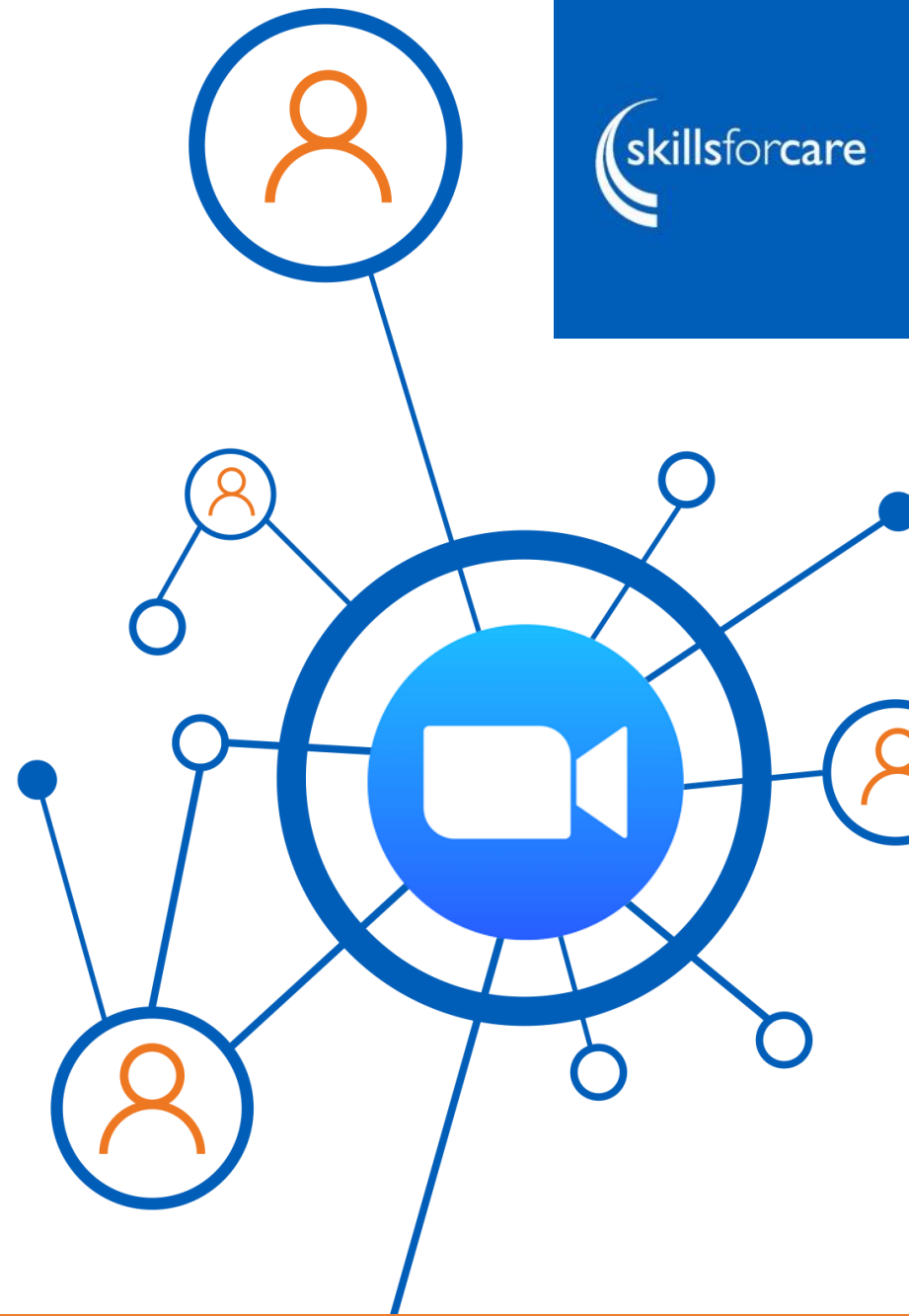


Partners in Care

20/08/2020





Webinars to support your service

Our series of webinars cover a range of topics.

