

Workforce – Part One: Mastering Recruitment Quality Workshop – Resource Pack

The whole sector Workforce – Part One: Mastering Recruitment Quality Workshop took place on Wednesday 26th March at Mercure Bradford Banfield Hotel from 12 – 4pm. The event was highly successful with over 50 providers in attendance on the day. We hope those that attended found it both informative and valuable.

Please see below for the Resource Pack which is split into 3 sections:

- slides and contact details
- extra resources
- Slido results (appendix)

SLIDES & CONTACT DETAILS FROM QW:

ACTIVITY / TOPIC	LINKS	CONTACT DETAILS
All slides from the day	Click here to view	Email admin@bradfordcareassociation.org if you're having any trouble accessing the slides
Setting the scene	Slides 6 - 19	Angela Thompson Strategic Workforce Lead Adult Social Care BCA & BDMC E: angela@bradfordcareassociation.org
Insights into recruiting in ASC	Slides 20 – 46	Neil Eastwood Founder and CEO of Care Friends E: neil@carefriends.co.uk
Recruitment opportunities for your current & future workforce	Slides 47 - 51	Angela Thompson Strategic Workforce Lead Adult Social Care BCA & BDMC E: angela@bradfordcareassociation.org
Supporting placements in social care	Slides 53 - 60	Vikki Carter & Narkis Rahman

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		Director of Practice Education and Engagement & Clinical Placement Development Manager University of Bradford
International Recruitment	Slides 61 - 68	Jeanine Willoughby International Recruitment Project Manager – West Yorkshire E: jeanine@bradfordcareassociation.org
Value-based Recruitment	Slides 69 – 81	Angela Thompson Strategic Workforce Lead Adult Social Care BCA & BDMC E: angela@bradfordcareassociation.org
Skills for Care Recruitment resources	Slides 82 - 89	Denise Baran Skills for Care Locality Manager E: Denise.Baran@skillsforcare.org.uk

EXTRA RESOURCES

ACTIVITY / TOPIC	INFORMATION
Bradford District and Craven ASC Workforce Strategy 2022-2027	To access the Bradford District and Craven ASC Workforce Strategy 2022-2027 bradford-social-care-workforce-strategy-2022-2027.pdf
Saving Social Care available	Neil Eastwood author of Saving Social Care book.
University of Bradford Placements	To apply to be considered for student placements in your service contact Email: fhsplacements@bradford.ac.uk or fls-placements@bradford.ac.uk

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International Recruitment	<ul style="list-style-type: none"> • Link to Yorkshire and Humber Regional International Recruitment Hub > NY Resourcing • See page on International recruitment from Skills for Care.
Value based recruitment	<ul style="list-style-type: none"> • See Skills for Care Values-based recruitment • Click here for video on values-based recruitment.
Talent pipeline in your local community – ‘get into work’ schemes	<p>Supporting people who were ready or were almost ready for work:</p> <ul style="list-style-type: none"> • DWP / Job Centre • Skills House • WEA • Bradford Cares Recruitment website (contact: ami@bradfordcareassociation.org for posting your current job vacancies)
Using social media for recruitment	See resources from Skills for Care: Using social media for care recruitment
Bradford Social Workforce Strategy 2022-2027	<ul style="list-style-type: none"> • Click here to bradford-social-care-workforce-strategy-2022-2027.pdf
Workforce Strategy for ASC in England	<ul style="list-style-type: none"> • Click here to A Workforce Strategy for ASC in England
Be someone Campaign	<ul style="list-style-type: none"> • Click here to Learn more about a rewarding career in Social Care from Skills House
Working in Adult Social Care	<ul style="list-style-type: none"> • Click here to access latest job vacancies, candidates and other resources on Bradford Cares recruitment website
Working in Adult Social Care	<ul style="list-style-type: none"> • Click here to access latest job vacancies and other resources from DHSC and Care England
Yorkshire and Humber Regional International Recruitment Hub	<ul style="list-style-type: none"> • Click here to access the Yorkshire and Humber Regional International Recruitment Hub
Size and Structure on Social Care and workforce in England	The size and structure of the adult social care sector and workforce in England

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Better hiring toolkit	BHI Website
Safe and fair recruitment	Click here for Safe and fair recruitment. A guide to carrying out effective pre-employment checks in social care
Recruiting younger people & Apprenticeship support	Click here for Guide in recruiting 16 and 17 year olds. Click here for Apprenticeship support.
Secrets of success report	Click here for research conducted with employers who have a turnover rate of less than 10%, about how they recruit and retain staff.

SLIDO QUESTIONS & RESULTS



What challenges do you face when trying to recruit and attract staff to your organisation?

Wordcloud Poll ☒ 46 responses ☒ 28 participants



Considering everything you've just heard, which new groups or types are you planning to target that you haven't focused on before?

Wordcloud Poll ☒ 24 responses ☒ 17 participants



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What strategies are you planning to use to target them?

Wordcloud Poll  18 responses  12 participants



Do you need any support with implementing this further? If so what?

Wordcloud Poll  15 responses  10 participants

