

# Careforce Home Care Worker **Co-operative**

*careforce*  
PERSONALIZED HOME HEALTH CARE

**Careforce Co-operative  
Orientation Program**



# The *Team*

Helping you live comfortably and safely at home

[www.careforce.ca](http://www.careforce.ca)



*care***+***force*  
PERSONALIZED HOME HEALTH CARE

1. Private **home health care worker co-op**
2. Provide care and assistance to people in their home **so they can live there longer**
3. 85 employees; **26 member-owners**
4. Business since 1990 – **worker co-op since 2008**
5. Growing company in a **growing industry**
6. **Clients** make our day and energize us constantly

**FAST  
FACTS**



**A four-module training program** that helps employees understand what our worker co-op is and how it works.



**All employees** who come to work for Careforce, regardless of their stated interest in the worker co-op.





**As soon as possible** after becoming a Careforce employee. Program is offered 3-4 times annually.



**To increase membership**, to excite and empower staff, and because very few new recruits have a good understanding of what a worker co-op is and how it works.





**At Careforce's office** in Kentville, Nova Scotia, in a classroom setting.

**Through a series of interactive activities**, discussions, presentations, quizzes, self-reflection exercises, and more. Each session is 3 hours (for a total of 12 hours of learning)



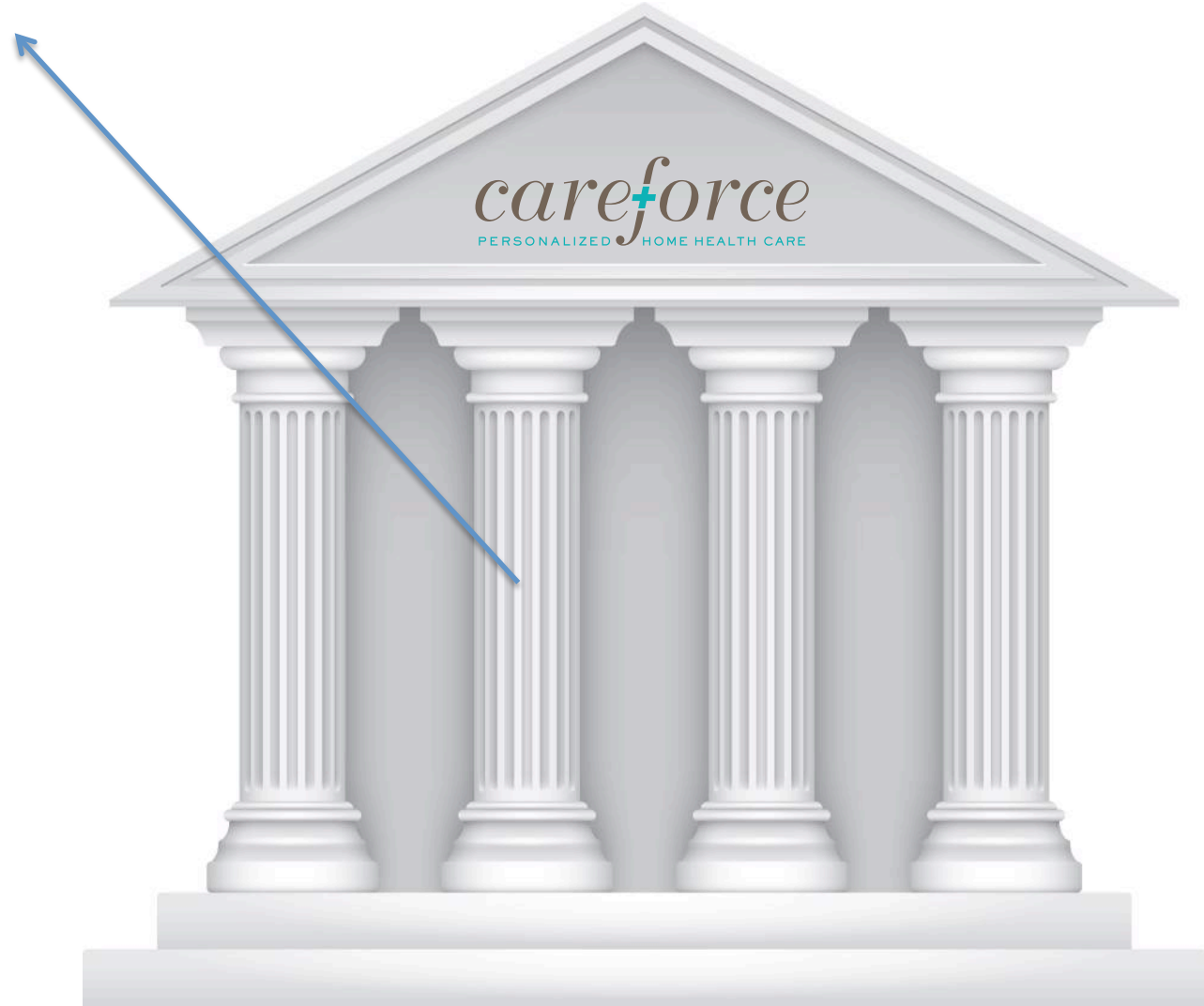
## Module 1 – Understanding Your Worker Co-op

