

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**  
with purpose

**RETAIN**  
Talent

**TRAIN**  
for growth

**FM**

Consultants

Find out what your recruitment is  
really costing you - in 90 seconds.

hello@fittonmillet.com  
www.fittonmillet.com

[Cost calculator](#)

# 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 £97

## The FMC Recruitment Health Check

A full self-audit of your recruitment, retention and onboarding, with a 5-domain 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](#)

Care sector talent acquisition without the agency tax.