

Information for adult social care providers

CORONAVIRUS

PROTECT
YOURSELF
& OTHERS



Leicestershire
County Council

Recruitment support available

Dear colleague,

The coming months are likely to bring with them unprecedented pressures on your social care workforce. We want to start by thanking you and your amazing care teams for the incredible work you are doing to keep vulnerable people in your communities safe. We also want to reassure you that the Inspired to Care team are here to support you. We are, therefore, writing to announce a large package of **FREE intensive recruitment support** that the Inspired to Care team will be providing during the COVID-19 pandemic.

Inspired to Care recruitment agency

We will be offering to recruit and onboard care professionals on your behalf to fill the gaps in your workforce. The Inspired to Care team will be expanded to give us the capacity to manage the recruitment process **from candidate attraction to first day of work**. This offer will include a values-based interview process, **FREE DBS** for new staff (if you do not already offer this in your organisation) and **FREE rapid-induction programme**, including induction training via e-learning and/or webinars.

How will it work?

1. We will be asking you to **complete the attached vacancy information sheet** with detailed information about the vacancies that you would like us to fill.
2. We will match people to each vacancy from our pool of successful candidates
3. New staff will be taken through compliance and a rapid-induction and passed over to you at the point of first day of shadowing.
4. Candidates will be employed by you and responsibility of induction, occupational health checks and drawing of contracts will lie with you as the employer. (*More detail will be sent to you on take up of this service on which part of the process we will be covering and your responsibilities.*)

County-wide recruitment marking campaign

We will shortly be launching a large recruitment advertising campaign to support the recruitment of care and support professionals during the pandemic. The campaign will be launched across social media, radio, and news outlets. We will also be working with community groups and partner organisations to optimise the reach of the campaign in every community and drawing candidates to our pool.

Staff incentive scheme to boost recruitment

To encourage the current workforce to get involved with the recruitment campaign, we will be offering two forms of incentives;

Refer-a-friend scheme: current care or support professionals who refer a friend to us during the campaign will receive £100 once the new member of staff completes 3 months of work. The person being referred will also receive £100. This will come in the form of cash or vouchers.

If staff would like to refer a friend, please ask them to email details to inspiredtocare@leics.gov.uk with the referred candidate's name, telephone number, email address & postcode.

"Good news" story reward: to boost the impact and reach of the campaign, we will be asking care professionals to share their stories of working on the frontline of the pandemic. We want to showcase the positive impact they are having on the lives of the people they support – and how they are going above and beyond to ensure that vulnerable people stay safe and well. We will be asking staff to email their stories to us. We will then pick 1 story a day to use as part of the campaign and each staff member who has been selected as going above and beyond will go into a draw to win a £50 prize, once a month.

If you would like to take advantage of this **FREE** support, please complete the attached vacancy information sheet and send it to inspiredtocare@leics.gov.uk as soon as possible.

If there is any other workforce help or support you need, please do not hesitate to get in touch.

Best wishes,

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Your journey to a career in social care