develop a career in the Care sector at Cyngor Gwynedd. You will gain hands-on experience and have many opportunities to develop whilst being mentored by experts in the sector. There will be continuous opportunities to develop your skills to ensure a long and successful career within Cyngor Gwynedd's Care Services.

With various routes through Academi Gofal Gwynedd, whether you are looking for a role in Care management, becoming a Social Worker or an Occupational Therapist, it is possible to progress to a role to suit you. The sector always needs motivated team members to support people across Gwynedd.

If you have ever considered making a difference by supporting people in their communities, Academi Gofal Gwynedd is perfect for you.

For more information scan the QR code

or scan the QR code



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# Advantages of joining the Academi



Earn whilst you learn



Completing valued qualifications

Developing clear career paths



Receiving experienced support and assistance





# Basic Requirements

Successful candidates will need a GCSE grade C or equivalent in either Welsh or English.

It is desirable for successful candidates to have a GCSE Mathematics grade C or above or be willing to work towards the qualification by the end of the 3rd year of the programme.

We welcome applications from anyone who is motivated, has a kind and caring nature and wants to make a difference to the lives of others.

No previous experience required but it can be advantageous.

How about coming to us for work experience, volunteering, or part-time work? Details on how to arrange this can be found in the package.

You will need to show that you are a sensitive, honest and reliable person with the ability to act in a manner that respects the rights of the individuals at all times and demonstrates a willingness to develop.

Welsh is the main language of Cyngor Gwynedd. You are required to be able to communicate confidently through the medium of Welsh or show a willingness to take advantage of opportunities to develop your language skills. Training is offered to learn Welsh and to further develop your Welsh language skills, across all levels.



# Develop through the Academi



Join the  
Academi

Induction period -  
Core training and work  
placements within our  
Adults, Children and  
Learning Disabilities  
Teams.

Choose long-term location

Compulsory qualification  
Children's Care, Play,  
Learning and Development  
Level 2

Compulsory qualification  
Health and Social Care  
Level 2 (Adults)

Compulsory qualification  
Health and Social Care  
Level 3 (Children)

On average it  
takes a year  
and a half to  
complete the  
qualification.

A year of work in long-term  
location taking on more  
responsibility e.g. medication

Leads to development options.

Champion role, Level 3  
qualification e.g.  
Dementia, Moving and  
Handling

An opportunity to apply for a  
Senior Carer or Deputy role  
and complete a level 4  
management qualification  
and then level 5 when in a  
Manager position.

Apply for the role of  
Occupational  
Therapist trainee. A  
part time, 4 year  
degree course at  
Wrexham University.  
Can be completed  
whilst working.

Apply for first year of the  
Open University Social  
Work Degree.

An opportunity to apply for  
the Social Work trainee role  
with the Open University - 2<sup>nd</sup>  
year entry . Can be  
completed whilst working.





# What is it like to be part of Academi Gofal?



The Academi has given me new opportunities and opened new doors.

The best part is how much difference you make to the individuals and their families lives.



Every part of the job is enjoyable. I don't look back!!

Academi Gofal has given me the opportunity to do what I enjoy the most. I love working with the Learning Disability team, it's very rewarding



I enjoy the variety of opportunities and support offered by the Academi.

The Academi supported me to get on the right path into the Care sector. It has provided me with the experiences needed to know what I wanted to do within the sector.



# Our Teams!

Social Care services within the Council can be divided into :

- Children and Supporting Families
- Adults, Health and Well-Being

More details about our teams can be found in the following pages.



# Children and Supported Families

The Children and Supporting Families department provides various Social Care services for the residents of Gwynedd.

The department's purpose is to ensure that the children and young people of Gwynedd are protected from harm; experience stability in their life and have the best health and well-being opportunities.

There are several teams within the Children and Supporting Families department. The department works within 3 tiers of need;

1. Early Intervention,
2. Care and support, safeguarding, and care needs
3. Specialist Teams.

In Gwynedd, we believe that every child and young person should be given the opportunity to reach their full potential. We recognise that children develop best when they are supported to grow and succeed within their families and communities. We also recognise that providing early intervention is critical in helping children and their families to thrive and to reduce the need for more intensive services.



# What is it like to work in the Childrens team?

You know that you are making a difference to families.



Mair Hughes  
Key Worker

I would recommend anyone to come and work in this sector. We make such a big difference to the lives of families.

