

Turning funding into a workforce development plan

Skills for Care –Suzanne Petrie

LDSS Funding and Mapping Roles to the Care Workforce Pathway

ROLE → SKILLS → DEVELOPMENT → FUNDING



Quick question

Just a show of hands.

If I gave you £1,000 for workforce development today...

FRONTLINE SKILLS

Care / support staff

LEADERSHIP

Seniors / deputies /
managers

QUALITY

Governance / QA /
improvement

SOMETHING ELSE

Your biggest skills gap

Where would you invest first — and why?

Adult Social Care Learning and Development Support Scheme (LDSS)



Claim funding for training for you and your workforce before the deadline (31 March 2027)

The LDSS scheme has supported many adult social care employers and their staff to undertake eligible courses and qualifications this financial year. The overall funding available is limited, so don't miss out. Guidance for employers and a list of courses and qualifications eligible for funding can be found on the [Government website](#).

- The LDSS is administered by NHSBSA via the [online claims service](#).
- [FAQs available](#).

Adult Social Care Workforce Data Set (ASC-WDS)

Did you know that to claim LDSS funding, you need an up-to-date ASC-WDS account?

Find out more about [ASC-WDS](#)

LDSS 2026/27 — the essentials



The scheme is useful, but only if the basics are right.

1

Eligible employer

ASC service + directly employs care staff in England + up-to-date ASC-WDS

2

Eligible staff

Non-regulated care staff, including deputies, registered managers and agency staff

3

Eligible learning

Only courses / qualifications on the current published eligible list

4

Claim on time

Training: within 3 months of completion. Qualifications: 60% start + 40% completion claims

5

Check before booking

Lists can change; reimbursement is not guaranteed because funds are limited

From New Starter to Senior Carer

Stage 1: Foundation

Focus: Safe, competent care

Qualification:

- Level 2 Adult Social Care Certificate

Short courses:

- Dementia Awareness (Level 2 Award)
- End of Life Care Awareness (Level 2 Award)
- Stroke Awareness (Level 2 Award)

short courses build confidence quickly and improve day-to-day care

From New Starter to Senior Carer

Stage 2: Developing Confidence **Focus: Expanding skills and responsibility**

Qualifications:

- Level 3 Diploma in Adult Care

Short / targeted courses:

- Medication Handling (Level 2 Certificate)
- Falls Prevention (Level 2 Certificate)
- Nutrition & Health (Level 2 Certificate)

carers start becoming more independent and trusted

From New Starter to Senior Carer

Stage 3: Building Expertise

Focus: Managing complexity in care

Qualifications:

- Mental Health Awareness / Understanding (Level 2–3)
- Dementia Care (Level 2–3 Certificate)
- Learning Disabilities (Level 2–3)

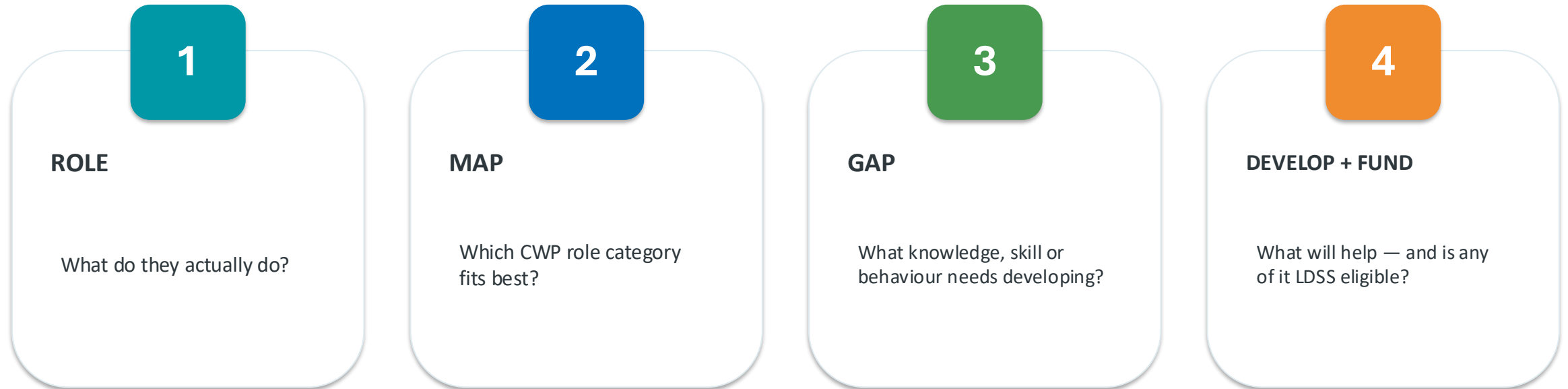
Short courses:

- Mental Capacity Act Awareness (Level 3 Award)
- Oral Health (Level 2 Certificate)

staff move from 'doing tasks' to understanding people

The Care Workforce Pathway makes this practical

Use the role first — then decide what development and funding make sense.



60-second table challenge: choose ONE real person or vacancy and map the four steps.

CWP now covers 18 direct and supporting role categories (updated July 2026).

Worked example 1 — build your leadership pipeline

Don't wait for a manager vacancy to start developing managers.



