

# Adult Social Care

Step into Care

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# Step into Care

- What is it?
- Why was it developed?
- Who was involved?

# Step into Care

A fully funded, pre-employment programme designed to support individuals who are unemployed or economically inactive people without the expertise but who demonstrate the all-important values to start a career in adult social care. The programme combines training, work placements, and tailored support to help people gain the necessary skills and confidence for roles such as care assistants, support workers, and other entry-level positions.

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# Why Was It Developed?

- The programme was initiated in response to several challenges facing the adult social care sector:
- **High staff turnover and vacancy rates:** The sector experiences significant workforce shortages, necessitating initiatives to attract and retain staff.
- **An aging workforce:** With a large proportion of care workers approaching retirement age, there's a pressing need to recruit younger individuals into the field.
- **Need for values-based recruitment:** Emphasizing personal values and attitudes over prior experience ensures that new recruits are well-suited to the caregiving roles.
- **Impact of COVID-19:** The pandemic highlighted the critical role of care workers and the urgent need to bolster the workforce.
- **New Employer Challenges:** With increased pressure on overseas recruitment, rising employment costs, and a renewed focus on ethical employment practices, Step into Care gives access to a funded, values-driven local workforce ready to work, fully supported, and aligned with sector priorities and compliance expectations.”



# Who was involved ?

- Step into Care is a collaborative effort involving various organizations:
- **Department for Work and Pensions (DWP):** Supported recruitment by identifying suitable candidates and facilitating their entry into the programme.
- **Skills for Care:** Ensured that the training aligned with national standards and best practices in social care.
- **ESFA and the Devolved Combined Authorities:** Provided funding and additional support to enhance the programme's reach and effectiveness.
- **Local care providers:** Offered work placements and employment opportunities to programme participants, ensuring practical experience and job prospects.
- **Workers' Educational Association (WEA):** Delivers the Values based assessments, Placement Co-ordination, DBS costs and the training component, offering a 6-week course covering essential skills and knowledge for care roles co-designed with Skills for Care and Employers



# Course Detail

- 6-week training course in the Care Sector
- Includes all theoretical aspects of the Care Certificate
- Includes Oliver McGowan training
- Input from Dementia Care and McMillan
- DBS on day 1
- Ends with 2-day placement
- Guaranteed job where placement undertaken if successfully completed



## Identifying the right candidates

- Step 1 – DWP sent survey to all in intensive work group
- Step 2 – Results filtered, and opportunity offered to appropriate candidates
- Step 3 – Candidates attended virtual open day
- Step 4 - Candidates contacted by the WEA and undertook a values-based interview to ensure they were the right fit for the course



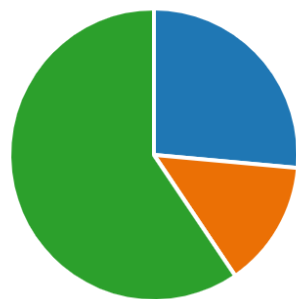
# Survey insight

A link was sent via the Journal’s to complete a survey to gain insight into interest in the Care sector which resulted in 1265 responses.

Do you hold a full UK driving licence?

[More Details](#) [Insights](#)

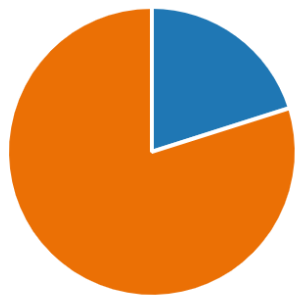
- Yes, and I have access to my ow... 329
- Yes, and I do not currently have ... 175
- No 741



Have you previously worked in the Health and Social Care Sector?

[More Details](#) [Insights](#)

