

RECRUITMENT PROCESS

C.E.R.T-IFY YOUR TEAM

Recruiting in the Care Sector

The 7-step process that gets the right people through the door, and keeps them there.

C.E.R.T-IFY YOUR TEAM

CREATE

Foundations

EXPAND

and achieve

RETAIN

Talent

TRAIN

and empower

Get the Foundations Right

Most providers recruit reactively, desperate, last-minute, expensive. A proper process starts well before the vacancy exists. These first four steps fix the foundations.

1

NEEDS ASSESSMENT

Identify real staffing gaps based on workload, turnover and growth. The best carers often have zero experience and the right mindset. Don't filter them out.

2

DETAILED JOB DESCRIPTION

Outline roles, responsibilities, shift patterns and unique aspects honestly. Be clear on real benefits. Basic annual leave isn't a benefit, it's a right.

3

MULTI-CHANNEL RECRUITMENT STRATEGY

Use job boards, social media, professional networks and referrals. Partner with local colleges and community groups. Maintain your brand in every advert.

4

SCREENING AND SELECTION

Be clear from the start what the process involves. Don't drag it out. Use ONE simple system for candidate management that feeds your compliance tracking.

Bring Them In, Keep Them In

A good hire still leaves if onboarding is chaos. These final three steps are where most providers lose people in the first 90 days.

5

ONBOARDING AND TRAINING

Comprehensive onboarding with a single point of contact buddy or mentor. Training on care, safety, and communication. Reduce drop-outs by reducing confusion.

6

DAY-ONE RETENTION STRATEGIES

Don't wait until they're considering leaving. Competitive pay, development, recognition, and regular check-ins from day one, not just at year-end.

7

CONTINUOUS IMPROVEMENT

Track time-to-fill and turnover. Collect feedback from staff and clients. Update your strategy regularly. What worked last year may not work now.

Ready to fix your recruitment for good?

Pick your next step.

RECOMMENDED NEXT STEP

ONLY £197

The FMC Recruitment Health Check

A full diagnostic of your recruitment, retention and onboarding, with a 9-stage scored audit and a personal blueprint to fix what's broken.

GET MY HEALTH CHECK

OR TAKE ONE OF THESE STEPS

RECRUITMENT COST CALCULATOR

See exactly what poor recruitment is costing you.

LEARN MORE

BOOK A DISCOVERY CALL

30 minutes. No pitch. Just a proper conversation.

LEARN MORE

EXPLORE FMC SERVICES

Mentoring, automations, ATS and managed service options.

LEARN MORE