This module answers the questions: *What is a worker co-op? What's the purpose of having one? What are the benefits? What are member responsibilities?*



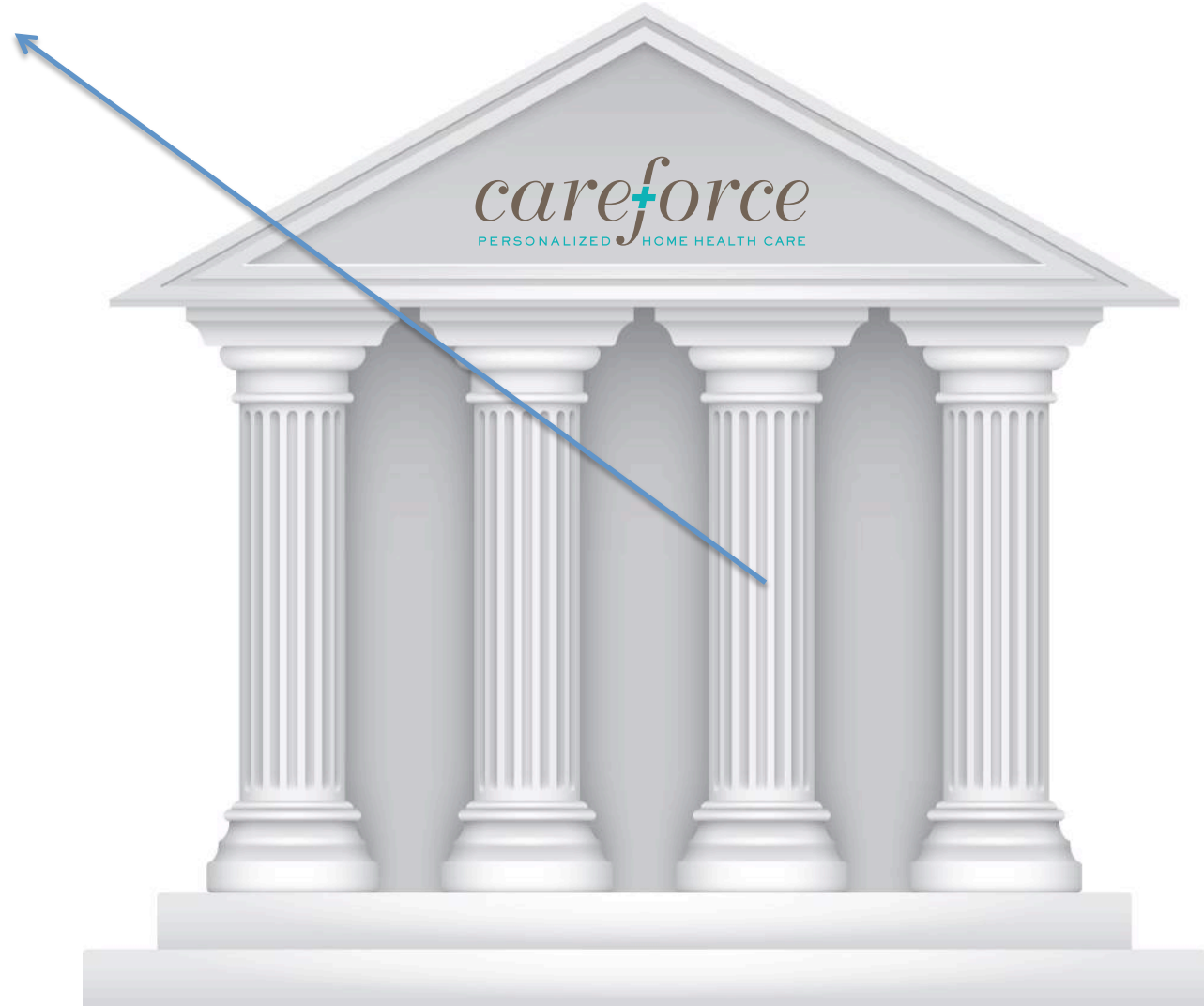
## Module 2 – Understanding Your Business

This module answers the questions: *What services does Careforce offer? What is our competitive advantage? Where does our money come from, and where does it go? (the 'business')*



