

#IDHEKSS

Staff Recruitment & Retention Coaching Program

Easy Read Summary

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in partnership with Health Education England /Kent, Surrey & Sussex



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Why this program?



A report into future workforce developments in Intellectual Disabilities Nursing –and Care predicts a lot of changes.



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Here is a closer look at the numbers:



- 4 out of 10 qualified nurses caring for people with Intellectual Disabilities could retire within the next 10 years



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The number of people living as a whole is due to rise by 4% in years to come.



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An estimated 3 out of 10 employees leave in the first 6-12 months after starting their new role.



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Changes in staff team are very expensive for providers.

Research shows that it costs about £30,000 to recruit and train just one person.



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How does this affect you?



Providers are struggling to recruit –and retain the right staff with the right skills to take care of people.



Learning aims and goals of this programme:



- ❖ How to recruit staff when money is really tight
- ❖ How to take care of staff, so that they stay longer
- ❖ How to support a safe and caring environment
- ❖ How to get more applications from talented staff



What was included in this project?



- ❖ A questionnaire before training started
- ❖ 6 workshops delivered to staff involved in recruitment –and retention working in ID/LD services.
- ❖ A coaching call to for support and feedback
- ❖ Project review, evaluation and recommendations



Common difficulties shared in the training:



Not enough money to pay for staff





A lot of people apply, but not many candidates are right for the position.

3 out of 10 staff leave within 6-12 months after starting in their position.





Staff already working for the service and experts by experience do not always get a say in who is going to work with them.



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What students said about the course:



Miranda got a lot of new ideas how she can share the good work in her service on her website.

You can see how the training helped her in this short video here:

<https://youtu.be/AAyMBZvN1cE>



Lillie works for a charity provider in Surrey.

Lillie shares with us how she got new ideas to support the nurses in her service in this short video here:

<https://youtu.be/sJvhGNcWzqk>



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After the training:

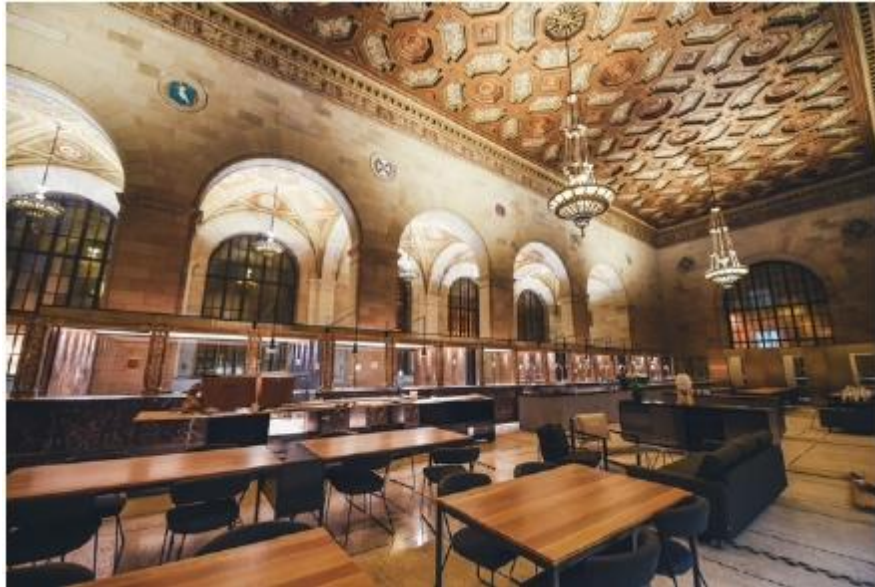


1 Clinical Manager filled all his vacancies with tools from the training. All agency staff have been replaced with regular team members. Everyone in the service is much happier.

He will save £30,000 in agency fees if all staff decide to stay.



After the training:



An expert by experience supported two HR staff with giving a talk at the local university. A lot of students wanted to find out more about their service. They came to visit the organization a few weeks later.





A couple of services have changed their recruitment days. Staff working for the service and experts by experience are now all involved in making decisions about their team.



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The lesson plans from the course have been turned into a book. Healthcare -and HR staff have said that the information is really helpful to them.



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What happens next?



The training is now available as a video course staff can complete online. This will give more people the chance to benefit from the training.

Link to the online course: <https://the-coaching-nurse.thinkific.com/courses/how-to-plan-your-workforce>



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What happens next?



The findings of this project will be shared to help more services.



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