

## V1. FAQs for stakeholders on the Adult Social Care Learning and Development Support Scheme

### General

#### **Q: What is the Learning and Development Support Scheme?**

A: The Learning and Development Support Scheme allows eligible employers to claim funding for certain training courses and qualifications on behalf of eligible care staff. This funding is for eligible courses and qualifications that have been both paid for and started between 1 April 2024 and 31 March 2025 (inclusive).

#### **Q: What training will be covered by the funding?**

A: Full details of the training covered by the Learning and Development Support Scheme is included in the GOV.UK guidance that can be accessed [here](#).

#### **Q: What restrictions will be in place on this funding**

A: The funding is restricted to eligible ASC employers of non-regulated members of the ASC workforce, including deputy and Care Quality Commission registered managers and agency staff. This funding is for eligible courses and qualifications that have been both paid for and started between 1 April 2024 and 31 March 2025 (inclusive).

A list of 'Eligible training courses and qualifications' can be found [here](#).

The funding can only be used for the cost of the course or qualification. This funding cannot be used to cover:

- backfill pay
- travel costs
- any other associated costs

Full details of restrictions in place, eligibility criteria and a glossary of definitions (including non-regulated members of the ASC workforce) can be accessed [here](#).

#### **Q: Who is administering the funding for the Learning and Development Support Scheme?**

A: This scheme is administered by NHS Business Services Authority (NHSBSA) on behalf of the Department of Health and Social Care.

#### **Q: Who is the scheme for?**

A: The Learning and Development Support Scheme is intended to help the non-regulated adult social care workforce to complete courses and qualifications, gain recognition for existing expertise and develop new skills and specialisms. Eligible adult social care providers can claim funding towards the cost of these courses and qualifications, on behalf of eligible employees.

#### **Q: What is the eligibility criteria?**

A: Funding is available for non-regulated members of the adult social care workforce in England, including deputy and Care Quality Commission registered managers and

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agency staff. There are no restrictions on the number of hours that care staff must be contracted for to be eligible for this support.

To qualify for The Learning and Development Support Scheme, individuals must be employed by an employer (including local authorities) which meets all of the following criteria:

- provide an adult social care service
- directly employ care staff in England (please see the grant determination letter – to be published soon - for a definition of 'direct employment')
- have completed the Adult Social Care Workforce Data Set (ASC-WDS)

### **Q: How can I access funding?**

A: ASC employers have to complete an [expression of interest survey](#). After completing the form, eligible employers will be contacted by NHS-BSA to start the onboarding process. This is a phased onboarding process, guided by NHS-BSA. For the first few months, access to the online claims service is only possible via an invitation from NHS-BSA.

### **Q: Can I claim for training that has already been completed?**

A: The funding is for eligible courses and qualifications that have been both paid for and started between 1 April 2024 and 31 March 2025 (inclusive). Note that the cut off for submitting claims within this FY is 21 March 2025 (inclusive). Late claims submitted between 22 March 2025 and 31 March 2025 (inclusive) may be considered on a case-by-case basis.

### **Q: Will there be a part payment approach for training?**

A: The claims process depends on whether the claim is for a training course or a qualification.

The claims process will differ depending on whether the claim is for a training course or a qualification. The distinction between training courses and qualifications is set out in 'Eligible training courses and qualifications', where each item is labelled as either a 'training course' or a 'qualification'.

For training courses:

- reimbursement will be made following training course completion.
- claims for training courses must be submitted by 21 March 2025 (inclusive)
- late claims submitted between 22 and 31 March 2025 (inclusive) may be considered on a case-by-case basis

For qualifications:

- employers should claim using the combined claims model, wherein employers must claim 60% of the reimbursement value upon their employee starting the

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qualification, with the remaining 40% reimbursement provided upon proof of course completion

