

Staff Learning and Development

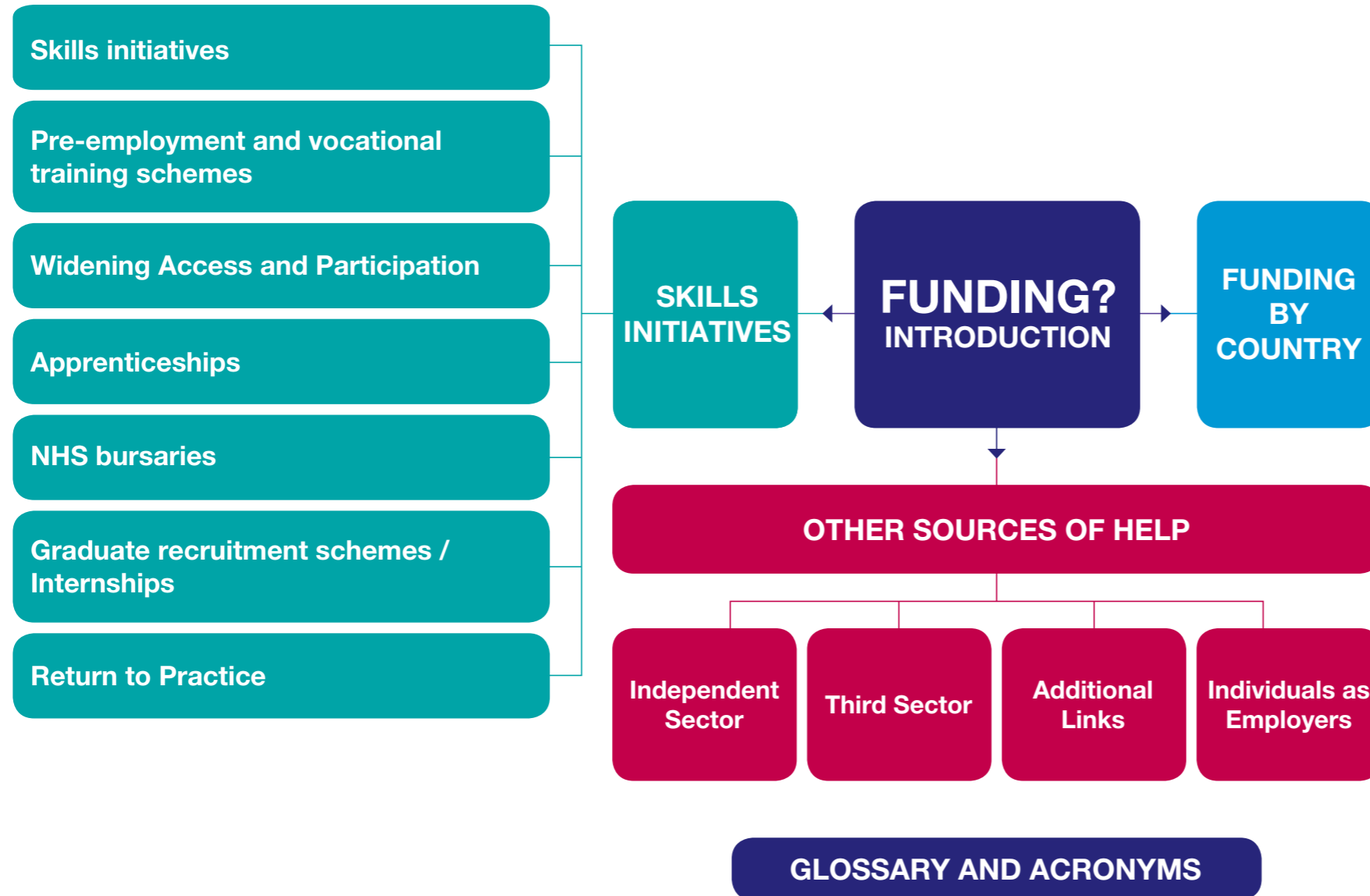
Funding Guidance for Employers

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* Also applicable to Scotland and Wales

Introduction

Funding is a complex and rapidly changing arena so it is important to keep abreast of developments. This guide details a range of ways of funding staff learning and development for healthcare employers and you will find sources of information and services to help you explore what is available.

You may find it helpful to read this document in conjunction with the **Staff Learning and Development Funding Guidance for Individuals**.

For example, careers services can be useful resources of help and information to employers and details of the key services across the UK can be found in that guide.

It is good practice for organisational business plans to be underpinned by workforce plans and training needs analyses, supported by a personal development review process for staff. Recruiting and retaining staff in the healthcare sector has its own unique challenges as employers respond to national and local priorities and the changing requirements of service delivery.

There are two key challenges for the health sector:

- Shortage of people with the right skills, particularly those required in an increasingly technological workplace; and
- Shortage of skilled people at a local level. Recruiting a workforce that reflects the local population is a key priority for the NHS and other health organisations as part of effective workforce planning.



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This guide highlights potential funding sources linked with initiatives to support recruitment and retention within the health sector and is intended to be used by public, independent and third sector organisations. It provides information on:

Skills Initiatives:

- Pre-employment and vocational training schemes
- Widening Access and Participation
- Apprenticeships
- NHS bursaries
- Graduate recruitment schemes / internships

Funding by country:

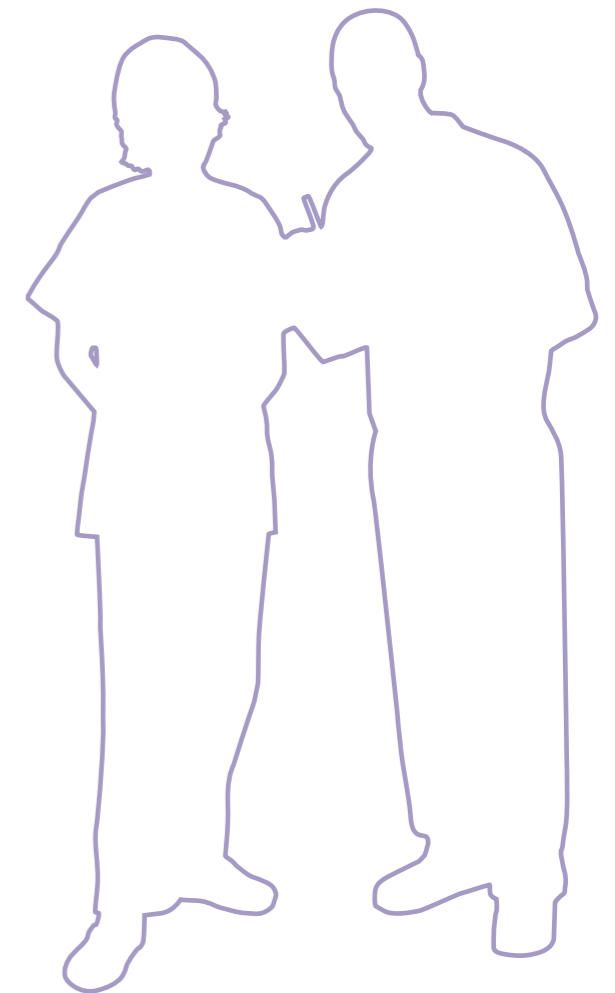
- Funding provision in the UK, England, Wales, Scotland and Northern Ireland

Other sources of help:

- Specific help for the Business / Independent and the Third Sectors and for individuals as Employers.

