



Care Character

THE RIGHT PEOPLE FOR THE CARE SECTOR

PEBBLES CARE CASE STUDY

Making better hiring decisions with the definitive values-based recruitment and retention tool



Pebbles Care nurture young people with a traumatic past so they can develop and flourish through specialist therapeutic care and education in Scotland and England.

REQUIREMENT

As a values-led employer, Pebbles Care sought a recruitment and retention tool to assess candidates for the desired values and behavioural qualities of a Childcare Worker. They needed reliable, consistent, and objective scoring, and the ability to make more suitable offers in the recruitment process whilst improving efficiency.

SOLUTION

Care Character evaluates candidates for seven essential care qualities, providing support for hiring teams and candidates. It includes a tailored report for candidates and additional reports for hiring managers - featuring recommended values-based interview questions and guidance for development discussions with new hires.

We use Care Character as a USP in our recruitment process telling candidates that they will have a personalised learning and development plan when they start with us, we get great feedback, and it helps us to stand out as an employer and helps us to get better engagement with candidates

BETTER RECRUITMENT OUTCOMES



FOCUS ON HIGH POTENTIAL CANDIDATES

30% reduction in candidate rejections due to focusing on high potential candidates



REDUCED INTERVIEW NO-SHOWS & DROPOUTS

94% Interview attendance rates are now standard due to improved candidate engagement



IMPROVED INTERVIEWS & OUTCOMES

Interviews are more personalised, leading to an increased offer rate of up to 35%.



ENGAGED ONBOARDING

The Development Report supports meaningful conversations during a new starters first few months.



REDUCING BIAS

More opportunities have been provided to those without experience