





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 <u>admin@bradfordcareassociation.org</u> 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 <u>bradford-social-care-workforce-strategy-2022-2027.pdf</u>
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	Link to Yorkshire and Humber Regional International Recruitment Hub > NY Resourcing		
	See page on <u>International recruitment</u> from Skills for Care.		
Value based recruitment	See Skills for Care <u>Values-based recruitment</u>		
	Click here for video on values-based recruitment.		
alent pipeline in your local community –	Supporting people who were ready or were almost ready for work:		
get into work' schemes	DWP / <u>Job Centre</u>		
	Skills House		
	• <u>WEA</u>		
	Bradford Cares Recruitment website		
	(contact: <u>ami@bradfordcareassociation.org</u> for posting your current job vacancies)		
Jsing social media for recruitment	See resources from Skills for Care: <u>Using social media for care recruitment</u>		
Bradford Social Workforce Strategy 2022- 2027	<u>Click here</u> to bradford-social-care-workforce-strategy-2022-2027.pdf		
Norkforce Strategy for ASC in England	Click here to A Workforce Strategy for ASC in England		
Be someone Campaign	<u>Click here</u> to Learn more about a rewarding career in Social Care from Skills House		
Norking in Adult Social Care	Click here to access latest job vacancies, candidates and other resources on Bradford Cares recruitment website		
Norking in Adult Social Care	<u>Click here</u> to access latest job vacancies and other resources from DHSC and Care England		
orkshire and Humber Regional	<u>Click here</u> to access the Yorkshire and Humber Regional International Recruitment Hub		
nternational Recruitment Hub			
Size and Structure on Social Care and	The size and structure of the adult social care sector and workforce in England		
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	<u>Click here</u> for research conducted with employers who have a turnover rate of less than 10%, about how they recruit and retain staff.

SLIDO QUESTIONS & RESULTS

Wordcloud Poll
Not enough applicant Finding the right skills Pay Values Availability staff Work ether
Not enough applicant right Finding the right skills Pay Values Work ett
Finding the right skills Pay values Poor quality applications Work et
Finding the right skills Pay values Work ett
Poor quality applications
Poor
behaviours Finding
Working hours attitude Values attitude
Lack of knowledge Attitude towards w

Staff don't have the right skills, senior carers.

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

you planning to target that you haven't focused on before?					
Wordcloud Po	oll 24 responses	음 17 parti	cipants		
	Family care	ers commun	ity groups, vo	nlunteers	
	i diliny care	.13,00111111111	ity groups, ve	Janteers	A cat maybe
	Part of Duke of Edinbu	ırah award			
	Part of Duke of Lumbu	iigii awaiu	3739	Supermark	kets
		Young	carers	NA.	
	Unpld carers	3			Male workers
	Care leav	ers	()	Unpaid	d carers
	Unpaid	Your	nger pe	ople	ver 55's
	Family carers	1001	igoi po	opio	
		Work pl	acements	Placemen	t students
		Leaving	g care young	adults	

Considering everything you've just heard, which new groups or types are







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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 ② 15 responses
Get a mortgage to young people Opportunity	Associated behaviours Interviewer training Use scenarios Training on interviews
programmes with school leavers Incentives user idea	Conduct values interviews
Wellbeing Social media TikTok quote interests Care Friends	Value based interview questions How to utilise the toolkit
Work life balance Service Promoting working alongside university Meaningful benefits	Variety of interview questions Tips for open questions How to conduct values interviews