

WORKFORCE PARTNERSHIP · LONG-TERM CARE

Give your care team the support the work demands.

Practical staff development, with quarterly reviews and a clear next step.

For your existing team, new hires or both.

AndersonBlake HEALTHCARE

The same concern. Another interruption.

A documentation question comes back. A reporting task needs another explanation. A new colleague needs help understanding how your home works.

You want to support your team. Yet answering each question as it arises can leave little room to step back, identify the recurring need and agree what should happen next.

WHERE THE PRESSURE BUILDS

Leadership time

Repeated explanations and follow-up compete with supervision, planning and the rest of the day's responsibilities.

Unclear next steps

Staff may know they need help without knowing what support is available or what they should work on next.

Start with the work that needs support.

What keeps recurring, who does it affect, and where would more support help? Those questions give the conversation a useful starting point.



START WITH YOUR HOME

You know the team. We help shape the support.

You do not need a finished training brief to begin. Bring what you are seeing, who it affects and what you have already tried.

Anderson Blake Healthcare works with you to identify development priorities, agree the support we can provide and revisit those priorities through quarterly reviews.

Your leadership team stays involved in the decisions.



BEYOND A SINGLE SESSION

Learning is the start. Follow-through is the partnership.

Agreed development. A regular review. A next step when needs change.

Support that continues.

Workforce Partnership brings training, quarterly reviews and further upskilling into one continuing engagement. The starting point is the work your people need help with.

Development with a clear purpose

Agree the priorities, participants and learning to be delivered. Concerns may involve documentation, reporting or responses to incidents; the conversation establishes whether development support is appropriate and what it can cover.

Quarterly reviews that keep the conversation open

Revisit the agreed priorities and discuss what staff and leaders are experiencing. A review gives you a regular point to look at what remains difficult and where the team needs further attention.

Further upskilling as needs change

Use the review to decide the next development step within your partnership. Additional support follows the agreed scope, with any changes discussed before more work is taken on.

For existing staff, new hires or both.

Support can be scoped for one person or a wider team. You do not need a recruitment engagement to begin.

From concern to follow-through.

You bring the day-to-day context. We help shape the development and agree how the partnership will run, so your team knows what happens next.

UNDERSTAND

Start with the work.

Discuss what keeps recurring, who it affects and what you have already tried. Together, identify the development priorities and the people who need support.

AGREE

Make the commitment clear.

Set out the learning topics, participants, delivery arrangements, responsibilities and cost. Your leadership team can assess the scope before deciding to proceed.

DEVELOP

Deliver the agreed learning.

Staff take part in development focused on the agreed priorities. Your leaders stay involved in the decisions about who participates and the support being provided.

REVIEW

Decide what needs attention next.

Each quarter, revisit the priorities and the team's experience. Discuss what remains difficult and where further upskilling is needed within the partnership.

A defined engagement, with a regular point to decide the next step.

Support that fits your home.

Time, existing training and budget all affect the decision. We work through those practicalities before you commit, so the support has a clear place in your home.

How will staff find the time?

Discuss who needs to take part and how delivery could fit the home's operational needs. Confirm the arrangements before agreeing the engagement, so the demand on staff is understood.

Where do we start?

Bring one recurring concern, who it affects and what you have tried. You do not need to diagnose every development need; the first discussion helps establish a useful priority.

Will this duplicate our training?

Start with the guidance and learning already in place. Identify where the team still needs support, so any additional development has a clear purpose alongside your existing work.

How do we control the cost?

Start with a clear view of the recommended support, what is included and the proposed cost. Your leaders can weigh that against the priority and decide what makes sense for the home.

The first decision is whether the support is a practical fit.

One priority. A plan you can assess.

Begin with a Workforce Priority Review: a focused review of one development concern, with three practical outputs to help your leadership team assess the next step.

Know what ongoing support would involve and why it is being recommended before you decide.

Priority summary

The concern, who it affects and the development priority agreed with your leaders. A common starting point for deciding where support should focus.

Support plan

Recommended learning, participants, delivery arrangements and proposed scope and cost. Enough detail to weigh the recommendation against your home's needs.

Review schedule

A proposed follow-up schedule and the questions to revisit if you proceed. Clarity about when the conversation continues and what it should address.

Bring one concern to a Workforce Priority Review. We'll explore what your team needs and where development support could help.

Agree the details. Then decide.

Before an ongoing partnership begins, agree what your team will receive, how reviews will work and where your leaders stay involved.

What will our team receive?

Your proposal sets out the learning topics, participants, delivery arrangements, responsibilities and cost, shaped around the priorities agreed for your home.

What will the quarterly review cover?

Agree the priorities and information you want to revisit. Discuss what staff and leaders are experiencing, what remains difficult and which further development needs attention.

Do we need to be hiring?

No. Workforce Partnership is employer-funded development support for existing staff, new hires or both. Recruitment and temporary staffing remain separate arrangements.





THE AIM OF THE PARTNERSHIP

More clarity for your team. More room to lead.

A shared direction for development, with a regular point to revisit what needs attention.

Bring one concern. We'll start there.

Bring a few notes on one recurring concern. These three questions are enough to start the conversation.



What keeps recurring?	Note the task, question or handoff that needs repeated attention, and when it happens.
Who needs support?	Note who is affected: an individual, an established team or new hires, plus any practical delivery constraints.
What have you tried?	Bring the guidance or learning already in place, what helps and what still feels difficult.

No finished training plan needed. Start with what you are seeing.

WORKFORCE PRIORITY REVIEW

Turn one concern into a clear plan.

See the development priority, the support recommended and what it would involve before deciding on an ongoing partnership.

YOUR REVIEW INCLUDES

A shared priority

Clarify the concern, the people it affects and where development could be useful.

A support plan you can assess

Review recommended learning, participants, delivery arrangements, proposed scope and cost.

A point to revisit the work

Consider a follow-up schedule and the questions to return to if you proceed.

Start with a Workforce Priority Review.

Tell us what keeps coming up in your home and who it affects. Together, we'll explore where support could help and identify a practical starting point for your team's development.

Tel: 289-401-3120
andersonblakehealthcare.com
989 Derry Rd E., Suite 305, Mississauga, Ontario L5T 2J8

AndersonBlake HEALTHCARE