CWP question:

What changes in knowledge, skills and responsibility as someone moves up?

LDSS examples

- Level 3 Diploma in Adult Care (up to £835)
- Level 5 Diploma in Leading & Managing an Adult Care Service (up to £1,565)
- Introductory modules for managers (up to £40 each)
- Well-led / leadership programmes (check current list & cap)

Example 2 — Nominated Individual

A senior role: governance, oversight, strategic leadership and improvement.

Governance & QA

Oversight, audits, regulation, improvement

Leadership

Support and develop registered managers

Strategy

Planning, market awareness, business sustainability

Change

Lead improvement and organisational change

CQC relationship

Key communication and assurance role

What could LDSS fund?

Eligible LDSS examples

Governance and Regulation — up to £135

Well-led — up to £525

Leading Change Improving Care — up to £525

Understanding Performance Management — up to £135

Understanding Workplace Culture — up to £135

Digital Leadership Programme — up to £525

Level 5 Digital Leadership Award — up to £1,000

Level 5 Leading & Managing an Adult Care Service — up to £1,565

Maximum LDSS reimbursement per learner.

Check current eligibility and scheme rules before booking.

Example 3 — Quality Assurance Lead

Quality is a workforce role too — not just a monthly audit.

CWP ROLE

Quality Assurance Lead

Supports continuous improvement by monitoring, reviewing and strengthening the quality of care.

Think: assurance → learning → improvement

Potential development needs

- ✓ Governance and regulation
- ✓ Performance management
- ✓ Audit / evidence / analysis
- ✓ Coaching managers to improve
- ✓ CQC assessment readiness
- ✓ Leading continuous improvement

The role map may reveal gaps that no funded course fully covers.

LDSS examples to CHECK

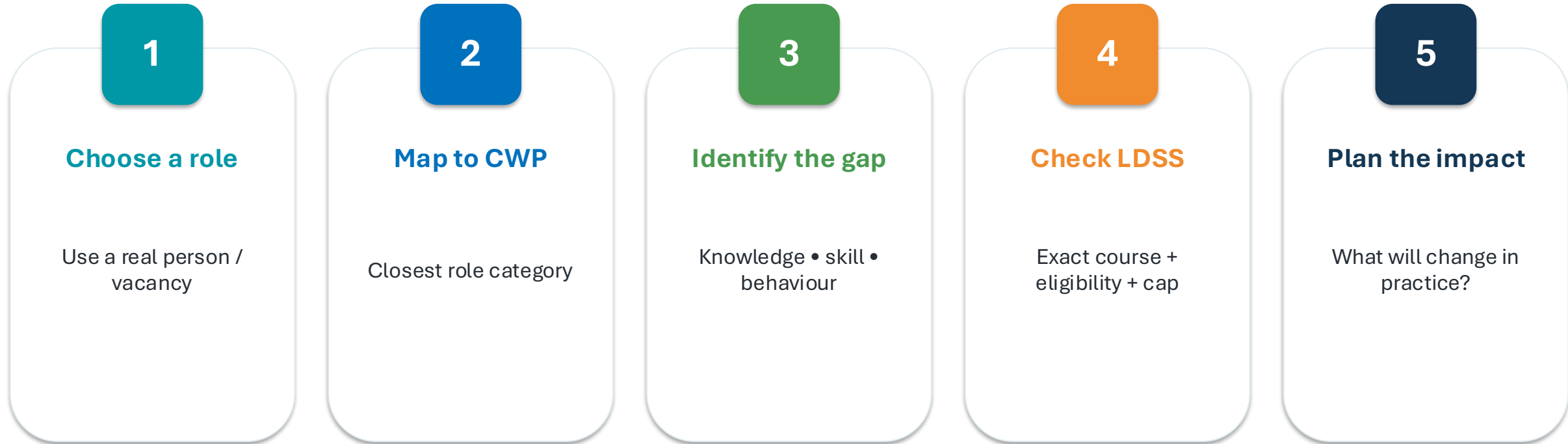
Governance & regulation
up to £135

Understanding performance
management
up to £135

Preparing for CQC
assessment
up to £40

Make workforce development work strategically

A five-step routine you can use after today.



Don't measure success by “training completed”. Measure what changed.

A Simple Step-by-Step Approach

1. Create an ASC-WDS Account and keep up to date
2. Identify staff with potential
3. Map them to a pathway (Level 2 → Level 3 → specialist)
4. Choose courses from the eligible list
5. Book training with a Quality Assured Training Provider
6. Claim funding

What skills do you need that LDSS does NOT cover?

This is the bit I most want to hear from you about — your answer is useful sector intelligence.

Think about the next 12 months — what capability do you need to build?

DIGITAL / AI	LEADERSHIP	PRACTICE	BUSINESS	OTHER
e.g. confidence, systems, data	e.g. commercial, strategic, change	e.g. specialist needs, delegated activity	e.g. finance, tendering, workforce planning	what are we missing?

Write ONE gap on a post-it / tell your table. I'll capture the themes.

One role. One gap. One action.

Before you leave, decide:

Which role will you map?

What development gap will you check?

What will you do in the next 7 days?

Start with the workforce need — not the course list.