As the area of funding is changing constantly and is key to supporting employers in developing the required workforce skill profile, this guide will be updated on a regular basis.

If you have any comments on this guide or additional information you would like to see included, please send your feedback by email to office@skillsforhealth.org.uk marked 'Funding Guide for Employers'.



Skills Initiatives

Each country in the UK sees that a high level of skills leads to both economic competitiveness and prosperity.

Skills for Sustainable Growth sets out the coalition government's vision for the reform of the further education and skills system in order to improve the skills of the workforce. This has been followed by a review of vocational education as set out by the **Wolf Report**.

Northern Ireland had discussions leading to '**Success through Skills 2**' which was consulted on until September 2010, leading on from '**Preparing for Success**' (Jan. 2009). It is the overarching strategy for skills in Northern Ireland.

The Scottish government consulted on **Skills for Scotland: A Lifelong Skills Strategy**, following it up with **Skills for Scotland: Accelerating Recovery and Sustainable Economic Growth** which makes clear the Scottish Government's commitment to training and skills and sets out a flexible, responsive, partnership approach to meeting Scotland's skills needs

Skills that Work for Wales is the skills and employment strategy for Wales, together with an action plan.

Like other industries, health needs people with the right skills and qualifications. There are a range of qualifications that are appropriate to the health sector from university level to work based qualifications. Allied to the qualifications, **employability skills** are key.

More recent introductions include the English baccalaureate which has been introduced though those studying GCSEs. The Qualifications and Credit Framework (QCF) groups together vocational qualifications at different

levels and is appropriate for England, Wales and Northern Ireland. Scotland's qualifications can be found on the Scottish Credit and Qualification Framework (SCQF).

Vocational options such as a BTEC award or **Diploma**, such as the Society Health and Development Diploma are available. In Wales, the Welsh Baccalaureate Qualification (**WBQ**) combines personal development with existing qualifications such as A levels and QCF qualifications which gives a wider breadth of experience and can be studied in English, Welsh or a combination of both.

Apprenticeships can go some way to meeting the needs of the workforce.

See **Direct Gov** for an explanation of qualifications

SCQF for information on Scottish qualifications

Employees have the right to request "**time to train**" in businesses in England, Scotland and Wales employing 250 or more people.



Pre-employment and vocational training schemes

There is a variety of schemes supporting young people and adults into work through a combination of vocational training and work experience, e.g. in England, for **14-19 year olds** and **Adult Learning and Skills**, as well as a range of programmes and services offered by **JobCentre Plus**.

The coalition government, in its **The Plan for Growth**, has placed significant emphasis on work experience placements for 16-19 year olds. See also the Skills for Health website for information on **work experience** in the health sector.

These schemes rely heavily on partnerships working at a local and/or regional level, and they enable an effective pooling of resources. For example, a healthcare employer might contribute by making work experience available and then benefit themselves from the training being funded by another stakeholder. Stakeholders may include:

- Government (Wales, Scotland and Northern Ireland)
- Regional Development Agencies (England). The government has confirmed its intention to abolish the RDAs by March 2012 and replace them with Local Enterprise Partnerships (**LEPs**)
- **Skills Funding Agency**
- **Young Person's Learning Agency**
- Strategic Health Authorities or Health Boards
- **Local Authorities**
- Learning Providers
- Jobcentre Plus (England, Scotland and Wales)
- Third sector (voluntary / community / social enterprise) organisations

Health sector pre-employment programmes can support recruitment into entry level positions. For information on the sector employability toolkit and the Health sector pre-employment programme, see **Skills for Health**.

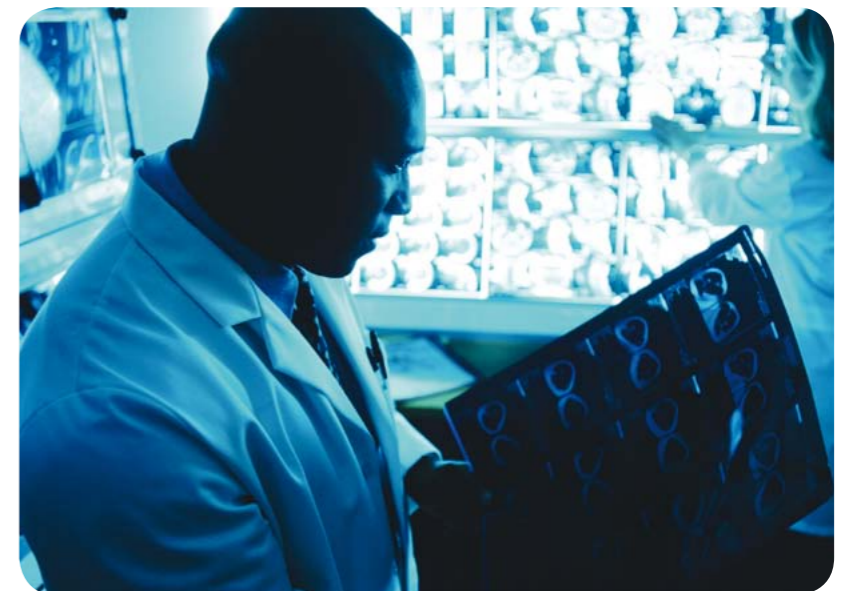
For more information on career pathways into employment in the healthcare sector, take a look at the Skills for Health **careers information and advice** pages.

A useful website is Directgov which is the UK Government service which provides on line access to public services and related information:

Young People Work and Careers

Jobseekers

Adult Learning and skills



Widening Access and Participation

Widening access to a career in health embraces a range of activities that aim to:

- Raise aspirations among young people and adults
- Promote health professions and health sector careers
- Promote both traditional and non-traditional routes into a career in healthcare

It is often seen as important that healthcare organisations are representative of their local communities and activities with local partners can be an important element of widening participation. This can range from employer engagement to promote careers in health and recruiting apprentices to working with Jobcentre Plus on pre-employment schemes.

England

Universities are being encouraged by the government to **improve access** from under represented groups.

