

Recruiting talented, caring staff

- Staff recruitment challenges impacting you as a social care provider?
- Looking to recruit talented, hardworking and compassionate staff?
- Able to host a placement with the goal of recruiting talented staff?

Step into care programme – the answer to your recruitment challenges



The WEA is a charity registered in England and Wales (no. 1112775) and in Scotland (no. SC039239).

The WEA is a registered charity and the UK's largest voluntary sector provider of adult education in England and Scotland. We have developed a fully-funded, entry-level, work-based recruitment programme aimed at those people currently out of work and education who are interested in pursuing a career in social care, supporting recruitment into care and support roles currently available within all care settings.

Our Step into care programme connects you to people who want to develop a long-term career in social care as well as complementing your auxiliary workforce.

All participants will be appointed through a values-based online recruitment process and will be subject to employment checks prior to a placement with you.

Learners will undertake a five-week education programme, delivered through tutor-led, face-to-face distance learning that will focus on the theoretical elements of the care certificate.

We will match a suitable learner with you. They will undertake a minimum of 16 hours of shadowing and working interview with you on a voluntary basis, during which you can assess their suitability for roles with your organisation.

After this placement, if you feel the learner has shown you they are suitable for a career in social care, it is expected you will offer them a contract in your team.



I learnt so much from attending the 'Step into care' programme, it really helped me prepare for my career in social care. The Zoom classes were great, and I enjoyed engaging and working with the other students in the virtual training.

John



Benefits for you



Save time and money – this is a free recruitment tool to connect you to suitable staff. Treat their placement as a working interview; support, observe and give constructive feedback to the applicant. If you feel they are suitable for the role, you can discuss paid employment and working hours with them.

Shared values - Local applicants will be matched to vacancies based on their values and aspirations.



Qualifications and DBS:

- WEA Care Certificate – learners will study the 15 Standards of the Care Certificate
- Oliver McGowan mandatory training
- Dementia and mental health training
- Enhanced DBS checks before candidates are placed

Next steps

Email the Step into Care team to discuss your current recruitment needs. They will explain the next steps for you to join the programme.

Email today: LGolus@wea.ac.uk