*Care training (480 – 68%)*

*Health care training (260 – 70%)*

**TRAINING & DEVELOPMENT**

We are committed to training and developing our staff, and as such, we are continually improving, developing and investing in the health care training we offer.

We are extremely proud to be able provide all of our training in house, through specialist dedicated trainers who are part of our wider Learning & Development Team. This style of classroom training means all staff have the opportunity to learn alongside their peers and can bounce ideas off each other. Having a dedicated trainer means that you can ask questions as you go along, ensuring you really understand what you are being taught. This approach is very different to a lot of other providers who only offering e-learning for all of their training.

All of our new Care Workers and Support Staff receive a minimum of 4 days’ induction training at our Social Care Exchange hub in Lincoln. This extensive training is totally free of charge and to ensure you can attend this training, we pay your travel expenses, meaning you will not be out of pocket.

Training is extremely important to us as we continue in our mission to drive up standards in the Health and Social Care sector. Over four days, our new staff members will not only learn about HFHC Healthcare, they will also learn about important topics such as safeguarding, mental capacity, basic life support, duty of care, continence, medication and infection prevention. They will also undertake a shadow shift with current carers to get hands’ on experience of working for HFHC Healthcare. This will hopefully be an extremely enjoyable experience and will help fuel your passion to provide the very best standards of care and support.

For those who will deliver Palliative and Complex Care, the learning experience is enhanced further as they undergo a further two days’ specific training, also delivered at the Social Care Exchange.

We only allow people to work for HFHC Healthcare if they meet our rigorous training requirements, ensuring the high standards of care we promote are maintained at all times, whether in someone’s home, or in a residential or nursing home setting.

Our trainers are supported by our dedicated Resources Team which not only book all of the shifts for our staff, they also book ongoing refresher training, ensuring all of our staff are compliant and that any ongoing training needs are met. We have training sessions taking place every week.

**MEET OUR TRAINERS (for discussion)**

Our dedicated training team are part of our wider Learning & Development Team.

(headshots and short profiles of our trainers)