



# **Impact Evaluation of the Workforce Development Fund, Individual Employer Funding and COVID-19 Essential Training (2019-22)**

## **Final Report: Executive Summary**

**August 2022**

**Written by York Consulting LLP**

**Published by Skills for Care**

## Acknowledgements

The evaluators would like to place on record their thanks to everyone that has contributed to this study. Thanks are also owed to the Skills for Care team for their ongoing help and support.

# Executive Summary

## Introduction

In 2022, Skills for Care commissioned an independent evaluation of the Workforce Development Fund (WDF, also referred to as 'the mainstream fund'), Individual Employer (IE) funding and the COVID-19 Essential Training programme. Covering the 2019/20, 2020/21 and 2021/22 financial years, the evaluation was designed to provide an up-to-date assessment of the impact of the three funding streams.

The evaluation method involved the following:

**Mainstream fund:**

- online survey with 13 lead partners
- online and telephone surveys with 163 employers
- one

**COVID-19 Essential Training** includes three funding packages introduced in response to the COVID-19 pandemic: rapid induction for new staff, refresher training for existing staff, and a volunteer training programme.

### The mainstream fund: fit-for-purpose and good quality delivery

As in previous evaluations, the partnership model received very positive feedback, with approximately 90% of lead partners and employers in partnerships agreeing it was fit for purpose. Views were similarly positive towards the range of qualifications and programmes eligible for funding, although some appetite exists for more non-accredited provision to be included.

The quality of training provided through the fund was praised by employers and lead partners. Views were more mixed on the funding cap per learner, particularly in the case of higher level (and therefore mosnBT/F1 12 Tf1 0 0 1 109.46 739.42 Tm0 g0 G[tra]-2(inin)6(g)-3( )]Tdr

**Table ES1: Impacts of the mainstream fund**

Most employers expect the impacts they have experienced to date to be sustained over time, suggesting that the benefits of the fund will persist well beyond the intervention period.

The estimated economic impact (Net Present Value) of the mainstream fund across the three years was

## IE funding: offering additionality, meeting individual employer needs, and improving PA retention

Individual employers and ULOs were generally very satisfied with the funding model. Most

## COVID-19 Essential Training: enabling flexible access to training and improving continuity and quality of care

Employers and training providers agree that the three COVID-19 Essential Training packages are relevant, fit for purpose, enable access to important training at a time of considerable demand, and support new staff to move into work quickly.

They also provided positive feedback on the delivery model, the processes for accessing the training and the funding limits. The decision to allow unlimited access to the rapid induction programme was seen to be a good one.

It is an important finding for the evaluation that 90% of employers said the COVID-19 Essential Training had improved both their continuity and quality of care. Very high proportions also cited positive impacts on infection control, their ability to meet demand and the skills of their workforce. More than three-quarters said it had helped them with recruitment.

**Table ES2: Impacts of the COVID-19 Essential Training programmes**

	Significant or some impact (% of employers)
Continuity of care	90%

Qu0 1 56.664 559.63 TW\*n3008866 0 594.96 841.92 r5230.C