

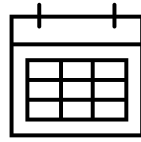


Career Progression Map

At Friends of the Elderly, we want to support your personal development and career goals.

Have a look at the progression opportunities that may be available to you, beginning at your start date and continuing through your employment with us.





Start Date

All new starters are taken through a comprehensive induction programme and supported towards their probation review

Week 1 - 6



Induction programme with a training schedule including:

- Safeguarding and Mental Capacity Act
- Dementia Awareness
- Supporting People with Distressed Behaviours
- Health and Safety in the Workplace

Week 6 - 12



- Induction programme signed off as complete
- Additional training based on role requirements provided
- Continued mentoring and shadowing

Week 12 - 24



- Probation 3-month review
- All mandatory training completed
- Competency assessments undertaken
- Regular feedback and support from mentor and manager

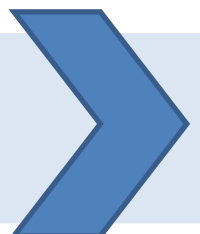
Weeks 24+



Probation period complete. Ready to learn more? Some of the additional training available to you:

- *Mental Health Awareness*
- *Resilience*
- *Communication and People Skills*

How could you progress?



Are you new to care?



We will support you in completing the Care Certificate, through mandatory training and on-the-job learning, enabling you to succeed in your new role.

Did you know Friends of the Elderly has care services across the country? Look out for job opportunities across the organisation, there may be something perfect for you.

Office Manager Or Maintenance



Development opportunities that may be available to you:

- Dementia Education Programme
 - Leadership Training
 - Wellbeing Initiatives

Health Care Assistant



Interested in a career in care? We could support you with training to complete the Care Certificate whilst you are in your existing role. You could then apply for a care role when you are ready.

Housekeeping, Laundry Assistant, Hospitality Assistant



Shift Leader



Complete our Leadership and Management suite of courses.

Do you aspire to be a Registered Manager or Deputy Manager? We could help get you there.

Learn and qualify whilst in the role you love.

Are you interesting in learning more about medication? If so, we can provide you with training to include:

- Care and Administration of Medicines
- Medication Assessor
- Medication Management and Audit

We can provide you with leadership training that could help you progress to the next stage in your career, including:

- Leadership Skills
- Communication and People Skills
- Resilience and Motivation for Leaders

Deputy/Registered Manager



- Level 2 Adult Care Worker
- Level 3 Lead Adult Care Worker
- Level 4 Lead Practitioner in Adult Care
- Level 5 Leader in Adult Care

MedTech or Nursing Support Assistant



Housekeeping Supervisor

