**Group Work - Square Pegs Round Holes**

**What we do that works well!**

* Retention attendance i.e. bonus
* Expert by experience, residents to attend interviews
* Engage with people who apply straight away
* Engaged more likely to turn up for interview
* Values based recruitment
* Different interview options date and time
* Judgement index – care related
* Resident part of initial process
* Psychometric testing – sticky people
* Showing potential employees around the care setting
* Not offering a job straight away
* Investing in staff training after probation in areas of interest
* Select interview time. Lost of agency don’t turn up
* 2x people interviewing 1 show around

**Major Challenges**

* Getting the right staff
* References – how do we get the right information. Start end dates is this enough?
* How to ensure the right quality person – with limited people to select
* Motivating people to stay
* Retention and rewarding
* Right people right roles
* Right training

**What should future workshops include?**

* Delivering effective interviews
* Terminology in adverts
* Critique adverts
* Practical workshops
* 3hr minimum
* Working group to develop

**Things that people pledged to do differently**

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| * Review Platforms we use for advertising our vacancies. Research judgement index tool for possible inclusion in our recruitment process. Speak to proprietor re rejected schemes - and payment after retaining employee for six month. |
| * Re-look at the interview process. Add further assessments within the process |
| * A good session an hr traveling for half day training could be organised 2 topics and full day maybe |
| * The advice from Nottingham City was extremely helpful. There were some very good ideas. I think it’s a good idea to promote creative thinking in these forums. * We need to try and understand the younger generation better and how to attract their interest. Social medic is new and exciting and something I need to know more about me using it. |
| * Use Social Media more. Look at our advertisements. Look at a referral scheme. Add exit interviews |
| * Look at who's jobs are offered to wider base for interviews |
| * To review my value-based recruitment process. To use Skills for Care resources more. |
| * Re - look at the recruitment process. Look at funding |
| * Look at a more personal interview process |
| * Social Media. Reduce advert content |
| * Look into using probationary periods before offering permanent employment |
| * Talk to manager re attendance bonus. Ask applicants what they consider the role of the carer is |
| * Maybe look at letting candidates choose their interview times. Presentation great lovely atmosphere as always |
| * Look at access to funding from different resources. Incentives. Referrals |
| * Media advertisement for recruiting |
| * Improve links with local school. Utilise judgement index for recruitment. Look into I Care Ambassador roles |