

# Recommendations



## Practical approach toolkit: Collaborating for careers in care

These recommendations are based on proven practice and lessons learned from North East Lincolnshire Health and Care Partnership's People and Skills Pledge, which strengthens local recruitment, development and workforce progression across health and social care. Each recommendation includes practical steps to achieve measurable impact. For further detail, refer to the building blocks outlined in the toolkit.

At the end of this resource, you'll find a list of materials to support implementation.

Planning and preparing	Yes	No	N/A
<p>Create a simple, joined-up approach that brings employers, training providers, education providers and community organisations together to help fill local health and care job shortages.</p> <ul style="list-style-type: none"><li>■ Create a concise engagement charter outlining roles, expectations and boundaries.</li></ul>			
Action			

Planning and preparing	Yes	No	N/A
<p>Create a single contact route for employers, simplifying access to recruitment, development and advisory support across different organisational sizes and needs.</p> <ul style="list-style-type: none"> <li>■ Design a simple intake form capturing vacancies, skills needs and time lines.</li> <li>■ Set response standards, including acknowledgement within two working days or less.</li> <li>■ Track enquiries through a shared log with status, owner and next actions.</li> </ul>			

Action
Empty space for action items

Planning and preparing	Yes	No	N/A
<p>Prioritise activity using local data intelligence, focusing effort where pipelines, roles and participation need strengthening most.</p> <ul style="list-style-type: none"> <li>■ Schedule quarterly insight reviews with the workforce board and education partners.</li> <li>■ Create heat maps visualising demand by role and locality levels.</li> <li>■ Publish priority roles list to guide training and outreach calendars.</li> </ul>			

**Action**

Digital and technology	Yes	No	N/A
<p>Use simple digital tools for journey tracking, feedback and co-ordination, ensuring activity remains transparent, efficient and responsive across the partnership.</p> <ul style="list-style-type: none"> <li>■ Maintain an internal database capturing journeys from referral to employment.</li> <li>■ Routinely collect feedback using digital forms at different stages in the programme.</li> <li>■ Share anonymised insight with partners to support continuous improvement.</li> </ul>			

Action			

Digital and technology	Yes	No	N/A
<p>Improve visibility and engagement through accessible online channels that showcase opportunities, partner activity and practical success stories.</p> <ul style="list-style-type: none"> <li>■ Use a dedicated website to share updates and gather expressions of interest.</li> <li>■ Publish partner case studies demonstrating the value of Pledge participation.</li> </ul>			

**Action**

Digital and technology	Yes	No	N/A
<p>Help organisations access funding-linked systems by offering practical guidance on mandatory digital processes.</p> <ul style="list-style-type: none"> <li>■ Run short clinics demonstrating account setup and levy transfer steps.</li> <li>■ Assign a named contact for troubleshooting digital access issues promptly.</li> </ul>			

**Action**

Financing and investment	Yes	No	N/A
<p>Secure a blended funding base that underpins core delivery.</p> <ul style="list-style-type: none"> <li>■ Secure pilot funding.</li> <li>■ Annually apply for national programmes aligned to local workforce priorities.</li> <li>■ Seamlessly integrate externally funded training providers into the Pledge offer.</li> </ul>			

**Action**

Financing and investment	Yes	No	N/A
<p>Plan for growth by anticipating increased employer demand, higher recruitment volumes and wider partner participation across the area.</p> <ul style="list-style-type: none"> <li>■ Allocate staffing based on enquiry volumes and conversion rates.</li> <li>■ Introduce surge protocols for busy periods and major recruitment campaigns.</li> </ul>			

**Action**

Financing and investment	Yes	No	N/A
<p>Avoid duplication and maximise value by directing organisations to the most appropriate funded routes and support offers.</p> <ul style="list-style-type: none"> <li>■ Maintain a directory of programmes, eligibility rules and referral routes.</li> <li>■ Redirect requests to the most suitable partner when there are capacity constraints.</li> </ul>			

**Action**

Involving key stakeholders	Yes	No	N/A
<p>Co-design the Pledge with a broad system partnership so commitments reflect diverse organisational contexts and shared workforce priorities.</p> <ul style="list-style-type: none"> <li>■ Run kick-off workshops to define commitments and measurable benefits together.</li> <li>■ Recruit ambassadors representing employers, education and voluntary, community and social enterprise sector communities across local geographies.</li> <li>■ Set participation agreements clarifying responsibilities and expected contributions from each organisation.</li> </ul>			
Action			

Involving key stakeholders	Yes	No	N/A
<p>Keep partners engaged through regular updates, short co-ordination sessions and clear points of contact.</p> <ul style="list-style-type: none"> <li>■ Issue monthly updates summarising activity, opportunities and deadlines clearly for partners.</li> <li>■ Host partner huddles focused on upcoming events and resourcing needs.</li> </ul>			

**Action**

Involving key stakeholders	Yes	No	N/A
<p>Inspire future talent by working with schools, colleges and youth provision to build early interest in health and care careers.</p> <ul style="list-style-type: none"> <li>■ Schedule term-time employer encounters aligned to Gatsby benchmarks where possible.</li> <li>■ Train volunteers to deliver relatable talks and mentoring sessions effectively.</li> <li>■ Collect pupil feedback to refine content and improve engagement approaches.</li> </ul>			

**Action**

Involving key stakeholders	Yes	No	N/A
<p>Offer flexible employer packages that adapt to differing readiness, capacity and recruitment approaches across the sector.</p> <ul style="list-style-type: none"> <li>■ Review satisfaction after each activity and adjust future offers accordingly.</li> </ul>			

