

An illustration of two mountaineers on a mountain peak. One is standing and holding a flag, while the other is crouching and reaching out. The background is a light blue sky with white rays of light emanating from the top left.

HOW TO CONQUER EVEREST:

**Exploring recruitment & retention
basecamps to reach the social
care summit**

**La Mon Hotel & Country Club, Belfast
Thursday 17th May 2018**

**“Success is not counted by how high you have climbed
but by how many people you brought with you.”**

Will Rose

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ARC NI Conference 2018

The social care workforce is a valued asset, recognised by providers and required by the Northern Ireland population to offer high quality person centred care and support. To date we have over 32,000 registered social care workers but this is known to be insufficient to meet future demands.

There has been much conversation of late, highlighting the challenges of the broader health and social care system as noted within the Department of Health's commitment 'Health and Wellbeing 2026: Delivering together' and more recently within the Expert Panels report 'Power to People'. These documents acknowledge the need to address a whole system reform to ensure sufficient numbers of people with the right value base and skill set are working in community services carrying out a range of essential roles.

It therefore feels timely that ARC NI's Conference brings stakeholders together to discuss, reflect and consider how we can achieve more people working in social care.

This year's conference aims to:

- » Understand the future needs of social care and the projected demands of our workforce in Northern Ireland
- » Consider the Department of Health's workforce strategy
- » Learn of local experiences that have and have not worked in recruiting and retaining social care staff
- » Highlight practical top tips based on global research to achieve positive outcomes
- » Inspire organisations to try new techniques that are easy to implement at little extra cost.

"You guys going up? Yes, yes, we are going up. You may be going a lot higher than you think!"

Don Whillans

THURSDAY 17th MAY 2018

8.45am Registration and tea/coffee

9.30am **CONFERENCE WELCOME**
Climb now or never, becoming a mountaineer

Chair:
Leslie-Anne Newton,
Director, Association for
Real Change

9.40am **What 'Good Support' for me looks like?**

Presentation from a range of people who receive social care support.

10.00am **How long is the climb ahead?**

Colum Conway,
CEO, Northern Ireland
Social Care Council

Colum will share the key themes from a report recently published by NISCC, describing the current workforce and the future demand to be met by social care staff.

10.10am **Using the guidebook to map the best route?**

Andrew Dawson,
Acting Director of Workforce Policy,
Department of Health

Andrew will provide an overview of the Department of Health's workforce strategy and in particular, the implications and possibilities for social care.

10.20am **Workshop (1)**

11.30am **BREAK**

12.00pm **Workshop (2)**

1.00pm **LUNCH**

2.00pm **Social Care - a Career of choice**

Presentation from people who provide social care support.

2.15pm **The mountaineers guide to smart techniques and inexpensive crash pads**

Neil Eastwood,
Author of Amazon #1 Best Seller
Saving Social Care and Founder
of Sticky People Ltd.

Neil will share the best practice methods of growing and keeping frontline staff despite challenging conditions, based on his global research findings.

3.45 pm **How best to simul climb?
A Q&A Session with all
key note speakers**

4.15pm **Anchors to reach the summit**

Agnes Lunny,
ARC NI Chair

Agnes will reflect and sum up the days discussions.

4.30pm **CONFERENCE CLOSE**

WORKSHOPS

Within the morning there will be an opportunity for conference delegates to attend 2 workshops of their choice. These will be facilitated by a diverse range of cross-sector stakeholders showcasing lessons learnt in implementing different approaches to finding new people and how providers can motivate great people to progress their career and stay within their organisation of choice.

The afternoon workshop is for all conference delegates, facilitated by Neil Eastwood, international speaker, blogger, researcher and commentator on social care worker recruitment and retention. Neil will share the best practice methods of growing and keeping a frontline care staff despite challenging conditions, based on his global research findings.

“Neil’s presentation was like a shot of adrenalin – full of ideas, challenges and positive approaches. His use of research and evidence to guide and inform new ways of doing things was fantastic.”

**Rick Howell, Head of Service (Commissioning and Contracts),
Warrington Borough Council.**

He will show how providers can identify new sources of high potential staff in the communities around them, how to attract them and minimise the risk of losing them through the application process and in the first weeks and months of employment. Neil’s methods have transformed care businesses across the UK and Europe.

“Neil was awesome and we loved the one-liners –like a day at the Comedy Club. We came away with so many ideas - I wrote 16 pages of notes.”

Colin Horne, Managing Director, Care By Us

By booking your place at this conference, you will have the opportunity of receiving top tips via email from Neil which will help you prepare your thoughts in advance of the day.

**Please note you will need to consent to this on the booking form.
A full programme of workshop details will be circulated in advance of the conference.**

“We have founded a support group for Everest climbers called Everest Anonymous, members can call each other for support when they’re thinking about returning to the mountain.”

David Breashears