

Tre'Care and Redruth Jobcentre Plus

Finding workers through your local Jobcentre Plus: the story of Tre'Care

Tre'Care have been working with their local Jobcentre Plus since 2010, and have recruited over 110 staff through their joint recruitment programme.

Tre'Care are a care provider with three nursing homes, who employ over 250 staff. To support their recruitment process, they approached Redruth Jobcentre Plus to see how they could work together.

Over the years they've developed a recruitment programme that includes training, to encourage potential care staff to explore the opportunities available in the social care sector.

What they did

Originally, the programme involved potential workers filling in an application form at their local Jobcentre Plus, and Tre'Care offered suitable candidates an interview.

However, it's now developed to a 2 week 'work experience' programme. This consists of one week training delivered by Tre'Care to develop the specific skills and knowledge needed to work in social care.

The second week involves employability training provided by Jobcentre partners, and one day work experience in a Tre'Care home. Candidates are then offered a full interview on the last day of the programme.

If candidates are successful in interview, they're invited to complete a further 2-6 weeks work experience and training whilst Tre'Care complete their DBS and reference checks.

What they achieved

Between 2010 and 2016, Tre'Care has recruited over 110 staff as part of this programme. They've also recruited an additional eight staff from "direct" referral by Redruth Jobcentre.

Of these, only 39 have left the organisation. Of these 39, their average length of employment prior to leaving was 15 months, and 26 of the 39 left to other employment, including care work and NHS roles.

Tre'Care has also seen a number of these workers progress within the organisation, to roles such as assistant practitioners, senior carers, activities coordinators, MAPA (management of actual or potential aggression) and trainers, whilst others have progressed to become qualified nurses. They've even had one Jobcentre Plus recruited staff member who has become a qualified army medic whilst another is currently training to be a social worker.



Benefits of social care employers working with Jobcentre Plus

Jobcentre Plus understand the type of people needed to work in social care and will only put forward 'caring' people as candidates regardless of previous work experience.

Tre'Care said



Application forms don't tell us everything. We would have missed some great staff if we had relied on the traditional form of recruitment [application forms]. We've had lorry drivers, builders, Mums and university students, all of whom were identified by Jobcentre Plus as 'caring' people. Most of them have come through the programme and progressed to become excellent carers and valued members of our team.



The candidate and employer get the opportunity to get to know each other and how they work together. Candidates can get an insight into the social care sector before either party commits to a contract of employment.

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.

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](http://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](http://www.skillsforcare.org.uk/values)