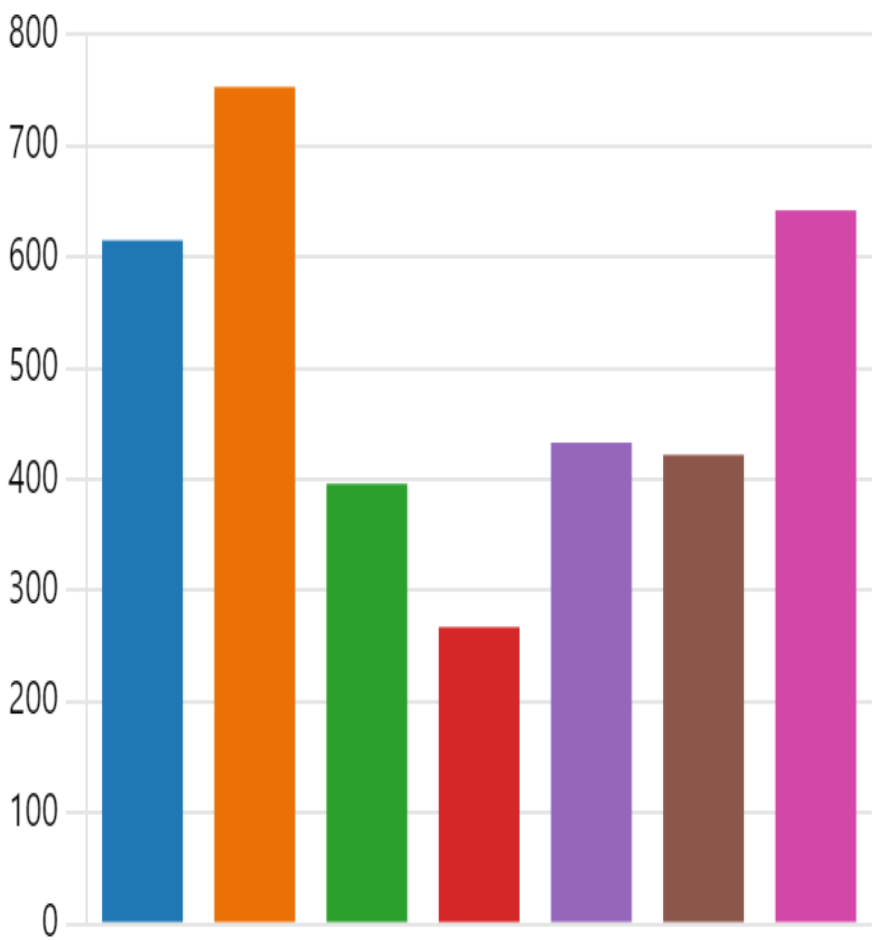
- Yes 249
- No 989



. Which of the roles below appeal most to you?

[More Details](#)

Care Assistant	615
Support Worker	753
Home Care	396
Personal Care	267
Care Worker	433
Residential Support Worker	422
Social Work Assistant	642





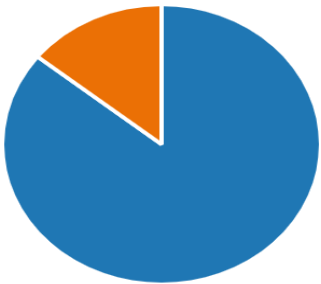


# Further insight

Would you be willing to train for Health and Social Care qualifications?

[More Details](#) [Insights](#)

Yes 1062  
No 176



. Do you have right to work documents including photographic ID?

[More Details](#) [Insights](#)

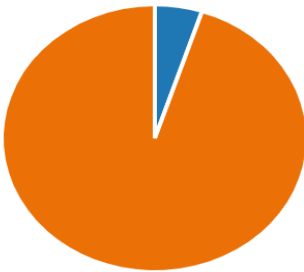
Yes 1149  
No 90



Is there any legal reason why you are unable to work with Vulnerable Adults or Children?

[More Details](#) [Insights](#)

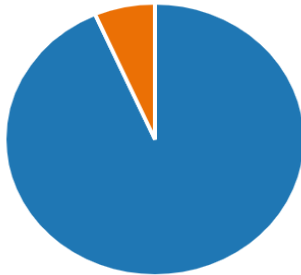
Yes 61  
No 1159



. Do you have a device that will allow you to access the internet?

[More Details](#)

Yes 1161  
No 81





Short video

<https://vimeo.com/787586879>



# What Next ?

- You Share your vacancies with us.
- The intention is to reach out to unemployed individuals in the post code areas with vacancies and invite them to attend a values-based interview and guidance session.
- The successful candidates will then be invited to a 6-week training course, covering all elements of the care certificate and the Oliver McGowan training.
- We will commence the DBS on day 1 of the training
- Around week 4 we will match candidates to the vacancies based on their preference of care setting and post-code
- We will then contact you to arrange a placement / working interview with the right candidate for your service
- The hope (and most employers do) is that you can offer a position with an immediate start if the person is right for you.
- The training course in Liverpool starts at the end of June so we will have candidates ready for you mid - July
- In the meantime, we will keep you posted with updates of how many (if any) candidates are potentially right for you so that you can plan accordingly