

WRTF (Workforce Retention & Training Fund)

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Manager, Process Assurance
Team

14/11/2023 – South Provider Forum

Workforce Retention & Training Fund

Retention Fund - Essex County Council has been allocated £6.8M until 31/3/2024 for Social Care Providers that have ECC Adults within their service. The intention of this fund is to incentivise providers to reward their carer workforce to remain in employment.

Training Fund - £850,000 has been allocated until 31/3/2024 for Social Care Providers that have ECC Adults within their Service. The intention is to upskill carers without additional costs associated whilst covering carers' workload. Providers will be expected to claim funding to pay for staff to attend the training.

Workforce Retention & Training Fund

Some basics (1)

Workforce Retention Fund - Providers will have funding allocated to pay their carers an additional £300 for 2023/24.

Total number of employees (registered on National Capacity Tracker as of 1st August 2023) x £300

Training Fund - Providers will be able claim funding to ensure carers attend training organised by the Provider Quality Innovation Team within ECC, between 1st April'23 & 31st March'24

Allocated claim will equate to the carer standard hourly rate plus 1 additional hour for travel time.

The maximum cap on the hourly rate that can be claimed is £15.00 per hour.

The first quarter from September until December will be assessed and ECC reserve the right to change the criteria after the first quarter.

Providers will be required to follow the clear criteria of booking and being present at the meeting. i.e. **carers names must be on the attendance list and pre booked.**

Workforce Retention & Training Fund

Some basics (2)

The Adult Social Care markets in scope for support under this scheme are:

- residential care
- domiciliary care
- supported living
- extra care

The criteria for eligible providers is:

- the service provider is CQC registered/regulated
- the service provider has a CQC registered office or care home within the Council's administrative area (i.e. this does not include Southend or Thurrock)
- the service provider had an ECC funded Adult within their service as of 1st July 2023
- the Council will only reimburse you for employees who work within the Essex administrative area.

Workforce Retention & Training Fund

The Basics (3)

Providers that meet the eligibility criteria will be eligible to receive support. Where providers have claimed relief, but evidence shows they do not meet the criteria for relief, ECC reserves the right to claim the money back from the supplier.

Audits of claims will be undertaken with retrospective action taken where appropriate.

Claim Forms and more information / FAQs can be found on the Provider Hub.

Workforce Retention & Training Fund

Contact details / where to find out more:

Look on the Provider Hub for more information and Claim Forms

https://www.essexproviderhub.org/recruitment-retention-and-wellbeing/retention/workforce-retention-fund/?utm_source=e-shot&utm_medium=email&utm_campaign=ECCProviderbulletin-4October2023

careworkforceretentionfund@essex.gov.uk

careworkforcetrainingfund@essex.gov.uk

Workforce Retention & Training Fund

Questions ?

Training Offer

Provider Quality Innovation

October 2023

Provider Quality Innovation Programme

- Provide a programme of training, events and initiatives to support Continuous Professional Development and upskilling of the Care Workforce
- Drawn from themes, trends and intelligence gained from the sector and system partners
- The programme is flexible and the training offer is updated each quarter to meet the current needs
- Designed to provide additional skills and knowledge over and above mandatory subjects
- Free to Care Providers who provide a service in the Essex County Council Local Authority Area.
- Full Dates and booking details on the Care Provider Hub

Care Provider Hub - Quality
Innovation

<https://www.essexproviderhub.org/quality/quality-innovation-team/>

Current Training Offer

**Residential
OP**

**Dementia – Namaste Care &
Montessori for dementia & Ageing**

End of life Care

**Chronic Conditions: Epilepsy, Stroke,
Cardiac, Parkinson's, Anxiety, Pain &
Confusion**

Equality, Diversity & Inclusion

Cultural Diversity

Nursing CPD Conferences

Activity Co-Ordinator workshops

Domiciliary

**Health care management –
Catheter Care, Stoma, Pressure
Area Care, Sepsis**

PEG Feed

Sensory Champion training

MCA/DOL's

Personal Care

Care planning

End of life Care

**Adults with
Disabilities
(AWD)**

Ageing Well

Aspiration Pneumonia

Positive Behaviour Support

**Dementia for Adults with
Learning Disability**

Sepsis

End of life Care

**Epilepsy, Acquired Brain Injury,
Motor Neurone disease,
Multiple Sclerosis , Cerebral
Palsy**

All Services

OT Bitesize Sessions

OT Clinic

**My Home Life Leadership
Programme**

**Manual Handling Train the
Trainer**

Virtual Dementia Tour

**Manual Handling with Dignity
Protocol Workshops**

Women in Leadership

Initiatives

PROSPER

Prevention of Falls, Pressure Ulcers and UTI's using Quality Improvement Methodology

Support Visits

Prosper Skills Network sessions on Falls, Pressure Ulcers, UTI's, Nutrition, Hydration & Oral Healthcare

Prosper Champion Study Days

Prosper Community of Practice

Prosper Newsletter

Magic Moments

Magic Moments aims to support everyone's right to creative expression by developing sensory-based creative resources and training opportunities for Care Settings

Working with Artists to develop a range of activities led by residents

Cricket 4 Numbers

Part of the Essex Year of Numbers which aims to support children and young adults to improve their numeracy skills.

Cricket 4 Maths is a intergenerational project with Care homes and Schools

Care homes will be given a Table Cricket set and training session plus a facilitated Clock Cricket session for residents

Find Your Active

Initiatives for Activity Coordinators to promote physical, psychological and functional ability for care home residents

Wellbeing Relay Walk

Find Your Active Workshop

Chair Based Exercises

Dementia Carnival

A new Dementia Day Simulation carnival which takes care staff through a series of activity booths which give a hands-on understanding of the challenges individuals with dementia face daily, fostering deep empathy and insight into their needs.

Provider Quality Innovation Contacts

Team Contacts:

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For Course dates and to book email
quality.innovation@essex.gov.uk

Care Provider Hub - Quality Innovation

<https://www.essexproviderhub.org/quality/quality-innovation-team/>

Newsletters

<https://www.essexproviderhub.org/quality/quality-innovation-team/quality-team-newsletters/>

Care Workforce Funds

Care Workforce Training Fund

This fund has been implemented to allow your care staff to be paid (at their hourly rate, up to a maximum of £15 per hour) to attend training courses (1st April to 2023 to 31st Mar 2024) organised by the Council's Provider Quality Innovation Team.

Criteria, Eligibility & Claim Form:

<https://www.essexproviderhub.org/quality/quality-innovation-team/care-workforce-training-fund/>

This information is issued by:
Essex County Council

Contact us:
quality.innovation@essex.gov.uk

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 [Essex_CC](#)

 facebook.com/essexcountycouncil

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alternative formats, on request.