

Updates

- Inspired to Care have partnered with the Leicester Mercury 'Carer of the Year' awards. We have added three new categories to the awards this year to aid promoting and recognising good practice in Leicestershire, categories include;
 - Ambassador of the year
 - Employer of the year
 - Lifetime Service Award

Nominations likely to open
In November

- We recently conducted a survey of 'top performing' care staff. Findings highlighted that 45% of respondents identified more recognition from managers and directors would be a main influencing factor in the decision to remain working in the sector.

Ambassador Partnership Success

Inspired to Care are promoting Skills for Care's ambassador programme. On Friday 17 August, we ran our first ambassador training event. Held at Glenfield Sports Pavilion, 35 ambassadors attended with a number of individuals supporting with sessions throughout the day. The Ambassador event was featured in the Leicester Mercury with a full page article on careers in social care and also was promoted on their Facebook page. To engage with this Ambassador programme please contact Inspired to Care to register



Best Practice Training Sessions

Inspired to Care are facilitating a series of training workshops based in locations across Leicestershire that are centred on best practice for recruitment and retention techniques.

Recruitment – Selection Process: Identify 30 August 18 / 17 January 19
Recruitment – Selection Process: Advertise 4 September 18 / 31 January 19
Recruitment – Selection Process: Interview 11 October 18 / 14 February 19
Retention – Expectations 16 October 18 / 28 February 19
Retention – Employee Value Proposition 20 November 18 / 12 March 19
Retention – Culture Change 27 November 18 / 28 March 19

The content of the sessions is supported by research which translates into staff staying in employment.

The sessions are aimed at individuals who have involvement in the recruitment process – such as recruitment officers, HR, Registered Managers and Directors. To book your place please contact Vicky Satchwell – Victoria.satchwell@leics.gov.uk



Become an Inspired to Care member

Membership is FREE.

Becoming a member you will receive benefits which will be consistently updated throughout the lifetime of the Inspired to Care project.

Initial benefits will include;

- Access to member's area of the Inspired to Care website which will host best practice recruitment / retention tips, success stories and opportunities to register for engagement opportunities such as video / interview content.
- Your organisation will be signposted to via the Inspired to Care website – prospective job seekers can be directed to your website.

Eligibility criteria to become a member;

- Be a social care employer actively delivering services in Leicestershire.
- Commit to completing engagement questionnaires shared by Inspired to Care.

Contact Us:

Matthew Errington – External Workforce Lead
0116 305 7866 / matt.errington@leics.gov.uk

Victoria Satchwell – Recruitment and Retention Officer
0116 305 6385 / Victoria.satchwell@leics.gov.uk

Who are Inspired to Care?

Inspired to Care although funded by Leicestershire County Council, is a separately branded project. The purpose of the project is to support social care providers with best practice techniques for attraction, retention and improving the image of the sector.

The project is a response to addressing provider comments about the challenges of attracting a social care workforce.



Recruitment Top Tip #1

Research shows that applicants who apply via a referral scheme generally represent a better conversion rate to stayers

Why not refresh your referral scheme with the following ideas;

- Engage with staff to see what would motivate them most
- Offer a short term promotion with higher rewards for referrals
- Remove barriers for payment of referrals.
- Have directors or senior managers promote the scheme
- Extend who can access scheme – Service users?



Engagement Opportunity for Video Content

Inspired to Care is creating a website, aiming to go live early 2019. The website will be a destination for prospective applicants to the social care sector to learn about the opportunities available to them.

The website will also host success stories and aim to improve the image of the sector. We are looking for providers to engage with us to produce video content and interviews that we can use both as content for the upcoming website, but also for social media purposes and future newsletters.

Videos we are looking to produce include;

- Fondest memory montage
- A day in the life of...
- Organic career progression (someone who has progressed within their organisation multiple promotions)
- Co-production with service users – how good care has impacted on their life.

Inspired to Care has a pot of funding to facilitate the development of these videos. Dependent on volume of enquiries we can fund or part fund these.

Please contact Inspired to Care by October 8th to be considered for the first phase of video production.



Were you aware that autism training is available for social care providers on the LSCDG Learning Hub? www.lscdg.org

It is estimated that there are 700,000 people in the UK are on the autistic spectrum so it is likely that you know or support someone who has the condition.

As part of the Leicester, Leicestershire and Rutland Autism Strategy, training is provided by LSCDG. The Strategy covers workforce development and has an objective to monitor and improve the take up of training across the area and with providers.

There are three levels of training provided:

- Autism awareness e-learning: The awareness training is a good introduction to help staff understand the autistic spectrum and how they can support people with the condition.
- Working with Autistic Adults: This would be particularly suitable for staff who provide care and support to people with the condition. It goes into more depth and highlights good practice.
- Assessment and Care Planning: This would be more suited for staff who manager other people or who are involved in assessing autistic people.

All courses are available through the LSCDG Learning Hub.