



Recruitment Top Tip #2

Research shows that using a Values Based Recruitment approach can reduce turnover by up to 6%.

Values based shortlisting

Why not shortlist on key values rather than a CV or application form?

Values based interviewing

Consider interview style to be centred on key values opposed to structured questions?

Perhaps start with engaging your current staff group to check their understanding of your organisations key values.

To find out more visit;

<https://www.skillsforcare.org.uk/Recruitment-retention/Values-based-recruitment-and-retention/Values-based-recruitment-and-retention.aspx>

Become an Inspired to Care member

Membership is FREE.

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

Inspired to Care are offering the first 4,000 staff from the provider community access to Wider Wallet- <https://www.widerwallet.com/login> A staff discount scheme that offers a variety of local and national discounts. Has your organisation become a member? Please contact one of the Inspired to Care team.



Upcoming National Recruitment campaign for the social care sector

The Department of Health and Social Care is developing a £3m national adult social care workforce recruitment campaign which aims to raise the image and attractiveness of the sector as a prospective job route and boost domestic recruitment.

Two localities have been identified as pilot sites for delivery of this campaign – these areas being Gloucestershire and Tyne and Wear. Pending evaluation of these pilot sites, we can expect to see a national roll out of the campaign in early 2019.

The main aims are to drive awareness and consideration of adult social care as a prospective job opportunity for those people with the right values and help equip the sector with the knowledge and tools to be more effective in how it recruits and retain staff. .

Inspired to care

Your journey to a career in social care

Best Practice Training Sessions

100% of delegates who have attended sessions to date have improved understanding of best practice in the specialist area of the training.

Delegates reported a 10 point increase in confidence having attended training. This is a 50% increase in levels of confidence.

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.

<u>Best Practice Training Sessions</u>	Dates
Selection Interview	14.2.19
Selection Advertise	31.1.19
Selection Identify	17.1.19
Retention Expectations	28.2.19
Retention Employee Value Proposition	20.11.18 & 12.03.19
Retention Culture Change	27.11.18 & 28.03.19

Book on to training by contacting a member of the team on the details below

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

See yourself writing this newsletter? Inspired to Care are recruiting!

Inspired to Care are looking to recruit a Project development officer to support with delivery of the External workforce team project. Key responsibilities include;

- Coordinating content for social media & the upcoming Inspired to Care website.
- Develop relationships with providers to get engagement with Inspired to Care work streams.

If you or any friends or colleagues with relevant social care recruitment experience would like to find out more, contact us;

inspiredtocare@leics.gov.uk

0116 305 7866

Closing date of 4th November 18.





Health and Social Care Recruitment Fair

The event was held on Tuesday 9th October at City Hall and facilitated by a number of stakeholders.

Roughly 125 prospective applicants attended with 25 employers in attendance.

87% of delegates said the free event was good or excellent.

Some providers took advantage of interviewing on the day and managed to source 15 applications from the event.

Other providers experienced lower response rates, highlighting the necessity to consider how best for stall holders to engage with job seekers and how to make stands more engaging and delivery interactive.

To have your say on future delivery or structure of recruitment fairs please contact a member of the team.



— Leicester Mercury —
**CARER
 OF THE YEAR
 AWARDS 18**
 — IN ASSOCIATION WITH —



Nominations are now open for the Carer of the year awards 2018.

Inspired to Care are running the event in association with the Leicester Mercury

Inspired to Care have invested in additional categories for the upcoming awards, which are;

Ambassador of the Year award

Employer of the Year award

Lifetime service award

The award ceremony will be held at the Mercure Hotel on the 31st January 2019.

Nominations open on 29 October 2018 and close on 26 December.

A full list of award categories and to make nominations please follow this link;

www.leicestermercureycarerawards.co.uk

Have your voice heard on a National Scale

The Secretary of State for Health and Social Care has named workforce as one of his early priorities and wants to make sure the expertise and views of the 3 million people who work in NHS and Adult Social Care in England are heard.

To do this, the Department for Health and Social Care has launched the Talk Health and Care platform to allow people who work in the NHS and Adult Social Care in England to engage with the Department.

Your comments will feed into the development of the long term plan for the NHS and the Social Care Green Paper.