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In response to concerns about the availability of workers as a result of Covid-19, we are piloting a rapid recruitment programme to try and fast track people into jobs.

We are running a free four-day training course for people interested in working in social care in Neath Port Talbot, Swansea, Carmarthenshire and Pembrokeshire.

About the training

The four-day training course will take place on-line with a tutor who has social care training experience.

The first set of training will take place on 28 and 29 of January and 3 and 4 February – the new recruits will need to be available to attend all four days.

The training will cover the essentials needed to start work in social care, including:

- Safeguarding
- Roles and responsibilities of social care workers
- Safe practice / Covid-19 awareness
- Person centred practice
- Risk Assessments
- Care and Support Planning
- Active participation
- Rights based approaches
- Equality and diversity
- Communication
- Health and safety legislation (Infection, prevention and control, first aid, food hygiene, fire safety, moving and handling)
- Personal care
- Nutrition, hydration and helping people eat and drink
- Dementia
- End of life care
- Moving and Handling
- Infection prevention and control and the use of PPE
- Administration of medication.

The course has been mapped to the All Wales Induction Framework for Health and Social Care so you know exactly what has been covered. The trainee will also have a document detailing the programme they have completed. The training must be followed up by extra support and training by you for anyone you employ. You may be able to get some help from your local authority for this such as further moving and positioning training.

Accessing the training

Potential recruits are being asked to register their interest on the WeCare Wales jobs portal. They will then be contacted for a telephone interview, as first part of the screening process for their suitability to work in social care.

If you have a newly appointed member of staff i.e. within four weeks of the set training dates and are having difficulties training them as a result of Covid-19, we may be able to offer them a place on the course. Please contact us at **contact@wecare.wales** to discuss.

DBS

We are looking at options for undertaking DBS checks either before or after training. We may not be able to get these completed in all instances, it will then be your responsibility as an employer to carry this out.

Advertising your jobs

You need to register any job vacancies you have on **WeCare Wales**. People who have completed the training course will be signposted to these before, during and after attending the training.

Payment for training

If you recruit from this pool of trained people you need to consider how you may be able to recompense them for their training time once they have been employed for a period of time as they will not have been paid for attending.

Follow up

We want to know how well our training works. If one of our trainees has secured a job with you, we will contact you a month after they have started to see how well the training has helped them be 'job ready'.