Proud to Care

- Shared Vision
- Shared Mission
- Shared Values

Providers and front-line staff

- Shared values
- Passportable
- Recognised Profession
- Equality and recognition

Improving Retention

- Apprenticeships
- Management skills
  - Managers
  - Supervisors
- Work experience
  - School links
- Induction training
  - Care certificate
  - Shared training
  - Portability
- Exit interviews and reasons for staying
- Supporting ageing workforce to remain in employment

Recruitment- Actions for group

- Local multi-organisation events
- Proud to Care Group to send service locations to Proud to Care team to help to plan attendance at recruitment events.
- Find partners
  - Job Centres
  - Colleges
  - Westward Pathfinder
  - Career groups
  - Motivate South West

Top Tips for Recruitment and Retention Feedback

- Barriers
  - Care Certificate
  - Pay
  - Media
  - Care not being seen as a career/ professional
- What has worked well?
  - E-learning in Care Certificate
• Make adverts specific for different areas

  What would help
  o Mandatory training
  o Care Certificate
  o Subsidised training
  o Get communities on board
  o Selling a career in care- not an organisation
  o Job adverts- state the hours of work
  o Changing perceptions of care

Safer Recruitment

  • Document telephone references
  • DBS
    o Full renewal every 3 years
    o Self declaration every 6 month- via supervisions
  • Gaps in employment
    o Individual to explain any gaps
    o Headed paper
    o Check at interview
    o CV’s/ application forms must state month/year for each job start/end