

Adult social care training fund reimbursement scheme

Problem statement

Original (from BSA)

Adult Social Care Service aims to provide people with rewarding career opportunities within the care industry, which ultimately enable the highest quality of care.

Training and development forms a core part of Care landscape and it is essential that Carers have the skills they need to undertake their roles in a safe and professional manner.

Access to, and payment for, Care training is fragmented and as a result costly.

The Adult Social Care Training reimbursement service will enable Employers within the Care sector to easily facilitate access to training and reimbursement of costs via the NHS BSA.

Version 2 (after team workshop)

Carers who work in adult social care services in England undertake training, which they or their employers will pay for. This allows them to be suitably skilled to carry out their roles effectively and provide high quality care.

Currently, the costs associated with this training are one of the blockers that can discourage carers from engaging with training and employers from prioritising it.

As part of SR21 the government has set up an adult social care training fund. There is an opportunity to make training more accessible to employers by creating a digital service which allows them to claim reimbursement for training from this fund. This could reduce the financial burden on employees and employers for obtaining training.

Version 3 (following team feedback)

Staff, including carers and managers, who work in adult social care services in England undertake training to carry out their roles effectively and provide high quality care.

Training might be paid for by an individual staff member or their employer. These costs are one of the blockers that can discourage staff from engaging with training and employers from prioritising it.

As part of SR21 the government has set up an adult social care training fund. There is an opportunity to make training more accessible to employers by creating a digital service which allows them to claim reimbursement for training from this fund. This could reduce the financial burden on staff and employers for obtaining training.

Version 4 (based on DHSC comments)

Staff, **both registered and unregistered**, who work in adult social care services in England undertake training to carry out their roles effectively and provide high quality care.

Training might be paid for by an individual staff member or their employer. These costs are one of the blockers that can discourage staff from engaging with training and employers from prioritising it.

As part of SR21 **and its commitment to invest in learning and development**, the government has set up an adult social care training fund. There is an opportunity to make training more accessible to employers by creating a digital service which allows them to claim reimbursement for training from this fund **without undue effort**. This could reduce the financial burden on staff and employers for obtaining training **and encourage uptake**.

Version 5 (agreed by Liv on 31 Oct)

Problem statement

How might we make it easier for people working in adult social care to access, take up, and complete relevant training and development opportunities?

Opportunity statement

Staff, both registered and unregistered, who work in adult social care services in England undertake training to carry out their roles effectively and provide high quality care.

The costs of training are one of the blockers that can discourage staff from engaging with it and employers from prioritising it.

As part of SR21, its commitment to invest in learning and development, and to encourage uptake of training, the government has set up an adult social care training fund. There is an opportunity to improve access to training by creating a service which allows employers to claim reimbursement from this fund. This could encourage greater collaboration between staff and employers in identifying and meeting training and development opportunities.