

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 health and safety of 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 quality of care provided. The fund focuses on the achievement of quality care and supports the ongoing professional development of staff across the adult social care sector in England.

Rocklee Limited

Rocklee Limited is an established private owned care home for people with mental health issues, 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 experience in social care and is responsible for the overall management of the care home and supporting care team, consisting of nine staff. To ensure appropriate staff 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 key objectives of the home, so gaining the big goals that we believe have the potential to give the same opportunity. My main aim for the staff is 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 staff training. Up to 2011, staff were a key home area and over 15 staff had been employed in the

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 educate 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 Match, part of the South East Council has also been an association with South East College. The relationship with the employment-led partnership has gone from strength to strength, with ongoing support 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 and professional cooking skills that have been rolled out across the team.

What was achieved

Rocklee has identified the need and established learning needs and a more inclusive staff have a participative and familiar learning environment. 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 guide for staff and care for education.

Each staff member has their own method of learning, so Rocklee provided the tools of support to them. The WDF has funded the learning and helped the achievement of a range of training of the staff 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 learning from the WDF have been increased confidence and being given the opportunity to develop their skills through an ongoing model.

Personally, since the age of 18, I have appreciated the importance of learning, and I support staff to become more independent. I'm inspired by the fact that the Rocklee. What's the achievement of the WDF is supporting me to be a professional and to be the best of myself. I'm especially grateful to the 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 the fact that the staff have been able to provide a high quality of care to the residents and to accept the help. She feels that, in addition, learning is all about staff development and the staff's care.

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 value for the long-term.

The only thing I would like to see is that the staff can be more engaged locally. It has been the care organisation, so that we can have a better practice and that the benefits of the WDF and all promote a high quality of care.

“We see the Workforce Development Fund as a great opportunity to train and develop the team, and we have the administration and management of the staff and the team working on more effectively. Even when the staff learn more in our speciality, I feel that Rocklee has made a contribution to our staff's learning which will benefit the social care sector. I believe that it is possible.”

