

Care Plus Group

Please provide details about your company and the sector that you work in?

Care Plus Group (CPG) formed in 2011 employ approximately 800 employees and deliver a variety of adult health and social care services across North East Lincolnshire. Some of the services delivered by CPG include:

- Employability Services
- Intermediate Care @ Home
- Rapid Response
- Vulnerable Adults consisting adult day services for older people and adults with disabilities
- Community Nursing
- The Beacon, a short-term reablement facility
- Community Learning Disability Team
- COPD & Falls service



CPG Employability Services is recognised as a national ***'model of best practice'***, supporting the skills and worklessness agenda by providing access to accredited and non-accredited lifelong learning and increased employability opportunities. Training opportunities are tailored to individual needs, aiming to break down barriers to employment, bringing the individual closer to the local labour market and sustainable employment. Additionally Employability Services specialise in supporting people with disabilities and long term health conditions.

Some of the training opportunities offered

- Structured Voluntary Placements
- Young people's study programme
- Apprenticeships, Internships
- Intermediate Labour Market Opportunities
- Sector Based Work Academies
- Work trials/taster days
- Job Search including CV building, completing application forms and interview techniques
- Supported Internships
- Job Coaching, Travel training
- Support with transition from Children's Services into Adult Services (Person Centre reviews)
- Benefit guidance
- Work Experience
- After care

Suitable candidates will gain up to 26 weeks experience in one of a variety of host departments within CPG and other public sector organisations. Employability Services also support placements in the voluntary and private sectors – placement roles vary from administration, support workers, catering, receptionists, domestic, DIY, horticulture and IT support. During their placement the candidate can access all in – house courses and other qualifications in their chosen occupational area. Support is also provided with CV building, completing application forms and interview techniques. References are also supplied for job applications and participants are eligible to apply for internal vacancies within the host organisation.

Employability Services also act as a training and recruitment 'hub' supporting local businesses with their training and recruitment requirements, enabling them to 'grow their own' workforce.

CPG offers a variety of placements opportunities for college students. Working with The Grimsby Academy, CPG offers young people interested in gaining skills, work experience and qualifications in the Care sector the chance to receive specialised training alongside traditional GCSE qualifications. CPG also works in partnership with Franklin College offering students aged 16-18 years who are interested in a career in the health and social care sector a 4 to 6 week internship and mentorship programme. The group is also a placement arena for Health, Social Care and Therapy students who are undertaking undergraduate courses including Nursing, Associate Practitioners, Social Workers, Assistant Practitioners, Occupational and Physiotherapists attending Higher Education Institutes e.g. Hull, Lincoln, York and Sheffield.

Care Plus Group have a dedicated Training and Development team that provides the management and implementation of training to support the organisation in delivering quality services by having a workforce that is well-trained. CPG have implemented a robust statutory and mandatory in-house training programme that is rolled out to all staff.



How does your company recruitment process work?

All jobs at CPG are advertised through the NHS jobs website -

http://www.jobs.nhs.uk/xi/search_vacancy/1dc7c05a1ad308c02e0c1d4a2ef2ab46/?action=search&master_id=126194



What skills do you require from your workforce?

CPG requires staff who can demonstrate compassion and dignity, along with a commitment to their career. A values based and safer recruitment process is adopted to support our commitment in delivering customer centred high quality services. All staff should have a good level of Maths, English and IT skills or the desire to work towards such qualifications. Our values based recruitment is an approach, which alongside aptitude and skills is a means to assist in recruiting on the basis that an individual's values and behaviours align with those of CPG.

What do you see the skill gaps are for your company now and in the future?

Current skills gaps within CPG are support level staff, care workers and physiotherapists. There will also be a gap in the near future with trained nurses.

Where can you go to find out more about the qualifications you may need and where you can study?

For information on the courses and apprenticeships available across the Humber visit www.logonmoveon.co.uk (Hull and East Riding), www.lincs2.co.uk (North East Lincolnshire) and www.lincs4u.co.uk (North Lincolnshire). For more information on the growth sectors, occupational information and job search techniques/guidance please visit <https://careersyandh.co.uk/> and click on the 'contact us' button.