

Welcome

at

**Thebe Care Institution V&V Breda
Care Centre De IJpelaar**

18 april 2011





Ronald de Pijper

Team Manager
Training & Development

corporate HR department Thebe Breda



The mission of Thebes reads:

"All residents of West and Central Brabant in Thebes is the place for questions and needs in health. For we deliver appropriate and affordable care and all necessary facilities. Our main goal is to provide our clients a pleasant and independently as possible life to lead. No more, no less. why we have skilled, motivated employees who guarantee personal and professional care".



Introduction

- Thebes is a body care and services to all residents of Central and West Brabant.
- Thebes offers a service for young and old, maternity care, child healthcare, home care and nutritional and dietary advice to care in residential care centers and additional services and courses.
- Starting the service is that clients so far and long as possible control over their own life support.
- Thebes is ISO certified and is affiliated with HKZ Actiz branch.



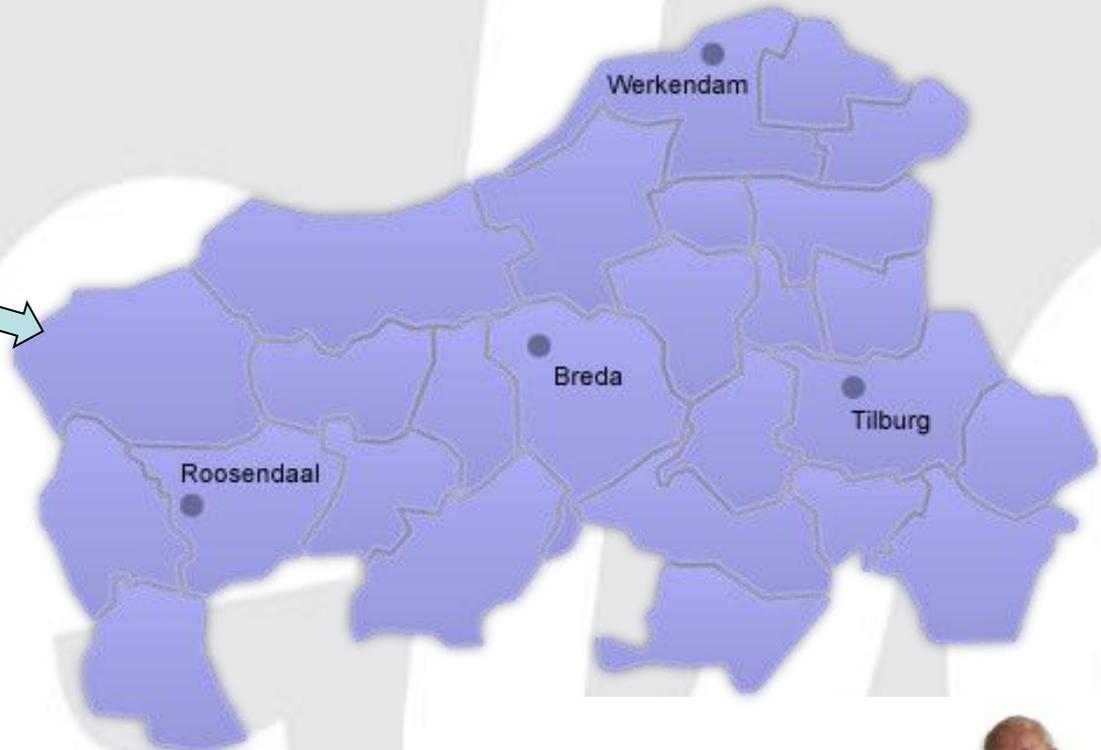
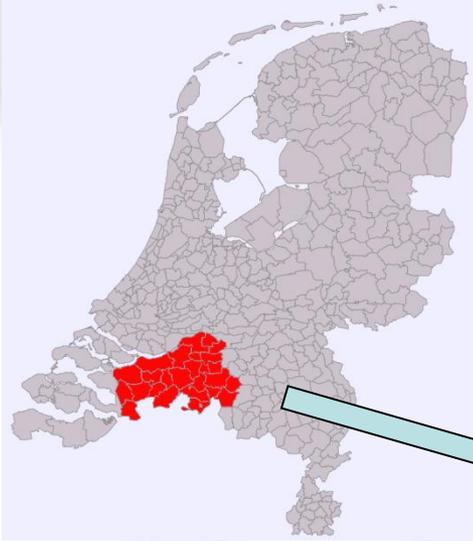
Core Values

