Recruitment & retention... and other bits and bobs!



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Agenda







- National and local workforce data
- Recruitment and retention support
- Specific to you



National data

- The number of adult social care **jobs** in England as at 2014 was estimated at 1.55 million - an increase of 40,000 jobs (3%) from 2013.
- The number of **people** doing these jobs was estimated at 1.48 million.
- The number of full-time equivalent jobs was estimated at 1.18 million.
- http://www.skillsforcare.org.uk/NMDS-SCintelligence-research-andinnovation/NMDS-SC/Workforceintelligence-publications/The-size-andstructure-of-the-adult-social-care-sectorand-workforce-in-England.aspx



Local data







Turnover rates	Kent	South East	All England
Registered Manager	8.60%	13.00%	12.40%
Care Worker	25.80%	31.20%	30.70%
Vacancy rates	Kent	South East	All England
Registered Manager	4.20%	4.50%	5.30%
Care Worker	4.30%	7.30%	7.20%
Average sickness days	Kent	South East	All England
Registered Manager	2.5	2.9	3.7
Care Worker	8.2	6.2	6.4
Annual pay rates	Kent	South East	All England
Registered Manager	£26,946.00	£30,000.00	£30,000.00
Care Worker	£17,475.00	£15,279.00	£13,765.00

http://www.skillsforcare.org.uk/NMDS-SC-intelligence-research-and-innovation/NMDS-SC/Dashboards.aspx



Recruitment and retention







Finding and keeping workers

Recruitment and retention resources for adult social care









Watch the video



www.skillsforcare.org.uk/findingandkeepingworkers



Finding and keeping workers







What it does

Identifies challenges

Offers suggestions

Signposts to resources

Invites sharing



Finding and keeping workers





What are you looking for?









Attract more people

Take on the right people

Foster talent and increase skills

Keep your colleagues



Identifies challenges







I want to...

When users click into a theme, they are taken to a page with suggestions of what employers might be looking for help with.

These are based on challenges employers identified to us in workshops and via surveys.

Attract more people Many care providers report that they struggle to attract potential job applicants for various reasons, including perceived low pay, unsociable hours and negative perceptions of adult social care and the career opportunities it can offer. This section will help you to identify different ways of attracting more workers through targeted recruitment strategies and building relationships in the community. The table below identifies some of the key issues facing employers, suggests possible solutions and where to find more information Finding and keeping I want to Attract more people Find more candidates to apply for roles Take on the right

Foster talent and increase skills

Keep your colleagues

Resources to help you

Share your resources

Upload it here

Recruit a more diverse workforce

Further resources

occupational therapists and physiotherapists

Recruit regulated professionals, i.e. social workers, nurses,

Stand out from the crowd as a positive place to work



Offers suggestions



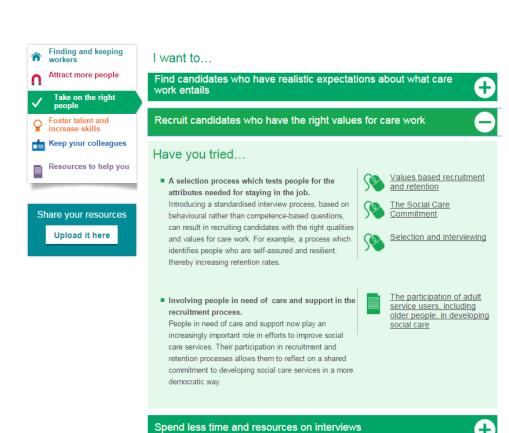




Have you tried...

Clicking on each section of the table expands to reveal a number of suggestions on the left for employers to consider and appropriate resources on the right to help support those suggestions.

Resources are from across the sector, not just Skills for Care.





Signposts to resources



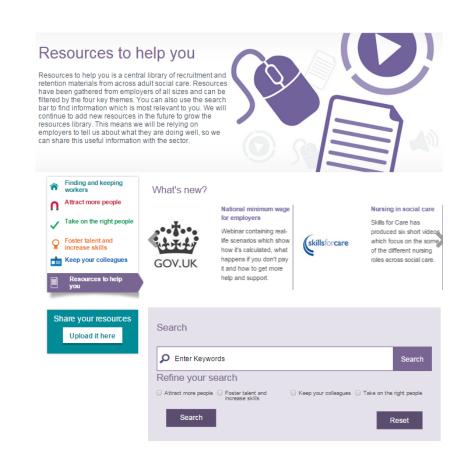




Resources to help you

Employers can also search directly for resources via a searchable library called 'Resources to help you'.

This allows the user to search for the information which is most relevant to them.





Invites sharing







We want to ensure the resource remains useful for employers and helps support them with their recruitment and retention challenges.

Employers can submit recruitment and retention resources they think the sector would find useful. These could include suggestions for case studies or signposting to a website or resource they have found useful and would like to make others aware of. This will help keep content up to date, fresh and relevant.

