

# Funded initiatives to help you recruit and develop staff



There are lots of funded initiatives that social care employers can use to recruit staff and grow the workforce of the future.

The initiatives also provide opportunities for personal and professional growth, which we know can contribute to staff retention. 87% of employers we spoke to felt offering learning and development improved staff commitment.<sup>1</sup>

Here you'll find an overview of what's available for you to access.

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Funding for further learning and development

In addition to these national initiatives there may be opportunities specific to your local area. Contact your locality manager to find out more [www.skillsforcare.org.uk/inyourarea](http://www.skillsforcare.org.uk/inyourarea)

## #1

### Kickstart

- OVERVIEW**  
Provides funding for employers to create high-quality six-month job placements for 16-to-24-year olds on Universal Credit to help them get into the job market.
- TARGET**  
Provides a good opportunity to try out new talent and identify potential candidates for apprenticeships and/or permanent employment.
- FUNDS**  
The funding available for each placement will cover 100% of the relevant National Minimum Wage for 25 hours a week, plus other associated costs such as National Insurance contributions.



Devon charity, The Northam Care Trust, have recently used the Kickstart Scheme to take on 19 young people in a range of jobs from working in residential care to community projects.

It gives us a chance to work with people for six months, be paid for them by the Government and help those young people to develop skills. Most of all we hope they'll stay with us in a career in social care because the pandemic has really made it clear to everybody how important social care is.

Dr Len Loft

## #2

### Sector-based work academy programmes

- OVERVIEW**  
Programme to support people of all ages to apply for jobs in social care if they haven't worked in the sector before. It combines accredited learning, work experience and job interviews.
- TARGET**  
Designed to help meet employers immediate and future recruitment needs. Great for people who have worked in other sectors and have transferable skills.
- FUNDS**  
There's no cost to you as an employer – the programme is funded by the government to help people develop the skills and knowledge to move into employment in social care.



By partnering with organisations that offer pre-employment training in social care, we are able to guarantee a job interview for everyone who completes their training programme. Our aim is to give people who are interested in joining the sector the best possible chance at succeeding.

CRG Homecare is working with sector-based work academies across the country to provide individuals with the opportunity to join the social care sector.

John Townley, Director of Resourcing and Mobilisation

## #3

### Traineeships

- OVERVIEW**  
A skills development programme, including a work placement, for 16-24 year olds, to prepare them for permanent work or an apprenticeship.
- TARGET**  
Allow you to design a programme that suits both the needs of your business and the needs of the trainee. You'll have the opportunity to shape their skills and experience, helping you to develop a loyal workforce.
- FUNDS**  
All training costs are met by government funding. Employers may be eligible for an incentive payment of £1,000 per learner to help with associated costs.



The British Heart Foundation offer work experience as part of Traineeships that provides valuable and practical experience of being part of a team.

The work experience is great as it gives a period of time where someone can have a go at the various activities, develop and practice new skills and be part of the daily routines of the working day. We notice that confidence grows over a very short space of time helping them to take the next step towards being ready for work.

Linda Fenn, Head of Volunteering

## #4

### Apprenticeships

- OVERVIEW**  
A genuine job allowing the apprentice to earn while they develop skills, knowledge and behaviours. Apprenticeships are available to people of all ages over 16 years.
- TARGET**  
Offers employers a structured learning programme for a minimum of 12 months, adaptable to the needs of your service, with little cost to your organisation.
- FUNDS**  
Funding available to contribute towards the cost of apprenticeships with an additional £3,000 available for 16-24 year olds.



Recruiting apprentices is an opportunity for both parties. They bring fresh ideas and are eager to learn. As well as gaining the knowledge from their apprenticeship programme, they are also developing their professional skills required to further their career.

Since the end of 2019, Housing 21 has recruited 10 new apprentices, five of whom began during the COVID-19 pandemic.

Jenny Docherty, Learning and Development Partner – Funding

## #5

### Funding for further learning and development

- The Workforce Development Fund (WDF) allows you to claim back money towards the costs of workers completing a broad range of adult social care qualifications, learning programmes and digital learning modules.
- This includes money towards the cost of course fees and associated costs like:
  - salaries whilst training is taking place
  - coaching and mentoring costs
  - venue costs for the training
  - wage replacement costs.
- It's funding from the Department of Health and Social Care (DHSC), disseminated by Skills for Care.
- While apprenticeships are a great way to bring new talent into your organisation, they can also be extremely useful for upskilling existing staff and encouraging progression through continuous professional development (CPD).
- Employers can claim funding through WDF for new and existing staff enrolling on an eligible apprenticeship programme.



Hazelwell Lodge used the WDF to address skill gaps and to improve access to higher level social care roles through specialist training, with the aim of providing residents with improved care.

Accessing this fund has been successful for everybody, without a doubt. It has supported the staff, and in turn, the running of the care home. It has also brought about considerable financial savings.

Claire Kingdon, Manager

For more information on these initiatives, including who it's for, the funding and incentives available and the commitment required from you, visit:

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



<sup>1</sup> https://www.skillsforcare.org.uk/Documents/Recruitment-and-retention/Secrets-of-success/Recruitment-and-retention-secrets-of-success-infographic.pdf