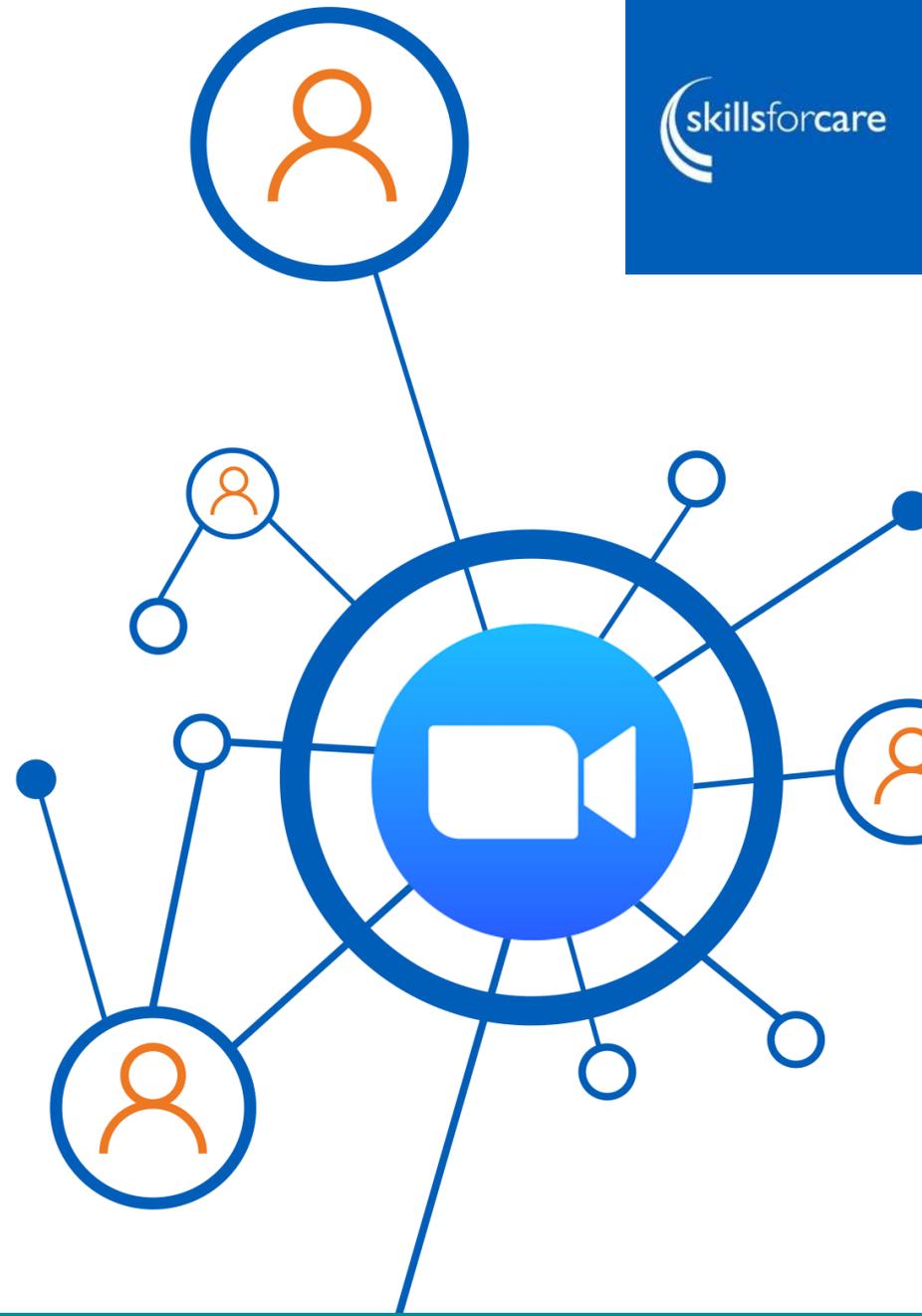# Recruitment & Retention

Recruitment – useful Skills for Care website links

- [Planning recruitment](#) (includes sections on recruiting for values; workforce planning; succession planning)
- [Recruiting the right people](#) (includes sections on attracting people; the application process, and selecting candidates)
- [Retaining your staff](#) (includes sections on good working conditions; creating a positive place to work)
- [Values-based recruitment and retention](#)
- [Guide to safe staffing](#)
- [Seeing Potential: widen your talent pool](#)

Keeping your staff

Employers with a turnover of less than 10% told us that their main activities contributing to staff retention were:

• investing in learning and development ([Guide to developing your staff](#))
• embedding the values of their organisation
• celebrating organisational and individual achievements
• involving colleagues in decision-making

Positive workplace culture

- Have open channels of communication
- Ensure leaders and managers create a positive working environment
- Carry out regular appraisals and supervisions
- Manage staff performance in a positive way
- Support staff
- Use the Skills for Care Culture toolkit

How else can we ensure staff stay with us?

1. Provide a structured induction ([Care Certificate](#))
2. Assign a mentor or a buddy
3. Have regular catch-ups (supervisions & appraisals)
4. Be open and honest
5. Flexible working
6. Provide learning & development opportunities ([funding](#) is available from Skills for Care for staff development)
7. Provide progression opportunities
8. [Provide mental health support / wellbeing activities](#)
9. Rewards and recognition
10. [Positive workplace culture](#)
11. Benefits in addition to pay
12. Proactively look at the reasons people leave – exit interviews

Webinar: Attracting men into social care

- **18th November (12pm – 1pm) via Zoom**
- Curado, a Sutton-based mental health provider, has recently undertaken a study in collaboration with Kingston University to look at how to increase the number of men working in social care
- The findings from this – and details of the work Curado has done to grow their own male workforce **–** will be shared at this webinar
- Speakers – including Oonagh Smyth, CEO of Skills for Care, and Neil Eastwood, author of 'Saving Social Care' – will be considering possible solutions to attracting men to the sector
- We would like to invite care providers – and other organisations with an interest in social care careers and recruitment - to join us
- To book a place please e-mail Laura Anthony - laura.anthony@skillsforcare.org.uk

Skills for Care Roadshow London and South East

– improving the capacity, capability and cultural awareness of your workforce

Thursday 25 November 10.00 – 12.30
Join the virtual Roadshow and hear:

- Practical tips and guidance for recruiting and retaining staff (this session will be led by Neil Eastwood, author of 'Saving Social Care' and founder of Care Friends)

- The initiatives and funding available to support workforce development - and how you can use funded initiatives as a way to recruit

- How you can use data to support effective workforce planning and recruitment/retention

- Culturally appropriate care (this session will be led by Jo Wallace, Inspection Manager, CQC)

Places can be booked at: https://events.skillsforcare.org.uk/lonseroadshow2

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