## Module 3 – Governing and Participating in Your Co-op

This module answers the questions: *How do you join our co-op? What are our by-laws and policies? What does our org. chart look like? What are the functions of the board vis-à-vis members?*



## Module 4 – Work Life and Daily Operations (the red meat)

This module answers the questions: *How do you get scheduled for shifts? How are you evaluated? How does the employee handbook help you? What are key processes and procedures?*



# Reflections

1. 35 employees through the program.
2. Evaluations very positive.
3. 9 new co-op applicants.
4. Interaction is key (opportunity to ask questions, share views, etc.)
5. Considered putting it online (but didn't).
6. Success measured first by increased membership, secondly by improved performance of the business.
7. Full facilitator's guide in place.
8. Great opportunity for all staff to get to know management. Transparency and relationships.



**THANK YOU  
FOR YOUR  
ATTENTION  
ANY  
QUESTIONS?**





Getting to know the Annapolis  
Valley's leader in home health care

0:05 / 4:25



Analytics

Video Manager



## Welcome to Careforce



CareforceCareZone · 3 videos

Channel settings

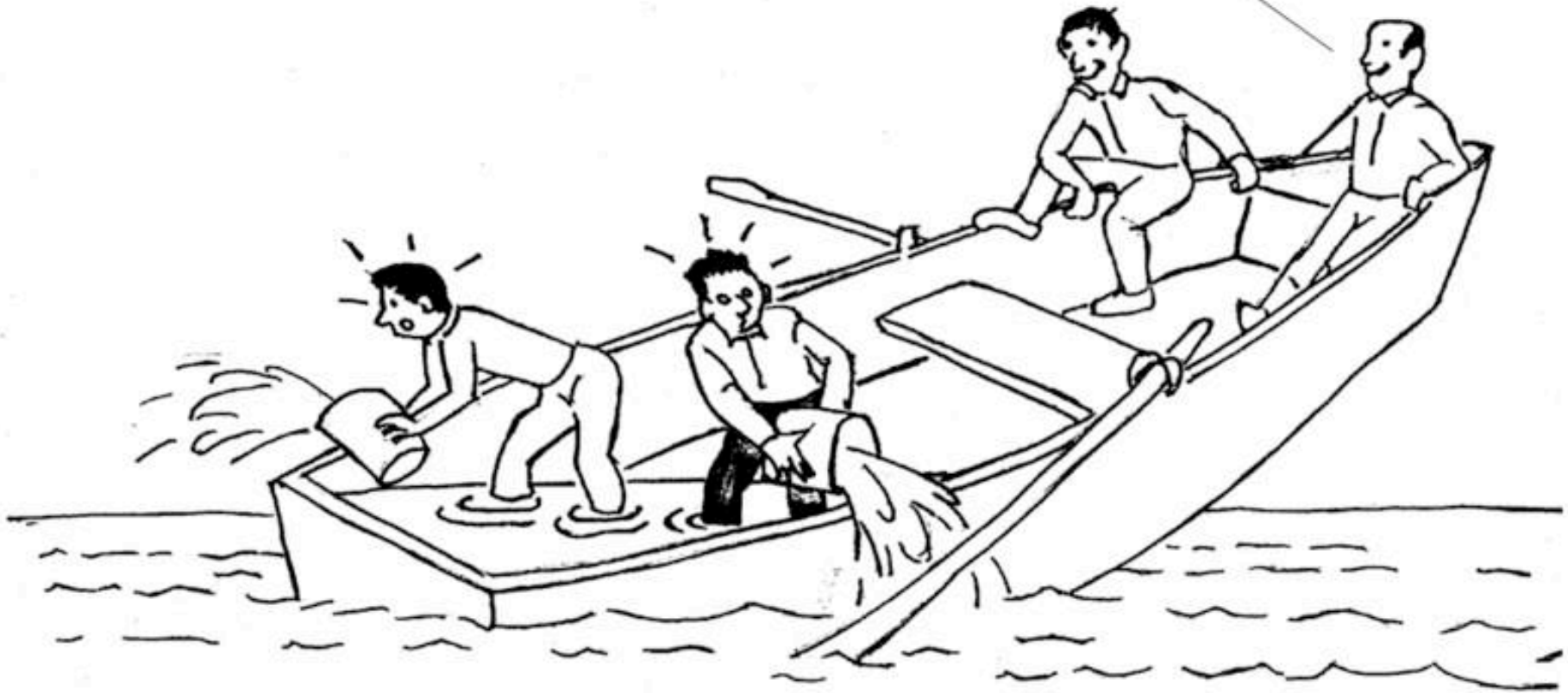
60 views

0 likes 0 dislikes



# Responsibilities

Sure glad the hole isn't at our end.



**MEMBERSHIP IS POWER**



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