



How to attract and recruit the best care workers



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A care company is only as good as the care provided. In a turbulent industry that's constantly being squeezed by funding cuts and pressure from an ever changing political climate, how do you build a base of reliable, trustworthy carers? Making sure that you have enough staff to cover your service users needs is a top priority, but making sure that standards are maintained by bringing 'good carers' on board is just as important

Drawing on experiences from NurseBuddy customers we've rounded up the best advice on making sure your carers won't let you down.



Be inclusive

When you don't restrict who might apply to the job advert, you stand a better chance of getting a diverse and talented group of applicants. Take time when drafting the job advert. It's essential to place focus on attracting applicants that are not typically drawn to the care sector, such as international employees, young employees or men.

2

Evaluate your qualification requirements

Take a fresh look at the qualification requirements in your job ads. Do you require qualifications that you could easily help them achieve in a night of training? If so, your agency might be missing out on good applicants.

3

Look everywhere

Advertise in universities and colleges. Speak to course directors about possible internships and positions. Local job centres and communities could also be amazing places to find recruits. Call them up and introduce yourself, and see how you could partner up with them.

4

Offer perks

Employees really appreciate benefits, and they don't have to break the bank. There's a long list of options to choose from, for example free meals, child care vouchers or gym memberships. Training opportunities can also be a great incentive for people that are passionate about home care.

5

Look beyond skills

Is a potential candidate truly invested in caregiving? Do they have additional qualifications or experience that sets them apart from the competition? It may seem obvious but understanding their long term goals helps you see if they're a good fit in the short term.

Conducting background and reference checks might be time-consuming, but also strongly recommended.

6

React quickly

When a care worker applies to your company, try to get them in for an interview as soon as possible. There's a good chance they've applied elsewhere as well, so moving quickly can make all the difference.

How can Nursebuddy help you with the inspections?

The NurseBuddy app makes it easy to share and record required information, making sure everything is up to date, and reporting. Here are some examples of the features that can help you with your inspections:

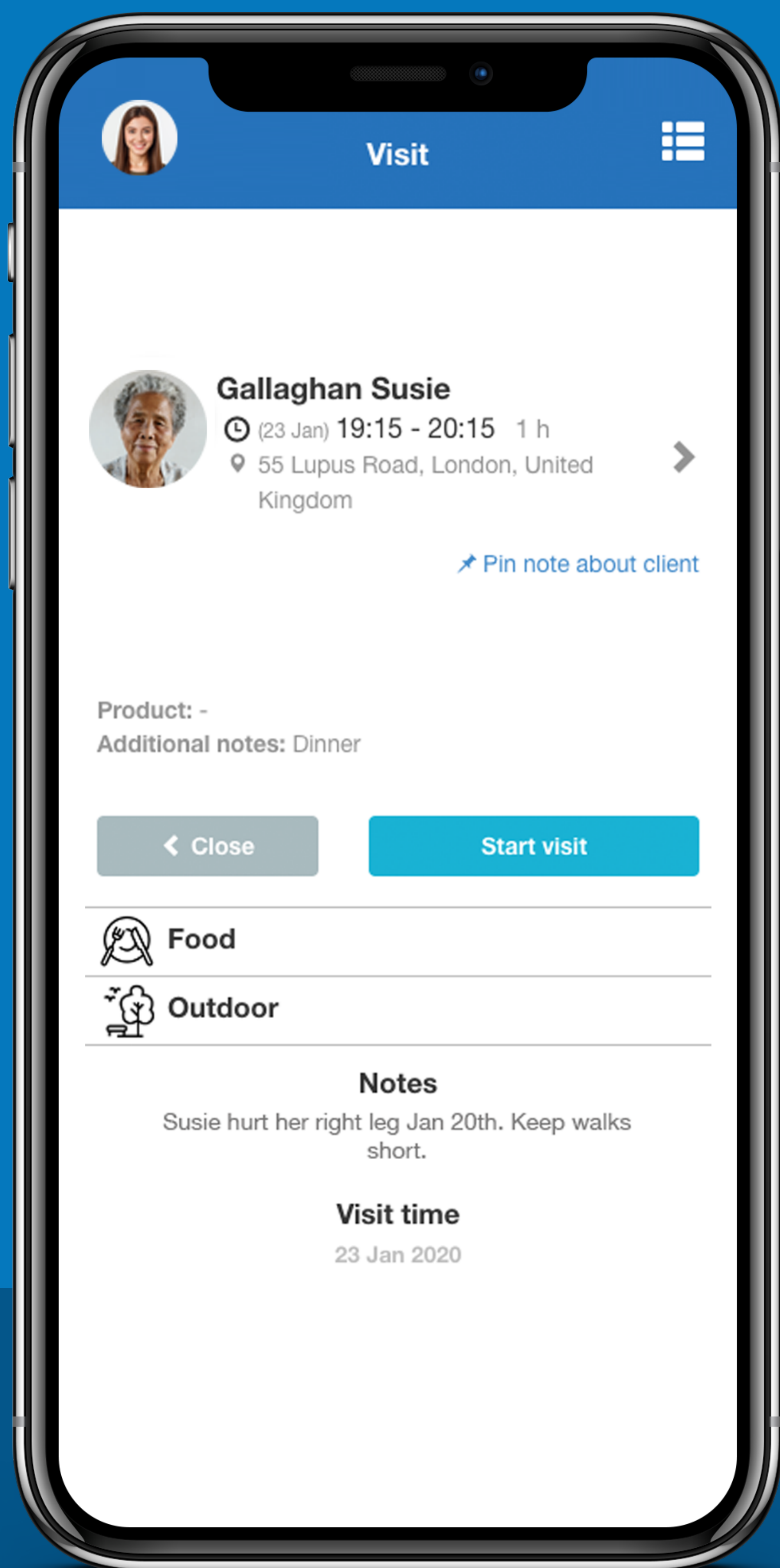
- The GPS feature and automated mileage reporting supports day to day monitoring and reporting.
- Care plans are easily accessible.
- Past timesheets and other reports are easily accessible for an inspector.
- Comprehensive notes such as carer certifications and their expiration.
- Carer app to help the carers' every day work
- Family portal to keep the family members of the clients' informed and happy.

Preparing for home care inspections can help you achieve a better rating with your local authorities and lead to more clients, carers helping you grow your business.

"A recent CQC inspection was completed in a couple of hours through accessing the data online. Previously CQC inspection would have taken them 2-3 days to go through all the paperwork."

Billy Chinaka
Managing Director of PearTree1.

Transform your home care management



Nursebuddy solves your at-home healthcare scheduling needs with certainty, efficiency, and customer satisfaction at the forefront of our platform.

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