

Skills for Care update September 2019



Cambridge Registered Managers
Network

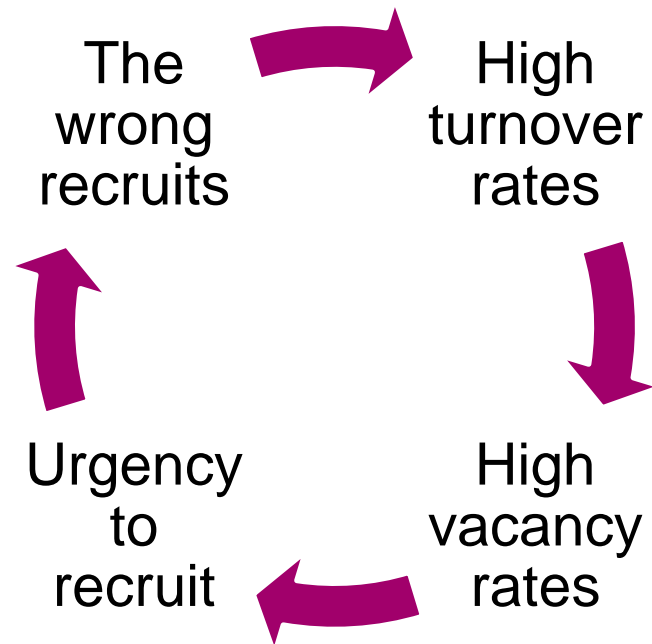




Varied challenges to Recruitment and Retention

To attract, develop and retain a **quality** workforce

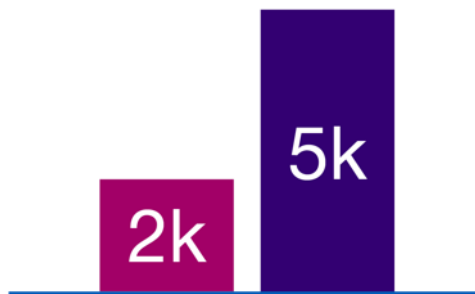
- Too many applicants without the right qualities.
- Not enough applicants.
- Can recruit OK but a high proportion of leavers.



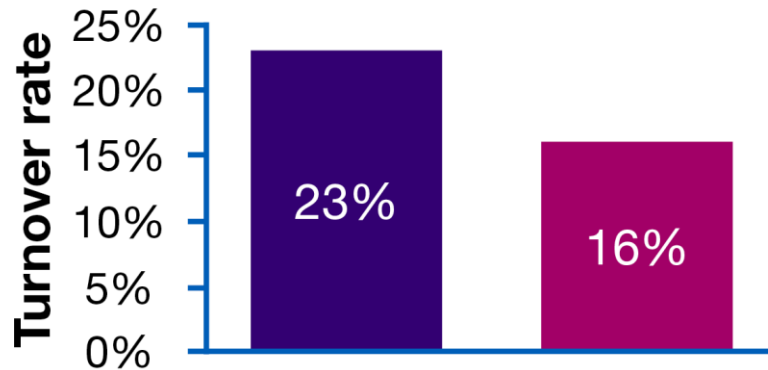


The cost of getting it wrong

- The cost of replacing leavers. (www.cipd.co.uk).
- Potential negative impact on existing staff.
- Quality and continuity of care.



Potential cost of recruitment



Inadequate or requires improvement Good or outstanding

CQC rating



Values and behaviours-based recruitment and retention (VBR)

What is it?

- To **assess values, behaviours and attitudes** not often assessed in 'traditional' recruitment practices.
 - To **look beyond** someone's job history and qualifications.
 - To **get to know the real person**, taking into account experiences from all areas of their life, not just previous paid employment.
-



Examples of values





Why does VBR matter?

Because employers tell us it works



58%

Agreed that staff recruited for values were better at developing the skills needed for their role.



72%

Agreed that staff recruited for values perform better than those recruited using traditional methods.