## Action

Governance and implementation	Yes	No	N/A
<p>Embed delivery within established workforce governance for oversight, accountability and strategic alignment across the system.</p> <ul style="list-style-type: none"> <li>■ Agree reporting schedule, templates and data definitions upfront together with partners.</li> <li>■ Invite leadership to review risks and mitigation options regularly.</li> </ul>			

**Action**

Governance and implementation	Yes	No	N/A
<p>Balance quick operational decision making with structured system input.</p> <ul style="list-style-type: none"> <li>■ Make day-to-day decisions at programme level but ensure strategic matters are shaped through established governance groups such as the Workforce Group and wider system partners.</li> <li>■ Use concise decision notes to record the rationale, options considered and stakeholder perspectives, so decisions are transparent and easy to communicate.</li> <li>■ Hold themed sessions to resolve cross-organisational issues quickly.</li> </ul>			
Action			

Governance and implementation	Yes	No	N/A
<p>Set consistent standards for placements, mentoring and trainee supervision to safeguard quality across partners.</p> <ul style="list-style-type: none"> <li>■ Adopt minimum requirements for mentors, supervision and learning records.</li> <li>■ Provide role-specific placement descriptions which have been approved by host managers.</li> <li>■ Audit sample placements each quarter against agreed quality criteria.</li> </ul>			
<b>Action</b>			

Pilot, refinement and embedding	Yes	No	N/A
<p>Test early elements of the model to confirm feasibility, validate processes and surface improvements that build confidence among employers and partners.</p> <ul style="list-style-type: none"> <li>■ Use small recruitment events to assess selection methods in real environments.</li> <li>■ Trial supported placements to understand supervision, mentoring and practical workplace needs.</li> <li>■ Collect structured feedback highlighting operational gaps that need to be refined.</li> </ul>			
<b>Action</b>			

Pilot, refinement and embedding	Yes	No	N/A
<p>Iterate delivery using ongoing insight so the approach remains relevant, workable and tailored to organisational contexts.</p> <ul style="list-style-type: none"> <li>■ Hold regular co-design sessions exploring practical delivery challenges.</li> <li>■ Adjust support packages to match employer expectations and resourcing capacity.</li> <li>■ Update guidance using lessons from training providers and placement managers.</li> </ul>			

**Action**

Pilot, refinement and embedding	Yes	No	N/A
<p>Integrate programme activity into everyday workforce practice so responsibilities, processes and expectations become part of business-as-usual.</p> <ul style="list-style-type: none"> <li>■ Build hosting tasks into induction, supervision and standard operating procedures.</li> <li>■ Confirm management responsibilities ahead of placements to ensure consistent preparation.</li> <li>■ Align HR and workforce planning to support seamless adoption and continuity.</li> </ul>			
<b>Action</b>			

Pilot, refinement and embedding	Yes	No	N/A
<p>Scale sustainably as demand grows by adding new partners and expanding into additional programme areas where this will strengthen the workforce offer.</p> <ul style="list-style-type: none"> <li>■ Pilot targeted programmes addressing specific gaps prioritised by employers.</li> <li>■ Share learning to support wider adoption beyond initial delivery geographies.</li> </ul>			
Action			

Outcomes, impact and learning	Yes	No	N/A
<p>Measure performance credibly to demonstrate progress, inform investment decisions and guide future development across recruitment and development pathways.</p> <ul style="list-style-type: none"> <li>■ Monitor referral volumes, job outcomes and retention rates throughout delivery.</li> <li>■ Track partner engagement across recruitment, placements and training access.</li> <li>■ Review trend data regularly to anticipate areas needing additional focus.</li> </ul>			

**Action**

Outcomes, impact and learning	Yes	No	N/A
<p>Evidence wider social and economic value to strengthen support for ongoing funding and participation.</p> <ul style="list-style-type: none"> <li>■ Use recognised social-value methods to estimate economic and community benefits.</li> <li>■ Highlight stories clearly showing progression, improved confidence and career stability.</li> <li>■ Share concise impact summaries with leaders to maintain visibility and support.</li> </ul>			
<b>Action</b>			

Outcomes, impact and learning	Yes	No	N/A
<p>Capture and share learning that builds capability, refines practice and increases workforce resilience across the locality.</p> <ul style="list-style-type: none"> <li>■ Facilitate reflective discussions with partners exploring lessons from early delivery.</li> <li>■ Document insights arising from recruitment events and placement activity.</li> </ul>			

**Action**

Outcomes, impact and learning	Yes	No	N/A
<p>Encourage openness, trust and shared responsibility across organisations.</p> <ul style="list-style-type: none"> <li>■ Keep communication transparent so partners can raise challenges constructively.</li> <li>■ Encourage continuous improvement through regular partner-led feedback and reviews.</li> </ul>			

**Action**

## Further support

- [Adult Social Care Workforce Data Set \(ASC-WDS\)/Workforce Intelligence reports](#) – Use workforce data to evidence the case for change, benchmark your performance with others (e.g., how retention rates compare) and identify issues, opportunities and risks.
- [Recruitment support](#) – Access this comprehensive suite of recruitment support, which provides tools, resources and best-practice guidance. This will help your organisation to effectively attract, assess and retain staff who demonstrate the right values and behaviours for high-quality care.
- [Induction](#) – Use this comprehensive induction toolkit, which offers structured check lists, role-specific guidance and inclusive best-practice resources to effectively onboard new starters.
- [The Care Workforce Pathway](#) – Develop your workforce with clear roles and career progression.
- [Retaining your workforce](#) – Access practical guidance, tools and resources to help improve staff retention through positive workplace culture, career development opportunities and effective leadership strategies.