

An insight into Fold's Traineeship Programme:

Trainees will become an employee of Fold under a Fixed Term Training Contract to complete their QQI Level 5 in Care Skills and Care of the Older Person within a 9-12month period.

Trainee Care Assistants will be a motivated individuals with an interest in care, who has a minimum experience of a Leaving Certificate, or equivalent, and will be available to work in one of our 2 Home with Care Schemes, Anam Cara or Cherryfields.

The trainee will be given the support and guidance by a dedicate "buddy", team of Care Assistants and Senior Care Workers within the Home with Care.

Fold will cover the costs of the QQI training and will provide all mandatory and additional training currently offered to Fold care colleagues. They will be enrolled to complete their QQI Level 5 Major Award in Healthcare Support. They will be expected to complete 5 mandatory modules and 3 elective modules in an online or blended environment over the course of their traineeship.

If the Trainee fails to successfully complete the QQI level 5 course for whatever reason, there will be no requirement to repay the educational support fees and the fixed nature of the contract will end.

For the duration of the contract the trainee will work as a Care Assistant in addition to our existing daily staffing complement in the scheme.

Trainees will be employed on a 30 hour per week basis and at no time during the training will they substitute for a qualified Care Assistants.

In addition, Fold will pay the Trainee for **6 hours** per week of study, to be completed in their own time, to support the completion of their coursework. Payment of these hours will be made at the end of the successful completion of the course and attainment of the qualification. If the Trainee fails to complete the course there will not be any payment for these study hours.

Following successful completion of the QQI Level 5 Care of the Older Person qualification, the trainee may apply for a Care Assistant contract or Bank Panel (which includes a 6 months' probation period). This will be subject to the normal interview process and availability of suitable roles within Fold.

Professional Development Opportunities

Care Assistant - After successfully completing all modules of the QQI level 5 qualification, you will be qualified to work as a healthcare assistant, carer or care worker in an HSE registered healthcare setting. You will also be qualified to progress to further education.

Within Fold, once you have completed the 9-month traineeship, the opportunity to progress to a Care Assistant position will be made available, subject to a successful application and 6-month

probationary period, and will involve taking on more responsibility in supporting residents with all activities of daily living in the care scheme. The successful candidate will also be subject to our Care Assistant salary scales and will receive an annual increment to their salary.

Meet Cheryl Robinson-Senior Care Worker in Anam Cara



“I began my journey in Fold in November 2007 as a part-time cleaner, and by January 2008, I had moved to a full-time position. In April 2008, an opportunity became available in the laundry where I stayed for eight years.

I loved the daily interaction with our residents and Fold recognised my potential. In 2012 the organisation supported me in obtaining a QQI Level 5 qualification and building my skills as a Carer. Not long after I secured full time care assistant position.

I was always motivated to continue to develop and in 2015 I began training as a Senior Care Worker. I completed all the necessary training and worked in an acting capacity for 3 years. In 2018 I interviewed for a permanent position, which I continue to hold to this day.

In my current role I have taken on additional management responsibilities. I love my job and feel I make a positive impact on the team and our residents in Anam Cara.

I started working with Fold when I was 17, so I have grown up with the organisation. It amazes me how much this journey has shaped me into the person I am today.

What I appreciate most is the how I have always been encouraged to progress and develop. Fold wants to keep me moving forward and supported me every step of the way.”

FOLD has carried out a risk assessment into the duties performed by a Care Assistant and as such deems this post to be unsuitable for persons under the age of 18.