- the initial 60% reimbursement claim must be claimed by the earliest date of either 21 March 2025 (inclusive) or within 3 months after the qualification start date. The 3-month rule does not apply where qualifications were started between 1 April 2024 and the launch of the LDSS (6 September 2024). Late claims submitted between 22 and 31 March 2025 (inclusive) may be considered on a case-by-case basis.
- the remaining 40% claim must be claimed within 3 months of qualification completion (except in cases where qualifications were paid for, started and completed between 1 April 2024 and the launch of the LDSS 6 September 2024). When an eligible qualification has been both paid for and started between 1 April 2024 and 31 March 2025 (inclusive), but completion extends beyond 31 March 2025, completed claims can be submitted up to 31 December 2026

The remaining 40% reimbursement for qualifications will only be provided if the training has been completed. Where a course is completed but not passed (for example, failure to pass the final assessment), reimbursement may still be made provided proof of completion is supplied.

[Full details can be found in the guidance document.](#)

### **Q: How is training being quality assured?**

A: DHSC has contracted Skills for Care to develop and launch the new Quality Assured Care Learning Service. This service will review the quality of individual courses and qualifications delivered by training providers in the sector and endorse those which meet a high standard and deliver good learning outcomes. The intention of the service is to ensure that the sector is able to easily identify good quality learning and development and trust that courses and qualifications identified and funded by the government meet their needs.

### **Q: I work for a small provider, and I'm concerned that we'll be overlooked. How are you ensuring that funding is distributed fairly?**

A: Spend per organisation will be closely monitored but please note that the overall funding pot is limited. We recommend that ASC employers complete the EOI survey to be invited to use the service and submit their claims as early as possible. Support using the service can be accessed by emailing [ASClearninganddevelopmentsupport@nhsbsa.nhs.uk](mailto:ASClearninganddevelopmentsupport@nhsbsa.nhs.uk)

### **Q: How do Skills England and Apprenticeships fit in with the Care Workforce Pathway and the Learning and Development Support Scheme?**

A: The Department of Health and Social Care continues to work with the Department of Education, The Institute for Apprenticeships and Technical Education, and the

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recently announced Skills England, to agree the right approach to supporting learning and development in adult social care.

We will continue to develop the Care Workforce Pathway, and the department is working with a group of early adopters in 2024/25 who will test how well the Pathway content works in practice and help to improve our understanding of how the Pathway can be embedded within social care providers. We will aim to ensure Pathway development is aligned with wider work on skills and apprenticeships.

**Q: The government has set an intention to provide learning and development funding at the same level as previous years. Does this mean that the total pot of funding for L&D will be the same as previous years, or does it mean that the individual remunerations per qualification will be the same as previous years?**

A: This intention relates to the funding budget (overall pot). We are providing a pot of funding for learning and development in 2024/25 that matches the funding allocated to learning and development in previous years. More information on individual remunerations per qualification will be shared in due course.

**Q: Is there going to be a funding cap?**

A: A cap on the total value of claims that can be reimbursed per claimant organisation may be applied - please see the 'grant determination letter' once published for details in due course.

**Q: What is the payment schedule/how long will payments take?**

A: We anticipate that payment will be made within 2 to 6 weeks of a claim being submitted. Payment timescales may differ depending on the total number of claims submitted by ASC employers. For questions about payments, please contact [ASClearninganddevelopmentsupport@nhsbsa.nhs.uk](mailto:ASClearninganddevelopmentsupport@nhsbsa.nhs.uk).

**Q: What is the funding commitment for Learning and Development beyond 31 March 2025?**

A: We will confirm whether any funding will be available for courses commenced and paid for from 1 April 2025 once budgets for 25/26 have been set (as part of the Government's budget in October)

**Q: Will the funding continue for next financial year (25/26)?**

A: Some funding will be available in subsequent financial years to contribute towards the costs of courses started and paid for by 31 March 2025 (inclusive) but which may not complete until 31 December 2026. Please note that funding available is limited.

**Q: How long does reimbursement take once submitted?**

A: We anticipate that payment will be made within 2 to 6 weeks of a claim being submitted. Payment timelines may differ depending on the number of claims received. For questions about payments, please contact

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### EOI Survey and onboarding to the system

#### **Q: What is an EOI Survey?**

A: The [expression of interest survey](#) is being used by the NHS Business Services Authority to onboard employers to the new digital online claims service.