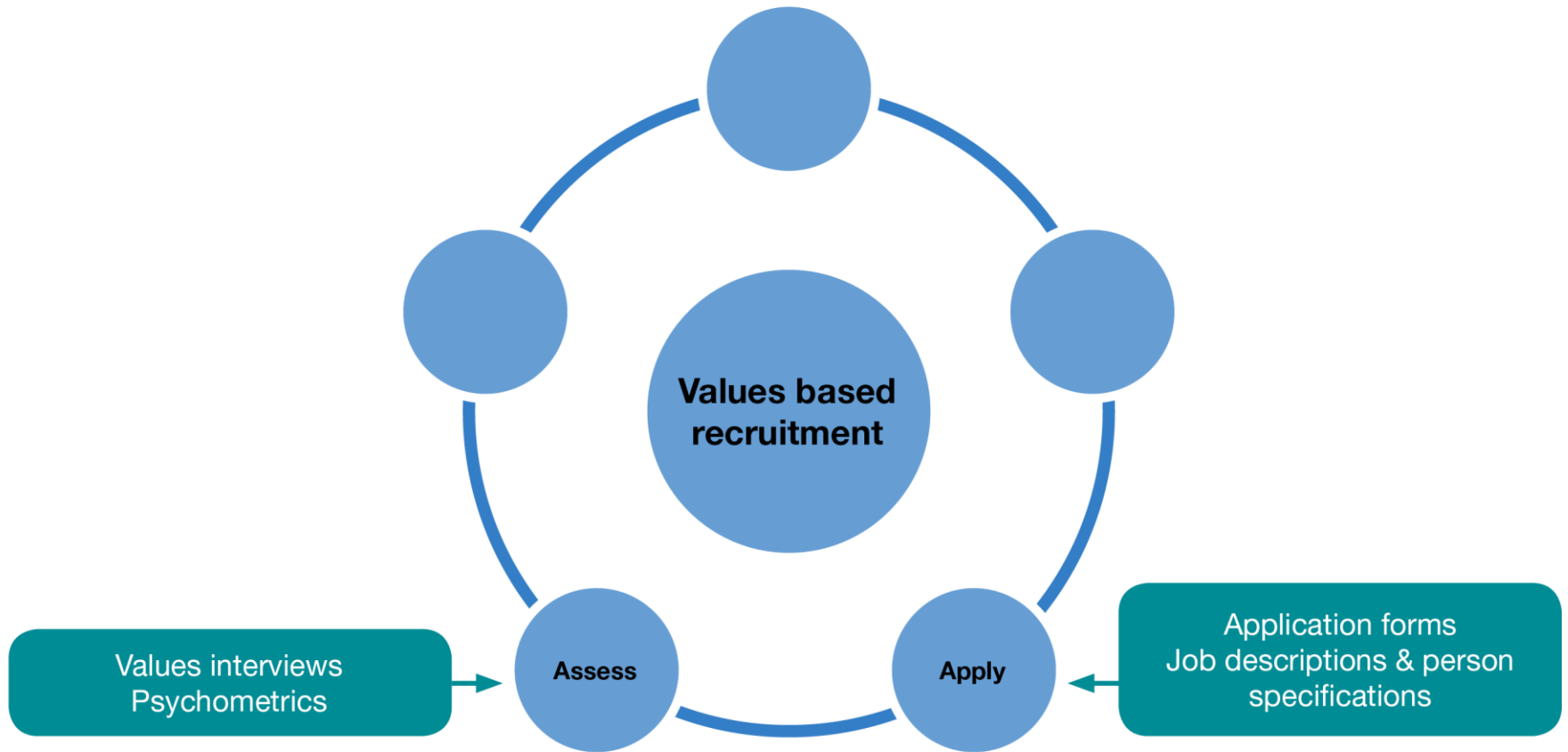


62%

Agreed staff recruited for values have lower rates of sickness and absence.