- Essential training
- Human Resources (HR)
- Attracting workers
- Using technology to support...
 - your staff and each other
 - the people you care for
- Keeping your team motivated
- An introduction to DBS checks
- Distance recruitment
- Safe recruitment
- End of life care
- NICE guidance: preventing infection & promoting wellbeing
- Dealing with the impact of COVID-19 on your staff
- Managing bereavement
- Effective delegation and empowering your staff
- **NEW: HR during COVID-19 recovery phase**

www.skillsforcare.org.uk/COVID-19webinars



Bite size resources

To support our recent **Effective delegation and empowering your staff** webinar, we have produced some bite size resources:

- Effective delegation checklist
- Practical ways to delegate
- Reflecting on your delegation responsibilities

This webinar is part of a series of recorded webinars which you can view at www.skillsforcare.org.uk/COVID-19webinars



Bite size resources



Effective supervision

COVID-19 has seen many care providers swap to delivering virtual supervisions and delegating the supervisor role to other staff to free up time for frontline managers. These resources can help you to continue to deliver supervisions at this important time.

- Practical ways to provide virtual supervisions
- Supervision recording template
- What to look for in a good supervisor checklist

<https://bit.ly/3hpgVI7>

We will be developing more bite size resources soon....

Essential Training

The three packages of fully funded learning

- **Rapid induction programme:** Unlimited new workers will receive training in 8 topics and the main knowledge elements of the care certificate
- **Refresher training:** Access to 8 topic areas - assisting & moving people; basic life support; fire safety; food safety; health & safety awareness; infection prevention & control; medication management & safeguarding
- **Volunteer programme:** Introduction to adult social care

The training is delivered by select endorsed training providers.

www.skillsforcare.org.uk/essentialtraining

Care Certificate

Resources to support those undertaking the certificate and managers

- Lone working
- Dementia
- Learning disability and mental health
- Autism
- Community based working
- End of life care

Available July 2020

Available September 2020



My smile just got broader and broader. It was like 'this is brilliant!' I couldn't believe the confidence with which I was able to sign off all those workbooks.

Tester of the Learning Disability Resources from a Medium Sized Organisation

Distance recruitment resources

To support the safe and rapid recruitment of staff, interviews can take place virtually. When carrying out interviews there are different things which you and potential candidates can do.

- The **Distance resource tips resource** outlines useful guidance around the technology needed for virtual interviewing, the preparation you can do, what a potential candidate can do to prepare, how the interview can run, and the steps that you can take after an interview to support a new recruit.
- The **Snapshot of communication and collaboration tools** provides more insight into the different digital products such as Microsoft Teams and Zoom you can use to support distance recruitment activities.



www.skillsforcare.org.uk/SafeAndRapid

Join Social Care – a new online recruitment platform

New tool launched to speed up social care recruitment

- Launched by DHSC and developed and licensed by Cera Care
- The **Join Social Care platform** aims to accelerate the recruitment process by making it easier for care providers to reach people in their local areas looking to work in the sector
 - Candidates can upload an online profile so care providers can view
 - Free online training and DBS checks

www.joinsocialcare.co.uk

Care Friends – the new refer a friend app for social care

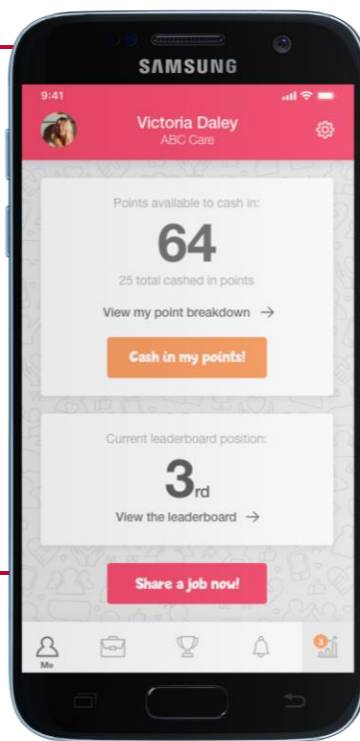
Did you know employee referral programmes deliver the most high performing care staff of all recruitment sources?

Key pilot stats

- Interview no-shows drop to just 1 in 10
- 90% of app-generated interviews are successful
- Workers hired are 20% more likely to reach 3 months in post

For more information:
www.carefriends.co.uk

For a Product tour:
<https://carefriends.co.uk/nutshell>



What pilot clients say

"An invaluable innovation"

Robin Gunson,
Head of Development, Spectrum

"We love channelling our recruitment budget back to our employees rather than a third party."