Emma Barton  
Senior Support Worker

Everyday in the job is rewarding. I enjoy my job.



Linda Roberts  
Support Worker

I get job satisfaction from helping someone and seeing a difference.



Ceri Rhiannon  
Social Worker

At the end of the day, we are here to help.



Eleri Jones  
Support Worker

The feeling you get from working with people is more valuable than money.



Alaw Paul  
Youth Support Worker

# Adults, Health and Wellbeing

The Adults, Health, and Well-being Department provides a range of Social Care services for Gwynedd residents who require advice, information, support, or care due to specific needs.

The Adults, Health and Wellbeing department provides a large number of different services to support the residents of Gwynedd. A small but very important percentage of the services provided are our residential homes, day services, and home care. The objective of our internal services is to provide a service to enable, support and promote people to live fulfilling lives as independently as possible. The department focuses on the user's life, offering a flexible service, completely person-focused based on quality and emotion. The department will promote the individuals who use the service to have a voice, control and choice over their own lives and the services they receive.

The department's purpose is to enable the adults of Gwynedd to 'live my life as I wish'.



# What is it like to work in the Adults Team?

What stands out is how rewarding the job is.



Lia Roberts  
Dementia Actif  
Gwynedd  
Project Worker

There are different elements to the job. I like the difference I can make to people's lives.



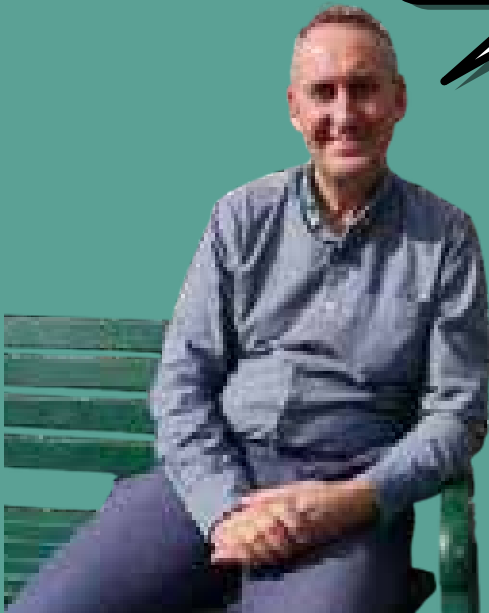
Emma Quaeck  
Dementia Actif Gwynedd  
Project Manager

For someone who loves a challenge, the post is perfect.



Gillian Owen  
Community Care  
Coordinator

I enjoy the variety. Care work provides diverse opportunities for all.



Huw Ceiriog  
Registered Manager

My role is so diverse.



Keneuoe Morgan  
Care Home  
Assistant Manager



# Learning Disabilities Team

The Learning Disabilities services fall under the Adults, Health and Wellbeing department.

The purpose of the services is to address and promote the well-being needs of individuals with learning disabilities. Whether that be physical, emotional, mental, or social needs. It is necessary to ensure that the services address what is important to individuals with a learning disability and their carers.

To ensure that the needs of individuals are fully met, a wide range of services will often be offered in partnership. This can be support to live independently, support out in the community, and much more.

The Learning Disability service focuses on the provision that offers opportunities to socialize and maintain relationships. There is a focus on developing a community-based service through the local hubs and offering a service that is led by the individuals and their carers.

The Learning Disabilities field is so diverse. It is an opportunity to gain experience and skills to improve your understanding of how to support individuals with complex and intense needs. There is great scope for development in the field.



# What is it like to work in the Disability Team?

I love the job, no two days are the same.



Chris Roberts  
Support Worker

I enjoy meeting people.



Marc Bentham  
Social Worker

I've never been happier.

It's changed my life for the better, I will never look back.



Carys Jones  
Care Assistant

Meical Morris  
Care Assistant







# Qualification Opportunities!



# Level 2 Health and Social Care Adults

This qualification consists of 5 units:

- Principles and Values of Health and Social Care
- Health and Well-being
- Professional practice as a Health and Social Care worker
- Safeguarding individuals
- Health and Safety in Health and Social Care

Once the core is completed you will move on to the practical part of the qualification. As a Care worker, you will work towards a level 2 qualification. After discussing with your mentor, you will then be able to decide which units to choose, depending on which you have enough evidence to complete.



