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It's important to go into this process with an open mind in terms of the candidates that you seek and accept.

People experience many different circumstances, but they can deliver a high level of care if they are given the right opportunities and support.



Strong relationships with employers are vital. Take the time to know their needs and to work hard to

fulfil them. This not only builds trust with employers, but it helps give each candidate the best chance of succeeding.



A thorough recruitment process that includes multiple different checks will help identify appropriate and successful

applicants. Previous employment references are only one part of this process, and not having them should not be a barrier to a candidate that excels in the other checks and assessments.



Establish partnerships with local stakeholders, such as Job Centre Plus, learning providers or

other community support organisations, as they definitely help increase your chances of success.

