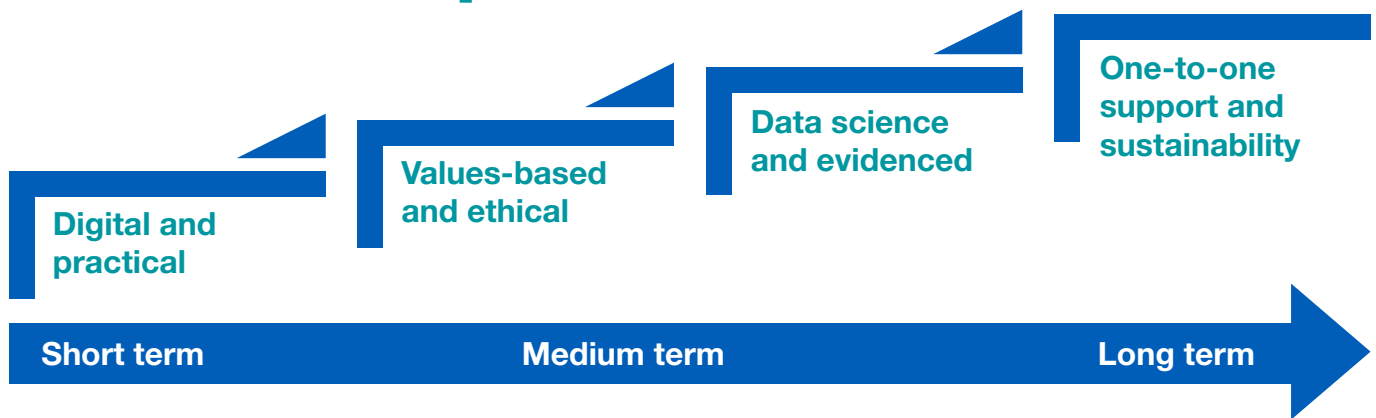


Valuable People: finders keepers



‘Valuable People’ is an innovative wrap around place-based programme supporting social care organisations to find and keep the right people with the right values.

It has four distinct but complimentary elements including: interactive workshops, data science solutions specific to individual organisations and focused sector specialist one to one contact to support implementation and sustain practice. Each element may be commissioned stand alone or as a complete package to support up to 14 provider organisations in the short, medium and longer term.

The complete ‘Valuable People’ package also includes collaborative work with relevant local authority workforce leads to contextualise support to place based services in the local area.

1. Digital and practical

Immediate practical solution supporting those involved in recruitment to become familiar with a range of social media and digital recruitment solutions. Exploring the variety of options including Care Friends, and focusing on why, when and how specific digital approaches can be used to reach the right audience when recruiting. An interactive group session.

Maximum 14 participants delivered virtually over one day - stand alone £2,100 + VAT

Outcome – Recognise the value of different social media approaches to recruitment including visual and community platforms and how to reach your target audience effectively, measuring success.

2. Values-based and ethical

Values based approaches to finding and keeping workers aimed at senior managers, HR professionals, registered managers and individual employers in adult social care. This element includes two-day interactive group sessions exploring:

- values based interviewing - questioning and probing interview techniques to assess a candidate’s values and behaviours
- valuable conversations – a new approach to constructive conversations creating open and positive places to work and so helping retain staff.

Maximum 28 participants for values based interviewing seminar (two per organisation required to attend) and 14 participants for valuable conversations seminar - stand alone £2,500 + VAT

Outcome - Increased understanding of what values-based recruitment is, how it aligns to organisational goals and how to apply it using a range of questioning techniques and approaches.

3. Data science and evidenced

Customised data analysis to support decision making around retention of staff.

Using information Skills for Care has collected from thousands of employers via the Adult Social Care Workforce Data Set (ASC-WDS), we will provide bespoke data analysis, interpretation and recommendations specific to individual organisations. **This support requires employers to have an ASC-WDS account** and will look at how tailored changes to workforce metrics (including pay and training) can impact an individual organisation's ability to retain staff and make informed future workforce decisions.

Individual data analysis, interpretation and guidance for up to 14 providers - £1,500 per provider

Outcome – Appreciation and understanding of analysis and metrics specific to the organisation which may improve retention and where to focus attention and activity.

4. One-to-one support and sustainability


Working individually with each of the 14 participating organisations to personalise approaches through one-to-one engagement, embedding and reviewing the learning and skills gained from the programme. In the longer-term, supporting employers to sustain recruitment and retention practices and maximise impact of the interventions over a focused period.

1.5 days of individual virtual support for up to 14 providers - £1,200 per provider

Outcome - Development of a long-term plan and approach to embed, measure and sustain effective recruitment and retention practices.

This is an offer for local authorities. The total cost of the whole package for up to 14 provider organisations is £41,380 + VAT.

Please contact services@skillsforcare.org.uk to find out more.

 **It's been a long time since I've attended training that has delivered useful information and tools that I can use straight away to make a difference** 