

CRISIS AND RESILIENCE FUND PROPOSAL

PARTNERING WITH THE CARE WORKERS' CHARITY



THE CONTEXT

This proposal sets out how The Care Workers' Charity (CWC) can support local authorities to deliver the Crisis and Resilience Fund (CRF) (April 2026 – March 2029) through targeted, preventative financial support for care workers.

The Crisis and Resilience Fund is intended to:

- Support individuals on low incomes who experience financial shocks
- Provide timely crisis support to prevent escalation
- Build longer-term financial resilience
- Strengthen local support systems through coordinated delivery

Care workers represent a critical cohort within this context. Financial shocks such as car or transport issues, childcare costs, housing and utility pressures or essential living costs expenses can rapidly undermine their ability to remain in employment. When not addressed early, these pressures contribute to workforce churn, increased agency reliance, and risks to continuity and quality of care.

By partnering with the CWC, local authorities can provide rapid financial assistance while also linking applicants into wider local support services, reducing pressure on council systems and improving both the individual and workforce.

ROUTES OF DELIVERY FOR THE PARTNERSHIP

Under this proposal, the council would commission CWC to deliver a CRF-funded care workforce grant scheme, with the council setting eligibility and funding levels, and CWC delivering applications, payments, and reporting.

This includes:

- Administering applications
- Verifying eligibility and evidence
- Processing secure cash-first payments via our established administration systems (bank payment direct to applicant)
- Providing monitoring and outcomes reporting aligned to local authority requirements.

In previous partnerships, CWC has provided grants within a 48-hour window - this model enables rapid deployment of funding while reducing administrative burden and delivery risk for councils.

ALIGNMENT TO CRISIS AND RESILIENCE FUND OUTCOMES

CWC delivers rapid, cash-first financial support to care workers experiencing immediate hardship that threatens their ability to stay in work.

Eligible costs are defined locally, in partnership, and may include:

- Transport or car repairs
- Childcare costs
- Housing or utility shortfalls
- Essential household items
- This approach supports timely intervention and prevents escalation into a deeper crisis, consistent with CRF guidance.

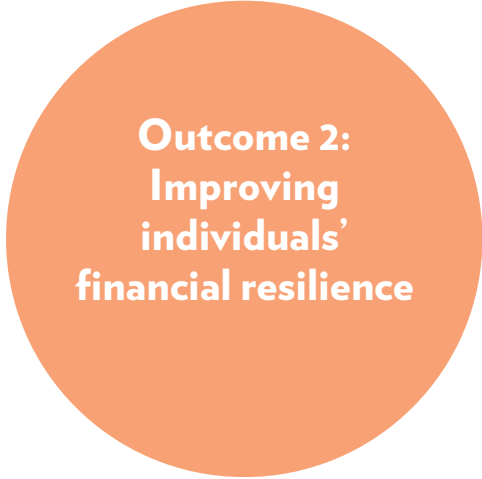
**Outcome 1:
Provision of
Effective Crisis
Support**

ALIGNMENT TO CRISIS AND RESILIENCE FUND OUTCOMES

CWC's interventions are designed not only to resolve immediate hardship but to stabilise employment, reducing repeat crisis and ongoing reliance on emergency support.

By removing practical barriers to work, grants contribute to:

- Sustained employment
- Improved financial stability
- Reduced workforce attrition




**Outcome 2:
Improving
individuals'
financial resilience**

The Care Workers' Charity (CWC) will act as a key partner in the Authority's Community Coordination efforts to bolster the local-level support landscape.

CWC supports a "no wrong door" approach, linking care workers into local resilience services such as debt advice, benefit checks, or housing support.

This ensures that applicants are connected to appropriate long-term support, even where they are not eligible for a grant.



**Outcome 3:
Bolstering the
local-level support
landscape**

A PROVEN AND RELIABLE PARTNER FOR YOUR LOCAL AUTHORITY

Our grant programmes have enhanced job stability, as evidenced by positive testimonials and feedback from beneficiaries. An impressive 83% of our recipients stated that the grant awarded to them prevented them from falling into financial hardship, and 93% of our recipients feel more supported by their workplace and the care sector after receiving a grant from us.

These statistics highlight how targeted financial support doesn't just alleviate immediate financial pressures but also leads to long-term improvements in job satisfaction and overall well-being. Utilising region-based grants, we can provide this support to your local workforce to increase their resilience and reduce skill loss in the local area.

GOVERNANCE, ASSURANCE AND DEMONSTRATING APPROPRIATE USE OF PUBLIC FUNDS

Governance, Assurance and demonstrating appropriate use of Public Funds CWC operates rigorous governance and reporting frameworks specifically designed to meet the accountability standards of public or Charity funding. We provide transparent monitoring and outcomes reporting aligned to local authority assurance and audit requirements.

Partnering with the CWC represents significant value for money by eliminating the internal administrative burden of managing complex grant schemes, allowing local authorities to leverage our proven delivery systems. An agreed administration fee, proportionate to the scheme's scale, covers end-to-end programme management from initial communication to fast-tracked payments.. This approach supports efficient use of CRF resources while helping to prevent the higher costs associated with workforce loss and recruitment churn.

PAST AND CURRENT PARTNERSHIPS

Oxfordshire County Council

Now entering its third year, the Oxfordshire County Council partnership demonstrates how agile, bespoke grant delivery can stabilise a local workforce. This collaboration has distributed over 520 grants exceeding £250,000 to prevent staff turnover due to personal financial crises. To drive recruitment, specialised New Starter Grants of up to £750 bridge the financial gap for those in their first three months of employment by covering essential "day one" costs like childcare, transport, and training. By utilising the administration of The Care Workers' Charity (CWC), the Council achieves maximum commissioning efficiency, ensuring funds reach the frontline through a fast-tracked, independent assessment process.

Norfolk County Council – International Recruitment East

The International Recruitment East (IRE) initiative, led by Norfolk County Council, provides a scalable safety net for the international workforce across 12 local authorities. This project specifically safeguards talent impacted by provider license revocations, offering visa reimbursements of up to £804 and work expense grants of up to £500 to facilitate immediate re-employment.

Together, these models demonstrate that CWC can deliver at both local and regional scales while maintaining strong governance, rapid payments, and clear outcomes reporting. They show our ability to adapt grant structures to local priorities, from new starter support to acute workforce crises. This combination of flexibility and proven delivery at scale makes CWC a practical, low-risk partner for local authorities looking to use the Crisis and Resilience Fund to deliver immediate crisis support while strengthening long-term workforce resilience.

We have also previously worked with Bradford Council and Solihull Council on previous projects.



PARTNERING WITH THE CARE WORKERS' CHARITY

If you would like to learn more about our past partnerships or discuss how we can help you administer the Crisis and Resilience Fund in your local area, please let us know by contacting:

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Thank you for your time to read this proposal, and we hope to hear from you!