HEFCE state that widening participation is a crucial part of their mission

Lifelong Learning Networks (LLNs) have a website aimed at those practitioners working in partnership to support vocational progression and the development and delivery of higher level skills. Some regional activity has now ceased, but there is some ongoing activity where funding has continued.

For more information: **[Lifelong Learning Networks](#)**.



Wales

The **Reaching Wider Initiative** is co-ordinated by four partnerships in North Wales, West and Mid Wales, South West Wales and South East Wales and was established by the Higher Education Funding Council for Wales (**HEFCW**). Activities are supported by:

- HEFCW
- All higher and further education institutions
- Local authorities
- Schools
- Voluntary organisations
- The Open University
- Careers Wales

Activities may include summer schools as well as fast track courses for healthcare assistants and cadetships.

For further information: **Reaching Wider Initiative**

Scotland

Skills Development Scotland supports decision making on learning and work.

Diverse Routes may be of interest to those considering going to university in Scotland

Scottish Wider Access Programme - gives independent advice to those adults wanting to enter higher education in Scotland.

Northern Ireland

Widening access and participation activity has two strands:

1. Widening participation in Higher Education is a key priority for the Department for Employment and Learning in Northern Ireland (**DELNI**).
2. The Widening Participation Unit (within the **Beeches Management Centre**) works to support widening access to health and social care careers through pre-employment activities and activities that support career pathways and progression for staff. Regional activity is supported by:
 - Department of Health, Social Services and Public Safety (**DHSSPS**)
 - Health and Social Care Trusts
 - The Beeches Management Centre
 - Educational Guidance Service for Adults (**EGSA**)



Apprenticeships

Apprenticeships enable health sector employers to develop individuals with the skills that they need. Apprenticeships are available across a wide range of disciplines and can be specifically health and social care related or in other occupational categories such as engineering or administration (for further information see **Types of Apprenticeships**). There is significant emphasis on Apprenticeships by the four governments across the UK although there are variations how apprenticeships are organised and funded in each country. The coalition government has placed more importance on apprenticeships and is committed to creating an additional 250,000 new apprenticeships by May 2015.

Whilst a contribution to the costs of training by employers is usually required for those aged 19+, e.g. the Skills Funding Agency co-funds up to 50%, depending upon age, 100% funding for training is usually attributed to apprentices aged 16-18, and is made available by the governments in each country. In England, the **National Apprenticeship Service** has the overall responsibility for delivering Apprenticeships, including the co-ordination of funding - for further information, see **Apprenticeships Training and Funding**.

In Scotland, Wales and Northern Ireland, funding is made available through the devolved governments in these countries - see further the relevant country specific funding section of this document and the links below.

Traditionally, apprenticeships have not always been seen as a route into the healthcare sector. In 2009/10 the Department of Health supported increased investment to secure over 8,000 new apprenticeships in the health sector, 50% of which were new entrants to the workforce

There are many different Apprenticeships, at different levels, that are appropriate to over 100 different jobs within the UK health sector. Apprenticeship resources to support employers, learning providers and learners have been developed. General information on apprenticeships can also be found on **NHS Careers**.

For a report on the net benefit to employers of investment in Apprenticeships (IER), see the **Apprenticeship Ambassador Network** website.

For further information:

Skills for Health Apprenticeships

England:

Apprenticeships - Employers

including information on the business case and a Return on Investment (ROI) calculator

Wales:

Work based training for Young People

Work based training for Adults

Alliance of Sector Skills Councils Wales Apprenticeships

Scotland:

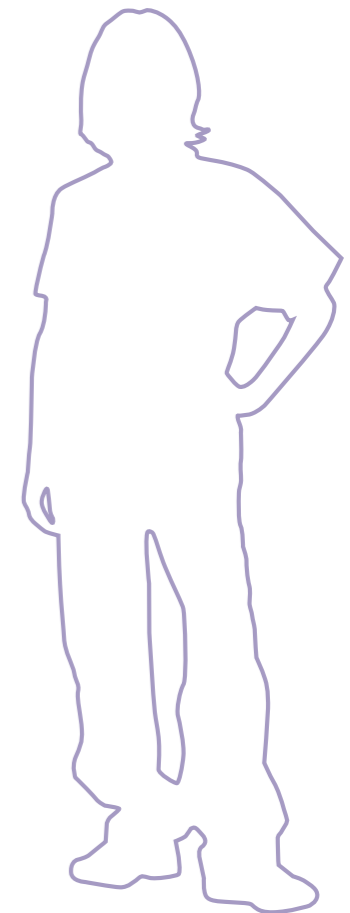
Modern Apprenticeships - Skills Development Scotland will support employers with information about modern apprenticeships and Scotland's Employer Recruitment Incentive and Adopt an Apprentice schemes.

MapIT and

Alliance of Sector Skills Councils Scotland Modern Apprenticeships

Northern Ireland:

ApprenticeshipsNI



NHS bursaries

NHS bursaries support those who might otherwise face financial barriers to developing a career in a health profession. Across the UK there are variations in which specific health professions training may attract a bursary payment. This reflects the differing recruitment priorities of each country. As a health sector employer, whilst NHS bursaries cannot be used to support employees on a secondment, they are open to anyone else, both those currently employed and prospective employees.

- Do your employees know about these bursaries?
- Do you promote them as part of your overall recruitment and marketing strategy?

For further information, see the Bursaries, scholarships and awards section of the **Staff Learning and Development Funding Guidance for Individuals**

Graduate recruitment schemes / Internships

The NHS and some larger independent healthcare providers fund recruitment schemes that aim to attract high calibre graduates, mainly into management roles. Schemes such as these are another excellent way for health sector employers to attract the staff they need with the skills they need. Places are very limited so organisations need to make the most of any opportunities they have to benefit from them.

For further information:

UK:

Graduate Talent Pool - connecting graduates to businesses through internships

England:

NHS Graduate Training Scheme and **NHS Management Careers**

Wales:

Gateway 2 NHS Wales Graduate Programmes

Go Wales - offer a variety of services to help employers recruit and retain graduates

Scotland:

NHS Scotland Management Training Scheme

Careers and Opportunities in NHS Scotland and **Student internships** in the third sector

Northern Ireland:

INTRO Graduate Management Development Programme and **Beeches Management Centre**



Return to Practice (RTP)

Different arrangements exist across the UK in relation to RTP provision, e.g. for information on return to practice courses in England you should contact your Strategic Health Authority or your local PCT / Trust. For further information, including return to work contacts in Scotland, Northern Ireland and Wales, go to the NHS Careers website at [Returning to the NHS](#)

For information on Return to Practice Midwifery - [RTP Midwifery](#)

Useful websites include:

UK:

[Skills for Health careers information](#)

Nursing and Midwifery Council (NMC) - for information on requirements and courses across the UK see

[Returning to the Register](#) after a break

The Royal College of Midwives - [Return to Practice](#)

Society of Radiographers (SoR): [Return to Radiography](#)

England:

NHS Employers: [Successful Recruitment RTP schemes](#)

Wales:

National Leadership and Innovation Agency for Healthcare: [Return to Practice for Nurses, Midwives & SCPHNs \(Health Visitors\)](#) (SCPHN stands for Specialist Community Public Health Nurse)

[Return to Practice for Allied Health Professionals and Health Care Scientists](#)

Scotland:

Careers and Opportunities in Scotland - [Returning Nurses & Midwives](#)

Returning to Nursing or Midwifery Practice in Scotland: [Practical Guide November 2007](#)



Funding by Country

UK wide funding

Local learning providers

What are they?

