



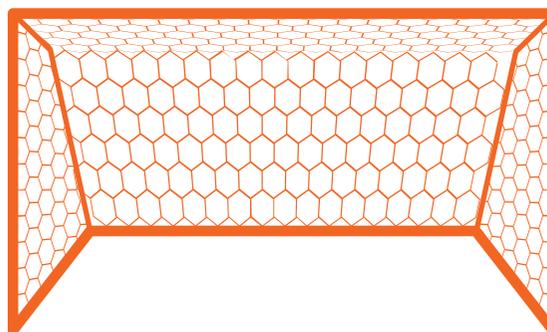
Herts Good Care Recruitment

What our service can do for you

1

What is Herts Good Care Recruitment?

Herts Good Care Recruitment is a partnership between Hertfordshire Care Providers Association (HCPA) and Hertfordshire County Council (HCC), providing a **fully-funded recruitment service to HCPA members.**



Our goal is to support you to find caring and compassionate staff, using a completely values-based method when screening potential candidates.

Our team has extensive care and recruitment experience, so can confidently match candidates to the right job for them.

As part of our recruitment service, we support with providing you **free publicity via our Good Care Campaign.**



2

How does the service work for me?

We are an additional recruitment tool to use alongside your own recruitment methods. The first step for you is to add your job advert. Visit www.hertsgoodcare.com

We have a toolkit on writing good adverts which we recommend you use before adding your role.

We will also support you to think outside the box with your recruitment and retention, and really think about what candidates are looking for to attract more people to work for your organisation. If you have any recruitment related queries, then you can get in contact with one of our experienced team!



For more information:

Email: jobs@hcpa.info

Call: 01707 536020

3

What roles can I advertise?

Any role that you are hiring for as an organisation can be advertised with us. Our primary goal is to attract as many people into care and support roles as this is where there is the biggest shortage, however we are happy to advertise other roles for you too, and have had success in filling these types of positions.



4 Our process

Submit your vacancies at www.hertsgoodcare.com – Once submitted, we will review and activate on our platform. If we need any additional information from you, we will be in touch.

The more we know about the job, the easier it is for us to 'sell' your role to potential candidates.

1. Source candidates

This could be via job boards, social media, campaigns, referrals, or community engagement. We are always looking for new and innovative ways to attract candidates to a role in adult social care.

2. Screen candidates

Our experienced recruitment team complete a values-based telephone screening with a potential candidate. The goal of this screening is to find out firstly if this individual is right for the care sector, but secondly to ensure we can job match them to the right role for them.

3. Send your CV's

The candidate has passed telephone interview and their CV has been reformatted. This is then sent to you if the candidate is interested in your role. At this stage, the candidate is ready for a face to face interview.

4. Request an interview

You let us know as soon as possible if you would like to interview this individual, and your interview availability, and we will arrange this on your behalf.

5. Communication

We manage the communication process up to the job offer, where we will provide full contact details if you have not obtained these from the candidate at interview.

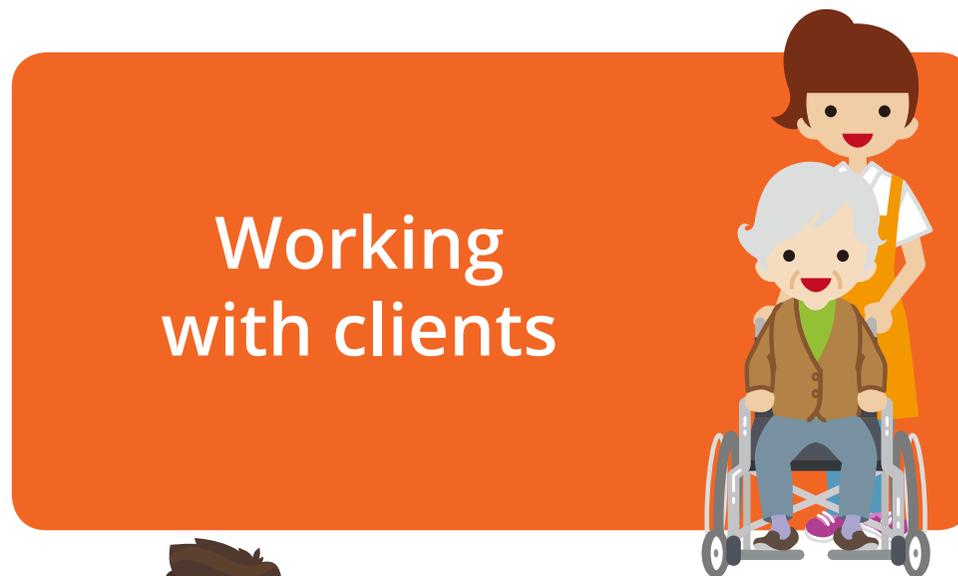
6. Placement

We will do check-ups 1 month and 3 months after starting to ensure that both you and your new employee are happy.

5 Values based profiling

If you offer a candidate an interview, we will send you a values-based profiling report on that candidate. This report is generated using psychometric testing and is a useful interview tool.

The report provides you with competency values-based questions to ask the candidate at interview and breaks down the candidate's personality to provide you with information on four core areas:



6

Improve your recruitment process

Herts Good Care run **monthly focus groups around recruitment and retention**, where you will have the opportunity to improve your recruitment strategy. To find out more and book on to these courses please visit the HCPA training zone www.hcpa.info/training/ and look at Open Courses

We also run study days around recruitment and retention, and have **leadership courses which are relevant to managing and motivating staff.**



Read about **other people's experiences**,
check out our **Job Descriptions Toolkit**,
and **advertise** your vacancies

at:

hertsgoodcare.com

Follow us **@hertsgoodcare**





#GoodCare

jobs@hcpa.info

01707 536020

www.hertsgoodcare.com