

Skills for Care update November 2019



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#CareToRecruit

During October and November we'll be helping employers to recruit people with the right values. The campaign will include:

- the launch of the DHSC national recruitment campaign
- the importance and benefits of recruiting for values, how to get started and tips and advice from other providers
- tips for attracting candidates, the application and selection process
- how the 'seeing potential' and '*I Care...Ambassadors*' projects can help with recruitment.

Follow the campaign at www.skillsforcare.org.uk/caretorecruit

#CareToRecruit #everydayisdifferent



DHSC adult social care national recruitment campaign

Advertising will run for longer this year, from October to April.

October activity will include online TV, social media, radio and online advertising.

January activity will include outdoor posters, social media, radio, and online media partnership.

Advertising will signpost interested applicants to www.everydayisdifferent.com where they can find out more and search for jobs.



Recruitment and retention

Cambridge

The **turnover rate** in 2017/18 was **33.7%** (or **3,900 leavers**).

The **vacancy rate** in 2017/18 was **6.2%** (or **800 jobs**).



Around **72%** of leavers remained within the sector.

Peterborough

The **turnover rate** in 2017/18 was **44.0%** (or **2,300 leavers**).

The **vacancy rate** in 2017/18 was **9.3%** (or **550 jobs**).



Around **48%** of leavers remained within the sector.



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.



Update: 'A Question of Care' profiling tool



'A Question of Care: A career for you' is an online, interactive video quiz based on real life scenarios from the social care sector.

At the end of the quiz it provides a detailed personal profile that tells people whether they have what it takes to work in social care.

We're pleased to announce that **two new scenarios** about being a personal assistant and domiciliary care worker have been added.

www.aquestionofcare.org.uk



Update on Liberty Protection Safeguards (LPS)

Code of Practice (expected June 2020) will explain how the LPS will work and give examples of best practice. Training around the LPS should be linked to the Code - any training delivered before spring 2020 may not meet the required standards.

Skills for Care is developing a programme of support for adult social care employers including:

- training resources for registered managers
- funding to pay for training
- workforce guidance.

Keep up-to-date: www.skillsforcare.org.uk/LPS or sign up to enews.



Core and mandatory training in adult social care

The core and mandatory training guidance covers a variety of topic areas and addresses:

- minimum learning outcomes
- how the topic links to CQC key lines of enquiry
- how the topic links to CQC fundamental standards
- how and when to refresh knowledge.

Access the mandatory training guidance at:

www.skillsforcare.org.uk/coreandmandatory



New learning and development opportunities for managers

New: three new continuing professional development (CPD) modules to support the development of managers in adult social care:

- Understanding Performance Management
- Understanding Self-management Skills
- Understanding Workplace Culture

Employers can claim money from the **Workforce Development Fund (WDF)** towards the cost of learning.



Leadership programmes

Existing leadership programmes:

- Lead to Succeed - for aspiring managers and deputies
- Well-led - for registered and other managers.

Employers can claim money from the **Workforce Development Fund (WDF)** towards the cost of learning.

Find out more at www.skillsforcare.org.uk/leadersandmanagers

Find an endorsed provider at www.skillsforcare.co.uk/findaprovider



New Core Capabilities Framework


 Department of Health & Social Care



Core Capabilities Framework for Supporting Autistic People













Core Capabilities Framework for Supporting People with a Learning Disability

This is an update of the 'Learning Disabilities Core Skills Education and Training Framework'.






Membership organisation for registered managers

Join our growing community for £35 for 12 months

- Copy of 'Social care manager's handbook'
- Monthly members' newsletter
- Free online resources and bookshop discounts
- Discounts on leadership programmes and seminars
- Mentoring opportunities
- Access to a members-only Facebook group

Find out more at www.skillsforcare.org.uk/membership