They are further or adult education providers and private training providers. Their activities are funded by the **Skills Funding Agency** in England, by the **Scottish Funding Council (SFC)** and by devolved governments in other parts of the UK. They are a key way of indirectly accessing a range of funded or part-funded provision. This could include provision inside and outside the workplace. Learning providers are increasingly able to offer flexible training solutions around the needs of employers.

What can you use the investment for?

Funding reflects current national priorities and so is subject to change. For up to date information, use the links in this section to find your local learning provider. If you would like more information on learning, courses and how to find good quality learning providers see the Skills for Health **careers information and advice** pages. You could also contact your local Skills Funding Agency, the Scottish Funding Council (SFC), or the relevant department in the other devolved administrations. See below for useful links.

How can you access this source of funding?

Developing strong partnerships with your local learning provider(s) has the potential to open up a range of funding which they can access to support your training requirements. This may, for example, mean full or part funding for qualifications such as the Qualifications Credit Framework (QCF) or Scottish vocational qualifications (SVQ). Putting in place a service level agreement will ensure you both understand each other's expectations and limitations.

Locating a learning provider

UK Register of Learning Providers: Offers a one stop source of provider information for employers, learners and learning providers - **UK Register**

Directgov. This website provides information on available qualifications, including finding a course - **Qualifications Explained**

Universities and Colleges Admissions Service. UCAS provides application services for UK Universities/Higher Education Institutions and colleges. The website provides an on-line course search facility - **www.ucas.com**

The Department of Business, Innovation and Skills provides information on **recognised UK degrees**

Higher Education Funding Council for England. HEFCE funds higher education and research in England and information on Higher Education Institutions (HEIs) and Further Education colleges can be found at **www.hefce.ac.uk/unicoll**

Foundation degree information can be found on **HEFCE**. There is further information on **Employer Based Training Accreditation** (EBTA). Resources for information, advice and guidance on foundation degrees are on unionlearn's **Higher Learning at Work** pages.

Business Link has an on-line guide to finding a training provider - **How to find a training provider/course**

Higher Education Funding Council for Wales (HEFCW): Higher education institutions

My Local College (Wales): Locates available college courses and services in Wales. Further Education colleges offer an excellent range of services and can provide customised training for employees, business support and consultancy services: **mylocalcollege**

Scottish Funding Council (Further and Higher Education): **SFC**

DELNI (Northern Ireland): Offers various types of funding support for the individual, employer or training organisation. There are various criteria associated with the different funding. Use this link to find out what you may be eligible for: **Funding Support**

Careers services across the UK enable course and provider searches:

Next Step (England)

Northern Ireland Courses

Skills Development Scotland

Careers Wales

European and Regional funding

What is it?

External sources of funding at European and regional levels generally focus on economic and social priorities such as regeneration, employment and workforce development. The European Social Fund (ESF) is one of the EU Structural Funds and aims to improve employment opportunities across the EU through developing skills and job opportunities. The European Regional Development Fund is the other main EU Structure Fund.

ESF is distributed through Co-financing Organisations (CFOs) which are public bodies which bring together ESF and domestic funding to develop employment and skills programmes and initiatives. In England, CFOs include the Skills Funding Agency, **Department of Work and Pensions (DWP)**, Jobcentre Plus, Regional Development Agencies (RDAs) and some local authorities. The devolved administrations in Wales, Scotland and Northern Ireland have separate arrangements for distributing development funds.

How can you access this funding?

Working in partnership is an important way to make a successful bid for these types of funding, most of which is accessed via organisations such as the Skills Funding Agency, Jobcentre Plus or local authorities. In Wales, Scotland and Northern Ireland, the devolved administrations are key links. If you want to find out more here are some suggestions:

- **Networking** Use the links in this guide to find out where your local and regional economic, business and skills networking takes place. Joining these networks will help you to be more aware of what funding is being made available. As funding is usually awarded through a competitive tendering process, the sooner your organisation knows what is available, the better. Networking may also lead to successful joint tendering.
- **Improved** monitoring and data collection. ESF and regional development funding will involve a high degree of monitoring and performance expectations. It may also require match funding by your organisation, so make sure you explore what is involved before choosing this funding route.

See the relevant country specific funding section of this document for further information.



Union Learning Fund (ULF)

What is it?

There are Union Learning Funds across the UK which aim to help unions increase and embed learning activity more widely in the workplace.

What can you use the investment for?

Funds may be used to support union projects and can range from recruiting and training Union Learning Representatives (ULRs) to developing union capacity to engage in effective partnership working with employers and other partners. Emphasis is on projects that will help to sustain learning activity in the long term.

How can you access this funding?

See the relevant country specific funding section of this document.



Public and Union Funding in England

Funding Bodies

Strategic Health Authorities (SHAs)

There are 10 SHAs in England and their role is to develop plans for health services in their areas, ensure national priorities are integrated within service plans and that delivery capacity and quality are developed. SHAs manage the Multi-Professional Education and Training budget (MPET) which covers a range of education and training costs, pre-registration healthcare profession training (including secondments) and post-graduate medical education.

In January 2010, the Department of Health published **Education Commissioning for Health**, an on-line resource setting out a complete commissioning system for the use of the Multi-Professional Education and Training levy (MPET). A **consultation** on the new framework for developing the healthcare workforce concluded on 31 March 2011. The outcome from this consultation is awaited.

To find your local Strategic Health Authority refer to the NHS Choices website: **Strategic Health Authority Listing**

The white paper - **Equity and Excellence - Liberating the NHS** – published in July 2010 put patients at the heart of everything the NHS does. The subsequent Health and Social Care Bill is currently going through Parliament. Included in these plans is the phasing out of Strategic Health Authorities and Primary Care Trusts. The SHAs have been grouped into **four clusters** from October 2011.

Skills Funding Agency (SFA)

The Skills Funding Agency (<http://skillsfundingagency.bis.gov.uk>) is the funding agency and regulator for adult skills (excluding higher education), providing funding to FE colleges and other training providers, and the Young People's Learning Agency (<http://www.ypla.gov.uk>) supports education and training for young people (16-19), including assisting local authorities in commissioning provision. The new **16-19 bursary fund** will help young people continue in education, who might otherwise struggle for financial reasons. Subject to legislation, the YPLA will become the Education Funding Agency in April 2012.