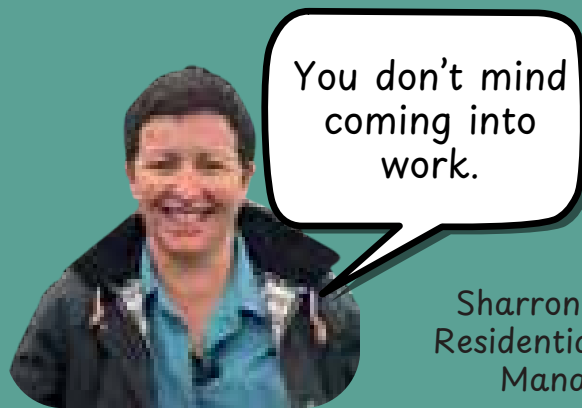
## Level 2/3 Health and Social Care Children and Young People

This qualification consists of 5 units:

- Principles and Values of Health and Social Care
- Health and Well-being
- Professional practice as a Health and Social Care worker
- Safeguarding individuals
- Health and Safety in Health and Social Care

Once the core is completed, you will move on to the practical part of the qualification, which will be on a level 3. After discussing it with your mentor, you will be able to decide which units to choose, depending on which you have enough evidence to complete.

# Registered manager



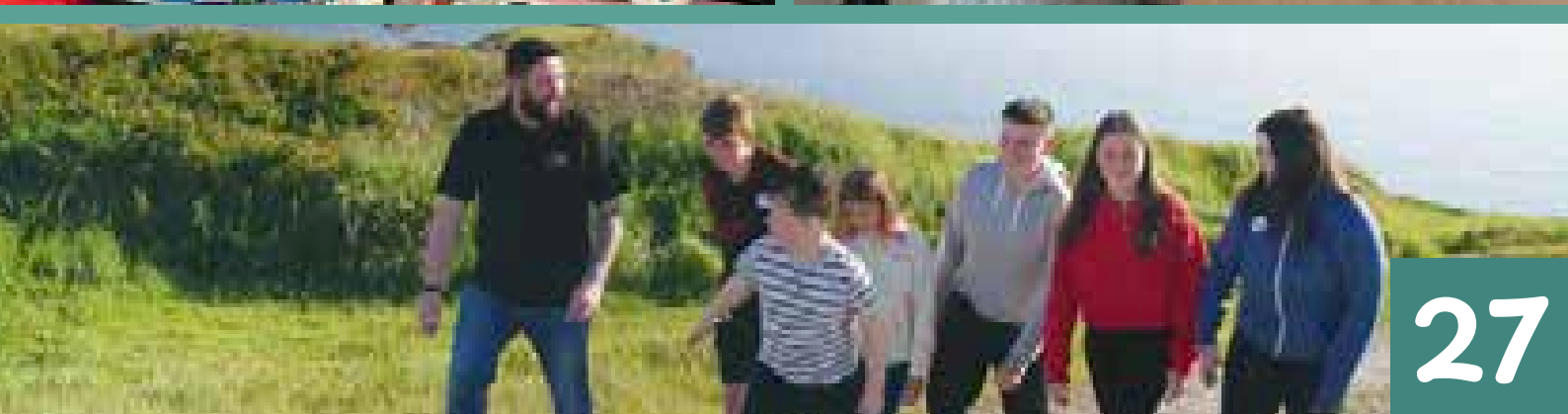
Sharron Jones  
Residential Home  
Manager

**In order to become a Registered Manager you must complete the Health and Social Care qualification at level 4 and 5.**

Level 4 Preparing for Leadership and Management- The qualification consists of the following units

- Legislation, theories, and models of Person/child-centered Practice
- Theoretical Frameworks for Leadership and management in Health and Social Care
- Leadership and Management of effective team performance in Health and Social Care services

Once the core is completed you will move on to the practical part of the qualification which will be level 5. After discussion with your mentor, you will be able to decide which units to choose depending on which you have enough evidence to complete.



# Occupational Therapist

Occupational Therapy aims to improve a person's ability to do meaningful, everyday tasks if an individual is experiencing difficulties.

Occupational Therapists work with people of all ages to look at all aspects of everyday life in their home, school, or workplace. They look at activities that they find difficult and see if there is another way to do them. Often, they will make assessments on individuals who come home from the hospital, for example, seeing what adjustments need to be made to the home for the patient to live a comfortable life e.g. putting in a stairlift, arranging for a wheelchair to be available, etc.

