The information and guidance provided on this page will enable those employing their own social care workers (Individual Employers) to meet the workforce development needs of their employees (Personal Assistants). How this will be achieved by Cambridgeshire County Council is set out in the Strategy and Action Plan (see document below). This was developed after consultation with Individual Employers and their Personal Assistants through a survey.

The Learning and Development Team has a long history of providing development opportunities for those managing a direct payment funded by the local authority to meet their social care needs. Many people also fund their own social care. Together, these Individual Employers account for the biggest growth area in Adult Social Care. At a time when demand is increasing and resources decreasing it is important that the County Council through the Learning and Development Team continues to do what it can to maintain the quality of the local social care workforce.

This will be achieved by making available to Individual Employers and their Personal Assistants the full range of training offered through the Learning and Development Team, as appropriate. This will be at the same cost to the advertised prices for the individual, private and voluntary health and social care sector. The Learning and Development Team will also work with other organisations to develop local opportunities that specifically meet the needs of Individual Employers and their Personal Assistants. This will include providing workforce development information, opportunities and guidance, on an individual basis if necessary and/or to support applications to Skills for Care for funding or workforce planning.

Please see “Related Links” for further information on Skills for Care Individual Employer Fund for those in receipt of Direct Payments from their local authority or who self-fund their care and support. There is also information about a separate fund for individuals who receive a Personal Health Budget from the NHS to employ a personal assistant.

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