The Skills Funding Agency supports **employers** in the following areas:

- Apprenticeships
- **Growth and Innovation Fund** (four strands: Joint Investment Programme; National Skills Academies; Leadership and Management; Best Market Solution)

The Skills Funding Agency is also responsible for the new adult careers service - **Next Step** which brings together a service for adults offering web based information on a wide range of careers information including courses and Government funding. In addition, it offers telephone advice or the opportunity to meet face to face. Next Step now incorporates Lifelong Learning accounts where you can register or maintain your original registration and store information on such as skills and achievements as well as finding out about financial support.

Skills for Health and NHS Careers work with Next Step to provide the **Health Learning and Skills Advice Line**. This service provides careers information and advice for those considering a career in health or already working in the sector, including information on funding. You can contact them on **08000 150 850**.

Jobcentre Plus (JCP)

What are they?

Jobcentre Plus is an executive agency of the Department for Work and Pensions (DWP) and provides a range of services to both individuals of working age (supporting them from welfare into work) and employers (helping them to fill vacancies) both directly and in partnership with other employers.

Information on Jobcentre Plus is available from three websites:

- For **Individuals**
- For **Employers**
- For **Partners**

How can you access services?

A number of services are available to help employers overcome obstacles associated with recruiting staff. These include:

- Advertising on line with Jobcentre Plus - **Employer Direct on-line**
- Support in recruiting - **Using Jobcentre Plus services to fill your job**. A range of **Programmes** and services available to job seekers, providing them with skills to enter the job market .
- Support in recruiting for small businesses - **employer services**

You may also be interested in other Jobcentre Plus initiatives.

By **working with** Jobcentre Plus, employers can tackle the increasing recruitment and skills challenges of the labour market and economy. Employers can work with Jobcentre Plus to open opportunities for people who, for whatever reason, have not yet been able to take advantage of the employment opportunities that are out there.

Recruiting and retaining disabled people . There is a range of services to employers to recruit and retain people with disabilities and to assist those with disabilities to return and remain in work.

For employers looking to employ young people, the coalition government suggests the following options:

- **Apprenticeships**
- **Employing young people** or
- Providing experience of work through a **graduate internship** or a **work placement scheme**. See the Skills for Health website **Work Experience in the Health Sector**

Funding Initiatives

It is recognised that training for staff across the health sector is important to ensure that patient care is of the highest standard. Those who have professional qualifications are obliged to maintain their standards and registration by undertaking continual professional development (CPD)

It is equally important that healthcare staff on levels 1 to 4 of the **Career Framework for Health** have access to appropriate training.

Different regions, localities and organisations will have different priorities so there will be variations across the country. Limited funding exists to support various activities including apprenticeships and literacy, language and numeracy skills.

In some regions there are funding opportunities through funding streams such as the European Social Fund (ESF), the Union learning fund, Jobcentre Plus and through local partnerships. Partnerships between local authorities and businesses have been set up to form **Local Enterprise Partnerships** to determine local economic priorities. The Strategic Health Authorities and the Skills Funding Agency may also be able to advise.

Health care reforms present a period of uncertainty for many organisations. The National Council for Voluntary Organisations has produced a new area on its website - **'Planning for Change - sustainable funding in times of uncertainty'** where you will find some information and guidance that may help with planning for the future by taking action to obtain sustainable funding. This is aimed at the voluntary and community sectors, but may also be useful to the wider sector.



Publicly funded support

Skills for Sustainable Growth advised that from August 2011, publicly funded support would be available to provide:

- **Apprenticeships**
- Leadership and management programmes
- Training for those made redundant
- National Skills Academies

Growth and Innovation Fund (GIF)

GIF has four strands:

- **Joint Investment Programme** - is aimed at bringing together public and private funding for investment in skills to deliver productivity and growth or to address market failure in delivering vocational training in a particular sector ;
- **National Skills Academies** - expressions of interest are being sought for up to four new National Skills Academies ;
- **Leadership and Management** – is targeted at high and fast growth businesses with less than 250 employees; and
- **Best Market Solutions** - has been established to support skills development to drive growth and create jobs. For further information, go to the **UKCES** website.

Accessing European and Regional funding

For general information see the UK funding section of this guide. For information on the **European Social Fund (ESF) 2007- 2013** in England see **ESF in England**

The Department for Work and Pensions has overall responsibility for ESF funds in England. At a regional level they are distributed through agencies such as the Skills Funding Agency and the DWP. These agencies are known as **Co-Financing Organisations** (CFO)

Contact your RDA to access your local Regional Development Agency website or click **here**. RDAs will be replaced by Local Enterprise Partnerships (**LEPs**) by March 2012.

Accessing the Union Learning Fund (ULF)

The Union Learning Fund in England. The ULF is supported by BIS and the Skills Funding Agency and run for the Trade Union Congress (TUC) by Unionlearn. Unionlearn is the learning and skills organisation of the TUC and helps unions promote the benefits of studying either within the workplace or with a local learning provider. The funding supports this learning. Any trade union based in England, or any national organisation representing trade unions based in England, can apply.

The **ULF toolkit** is a new resource to help applicants bid, manage and report on their ULF project.

Other links

Regional Partnership Working - Regional Skills Partnerships in England

- **East Midlands Employment, Skills and Productivity Partnership**
- **East of England Regional Skills and Competitiveness Partnership**
- **London Skills and Employment Board**
- **Skills North East**
- **Northwest Regional Skills Partnership**
- **South East Regional Skills for Productivity Alliance**
- **South West Regional Employment and Skills Partnership**
- **West Midlands Regional Skills Partnership**
- **Yorkshire and The Humber Regional Skills Partnership**

National and Regional Skills for Health contacts can be found **here**.

Skills for Care have published some guidance on **funding**.

Other Sources of Help

You can also explore the other part of this document on UK wide funding and use the links to funding directories and guides to help you in your search.

Public and Union Funding in Wales

Welsh Assembly Government

What is it?

The Welsh Assembly Government provides a range of services to support organisations of all sizes to improve the skills of their employees. This includes the support of an experienced professional adviser, free skills review and subsidised training.

How can you access this funding and support?

For information on how to obtain Welsh Assembly Government funding and grants click [here](#).

A wide range of information is available to businesses about [Skills and Training](#).

The Government's [business support services](#) website provides information on a range of topics from starting up a business through to innovation. For information on funding go to [Find and Fund Training](#).

NHS Wales: NHS Wales Directory provides links to Local Health Boards and other services.

