

Welcome to the Academy!



Join Today!



Care Professional
cademy

What is the Care Professional Academy?

The Academy is a platform for you to track your staffs' learning and development. You can use it as a tool to help staff recognise their development needs, creating a culture of excellence through continued learning and development, while rewarding them for being part of the Adult Social Care workforce.

Initially trialled in Hertfordshire, as a partnership between Hertfordshire Care Providers Association (HCPA) and The Hertfordshire County Council (HCC), the Academy is now available across the UK for all Social Care providers.

Our mission is to provide all Social Care Professionals with a 'passport to progress,' encouraging opportunities for growth and development that are linked to rewards. We are committed to supporting the elevation of the social care sector by ensuring Care Professionals receive the recognition, rewards, and career parity they deserve across all care roles.



Why join?



- Retain & incentivise your staff to learn by providing them with exclusive rewards and discounts.
- Access to an Employee Assistance Programme (EAP), Wellbeing Centre, Healthcare Cashplan and Mortgage Service as well as 800+ retailers that support everyday living.
- Your employees' certificates and expiry dates all in one place.
- Receive notifications of expiring certificates.
- Management of your staff learning and development via training matrix & report.
- Training passports can be used as a resource for governance monitoring and inspections.
- Develop your recruitment & retention strategies.
- Be a great employer, supporting your staffs emotional and financial wellbeing.

Save at over 800 retailers!



Rewards & discounts

With a tiered reward system, you can **motivate your staff to learn and upload their certificates to the Portal**. This will result in them moving up through the 5 tiers to access more rewards and discounts!

Tier 1: The Employee Benefit Programme

Discounts and cashback from over 800 supermarkets, fashion, home & leisure retailers. As well as:

- Healthcare Cashplan
- Employee Assistance Programme (EAP)
- Wellbeing Centre
- Mortgage advice

Tier 2: The Academy Care Professional Travel Club

Transport discounts on bus travel, rentals, vehicle servicing and leasing.

Tier 3: Student Zone

Student discounts plus the opportunity to purchase student discount card with over 200+ UK discounts and 42,000 worldwide discounts available.

Tier 4: The Academy Competition Zone and Preferential Rates for Care Professionals

Day experiences and preferential rates on essential work-wear, equipment and household items.

Tier 5: Special Luxury Deals and Offers

Spa days, spa breaks, treatments, hotel stays and online lifestyle retailers.

Exclusive benefits for Tier 1 Care Professionals!

1. Westfield Health – Healthcare cash plan

An affordable healthcare cash plan which allows you to claim back money on essential healthcare, from optical and dentist visits to physiotherapy sessions and, a Doctorline service. With a Westfield Healthcare cash plan you can prioritise your health, maximise your earnings and reduce financial stress with accessible healthcare benefits. (*Additional fee)



2. Employee Assistance Programme (EAP) Health Assured

A confidential counselling service that provides support and guidance with any personal or professional problems that may affect your overall health and wellbeing. This is available 24/7, 365 days a year.



3. Wellbeing Centre – Your wellness Hub

Our new Wellbeing Centre offers you FREE expert advice on physical fitness, nutrition, financial advice and mental health support. Covering all fundamental pillars of wellbeing:

- **Move** – Exercise videos with Classpass for all abilities and goals
- **Munch** – Nutrition tips and healthy recipes
- **Money** – Impartial expert financial advice
- **Mind** – Videos to manage stress, sleep and more



4. Mortgage Advice – Charles Cameron

Charles Cameron is an independent mortgage brokerage which can offer your clients the best mortgage rates, information on bridging finance, residential & buy to let mortgages, remortgaging & secured lending.



Care Professional Rewards App - Coming soon!


Recruit & retain your staff




- Demonstrate as an employer that you are committed to having a competent and confident workforce.
- Promote the Academy when recruiting to show that you invest in and value your staff.
- Motivate your employees to develop their skills and create a culture of excellence.

Sammy says:
"Reward your staff with exclusive discounts and benefits"





Robin Smith
Tier 3
006059




27.11.2024

MY PASSPORT TO PROGRESS

NAME	TYPE	TRAINING PROVIDER	ACHIEVED	EXPIRES
Safeguarding & Capacity	CPD/Training Courses + City Council or Care Association + 4-6 hours	Care Academy Approved Training Provider, Local Authority, Care Association, Skills for Care Endorsed or Centre of Excellence	18/01/2023	18/01/2024
First Aid Awareness	CPD/Training Courses + E-learning + 1-4 hours	E-learning	18/11/2021	18/11/2024
Level 3 NVQ in Health and social care	Academic Studies/National Qualifications + Full Level 3 (2 A/AS Levels or National Diplomas) + Level 3 NVQ/QCF/RQF		10/07/2023	N/A
Bachelor of Science Degree in Social Care	Academic Studies/National Qualifications + Level 6 (Bachelor's Degree) + Degree with honours		21/12/2023	N/A
Public Wi-Fi	CPD/Training Courses + E-learning + 1-4 hours	E-learning	15/01/2024	15/01/2027
Health and Safety Awareness	CPD/Training Courses + E-learning + 1-4 hours	E-learning	24/01/2024	24/01/2027

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Provider Feedback

"HLS joined the Care Professional Academy in January 2023 and has been enjoying the advantages ever since. Participating in this program not only provides our teams with fantastic shopping discounts but has also led to a significant increase in our team members' participation in additional training. This, in turn, enhances their knowledge and skillsets, ultimately benefiting our clients."

"The Care Professional Academy has proven to be an invaluable resource for our care agency employees. It provides them with a convenient online platform where they can track their personal growth and set future goals. I would like to say it has contributed to our carers overall job satisfaction."

"Thank you so much for the new reporting function, it is highly intuitive and allows me to complete skills audits across multiple sites that would normally take me half a day in less than an hour."

"All training which is completed in house, externally or by e learning can be added after completion either by the staff member or by training lead. When the academy receives the certificates, they are validated, and staff go on to earn rewards which can benefit them from anything from shopping discounts to money off spa days. Our staff team use the benefits regularly and I have used my tier 5 benefits for money off spa days."

"I give the Care Professional Academy an absolute thumbs up. On the portal, as an administrator I can easily access an overview of staff trainings, pull different combinations of information depending on need, as well as accompanying certificates - all in one place."




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Rewarding Adult Care Staff while tracking professional development



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Hertfordshire

