

**STOCKTON-ON-TEES BOROUGH COUNCIL**

**CABINET RECOMMENDATIONS**

**PROFORMA**

Cabinet Meeting .....13th October 2022

1. Title of Item/Report

Recruitment and Retention in the Care Sector

2. Record of the Decision

Members considered a report that summarised the outcomes of a 6 month pilot programme relating to the challenges of recruitment and retention in the care sector.

It was explained that the pilot had supported the transformation agenda for Care Home and Home Care services, together with the objectives set out for inclusive growth in the Council Plan.

The pilot had a number of priorities:

- Support the recruitment and training of new employees to the sector
- Promote retention of the existing workforce
- Support progression and career development
- Raise the profile of Social Care careers
- Promote the health and wellbeing of those who work in care
- Encourage and support care providers to plan for their future workforce and training needs.

The pilot's work included the establishment of a Sector-Based Work Academy Programme (SWAP), which helped prepare those receiving out of work benefits to apply for jobs in a different area of work and in this case prepares candidates to work in the care sector. Following the SWAP and through direct recruitment, via the Employment and Training Hub, 35 residents have been recruited into roles across Health and Social Care. Of the 35 people securing employment 16 were directly recruited via the E&T Hub and 19 were recruited via the SWAP.

In addition a variety of projects had been developed, and existing projects drawn on to increase knowledge and skills including:

- Well Led Programme
- A Management Skills Development Programme

- North Tees and Hartlepool Education Alliance – the Alliance has trained 40 people working within the older persons sector between April and August.
- Two Pilot Providers secured a place on Skills for Care “Valuable People: Finders Keepers” pilot programme supporting recruitment and retention into the sector.
- Teesside University placements offered to providers – 4 x Physio and 3 x Nursing placements taken up by Roseville, White House, Church View and Woodside Grange care homes.

Communications and marketing resources had been allocated to the project and support resources such as leaflets, display banners and social media campaigns were developed.

The Employment and Training (E&T) Hub continued to host workshops on a regular basis for the National Careers Service (NCS) which supported candidates seeking employment who are already engaged with Job Centre Plus. Providers had also committed time for weekly drop-in sessions at the E&T Hub to promote careers in Care.

Work had been undertaken in conjunction with Tees Valley Combined Authority’s Skills for Growth team around completing Skills Needs Assessments with the wider Adult Social Care Sector.

RESOLVED that the introduction and delivery of a focussed approach to recruitment and retention within the care sector in Stockton-on-Tees be supported.

3. Reasons for the Decision

To proactively respond to the recruitment and retention issues in the Adult Social Care sector with the focus being on providers commissioned by the Local Authority.

4. Alternative Options Considered and Rejected

None.

5. Declared (Cabinet Member) Conflicts of Interest

None.

6. Details of any Dispensations

N/A

7. Date and Time by which Call In must be executed

Midnight Friday 21 October 2022

Proper Officer  
17 October 2022