

Barnsley Metropolitan Borough Council, Jobcentre Plus and Adult Skills & Community Learning (BMBC)

The Future Carers Programme

Offering a work experience programme to tackle recruitment

Barnsley Metropolitan Borough Council work with Jobcentre Plus and Adult Skills & Community Learning (BMBC) to run the Future Carers Programme.

The programme was founded in 2006 to tackle difficulties at that time in social care recruitment. The programme offers individuals who are unemployed or working less than 16 hours per week, the opportunity to gain skills, knowledge and work experience in the social care sector.

What we wanted to achieve

It offers participants the chance to see if a career in care is right for them, and supports local social care providers to find people with the right skills and values for their vacancies.

The programme runs for 6 weeks (Mon to Fri) - in which participants:

- learn more about social care and the different roles
- complete the Level 1 Certificate in Progression (Care). This involves specific skills needed for social care including First Aid, Level 2 (Accredited) Awareness in Adult Safeguarding, Health & Safety, Infection Control, Good Nutrition, Tissue Viability, Visual Awareness, Dementia Awareness and People Moving People
- develop employability skills such as CV writing, application forms and interview techniques, customer service and team work
- complete a work experience/placement.

What we did

The programme is overseen by Pat Ryder (Programme Manager), and supported by Gillian Hardwick (Tutor/Employability Coach) and Clare Pollard (Tutor).

Jobcentre Plus source participants for the programme based on people who have a genuine interest in working in social care. Participants need to be already in touch with their local Jobcentre Plus.

They are invited to a Future Carers presentation at the Jobcentre to find out more information about the programme. If they are still interested they are able to attend an interview & assessment day to test their suitability for working in social care.

The Future Carers team deliver the main part of the programme, along with other tutors/trainers who are experts in their own field.

Local social care providers also regularly visit the group to talk about their organisation and their expectations of a social care worker. This is an opportunity for our learners to ask any questions they may have and also speak to employers about work placements and any job opportunities there may be.

Donna Brown, from Prospect House says

My involvement as Home Manager includes going out to speak to the Future Carer learners, to inform the groups of what 'social care' is and what a typical working day in care involves. When I come to speak to the groups, it is an ideal opportunity for individuals to ask any questions they may have in regards to working in care, such as the number of hours in a shift, is the uniform provided, do they have to pay for their DBS, is further training provided.

As part of working in partnership with Future Carers I am able to offer placements at Prospect House to learners once they have completed their respective programmes. Learners have the opportunity to gain valuable experience of working in a care environment. This opportunity can be added to their CV and application forms and spoken about at interviews.

Once the programme has finished, participants are supported to complete a work experience/ placement with a local care provider. Local social care providers support this initiative by enabling participants to complete valuable work experience in their organisation.

The learners are supported by Future Carers and Jobcentre Plus to arrange appropriate placements for up to three weeks. After the programme all learners are supported by Future Carers and Jobcentre Plus to secure paid work in a care setting.

What we achieved

The programme has been running since 2006. More than 600 people have gained employment in social care settings after successfully completing the programme.

Workforce Development Manager Trevor Hewitt said

We are proud of the individual support we give to Future Carers during training and into employment. Now, more than 60% of students go into employment and 96% complete the programme of learning. It is very successful in achieving outcomes for people in Barnsley. We couldn't have achieved this without the support of social care employers.

What we learnt

Employers have said that the programme brings them candidates they may never have found.

Mapplewell Manor have been working with the Future Careers programme, and their manager, Karen Hugill says

Future Carers is a brilliant programme, it gives a chance to people who might otherwise not have entered the social care sector; invaluable.

The programme has proved a successful recruitment tool for social care employers, and has helped them recruit workers with the right values, behaviours and attitudes.

Prospect House has been working in partnership with Future Carers since 2011. Donna Brown, their home manager says:

As a result of our partnership with Future Carers we have been able to offer paid employment to several individuals who have proved themselves to be excellent care workers. Future Carers have certainly been a useful recruitment pathway for Prospect House. Through completing the Future Carers programme we have found individuals to be committed and enthusiastic and ready to make a positive contribution to the social care sector.

For more information please visit

For more information on Future Carers please talk to an advisor at Jobcentre Plus or email patryder@barnsley.gov.uk

How can social care employers get involved?

If you're a Social Care employer and you'd like to get involved in a similar programme in your area, contact your local Jobcentre Plus.

They support a network of Sector Based Work Academies, similar to Future Carers, and will be able to let you know about any opportunities.

You can read more about Sector Based Work Academies [here](#). You can find your local Jobcentre Plus [here](#).

Skills for Care Recommends

Skills for Care produces a wide range of products and services to support employers with their recruitment and retention.

Finding and keeping workers

This online resource bank has lots of advice and guidance to help social care employers find and keep their workers.

www.skillsforcare.org.uk/finderskeepers

Values and behaviours based recruitment

We have lots of resources to help social care employers recruit workers with the right values and behaviours for their organisation.

www.skillsforcare.org.uk/values

Sector routeway

The sector routeway is a work based training programme to help you find workers for your entry level vacancies.

www.skillsforcare.org.uk/sectorrouteway

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