Leeds Health and Care Academy

ELISSA MATLEY

DIRECTOR OF OPERATIONS AT PEOPLE MATTERS

Elissa Matley, Director of Operations at People Matters, shares her experience of successfully recruiting candidates via the Connecting Communities with Health and Care Careers project.

Through the programme, Elissa has successfully recruited 3 candidates from local Leeds communities into roles within People Matters.

"On this project I have been working with the Talent Pipeline Lead to interview potential candidates for our organisation. If they have been recommended for our organisation I know they have been effectively screened in terms of having the right value base to work with us.

The key difference between the recruitment on this project compared to a traditional recruitment process is that you already know that each candidate is committed to working in health, care and support. They have to be to attend the week long course which shows commitment, in contrast to the CV's we directly receive where you have no real idea what a candidate's commitment to the work is, and if this is just a stop gap.

The benefits of the programme for People Matters is that candidates have been effectively screened before "interview", meaning that an appointment is more likely than via traditional ways. The Talent Lead from the Leeds Health and Care Academy really knows and understands our organisation personally and will only put candidates our way who are more than suitable! I have been quite surprised about the quality of the candidates that are coming through the programme.

In terms of the candidates, we have appointed one so far with another two in the process of onboarding, DBS checks etc. The new employee has slotted into the team seamlessly, and despite having no formal experience she has an aligned value base to work in our organisation and the members think she is amazing!

I would highly recommend this programme to other managers and organisations that are looking to support people through a values-based recruitment model"

To **find out more** about the Connecting Communities with Health and Care Careers programme **please scan the QR Code**