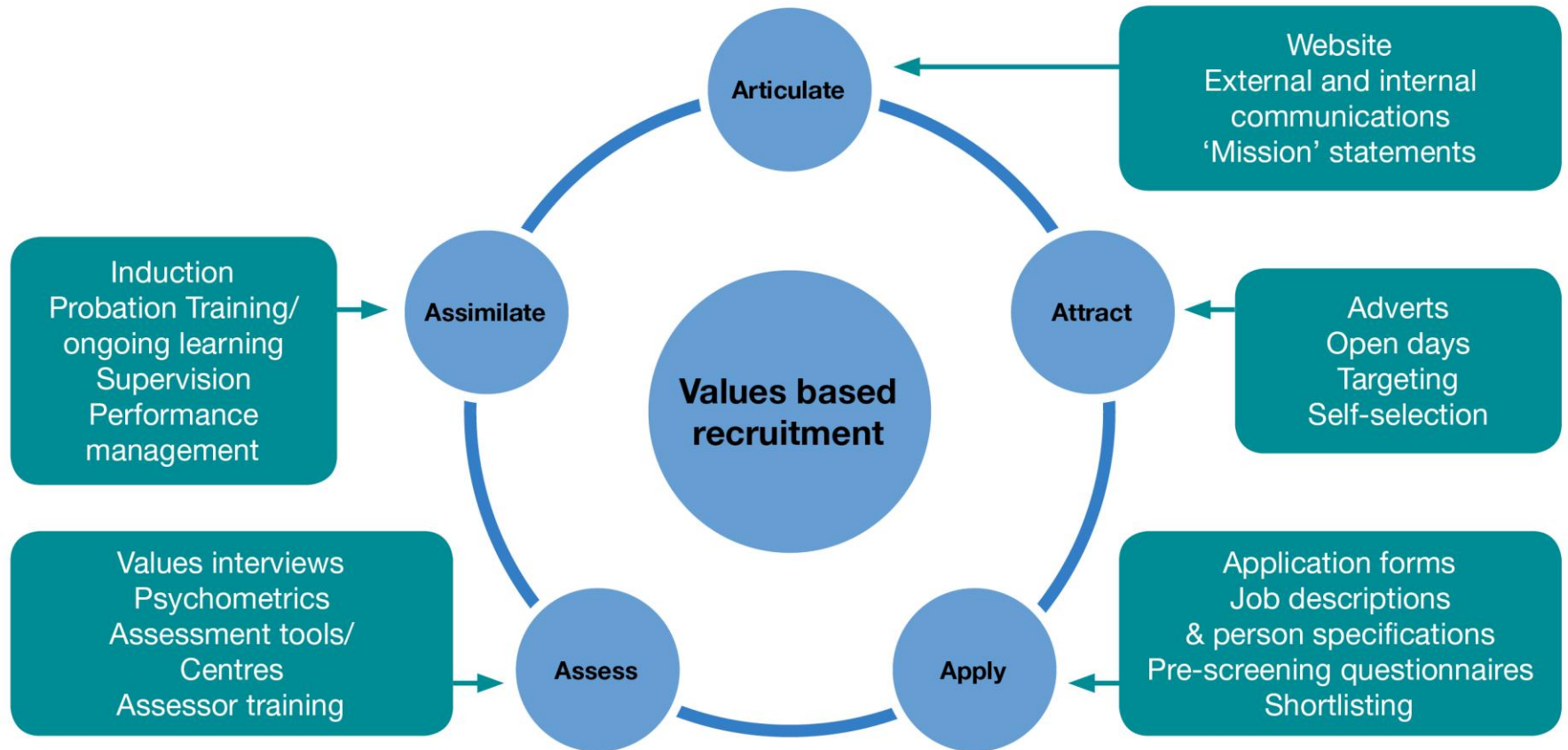


Are you REALLY doing VBR?





A holistic approach





Getting started with values and behaviours-based recruitment – free workshop

Cambridge: 27th November Hallmark Hotel, Bar Hill

Peterborough; 26th February The Fleet

Come and find out:

what workplace values are

the benefits of establishing workplace values

working with others to develop and agree workplace values

communicating your values.



New! Recruitment and retention website area

We've updated the recruitment and retention area of our website so that you can easily access a range of support and tools to help you use a values-based approach to recruit and retain staff.



Planning your recruitment →



Recruiting the right people →



Retaining your staff →

Visit www.skillsforcare.org.uk/randr