

Training and Learning Together



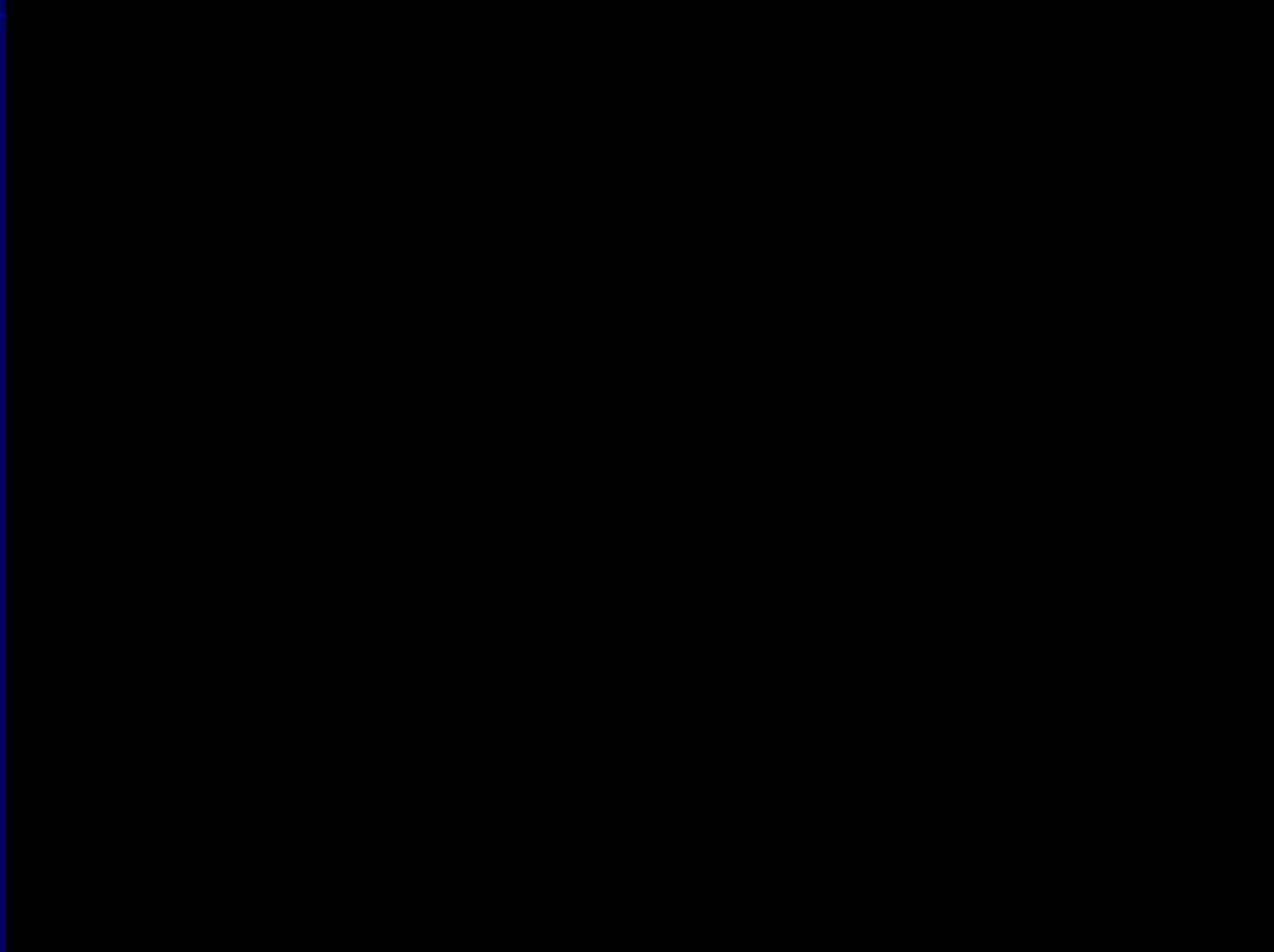
Baldwin Training Centre working with care homes in Sussex

Presented by Lynette Baldwin

What we are trying to achieve within the project.

