

**WRITTEN QUESTION TO THE MINISTER FOR HEALTH AND SOCIAL SERVICES  
BY THE DEPUTY OF ST. JOHN  
ANSWER TO BE TABLED ON TUESDAY 8th OCTOBER 2019**

**Question**

Given the challenges experienced by Third Sector health and social care providers when trying to recruit suitable staff to deliver services, will the Minister state whether he is working with the Third Sector to help resolve these difficulties and, if so, what new initiatives are under consideration to address them?

**Answer**

The Minister has met with representatives from the Third Sector, including the Jersey Care Federation, to discuss recruitment difficulties. As a result of these and other discussions in relation to recruitment within the care sector, Skills Jersey has engaged with all sectors of health and social care to create a skills working group with representatives from the industry. The group was formed on 1<sup>st</sup> August 2019 and has identified five key objectives:

1. Reduce level of staff turnover (churn)
2. Increase the number of workers with relevant qualifications
3. Investigate new sources of staff e.g. older workers, parent returners, thereby challenging traditional 'gender' roles
4. Increase industry support and involvement with education
5. Increase the flow of 'entitled' applicants wanting to work in the industry.

The group has also set the following short-term goals to tackle the recruitment difficulties:

1. Establish a 'Care Village' at the Jersey Skills Show to promote the industry to future generations and career changers
2. Run a social media campaign through December to promote care as an attractive option for career changers. Case studies of local workers and success stories will be used to drive this campaign. This promotion will work in coordination with action 3. below
3. In January, run induction training that covers all certificates needed to be able to start working in the care industry – funded by the business licensing skills fund.

The Minister will continue to engage with Third Sector providers on this important issue.