

Rocklee Limited

Fund used for new and established learning needs

This case study looks at how Rocklee Limited has used the Workforce Development Fund to develop and maintain the team's professional development for the ultimate benefit of its residents. Some of the work, particularly working with residents with personality disorders, can be challenging, so a skilled and qualified workforce is essential.

Background to the WDF

Skillsfo Care believe that all staff working in adult social care should be able to access and participate in learning and development, in order to ensure the most effective and deliver high quality care.

The WDF supports the home staff funding the team from the Department of Health and is distributed by Skillsfo Care. It is available to support employees to make an investment in learning and development that will benefit the organisation, improve standards and enhance the care provided. The funding focuses on the achievement of quality standards and the ongoing professional development of staff across the adult social care sector in England.

Rocklee Limited

Rocklee Limited was established, providing residential care for people with mental health problems, some of which have led to people being in care. The small care home has been managed by Jane, Jacqui Martin since 1988. She has over 30 years of experience in social care and is responsible for the overall management of the care home and supporting care team, consisting of nine staff. Two new appointments will also join the team in the near future.

What they wanted to achieve

In the current economic climate, financial pressures have kept us behind Rocklee initially applying for the WDF. Jacqui felt it necessary to secure additional funding for the team's ongoing training and development programme, so that it could continue to provide best practice care.

Being open and transparent about the need for the funding of the home, so gaining the big tools that I believe have the potential to give us the same opportunities. My main aim is for the staff to give me absolute confidence that they are competent in their jobs and can deliver a quality service.

What was done

Training has always been a key part of the organisation, so Jacqui identified as a main aim the high standards of the care home through her attention. Up to 2011, staff were a key home based and over 15 employees had been engaged in

and moving on, Jacqui felt that he needed a real need to bring in and train new employees. She took a holistic approach of education, learning and development. Her initial intention was to staff include in, employees from the team and build a high quality team because of his them. Being a small organisation meant that it was important for everyone to be involved and everyone to be able to help. Jacqui has the effect of finding that the social care commitment is important in relation to training and workforce development.

To access the WDF, Rocklee looked closely at the Care Market, particularly the South Coast Council has also been an association with South Coast College. The relationship with the employment-led partnership has gone from being on hand to being a long-term ongoing partnership being on hand to address the care home workforce development needs. Rocklee has also looked at the local colleges to access a range of courses that have a relevance to the learning needs of staff and of the care home. These include infection control, dignity and care of people, professional cooking skills that have been rolled out across the team.

What was achieved

Rocklee has identified the need for new and established learning needs and to make a new staff have a participative and familiar with learning environments. Jacqui has found an increased level of staff commitment to learning activities of the WDF. It has since identified team members to develop the and become an important part of the staff and care for everyone.

Each staff member has their own method of learning, so Rocklee provided the tools to support them. The WDF has funded the learning needs and helped the achieve a good understanding of the specialised in the role and within the social care sector.

90% of the team has completed the infection control module of the Level 2 Diploma in Health and Social Care. With the finding, it has been possible. The entire team has completed the end-of-life module for Level 2 and 3. Jacqui has even explored the chance of applying for funding for a Level 5 diploma for one of the team.

For the staff, the key benefits of being from the WDF have been increased confidence and being given the opportunity to develop their skills through an ongoing module.

Personally, since the age of 18, I have appreciated the importance of learning, and I would like to be able to become more independent. I'm interested in what the care home is a Rocklee. What's the achievement of the WDF is the partnership being a mutual ambition to get the best of the team. I'm especially glad when I hear positive feedback about training from employees who might not have necessarily had the one-to-one personal development support before.

What was learnt

Jacqui believes that the organisation has benefited greatly from the WDF in a number of ways including to being the best for everyone providing quality care to a standard that staff would accept to help them. She feels that, in terms of learning, all about staff development has been a positive experience.

Rocklee has limited training budget, so Jacqui has found that although getting the funding back has been a challenge, it has been well liked; particularly for the small business, it has provided high beneficial to the long-term.

The only thing I would like to see is that the care home be more engaged locally to be seen to the care organisations, so that we can share best practice and discuss the benefits of the WDF and really promote it as a good idea.

“We see the Workforce Development Fund as a great opportunity to train and develop the team, and we have the administration and management roles. It also provides a good environment and training on more e-learning. Even when the staff learn more in our specialities, I feel that Rocklee has really made a contribution to our learning which will benefit the social care sector. I believe that is possible.”

