



An app to foster employee recognition and team work to improve staff retention

AUTHORS AND AFFILIATIONS

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BACKGROUND AND INTRODUCTION

THE PROBLEM: Staff recruitment and retention

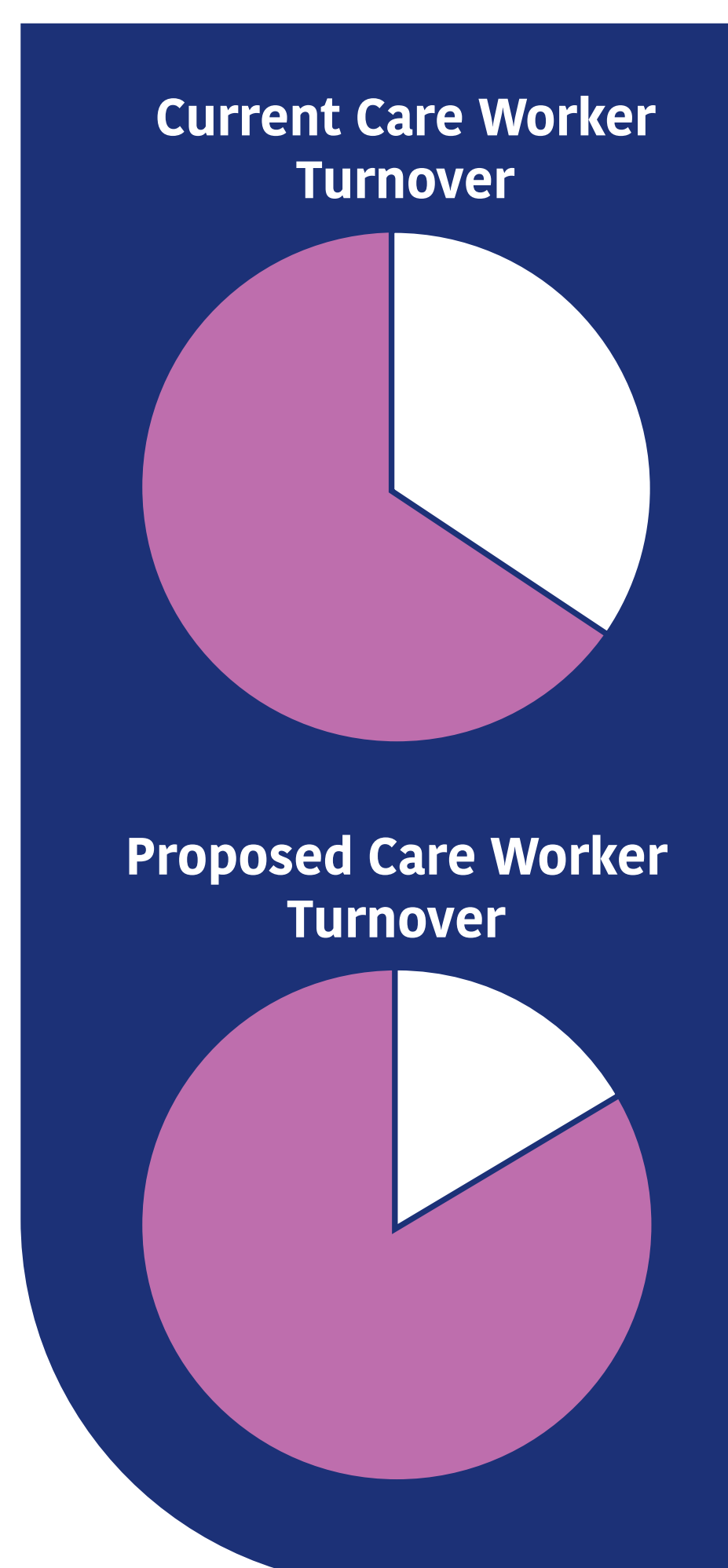
- Staff turnover in social care sector **34.2%** (cross-sector average 15%)
- Costs social care **£1.9 billion/year** (based on Skills for Care estimates)

Causes:

- Few opportunities for career progression
- Stress & burnout
- Lack of recognition
- Poor pay
- Fewer benefits and antisocial working hours

AIMS AND OBJECTIVES

- To build a standalone app targeting the training and development of the carer and eventually integrating it with other software.
- Access to accredited training for specific situations and conditions such as basic life support, fire safety, food safety, health and safety awareness, infection prevention and control, medication management and safeguarding.
- Creating a system for transferrable training records between health care employers – which currently doesn't exist in the market.
- Authenticating qualifications and training certificates with issuing authorities using blockchain. This technology is remarkable in verifying documents and making sure that they cannot be forged.



RESULTS

Having a clear career pathway and possibilities for growth is essential for the carer to continue within the field and we aim to provide it to them. Having access to all the resources they need and giving them tangible goals to reach with the qualifications provided will give them the drive to keep moving towards their goal. This would also provide for a one-stop record storing platform which would be transferable across employers. By implementing this app, we aim to aid the recruitment and retention of carers.

CONCLUSION

Recruitment and retention are bleeding money out of a lot of companies. We would like to address it by providing knowledge about the career growth opportunities to the carer. This training will also be properly evidenced and shared between potential employers. If you would like to know more please visit our website at www.myghty.co.uk

INTEGRATION WITH ONLINE SOCIAL CARE TRAINING PROVIDERS

www.social-care.tv

www.alturalearning.co.uk/course-library/residential

www.skillsforcare.org.uk/Developing-your-workforce/Find-a-learning-provider

Decentralized Ledger



METHOD

The app will give carers access to a wide variety of resources to hone their skills. They would be able to study and apply for qualifications within the app itself. These qualifications would be verified transferable records which can be used elsewhere. The app would also help chart the trajectory of their careers. We plan to make our app integrate with other software such as Blink and Birdie which are employee hub applications. This would prove to be a valuable addition to such software as they currently do not give access to the training side of things.



References

skillsforcare <https://www.skillsforcare.org.uk/adult-social-care-workforce-data/Workforce-intelligence/publications/national-information/The-state-of-the-adult-social-care-sector-and-workforce-in-England.aspx.org.uk>

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