Several Occupational Therapy teams in Gwynedd serve adults, children, and individuals with learning disabilities across the county. We can place you within a team most convenient for you.

**To become an Occupational Therapist, you need to complete a 4-year part-time degree through Wrexham University. The degree will be fully funded by the Academi.**



# Social Worker

I enjoy having the opportunity to meet different people at various stages of their lives.



Dylan Owen  
Social Worker

Social Workers make a difference to the lives of individuals and their families to help them live their lives more successfully.

As a Social Worker, you will work with people to find solutions to their problems. This can mean giving individuals a voice, protecting vulnerable people from harm, and supporting people to live independently. There are several different Social Work teams within the Council including - children's teams, adult teams, learning disability teams, and a mental health team.

**To become a Social Worker, you will need to complete a degree through the Open University. This will be fully funded by the Academi.**

The degree is a 3- year degree. There will be two steps to complete the qualification.

**Step 1:** Apply for the first year of the degree

Year 1 - Foundations for Social Care and Social Work Practice

**Step 2:** Apply for the 2nd and 3rd year of the degree (it is not necessary for you to do this immediately after finishing the first year)

Year 2 - The law within Social work/ Contemporary Social Work Practice

Year 3 - Critical Social work Practice along with a choice from Mental Health/ Health and Social Care/ Management and Leadership/ Young Lives





# General questions

## **Is there an age limit to apply?**

There is no upper age limit, but you do need to be 17 or over to apply for these posts.

## **I already have a degree, am I eligible?**

Yes – we accept applications from those who have already been through higher education, however each applicant will have to follow the Academi's learning framework.

## **Do I have to pay education fees back?**

All courses and qualifications you are enrolled on as part of Academi Gofal Gwynedd are paid for in full by the Council. If you complete one of the degree courses, there is an expectation that you commit to working for the council for a period of time after qualifying.

## **What if I do not want to do all the qualifications?**

Throughout your time on the Academi Gofal you will be supported to reach your key milestones ensuring you can progress on to the next qualification. If you decide at one of these key milestones that you do not wish to progress any further, then we will support you to look for a full-time job within the Care sector relevant to the qualification level gained.

## **Why do I need an All Wales Induction Framework for Health and Social Care (AWIF)?**

You need to have completed the All-Wales Induction Framework for Health and Social Care (AWIF) as part of the registration to work as a Social Care worker in Wales. Induction framework for Health and Social Care.

## **What if I do not pass a level?**

You will be supported by a mentor at your work placement as well as being supported by the Academi's Co-ordinator. Your mentors will support you every step of the way to ensure you reach your full potential.

## **Do you support people with disabilities?**

Yes, we are an equal opportunities employer, with support available to help you achieve your career goals.

## **What is the duration of the programme?**

The length of the programme will depend on the career path you decide to take. You will have a contract for at least the first 3 years of the programme.

## **Am I guaranteed a job at the end of the programme?**

Every possible effort will be made to ensure that every successful candidate has an opportunity to accept a job at the end of the programme.

## **Do you need experience in the specific field before being able to apply for the position?**

No, no prior experience is required. You will need to demonstrate that you are a sensitive, honest, and reliable person with the ability to act in a manner that respects the rights of the individuals at all times and demonstrates a willingness to develop.

## **Where will the job location be?**

Opportunities are available across the county, we will try to place you as close to your home as possible. You are required to spend time in Caernarfon during the induction period and to travel for development days.

# How to apply

Look out on our social media pages for information when jobs are advertised.

The jobs will be advertised on the Cyngor Gwynedd website.

[www.gwynedd.llyw.cymru/jobs](http://www.gwynedd.llyw.cymru/jobs)



Read the job description and person details carefully you will need to use the information given here to successfully answer your application.

When applying online:

- Choose the Apply Online option.
- You will need to create a new account or log in.
- You can save your application and return at any point to make amendments.
- Your session will end after 20 minutes of inactivity and any recent work may be lost. To avoid this, please save your work frequently. Saving your work will take you back to the My Application page.

Good luck





**For more information**

**<https://www.gwynedd.llyw.cymru/AcademiGofalGwynedd>**

**[gofalu@gwynedd.llyw.cymru](mailto:gofalu@gwynedd.llyw.cymru)**