- **Personal:** locally anchored with great attention and customization
- **Proactive:** aimed at ensuring that the client can live independently as long as possible
- **Professional:** Qualified according to the latest standard
- **Conscious:** reasonably priced service
- **Fun:** our concern is pleasant and familiar



Geographical area

West and Central Brabant



Numbers

- **8,900** employees
- **20,000** clients in home care
- **5,000** clients in maternity care
- **5,000** clients in nutrition and diet
- **25,000** clients in youth health care
- **2000** clients / residents in **16** residential care centers
- Thebes offers care in **24** municipalities in the region of Central and West Brabant
- Number of locations: **118**



APL

'Accreditation of Prior Learning'

Guidance in the workplace, good
interplay between student, teacher
trainer and practice



Practical applications of APL in a company / institution

- How it works
- Why we do it
- What procedures there are
- What does it cost
- What hand it to us
- Career guidance in APL processes
- Role of manager, operator, manager hr



Topics

- The organization of the guidance at Thebe
- Results of the guidance at Thebe



When will an employee of Thebe be taken into consideration for an APL trajectory?

- Working for some time en ample working experience on the related level, while their job position is a level lower
- The team manager is aware that the employee does have the competences on that level and the employee would like to have those competences recognized via an APL trajectory
- The team manager applies the employee at the training department of Thebe



Portfolio

- On beforehand the employee starts gathering evidence of working processes from the qualification file of the required level as preparation for the APL trajectory.
- The employees gather the evidence documents in their personal portfolio



Examples of working processes are:

- Drafts a care needs plan
- Works on stimulating and maintaining quality control
- Executes nursery actions



They do this for example by

- Being present at Multi Disciplinary Meetings
- Disciplines bij te vragen???? and accompany with for example a nursery doctor, physiotherapist, dietician etc. These disciplines describe the expertise of the employee
- Colleagues observe and describe how the coordination of tasks is executed by the employee



Works to promote and monitor quality example

Executes technical nursery tasks, if they have treated the next steps, that is:

- first theory and protocols,
- than accompany on a department,
- and then supervised by an on the job coach who at the same time tests the employees theory knowledge, and only then independent.
- This is signed on a list reserved and risky procedures
- The team manager applies the employee for the skills trainer at the skillslab



Have clinical lessons outside the organization

- Funeral service – care for deceased
- Anneville Group – palliative care or diabetics project
- Attending meetings on special themes within the organization (lift and transfer)



What does this mean for the companion and the employee?

- Employee
- Considerable effort and learning trajectory to demonstrate their competences to their department and colleagues
- Considerable effort to gather and document evidence for their portfolio



On the job coach

- Trainer practice with coaching skills / counseling competencies / educational knowledge
- Colleagues / instruction in practice
- Frequent interviews with the employee about all work processes and how to gain them
- Coaching on the frontiers of responsibilities and who the employee is accountable to
- Professional qualifications



Several APL

Care assistance Level 1

Helping care and welfare level 2

Care Level 3

Individual Health Care Level 3

Nurse Level 4



Cost PAC:

In 2011, the cost of the APL process:

Help Ensure € 630.00 (ex VAT)

Helping € 690.00 (ex VAT)

Caring IG € 1,130.00 (ex VAT)

Nurse € 1,130.00 (ex VAT)

Exclusive exam fee € 75.00 (ex VAT)

Quickscan € 75.00 (ex VAT) Residency at level 3 and 4

For each participant, the tax reduction law (WCL) is applied and € 325.00. This is automatically accounted for.



Successful candidates APL







This visit was brought to you by

- Elly van Ginneken (Thebe)
- Helma Hardorff (Thebe)
- Corinda Wijnings (Thebe)
- Simone Verhoeven (P3transfer)
- Michelle de Gans (P3transfer)
- Wilma Schutten (Thebe)
- Ronald de Pijper (Thebe)



**Thank you for your attention
Have a nice study visit**

in the Netherlands

Ronald de Pijper

For questions / information:

E @ ronald.de.pijper@thebe.nl



END

of the presentation