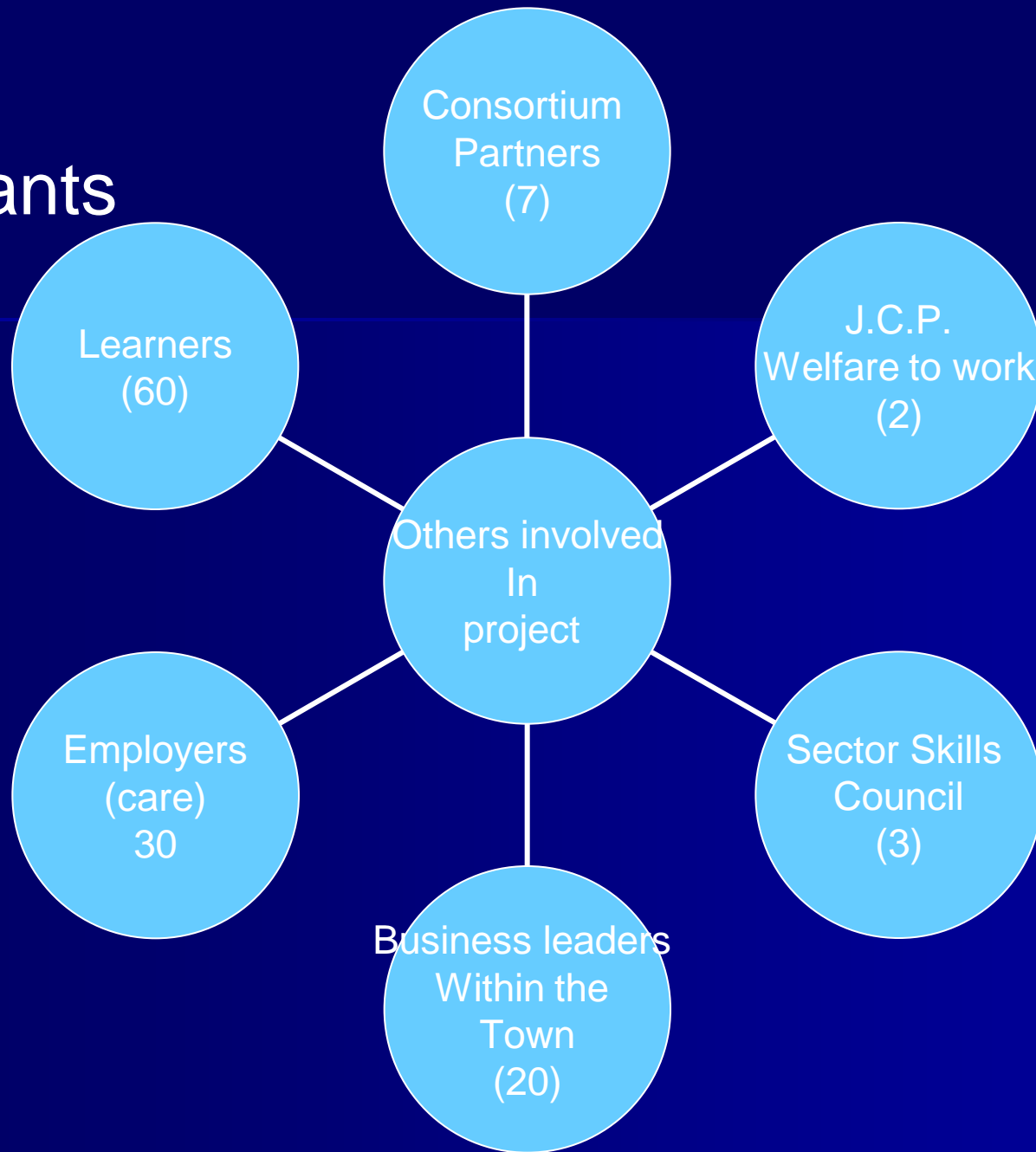
- An innovative cost effective training model based on the combined skills and knowledge of the social care expert practitioner working in partnership with trainers working within the sector.
- Enhance the relevance of learning to meet employer requirements.
- Raise awareness of the QCF and the role it has in ensuring the care worker has the specific skills required by the service user within social care.
- Develop the vocational and training skills of both care practitioners and BTC staff.

Training and Learning Together



Working Together
to
Increase
Commercial Training

Project Participants



What have we done?

- Held a care training conference
- Had a staff development week
- Linked the project to our pre-employment work
- Trained, learnt and worked with sector experts
- Attended the showcase for social care.

CHALLENGES



Outcomes

Outcomes	Planned	Actual
Participants in project	14	55
Sets of training materials developed	4	7
Organisations identified that require training.	6	21
QCF units achieved in identified areas	90	133
Expert practitioners trained to support learning & assessment	6	15
Btc staff working with expert practitioners to develop resources and achieve QCF units	6	10

