

Making Learning and Development - A Strategic Endeavour

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Essentials of Staff Development

- Formal orientation programme
- Cross-functional training
- Maintenance of professional skills
- Coaching
- Career development and personal development

A Sustainable Model

- Adding value to the employee resourcing strategy:
 - Attracting
 - Developing
 - Deploying
 - Retaining

What is the return on investment?

- Creating a strong employer brand and employee value proposition
- Employee retention
- Staff morale
- Practice efficiency
- Job competency
- Improved patient care and patient satisfaction

Employee Resourcing in Health Care

- Practice currently put in place by Haven of Hope:
 - How they operationalize their strategic endeavours; and
 - At the same time initiating an inclusive approach to open up the much-needed continuous professional development opportunities to care workers in the industry.

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- Actively supporting their employees' learning and development needs
- From a comprehensive orientation programme for new employees to on-going training and development
 - Updating their skills
 - Supporting employees as they transition through senior management positions
 - Coaching

Pay-off of Such a Practice

- Enabling employees to gain a broader portfolio of skills and additional professional qualifications
- Developing more competent employees
- The provision of continuous learning and development serving as an incentive to retain key employees within the organisation

An Inclusive Approach

- Initiating an inclusive approach to open up the much-needed continuous professional development opportunities to care workers in the industry.

Pioneering Spirit

- Haven of Hope's Professional Training Institute has also been instrumental in promoting continuous learning and development for practitioners in the healthcare industry by:
 - Offering a number of such courses to external applicants in the health care field,
 - Successfully attaining the Qualification Framework (QF)'s accreditation
 - Seeking admission to the CEF Scheme so that eligible candidates can apply for the funding from CEF