



# ARC NI CONFERENCE WORKSHOPS—17<sup>TH</sup> MAY 2018

## WORKSHOP 1: 10.20AM—11.20AM

**Good judgement comes from experience and experience comes from misguided judgement**

**Louise Campbell and John O'Reilly, The Cedar Foundation**

Facilitated by The Cedar Foundation, this workshop will share good working practice in relation to recruiting new staff and retaining your workforce. Participants will learn how The Cedar Foundation changed its recruitment methods using a value base approach and also how we have retained staff through meaningful and valued coaching and development.

**It is not the mountain we conquer but ourselves**

**John Foster, Inspire Knowledge & Leadership**

Facilitated by Inspire Knowledge & Leadership, this workshop will explore the importance of emotional intelligence and consider how to develop emotional resilience across our workforce. Participants will also appreciate the importance of personal support and recognise the significance of personal strengths.

**Tips and techniques for achieving each basecamp**

**Ciaran Sheehan, Clarendon Executive**

Facilitated by Clarendon Executive, this workshop will share top tips in how to sell a social care job as a positive and unique opportunity and explore how to reach new audiences to work in front line supporting roles through a range of different ways. Participants will also learn of a diverse range of techniques that can be applied during shortlisting and assessing to secure the best person for the job.

**Nothing substitutes a large apprenticeship, a heap of experiences which converts into the base of intuition**

**Michael Gould, Department for the Economy**

Facilitated by the Department for the Economy this workshop will raise awareness of the opportunities to employ apprentices and describe the Apprenticeships NI programme and Higher Level Apprenticeships.

Participants will also learn of the benefits of employing apprentices, from a social care provider perspective.

**We are missing some fine routes by not being light enough to climb clouds**

**Sarah Wylie, Department of Finance**

Facilitated by the Department of Finance this workshop will describe the system dynamics modelling of adult social care that is underway which will inform future policy changes and explore with participants the workforce issues that need to be addressed.

## WORKSHOP 2: 12PM—1PM

**The mountain is nothing without people on it**

**Sinead Murphy & Tracy Steele, Mencap**

Facilitated by Mencap NI, this workshop will introduce participants to the Mencap's recruitment framework, a blend of two different recruitment models – value based and person centred. Together this represents 'Our Inclusive Recruitment'. We will demonstrate that people with a learning disability are an integral part of our recruitment process and that we employ staff who share our values.

**Doing a route at the absolute limit demands and encourages a coordination of all peripheral factors**

**Jonathan McGookin & Darragh McCullagh, Positive Futures**

Facilitated by Positive Futures, this workshop will walk participants through how we in Positive Futures are utilising Mindfulness and Reflective Practice in order to reduce stress levels of our workforce, improve relationships between our staff and promote resilience of our most valuable asset, our entire workforce.

**Supporting a regulated workforce to deliver high quality practice and care'**

**Helen McVicker & Meta Keenan, NISCC**

Facilitated by NISCC, this workshop will consider how regulation can support the delivery of high quality practice and care and ensure best outcomes for those in receipt of social care. The focus will be on how social care managers can, through compliance with the NISCC Standards for Employers, enable their workforce to meet their standards of conduct and practice as registrants. Lessons learned from recent Fitness to Practise cases will also be shared.

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