

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 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 care initiatives and 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. It provides 11 beds for men with mental health issues, some of which have lived here for over ten years. 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 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 were a key challenge 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 believe have been set should be given 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 her attention. Up to 2011, staff were a key home area 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 adopted a holistic approach of education, learning and development. Her initial intention was to staff include men, women from the team and elderly who will imagine because of them. Being a small organization 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 in 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, 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 family in 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 guide for staff and care for elderly.

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 specialized in the role and within the social care sector.

90% of the team have 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 have 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 my team. I'm especially grateful to have received 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 organization has benefited greatly from the WDF in a number of ways including to ensure the best for elderly by providing quality care to a standard that staff would accept to themselves. She feels that, in addition, learning is all about staff developing themselves for their careers.

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 smaller businesses, it has provided high beneficial over the long term.

The only thing I would like to see is that the elderly be more engaged locally. There has been a care organization that has been able to be a practice and that the benefits of the WDF and all promote a high quality of life.

“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 company and the team working on more effectively. Even when the staff learn more in our speciality, we feel that Rocklee has made a contribution to our learning which will benefit the social care sector. I believe that is possible.”

