

Top Tips for recruiting PAs

During a recent online workshop parents across the country shared some of their ideas for recruiting PAs. We wanted to share them with you!

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“It’s been a long and painful journey finding the right PAs. One thing I have learned is that is about the initial connection... I now choose carefully where to put ads.”

“I am trying to recruit at the moment as have lost some PAs ... it’s a new world.... 3 stage recruitment ... phone call, zoom and then a garden interview. We need to find out what works”

“We have a good relationship with the health and social care department at the local school and college. This has been great during the young adult phase where most of the support is needed at weekends and holidays as that is just when they are available. We have managed to hang on to some through their second and third degrees! Since many have gone into education and health they leave as great advocates.”

“Word of mouth – PAs telling their friends we are looking for someone.”

“My own facebook page works well and gets shared widely.”

“Specific groups. We advertise for BSL signers on deaf websites, deaf clubs noticeboards, Deaf Jobs UK.”

“Contacting course tutors on University degree courses such as Social Work, Speech and Language Therapy, Physiotherapy, Occupational Therapy or Disability Rights courses.”

“Some of our best PAs started with little or no experience. Good recruiting grounds have been the older children of friends and neighbours.”

“Staff at the special schools looking for extra hours, evenings after work, weekends and holidays.”

“Spend time on the job description- work out essential and desirable qualities. Let people have a work trial. Communicate well. Try and develop open communication. It is a very different job from care work and that needs to be communicated.”

“PA Pool, various facebook groups seem good too. Independent Living Alternatives in London Indeed, Gumtree.”

“Being creative and advertising in vegan and vegetarian restaurants/cafes and health food shops!”

“We do several trial sessions where we model how Sue trial things. How we support her independence, who we enable her safety and how she communicates etc...”