

# Seeing potential

## Leeds City Council Step into Care



This series of case studies profiles how locally-based programmes can support people from non-traditional backgrounds into the care profession, from the perspectives of the programme operators, local care employers, and the candidates themselves.

These four case studies profile Leeds City Council's Step into Care Programme, which helped Devon Watson and the Leeds Jewish Welfare Board become an ideal match. In this case study, we hear from HR Manager Szczepan Swiatkowski about how the Step into Care programme revolutionised their recruitment.

### Szczepan Swiatkowski

As HR Manager at Leeds City Council, I have been involved in the recruitment of care workers for many years. The Step into Care programme has revolutionised our recruitment process, allowing us to attract and support people from non-traditional backgrounds into the care profession. This has been a significant achievement for our organisation, and we are proud to have been able to support these individuals in their careers.

The programme has provided us with a pool of talented candidates who have been able to overcome their previous challenges and enter the care profession. This has allowed us to build a more diverse and inclusive workforce, which is essential for providing high-quality care services to our residents.

I have been particularly impressed by the support and guidance provided by the programme operators, who have helped our candidates to navigate the recruitment process and prepare for their new roles. This has been a key factor in our success in recruiting and retaining staff through the programme.

Overall, the Step into Care programme has been a game-changer for our recruitment process, and we are looking forward to continuing to work with the programme in the future. It has allowed us to see the potential in people who we might otherwise have overlooked, and we are grateful to the programme for its ongoing support and assistance.

## Devon's journey to LJWB