Jonathan Billington, Bluebird Care

Nurse deployment update

Make sure you're up to date

Our website is the place to go for the most up to date information on how to make sure your need for a nurse is recorded, what happens once you've done this and all you need to know if a nurse is deployed to you. This includes what training a nurse should've done prior to being deployed, the funding support available and the position on indemnity.

The flowcharts and factsheets we've produced make the whole process easy to understand but the first step is to make sure you've registered your need for a nurse.

www.skillsforcare.org.uk/NurseDeployment

Apprenticeships

- Registered Nurses and Learning Disability Nurses
- In support of governments manifesto to increase number of nurses to 50,000
- 4 year programme
- Available to adult social care employers delivering NHS-Commissioned Services
- Also available is funding for employers taking on Nursing Associates (different funding levels)



Apprenticeships

■ Registered Nurses and Learning Disability Nurses

This RN/LD apprenticeship campaign includes an 'employer support package' to support major area of concerns from employers –the costs associated with the apprenticeship

- •**The new funding is £8,300 per apprentice per year for both new and existing apprentices.**
- **Additional £3,900 on top for those employing LD Nurse Apprentices**
- •The funding supports employers with expenses such as staffing costs while apprentices are undertaking education and training.
- •Registered Nurse Degree Apprentices are employed and are paid a salary by their employer, and tuition are fees paid for through the apprenticeship levy.
- •Employers can also benefit from a new payment announced last month by DfE of £2,000 for each new apprentice they employ, aged under 25, and £1,500 for each new apprentice aged 25 and over, (until 31 January 2021).



Apprenticeships

■ Registered Nurses and Learning Disability Nurses Further Info

Complete Expression of Interest form available from
angela.thompson@skillsforcare.org.uk

Attend local or national webinar for further info

- **West Yorkshire and Harrogate** – 1st September @ 10:00 - [Join Microsoft Teams Meeting](#)
- **Humber Coast and Vale** – 2nd September @ 13:00 - [Join Microsoft Teams Meeting](#)
- National Webinar - 8th September @ 13:00 – [HERE](#)



Verification of Expected Death with remote clinical support

Skills for Care, commissioned by NHS England and NHS Improvement, have developed the following to support registered managers understand what they need to know, plan and prepare for VOED in COVID-19 emergency times

- guidance
- infographic
- pocket cards
- short video



www.skillsforcare.org.uk/endoflifecare

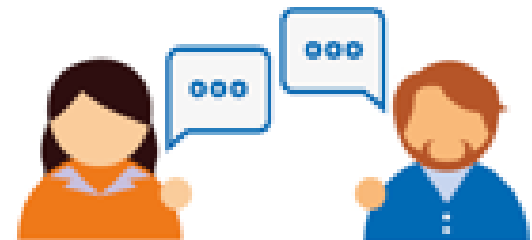
Membership organisation for registered managers

Join our growing community for £35 for 12 months

- Copy of 'Social care manager's' handbook
- Monthly member's newsletter
- Membership certificate and logo to help you publicise your membership
- Discounts on the Skills for Care bookshop
- Mentoring and facilitated peer-support group opportunities

Find out more at:

www.skillsforcare.org.uk/membership



Workforce Development Fund



Available now to adult social care employers in England and supports staff development by funding a range of qualifications and learning.

Key sector priorities:

- Enhanced funding for completion of leadership and management qualifications, learning programmes and digital modules.
- Enhanced funding for some apprenticeship standards including new standards Lead Practitioner in Adult Care and Leader in Adult Care.



www.skillsforcare.org.uk/wdf

Digital leadership and skills



Skills for Care are exploring the following areas;

- **Digital leadership:** what support would best help leaders in social care to influence the digital journey of their organisation?
- **Digital Skills:** what would best support social care staff to enable them to fully utilise the benefits and efficiencies of digital technology in the workplace?

We are looking for people working in a senior management role and staff who provide direct care and support to either undertake a short telephone interview or a video call.

If you want to help us explore these issues and help us find what would help you, please register now

<https://www.surveymonkey.co.uk/r/digdiscoveries>

Updated: Size and Structure report 2020

The most up-to-date and comprehensive overview of the size and structure of the adult social care sector and workforce in England.

Take a look at our website where you can download the report and infographic and find interactive visualisations.

www.skillsforcare.org.uk/sizeandstructure