FINANCIAL IMPACT

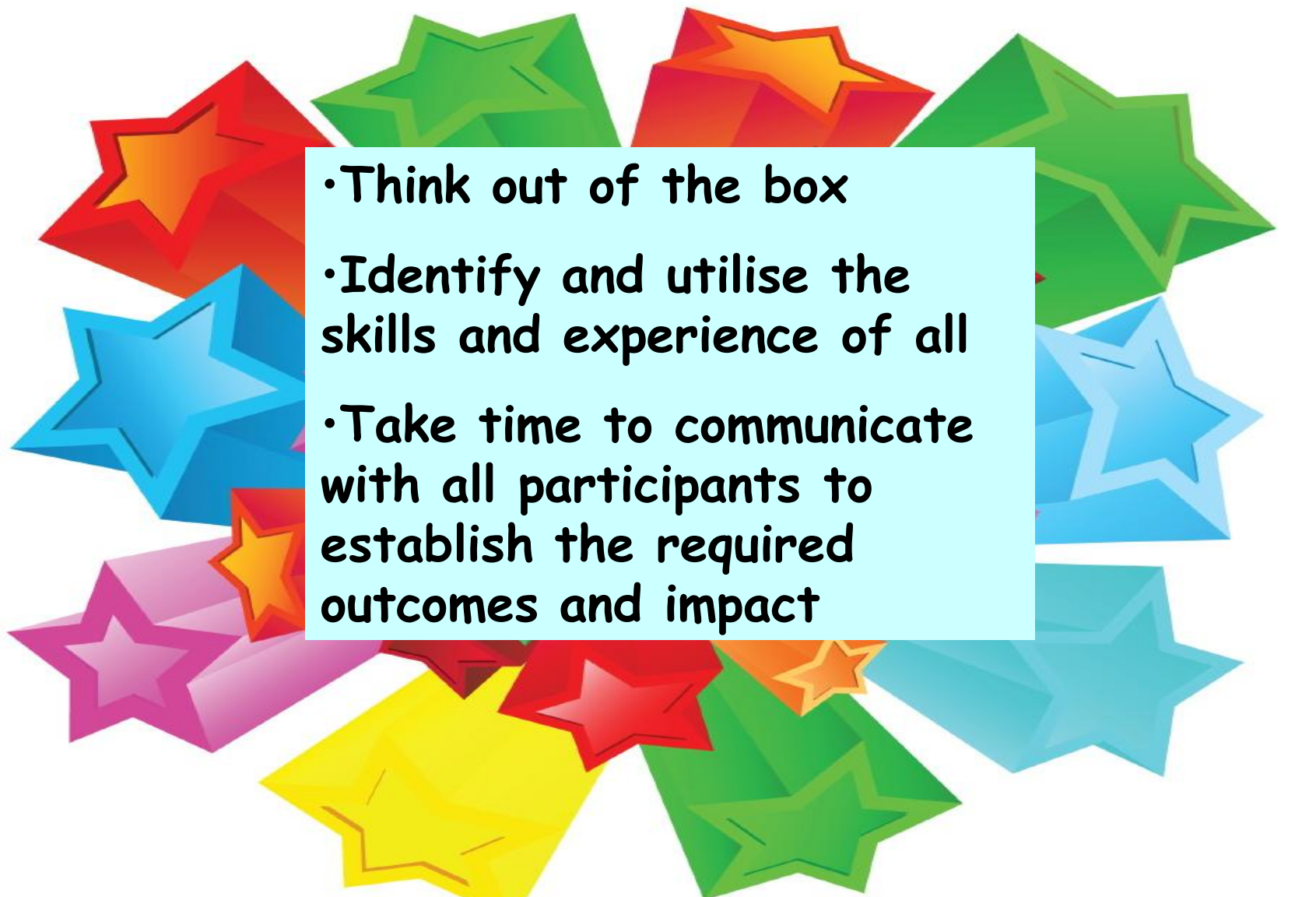
- £ Increase in commercial training
- £ More cost effective training model
- £ Employers are able to see the overall package including areas where we are able to support them with funding as well as areas where they will need to invest.

We have found that employers will invest in training which has the required impact especially if accredited

What impact has the project had so far?

- Training resources to enable bite size learning to be built on from Induction to L3
- A training model based on the combined skills of participants
- BTC trainers confident to deliver training in required areas.
- Social care experts confident to support learning in the workplace.
- Raised awareness of the QCF and how practitioners can support learning within the workplace.
- A clear progression route for learners from Induction to level 3 which is supported by HSC employers and trainers working in collaboration to maximise resources.

Critical success factors

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- Think out of the box
 - Identify and utilise the skills and experience of all
 - Take time to communicate with all participants to establish the required outcomes and impact

Future planning : What next?

- BTC hope to expand the project into other sectors and areas of the business by:
- Building on working with key businesses in the town to develop a customer service qualification which focuses on the requirements of the elderly and disabled and brings increased business to the town.
- Supporting partners within their consortium to develop their provision.
- Adapting their apprenticeship model to include greater input from employers.
- Linking the project to commercial training specifically aimed at the over 50's.



change

It is not the strongest
of the species that
survive, nor the most
intelligent, but the
one most responsive
to change.

Charles Darwin