Recruit to retain



A cost-effective approach to building a workforce that stays

Key benefits

- Strengthen your recruitment to attract the right candidates aligned to your core values and organisational culture.
- Reduce hiring mistakes, lowering rehiring and retraining costs.
- Improve retention by helping staff feel connected to your values, reducing turnover and further recruitment costs.
- Boost staff engagement by ensuring employees feel aligned with the organisation's mission, increasing job satisfaction.
- Provide evidence to CQC of your commitment to safe staffing and the delivery of consistent levels of good and outstanding care.

Are you looking to significantly improve staff retention, enhance workforce wellbeing, and recruit individuals who stay and grow with your organisation? **Recruit to retain** is a three day programme offering practical, values-based strategies to strengthen recruitment and support staff development.

Day 1: Define – shaping your core culture

Go beyond simply identifying your organisation's values, actively define and align them with the behaviours you want to see from your workforce. Through interactive exercises, including behaviour-based questions, learn how to clearly articulate values to existing staff and potential recruits, ensuring they resonate throughout your organisation.

Day 2: Establish – embedding values into daily operations

Focus on embedding values into everyday workplace practices. Explore how to weave values into critical touchpoints such as inductions, regular supervision, and one-on-one meetings, to ensure values consistently guide behaviours across your team. Discover feedback and development models to help build a values-driven culture that promotes engagement and retention.

Day 3: Recruit – building a value-driven recruitment process

Focus on recruitment strategies aligned with your values and behaviours. Enhance your recruitment process to ensure it consistently attracts individuals who align with your organisation's values and culture.

Booking information:
Thursday 08 May 2025, Thursday 22 May 2025 and Wednesday 04 June 2025
10:00 – 16:00
Virtual delivery on Zoom

Register for this programme:
https://events.skillsforcare.org.uk/skillsforcare/2129/register