

Grant application user led organisations (ULOs)

Funding to pay for the learning and development of personal assistants (PAs) and individual employers (IEs) 2019-20

Frequently Asked Questions (FAQs)

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Who can apply for this funding?

User led organisations (ULOs) that have a database of contact details for people who employ their own care and support staff (individual employers). Skills for Care will not fund any organisation that has to go through a third party to contact individual employers. ULOs are organisations that are run and controlled people who use support services including disabled people, mental health service.

What training will be funded?

This funding is only available to support learning and development for individual employers and their personal assistants. A learning needs analysis should be carried out with individual employers and personal assistants to determine the types of training required and evidence demand. The learning or training delivered may include, but will not be limited to, accredited health and social care qualifications. Examples of training previously delivered include: being a good boss, dementia or autism awareness, managing staff, food hygiene and infection control (this list is not exhaustive). Applications that outline innovative or different ideas for IE and PA learning and development are encouraged. All training must be completed by 28 February 2020 and all delegates must receive a completion or qualification certificate.

When can I apply for funding?

ULOs can submit an application for funding between 10 am on Tuesday 12 February 2019 and 12 noon on Thursday 28 March 2019. All applicants will be notified of the outcome of their application during May 2019.

How do I apply for funding?

To apply for funding please read the information provided on the Skills for Care website www.skillsforcare.org.uk/ulofunding and within the application form, before completing and submitting your application form and full cost breakdown spreadsheet. All applications must be submitted by email to funding@skillsforcare.org.uk no later than 12 noon on Thursday March 2019.

Are learning or training providers eligible?

No, applications will only be accepted from ULOs. In addition, training providers cannot be recognised partners on a funding application.

Can the ULO access money through more than one of Skills for Care's funding routes?

Yes, as long as the funding is not for the same project or training.

How should the training be delivered?

Training can be delivered flexibly to meet the needs of the individual employer and personal assistants. This could include delivery in a workshop or classroom setting, within the employers home, online e-learning etc. All training must be completed by 28 February 2020 and delegates must receive a completion or qualification certificate.

We cannot fit all of the information we want to share in the box on the application form, can we submit additional information on separate sheets?

No. Information submitted separately from the application form (with the exception of the full cost breakdown spreadsheet), will not be accepted nor read by the funding panel. Only text written in the visual areas of the boxes on the application form will be considered by the panel. Any text that goes beyond the visual area of the box, will not be read. Therefore, you should make sure your application is clear and concise and doesn't include any unnecessary information, but should ensure that the detail about the learning and development you want to deliver is sufficient for the panel to assess. Where appropriate, links to other information may be included. However, it is not guaranteed that the panel members will be able to review the information contained via those links.

Will Skills for Care support ULOs to find the appropriate training?

No, Skills for Care does not have the resources to find training for individual employers and personal assistants, on behalf of user-led organisations. Nor is Skills for Care able to recommend training providers.

How will funding be issued to successful applicants?

The only method we will use to pay monies is BACS. Bank details will be requested from successful bidders as part of the grant letter.

If we apply for two separate projects, do we need to complete two applications?

ULO's can apply for funding for more than one project. If the projects are entirely separate these will need to be submitted on two separate applications. If, however, the projects are for two separate types of training only, these can be made on one application..

Can carer led organisations bid to the ULO fund?

Only organisations that meet the eligibility criteria as set out in the guidance can apply for ULO funding. These should be organisations run and controlled by disabled people that have direct access to people employing PAs. Funding cannot be directly allocated to unpaid carers. Carer organisations could consider working in partnership with a user led organisation in their area, or another area, and work together to submit an application with the ULO acting as the lead partner.

How much funding is available for each ULO?

We are unable to offer any guidance on the amount of funding available for each organisation. ULOs should apply for sufficient funding to meet the requirements of IEs and PAs, be scalable and ensure that it can be delivered within the timescales of the project. Organisations that have been successful in the past may want to consider what they were able to achieve previously. ULOs applying for funding will be asked to provide a rationale to support the need for the learning and development.

Can we apply for funding to train potential PAs?

No. Applications for this funding may be made provided the proposed project meets the criteria set out in the guidance and application form. That is, to pay for the learning and development of PAs directly employed by people who need care and support, and people directly employing PAs to meet their care and support needs. If ULOs feel that their project does not fit this criteria, Skills for Care does have other funding opportunities throughout the year, such as the [WDF innovation fund](#). Opportunities for funding through this route will be advertised on the Skills for Care website.

What else, aside from the training can be funded through ULO funding?

Applicants can request reasonable amounts of funding to contribute to project management and promotion of the training. Because this funding is part of the Workforce Development fund, requests should not include a high proportion dedicated to staff time..

Can you tell me whether my idea for a project will be funded?

Unfortunately, we are not able to confirm prior to application submission whether specific ideas for projects or training delivery will be accepted. Any decision made to submit an application for this funding should be based on your assessment of the project against the criteria set out on the Skills for Care website and the application form. Please bear in mind that the money is part of the Workforce Development Fund and is being made available to ensure that personal assistants directly

employed by the person they are supporting can undertake training. It is also available for individuals to develop their knowledge and skills in relation to being an employer of PAs, through training.

Our organisation has received this funding before, can we apply again?

Yes, user led organisations that have successfully been awarded this funding in previous years are able to apply again. However, they must work in partnership with another organisation in order to extend the reach of the funding and enable more IEs and PAs to have the opportunity to access the learning and development they want to undertake through training.

Our organisation applied for funding in the past, but was unsuccessful, can we apply again?

Yes, provided your organisation and the training you want to deliver meets the eligibility criteria set out in the guidance document. We would advise you take into consideration any feedback you would have received about your previous application(s) before submitting an application for funding.

Are individual employers required to complete an NMDS-SC record before doing any training that is funded through this route?

No, individual employers are not required to complete an NMDS-SC record before accessing training.

Our organisation manages and hosts a self-employed PA Register are we eligible to apply for ULO funding?

No. The funding is only available to organisations that are run and controlled by disabled people (user-led) and can only be used by these organisations to commission or deliver learning and development for personal assistants (PAs) who are directly employed by the person who needs care and support, or by people who directly employ PAs (individual employers). Because self-employed PAs are not directly employed, they are unable to benefit from this funding. Skills for Care does not currently offer any funding for self-employed PAs.

Are there any age restrictions to the people who are being supported by the PA's (e.g. over 18 – adult)?

The funding is to support the learning and development of the adult social care workforce. This means PAs working with adults (people aged 18 or over) only.

Can Individual Employers be funded by any stream (e.g. only funded through health care budgets)?

IEs should be those that receive a direct payment from social care or pay for their PAs using their own money. This can also include IEs who receive both a social care direct payment (from their council/local authority) and a health direct payment (from the NHS) and use this money to employ PAs.

The funding, unfortunately, cannot support training for PAs who are employed only using a direct payment from the NHS (a personal health budget) or IEs who only receive a direct payment from the NHS (a personal health budget). In this case, IEs should be encouraged to discuss their training requirements with the NHS organisations that gives them their direct payment (as funding for any essential training (including delegated healthcare tasks) outlined in a PHB care plan, should be provided by the NHS) and/or apply for [IE funding](#) directly from Skills for Care, when it reopens in 2019/20.