Careers Wales: services for employers

Accessing European funding

For general information see the UK funding section of this guide. The Welsh European Funding Office (WEFO) manages the delivery of European Structural Funds. For further information see [WEFO](#).

Accessing the Union Learning Fund (ULF)

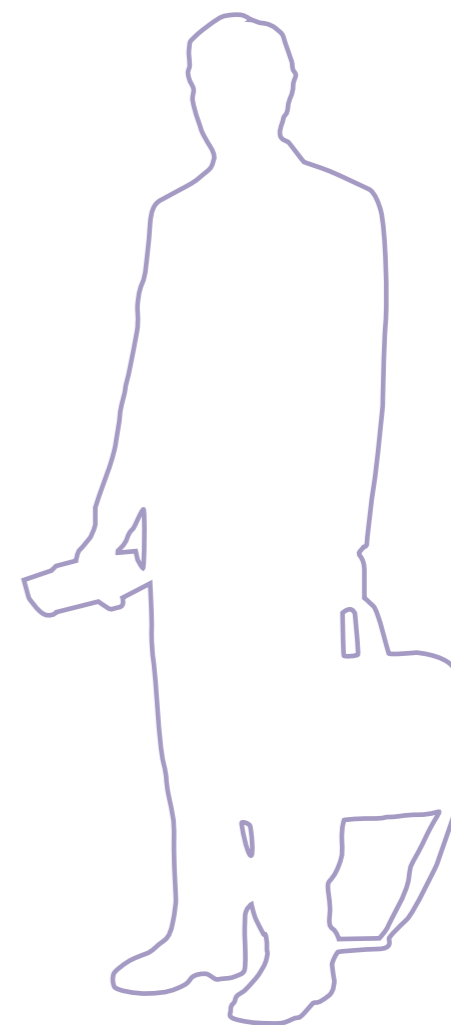
The Welsh Assembly Government awards funds to unions in Wales that are seeking to develop learning in the workplace, in partnership with employers. For further information see [Wales Union Learning Fund](#)

Other Sources of Help

See Jobcentre Plus under the Public and Union Funding in England section

For information on how the business community in Wales and Jobcentre Plus are working together - [Wales Partnerships](#)

You can also explore the other part of this document on UK wide funding and use the links to funding directories and guides to help you in your search.



Public and Union Funding in Scotland

Skills Development Scotland

What is it?

Set up by Scottish Government, Skills Development Scotland is tasked with catalysing real and positive change in Scotland's skills performance. They work to link skills supply and demand more effectively and help both individuals and organisations learn, develop and utilise these skills.

What can you use this investment for and how can you access it?

Skills Development Scotland aims to continue to deliver careers, skills and learning support activities for individuals and employers in Scotland and provides information on training opportunities. For further information on funding and training, look at the Scottish government's **learner funding** information. For further information on specific types of funding such as the **ILA** and career development loans, see the My World of Work website at **Finding the right funding for you**. See also **Services for employers**.

Scottish Government: NHS Scottish Health Boards provides links to Health Boards.

NHS Education for Scotland (NES) is a Special Health Board which designs, commissions, quality assures and, where appropriate, provides education and training for the NHS workforce in Scotland: **NES**

Accessing European funding

For general information see the UK funding section of this guide. For specific information refer to the **Scottish Government** website: **European Structural Funds**

Accessing the Union Learning Fund (ULF)

The Scottish Government invests in a range of union projects that promote people development and workplace learning. Funds are managed by the Scottish Trade Union Congress (STUC). See **Scottish Union Learning Fund** and **Scottish Union Learning** for further information.

Other Sources of Help

See Jobcentre Plus under the Public and Union Funding in England section.

For information on how the business community in Scotland and Jobcentre Plus are working together - **Scotland Partnerships**.

You can also explore the other part of this document on UK wide funding and use the links to funding directories and guides to help you in your search.



Public and Union Funding in Northern Ireland

Department for Employment and Learning in Northern Ireland (DELNI)

What is it?

This is the department within the Northern Ireland Government that promotes learning and skills to prepare people for work and support the economy.

What can you use the investment for?

The Department for Employment and Learning offers various types of funding support for individuals, employers or training organisations. There are specific criteria associated with the different funding; use the link at the end to find out more.

How can you access this funding?

See the Department for Employment and Learning website. See **DELNI Success through Skills**. Contact the **Careers Service NI**, Educational Guidance Service for Adults (**EGSA**) or your local learning provider (see UK wide funding section).

The Department for Employment and Learning offers various types of funding support be it for the individual, employer or training organisation. There are various criteria associated with the different funding. Use this link to find out what you may be eligible for: **Funding Support**

Health and Social Care in Northern Ireland (HSCNI):

See the **Health and Social Care Board** for further information.

Accessing European funding

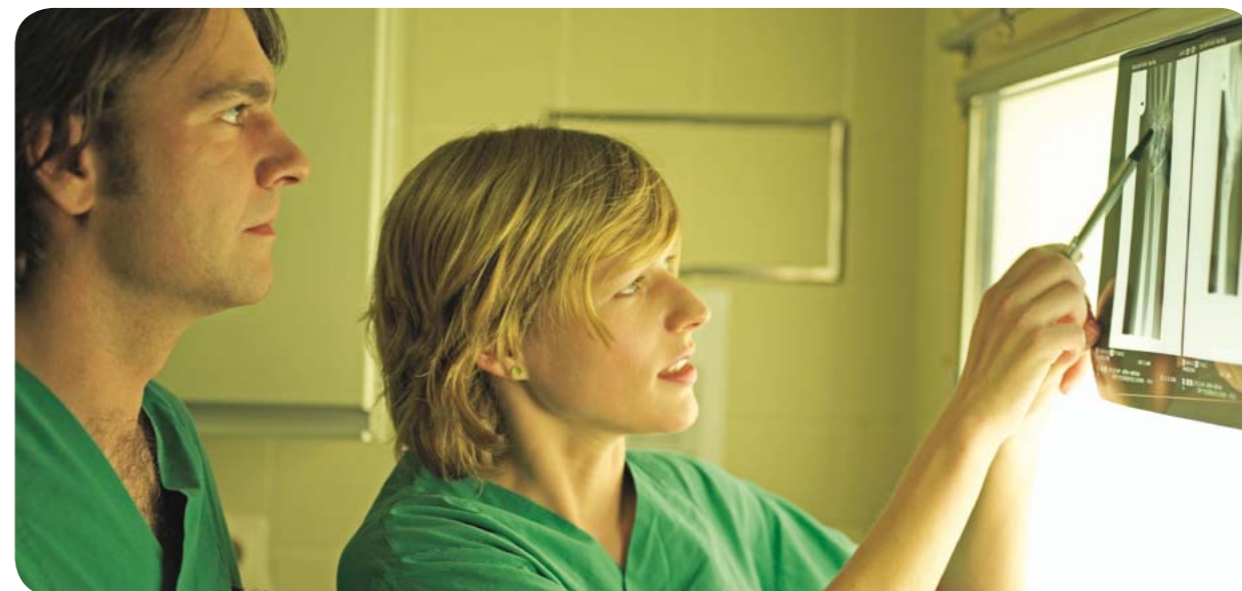
For general information see the UK funding section of this guide. For specific information, refer to the DELNI website: **Northern Ireland European Social Fund Programme 2007-2013** and **Funding Support**

Accessing the Union Learning Fund (ULF)

Projects are supported by the Irish Congress of Trade Unions (**ICTU**), the umbrella organisation for unions of Ireland. For further information see **The Northern Ireland Union Learning Fund**

Other Sources of Help

You can also explore the other part of this document on UK wide funding and use the links to funding directories and guides to help you in your search.