#### **Q: Why is a survey being used in the distribution of funding?**

A: The new digital online claims service will initially onboard users in a phased approach via invitation from NHS Business Services Authority. Feedback from users will be used to further develop the service and make ongoing improvements

#### **Q: If I complete the EOI Survey, when should I expect to hear back about receiving funding?**

A: NHSBSA will endeavour to contact you as soon as possible. Please note that NHSBSA may take a phased approach to bringing interested organisations onto the service, depending on demand. We thank you for your interest in using the service.

#### **Q: How long will onboarding take?**

A: Upon completion of the EOI survey, NHSBSA will endeavour to contact you as soon as possible. Please note that NHSBSA may take a phased approach to bringing interested organisations onto the service, depending on levels of demand. We thank you for your interest in using the service advance.

#### **Q: What are the implications for WDF funding (in year)?**

A: The WDF can still be used to fund courses and qualifications that started on or before 31 March 2024 and will complete by 31 March 2025. Please see the Skills for Care website for further information on claiming from the [Workforce Development Fund \(skillsforcare.org.uk\)](#)

### Level 2 Care Certificate Qualification

#### **Q: The former government announced over £50 million for the Level 2 Adult Social Care Certificate qualification. What about employers who are expecting to receive this funding?**

A: The Learning and Development Support Scheme allows eligible employers to claim funding for certain training courses and qualifications on behalf of eligible care staff. This funding is for eligible courses and qualifications that have been both paid for and started between 1 April 2024 and 31 March 2025 (inclusive). Employers who enrolled their staff onto the Level 2 Adult Social Care Certificate following its launch in June 2024 can use this service to apply for funding. The reimbursement available per qualification is up to £1500.

#### **Q: The previous government committed to funding for the Level 2 Adult Social Care Certificate. Will some of the funding for the Learning and Development Support Scheme be ring fenced for the Level 2 Care Certificate Qualification?**

A: Employers who have enrolled their staff on the Level 2 Adult Social Care Certificate between 1 April 2024 and 31 March 2025 can claim for funding from the

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Learning and Development Support Scheme. The reimbursement available per qualification is up to £1500. There is no ringfenced funding specifically for the Level 2 Adult Social Care Certificate.

### **Q: Will the Level 2 Adult Social Care Certificate Qualification be eligible for funding?**

A: Yes, the Level 2 Adult Social Care Certificate is eligible for funding via the Learning and Development Support Scheme. The reimbursement available per qualification is up to £1500.

### **Q: Can I receive funding retrospectively for the Level 2 Adult Social Care Certificate Qualification?**

A: The funding is for eligible courses and qualifications that have been both paid for and started between 1 April 2024 and 31 March 2025 (inclusive). If an employee started the Level 2 Adult Social Care Certificate following launch in June 2024, their employer will be able to claim funding for this provided they meet the eligibility criteria.

### **Q: What is the total reimbursement available for the Level 2 Care Certificate Qualification?**

A: The reimbursement available per qualification is up to £1500.

### **Q: Will the previous approach to the Care Certificate be withdrawn?**

A: The existing Care Certificate standards can continue to be accessed and used by the adult social care sector to support initial induction training. We intend to share more information about the future of the standards in due course.

## **The Oliver McGowan Mandatory Training on Learning Disability and Autism**

### **Q: What funding will be made available for OMMT?**

A: We expect funding to support roll out of Oliver's Training in the adult social care sector to become available in 2024/25. The Government will set out more details in due course.

### **Q: When will funding be made available for OMMT?**

A: The Government will set out more details in due course.

### **Q: How will I be able to access this funding? Who will be eligible?**

A: We are currently exploring integrating OMMT into the NHS-BSA platform alongside other training packages within the Learning and Development Support Scheme. We will provide further details in due course.

### **Q: Will internal/other training that has been mapped to the standards in the Oliver McGowan draft Code of Practice be eligible for reimbursement?**

A: No, reimbursement will only be available for Oliver's Training in 2024/25.