Share your resources

Upload it here

www.skillsforcare.org.uk/findingandkeepingworkers



Tell us what you think







Visit the Finding and keeping workers webpages and complete the pop-up box with your contact details. We will get back in touch in November and ask you to complete a short online survey about the site.

Even if you haven't ever used the resource we are keen to hear what support you would find useful!!

Tell us what you think	Â		
Please complete the boxes below if you would be happy to take part in a short online survey to provide feedback on Finding and keeping workers.			
Name *	- 11		
Organisation	- 11		
Email *			
Phone	×		

www.skillsforcare.org.uk/findingandkeepingworkers



Local to you







Your local contact

Margaret Sharpe

Locality Manager – Kent & Medway

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Margaret.Sharpe@skillsforcare.org.uk



As well as running workshops and networking events for registered managers, locality managers can work with you to understand your organisation. They can also signpost you to relevant resources, tools and the availability of funding for learning and development.



Local events







South East Future working group

Monday 30 November 2015, 10:30 – Charis Centre, Crawley

A new group, looking specifically at recruitment and retention across Kent, Surrey and Sussex. The next meeting is looking at:

- Work Experience
- Social Media

Contact Margaret directly if you are interested or would like further information.

CQC seminar for registered managers

Tuesday 15 December 2015, 10:00 – Angel Centre, Tonbridge

Focusing on the development of staff to meet CQC regulations. Central to the seminar's activities will be:

- The CQCs key lines of enquiry (KLOEs) and fundamental standards, and
- How to complete your Provider Information Return (PIR)

Book: http://www.skillsforcare.org.uk/Get-involved/Events/Event-Listing.aspx



Other local activity







Jobcentre Plus and Care Careers UK month

Takes place during November, about encouraging more people to consider a career in care.

- Giving employers the opportunity to raise their own visibility and promote vacancies.
- Medway College of Social Care is facilitating a <u>sector based work academy</u>,
 whereby JCP Chatham arrange for their claimants to attend Medway Adult Ed
 and undertake Level 1 Introduction to Working in Adult Social Care, fully
 funded. At the end of the course, they are offered placements within the
 contracted care homes and dom care agencies, arranged by Adult Social Care
 Commissioning and Medway Self Directed Support Team.
- Gravesend JCP are interested in Sector based work academy.

Would your organisation like to get involved? Contact Margaret.



Registered managers







- The Skills for Care Registered Managers membership offer is being refreshed
- If you are a Registered Manager we welcome your thoughts and feedback and would be grateful if you could complete the survey using the link below: https://www.surveymonkey.com/r/nonRMN
- If you are already a member please complete the survey for existing members: https://www.surveymonkey.com/r/RMPeval

This survey will close at 17:00 on 28th October 2015.

Any questions? Contact edward.hopkins@skillsforcare.org.uk

https://www.nsasocialcare.co.uk/registered-managers



Information and resources







Keep informed

- eNews, Care Magazine, social media
- http://www.skillsforcare.org.uk/Get-involved/Keepinformed/Keep-informed.aspx

Request further resources

The Marketing team is available 9am to 5pm, Monday to Friday via telephone 0113 241 0977 or email marketing@skillsforcare.org.uk and aims to respond to emails and voicemails within two working days of your enquiry.



Following the event...







Values based recruitment and retention toolkit

Our Values based recruitment and retention toolkit puts social care values at the heart of the recruitment and selection process, by providing employers with tools and resources which support values based recruitment. **Includes example job adverts.**

http://www.skillsforcare.org.uk/Finding-and-keeping-workers/Values-based-recruitment/Value-based-recruitment-tool.aspx

People performance management toolkit

The toolkit aims to increase managers' knowledge and understanding about what good people management, **including supervisions and annual reviews** http://www.skillsforcare.org.uk/Standards/Endorsement-framework-for-training-providers.aspx



Following the event...







Training endorsement directory

Endorsement is about identifying and promoting high quality learning and development providers and programmes that are relevant and fit for purpose within the sector. Search our directory:

http://www.skillsforcare.org.uk/Standards/Endorsementframework/Endorsement-framework-for-training-providers.aspx

Benefits in addition to salary

- Salary sacrifice advice: https://www.gov.uk/salary-sacrifice-and-the-effects-on-paye
- NHS Employers 'Reward strategy' toolkit relevant to social care employers: http://www.nhsemployers.org/your-workforce/pay-and-reward/reward-strategy-toolkit



Following the event...







Care Improvement works

Free, reliable guides, learning tools and resources for providers of adult social care in England. These are mapped to the Care Quality Commission's inspection questions and key lines of enquiries (KLOEs). Visit http://www.careimprovementworks.org.uk/

Mental Capacity Act

Induction related training, care planning and pocket-sized guidance http://www.skillsforcare.org.uk/Skills/Mental-Capacity-Act/Mental-Capacity-Act-(2005).aspx

