

## Tailored training supports two individual employers and their team of PAs

Perveen and Adam Ahmad are individual employers – they employ a team of personal assistants (PAs) using a direct payment.

Perveen has physical mobility needs and Adam, her son, has autism and mental health needs.

They applied for Skills for Care funding to pay for a package of training for their PAs that was tailored to their individual needs.

The package included nine training courses over three weeks. They worked with JD Training Solutions, a Skills for Care endorsed provider, to design tailored training, including:

- nutrition and hydration
- moving and handling
- level 2 food safety and infection control
- first aid
- safeguarding
- health and safety, including fire safety
- mental health awareness (including autism awareness).



JD's training style also took into account their PAs abilities and made adjustments to their teaching methods, for example some of their PAs are multilingual and have English as an additional language, so they sometimes need support with reading and writing skills.

The training has helped the team to develop their skills and knowledge, which has improved the quality of care they provide. It's also motivated them in their role. Perveen said:

*“The funding was much appreciated by the participants, in particular to those PA's who previously have never attended any formal academic training sessions.*



*The training has helped my PAs to reach their potential. This is just the start of their individual learning journey – they've already asked to do further training in the future.*

*They've already shown that they know how to provide practical support, and this training explained the theoretical knowledge in a formal education setting. I am so proud of their achievements.*

*None of this would have been achievable without Skills for Care funding.”*

After the training Perveen organised a mini graduation for the PAs, with JD Training. Karen Winspear, Locality Manager at Skills for Care, went along to present their certificates, and this was a great opportunity to celebrate their achievements.

**If you employ your own PAs through a personal health budget, direct payment or with your own money, you can apply for funding for training.**

**Find out more about the funding, including examples of what the funding can be used for, and download the application form from**

**[www.skillsforcare.org.uk/iefunding](http://www.skillsforcare.org.uk/iefunding)**

**Skills for Care also has lots of information for individuals who employ their own PAs, including help with finding and managing PAs, on their information hub [www.skillsforcare.org.uk/iepahub](http://www.skillsforcare.org.uk/iepahub)**