

“we help people who
do a good job do it
better”

The Dementia Workforce and the Common Core
Principles for supporting people with dementia

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James Cross – Skills for Care



How can high-quality dementia care
happen without a high-quality workforce?



Introduction

- The National Dementia Strategy and the links to workforce development
- The workforce challenge(s) of dementia
- What Skills for Care are doing to support the sector to meet these challenges?



Place A or B?



The National Dementia Strategy 2009

Objective 1 Improving public and professional awareness and understanding of dementia

Objective 13 An informed and effective workforce for people with dementia.

Objective 7 relating to the support for family carers also has L & D implications



The National Dementia Strategy 2009

PWUS & Carers comments

Professionals often seemed unable to understand that what works for people without dementia may not work for people with dementia, and that professionals are often unable or unwilling to adapt their practice to make it work for people with dementia.

People with dementia access all services and so need informed understanding and support from all the services they come into contact with, not only from specialist dementia services – this is bigger than social care...

Think big society...



2040 – 1.4 million people in the UK



The workforce challenge ahead...

- Support often provided by family carers - 2/3rds of care
- A variety of paid workers support people with dementia at a variety of levels – all have different levels of development
- The National Dementia Strategy suggests excellent care for people with dementia occurs from: strong leadership/staff management, **staff training and development**, and person-centred care planning.



Its all about person-centred care – “A life story never ends”



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The workforce challenge – the 4 Cs

- **Costs** of workforce development for such large numbers of people and such a diverse workforce
- **Capacity** of the training supply side to meet the demand for training
- **Consistency** of quality of training provided and the quality assurance of training
- **Clarity** over training curricula and what level of training is required for different occupational groups

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The Challenges



Our Area Teams

- Are here to help – and they know and understand our ‘dementia offer’
- So please get in touch if you want to!

Consistency and clarity...



Common Induction Standards/Qualifications and Credit Framework

CIS has been revised and covers dementia awareness

The QCF has 4 dementia qualifications:

- Level 2 Award Awareness of Dementia
- Level 2 Certificate in Dementia Care
- Level 3 Award Awareness of Dementia
- Level 3 Certificate in Dementia Care
- There are a total of 16 QCF units relating to dementia (8 at level 2, 8 at level 3).
- There is a dementia pathway within the L2/L3 health and social care diploma



Common Core Principles for Dementia

- Jointly developed between Skills for Care and Skills for Health
- The essential behaviours and knowledge for people working with people who have dementia



Costs



WDF funding

- Get in touch with your local WDF partnership in Surrey – or beyond
- Funding for the QCF units mentioned earlier



Capacity



Common Core Principles for Dementia

- We are working with the training supply side
- But what about on the job/off the job informal learning???
- CQC expectations have changed



Our future plans



And you were wondering what
happened next in my life story



Thanks for listening