Other Sources of Help

Independent Sector

This section provides a list of useful organisations and websites which independent sector organisations may wish to access when considering how to fund their education and training developments. For information on available public and union funding please refer to the UK wide funding or relevant country specific funding sections.

British Chamber of Commerce. The BCC is the national body for the Accredited Chambers of Commerce across the UK: **BCC**

Business in the Community. BITC is one of The Prince's Charities and its focus is to encourage its members to improve the impact on society across four areas of workplace, marketplace, society and environment: **BITC**

Business Link is the free business support, advice and information service **in England** covering all aspects of running a business. For further information see the Business Link **business support finder** and a range of **directories**, including online grant and support information plus a range of downloadable forms for when dealing with government departments / agencies.

Solutions for Business is the Government's streamlined portfolio of business support products available through Business Link. For further information on what is on offer see the Department of Business, Innovation and Skills website at **simplified business support**.

Wales: **business information, advice and support**

Scotland: **Business Gateway**

Northern Ireland: **Invest NI**

SFEDI was founded in 1996 and is recognised by the Government as the UK Standards Setting Body for business support and enterprise. Its focus is on the support and development of small businesses and enterprises: **SFEDI**



Third Sector

This section provides a list of useful organisations and websites which Third sector organisations may wish to access when considering how to fund their education and training developments. Skills - Third Sector provides information and resources about skills and workforce development to charities, voluntary groups, social enterprises and other third sector organisations: <http://www.skills-thirdsector.org.uk>

The Additional Links section provides a list of funding directories and other source of support which you might also find useful. For information on available public and union funding please refer to the UK wide funding or relevant country specific funding sections.

England

Funding Central is a free website for Third sector organisations providing access to over 4,000 grants, loans and contracts as well as tools and resources to help develop sustainable income strategies: <http://www.fundingcentral.org.uk>

Association of Chief Executives of Voluntary Organisations. ACEVO works to support, connect, develop and represent third sector leaders: **ACEVO**

National Association for Voluntary and Community Action. NAVCA's objective is to be the voice of local third sector infrastructure in England. It provides networking opportunities, policy information, support and training: **NAVCA**

National Council for Voluntary Youth Services (NCVYS) with the Children's Workforce Development Council and NAVCA has produced a guide to funding for workforce development for the children, young people and families voluntary and community sector: **Funding Workforce Development**

National Council for Voluntary Organisations (NCVO) provides information and services on funding including a telephone helpline. Workforce development support in the Third sector is provided by NCVO Workforce Development (**People, HR and Employment**)

The Big Society is about empowering local communities and the Office of Civil Society (part of the Cabinet Office) works across Government to support the Big Society agenda and voluntary and community organisations. For further information: **Big Society**

Wales

Wales Council for Voluntary Action (WCVA) provide an information and services on funding with services including a telephone helpline: **WCVA**

A voluntary sector grants **guide** provides information on all Welsh Assembly voluntary sector grants.

Scotland

The Scottish Council for Voluntary Organisations (SCVO) website includes information on funding: **SCVO**

The Scottish Investment Fund - funding provided by Scottish Government to build capacity, capability and sustainability in the Third Sector between 2008 and 2011: **Scottish Investment Fund**

Workwithus.org. Fundraising portal for voluntary sector websites in Scotland: **Fundraising**

Network of International Development Organisations in Scotland (NIDOS). NIDOS subscribes to a number of online funding directories (you will need to become a member to access these) and they also produce their own international directory of international funding relevant to Scotland (free to download via this link). **NIDOS**

Northern Ireland

Northern Ireland Council for Voluntary Action (NICVA) provides a range of services including fundraising advice and training: **NICVA**

GrantTracker. Grant Tracker is Northern Ireland's one stop resource for fundraising. It is used by voluntary and community organisations, charities, clubs, societies and individuals active in improving their community and includes information on how to fundraise and an online grant finder: **GrantTracker**

www.communityNI.org. Developed by NICVA and provides fundraising information for the voluntary and community sector in Northern Ireland. There is an on-line **Fundraising Information Group.**

Additional Links

Online funding directories and guides can help. Some are free, others require a subscription. Where there is a fee, you can sometimes take advantage of a free trial period. It is possible to access some through local libraries or other local information points.

You will also find some links which focus on funding for particular types of organisation, such as those with **charitable** or **voluntary** status. Health sector organisations within this category (for example, hospices) may find these links particularly applicable. Voluntary activity within publicly funded healthcare may also be eligible to access these funding sources.

access-funds.co.uk. Directory of British charitable and non-profit sector: [access-funds](#)

Association for Charitable Foundations. The ACF is a support organisation for grant-making trusts and foundations and also has information for individuals and organisations seeking funding from UK trusts: [ACF](#)

Big Lottery Fund - funding for good causes across the UK with links to each of the countries and English regions. This site includes guidance through the application process helping you choose the right grants programme for your project

The Charities Advisory Trust. Set up in 1979 to provide advice to charities: [Charities Advisory Trust](#)

Community Toolkit. A funding toolkit designed to help local community and voluntary groups identify potential funding sources for their projects. Developed in Scotland by Skye and Lochalsh Council for Voluntary Organisations, but information will be of wider interest across the UK.

Funding (the toolkit is linked at the bottom of this web page)

Companygiving.org (Directory of Social Change).

This site provides a comprehensive database of company support available to voluntary and community organisations. This database contains all those companies in The Guide to UK Company Giving, as well as newly discovered large givers: [company giving](#)

Directory of Social Change. For funding information and support for the voluntary sector: [Fundraising websites](#)

fit4funding. This website provides help and advice to community groups and voluntary organisations seeking funding: [fit4funding](#)

fundinginformation.org. This service is exclusively dedicated to the needs of voluntary organisations, charities, local authorities and the agencies and information services that support them throughout the UK. Note that this is a subscription only service: [fundinginformation](#)

Fundraising.co.uk. UK Fundraising is an internet resource for professional charity and non-profit fundraisers in the UK and beyond. This site contains information on a wide variety of fundraising issues. These include books, consultants, e-mail discussion lists, events, funding, grants, magazines, non-profit resources, products, professional organisations, research papers, services, and software. The site also covers the use of the Internet by fundraisers, with an extensive collection of links to examples of online fund-raising activities: [fundraising](#)

governmentfunding.org.uk is an online portal providing access to government grants for the voluntary and community sectors: [governmentfunding](#)



Grants Online. Grants Online describes itself as the UK's leading information provider on grants from the EU, UK government, the Lottery and grant making trusts. A subscription is required but there is a free 7 day trial option:
Grants Online

GRANTfinder. This is a user friendly funding database carrying details in excess of 6,000 funding opportunities. Organisations benefiting from GRANTfinder's services include: local authorities; universities; housing associations; the health sector; business support agencies etc. A subscription is required: **GRANTfinder**

The Health Foundation. The Health Foundation runs a number of individual and team leadership **schemes**

j4bGrants.co.uk. Use this free to access online search facility to find out about European grants, UK government grants and other sources of funding for businesses:
j4bGRANTS

The King's Fund. This **charity** supports a range of voluntary and statutory health sector organisations. Also includes details of the GlaxoSmithKline **Impact Awards**, in association with the King's Fund

Next Step, the adult careers service for England has information and advice on **funding**

ThirdSector. Among many other features, the site allows third sector organisations to search for sources of funding in various ways: **Fundraising.**

VolResource. VolResource provides practical information and resources for people involved in charities, voluntary or community organisations. VolResource is the place for information on events, contacts, services, specialist sources, briefings and news: **VolResource**



Individuals as Employers

A pilot programme is currently looking at the best way to implement personal health budgets and will run until 2012 (see also Personal Health Budgets Learning Network). Personal health budgets could result in the individual becoming an employer. The personalisation agenda has been developing in Social Care for a much longer period (see further **Putting People First**).

Department of Health - Key documents on **personalisation** and **direct payments**

The **Directgov** website offers advice to individuals on **Direct Payments - arranging you own care and services**

The Alzheimer's Society offers advice tailored to dementia sufferers: **Alheimers Society**

Assistive technology. The King's Fund has taken direct responsibility for the Whole System Demonstrator (LTC) Action Network (**WSDAN**). In the future, they will focus on the evidence-base for telehealth and telecare looking at integrating services for people with long-term conditions. Email: wsdnetwork@kingsfund.org.uk

Social Care Institute of Excellence (SCIE) has produced a range of publications on personalisation in Adult Services, including a guide called **Personalisation: a rough guide** in October 2008 (updated April 2010).



Glossary and Acronyms

ACEVO	Association of Chief Executives of Voluntary Organisations	http://www.acevo.org.uk
ACF	Association of Charitable Foundations	http://www.acf.org.uk/links/?id=142
BCC	British Chamber of Commerce	http://www.britishchambers.org.uk
Bis	Department for Business, Innovation and Skills	http://www.bis.gov.uk
BITC	Business in the Community	http://www.bitc.org.uk
Career Framework for Health	Provides defined flexible career routes through a variety of levels enabling an individual member of staff with transferable, competence-based skills to progress in a direction that meets workforce, service and individual needs	
CFO	Co-financing Organisation (ESF)	
DELNI	Department for Employment and Learning in Northern Ireland	http://www.delni.gov.uk
DHSSPS	Department of Health, Social Services and Public Safety	http://www.dhsspsni.gov.uk
DfE	Department for Education	http://www.education.gov.uk
DWP	Department of Work and Pensions	http://www.dwp.gov.uk
EGSA	Educational Guidance Service for Adults	http://www.egsa.org.uk
ESF	European Social Fund	http://www.esf.gov.uk
fdf	Foundation Degree Forward	http://www.fdf.ac.uk
HEFCE	Higher Education Funding Council for England	http://www.hefce.ac.uk
HEFCW	Higher Education Funding Council for Wales	http://www.hefcw.ac.uk
IAG	Information, Advice and Guidance	
ICTU	Irish Congress of Trade Unions	http://www.ictu.ie
ILA	Individual Learning Account	
JCP	Jobcentre Plus For Individuals For Employers For Partners	http://www.direct.gov.uk/en/Employment/Jobseekers/programmesandservices/index.htm http://www.businesslink.gov.uk/bdotg/action/layer?topicId=1083960949 http://www.dwp.gov.uk/about-dwp/customer-delivery/jobcentre-plus
LLN	Lifelong Learning Network	http://www.lifelonglearningnetworks.org.uk
MPET	Multi-Professional Education and Training budget	
NAS	National Apprenticeship Service	http://www.apprenticeships.org.uk
NAVCA	National Association for Voluntary and Community Action	http://www.navca.org.uk
NCVO	National Council for Voluntary Organisations	http://www.ncvo-vol.org.uk

NES	NHS Education for Scotland	http://www.nes.scot.nhs.uk
NICVA	Northern Ireland Council for Voluntary Action	http://www.nicva.org
NIDOS	Network of International Development Organisations in Scotland	http://www.nidos.org.uk
NIPEC	Northern Ireland Practice and Education Council	http://www.nipec.hscni.net
NMC	Nursing and Midwifery Council	http://www.nmc-uk.org
NVQ	National Vocational Qualification	NVQ , look at QCF
		See Skills for Health vocational qualifications
RTP	Return to Practice	
SoR	Society of Radiographers	http://www.sor.org
SCVO	Scottish Council for Voluntary Organisations	http://www.scvo.org.uk
SFA	Skills Funding Agency	http://skillsfundingagency.bis.gov.uk
SFC	Scottish Funding Council	http://www.sfc.ac.uk
SHA	Strategic Health Authority	Strategic Health Authority Listing
STUC	Scottish Trade Union Congress	http://www.stuc.org.uk
SULF	Scottish Union Learning Fund	Scottish Union Learning Fund
QCF	Qualifications and Credit framework	See NVQ entry
ULF	Union Learning Fund	https://www.unionlearningfund.org.uk
ULR	Union Learning Representative	
WBQ	Welsh Baccalaureate Qualification	http://www.wbq.org.uk
WCVA	Wales Council for Voluntary Action	http://www.wcva.org.uk
WEFO	Welsh European Funding Office	http://www.wefo.wales.gov.uk
YPLA	Young People's Learning Agency	http://www.ypla.gov.uk



Skills for Health (Head Office)

Goldsmiths House
Broad Plain
Bristol BS2 0JP

Tel: 0117 922 1155

Fax: 0117 925 1800

E-mail: office@skillsforhealth.org.uk

Website: www.skillsforhealth.org.uk

