

# Social care workforce - training needs and meeting them



## Laura Anthony & Debbie Boys



# What we'll be covering



- What we know about the dementia workforce in social care
- Dementia workforce development – what works well
- Resources, qualifications and funding
- Local challenges & the support needed



## Who we are, what we do

Skills for Care is the employer-led workforce development body for adult social care in England.

A charity and social enterprise largely funded by the Department of Health. We lead on workforce, leadership and learning and development. We develop practical resources and provide support for the workforce including entry level, Registered Managers and people in other leadership, management and strategic roles.

Visit [www.skillsforcare.org.uk](http://www.skillsforcare.org.uk)

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# What we know about the dementia workforce



- There are approximately 710,000 jobs in establishments providing care and support to people with dementia in England.
- Approximately 85% of direct care staff supporting people with dementia have completed the Common Induction Standards or Care Certificate – both of which have a dementia component.
- 81% of senior care workers and 51% of care workers hold a qualification at level 2 or above.
- Workforce challenges include recruitment & retention; resources; increasing complexity of care needs

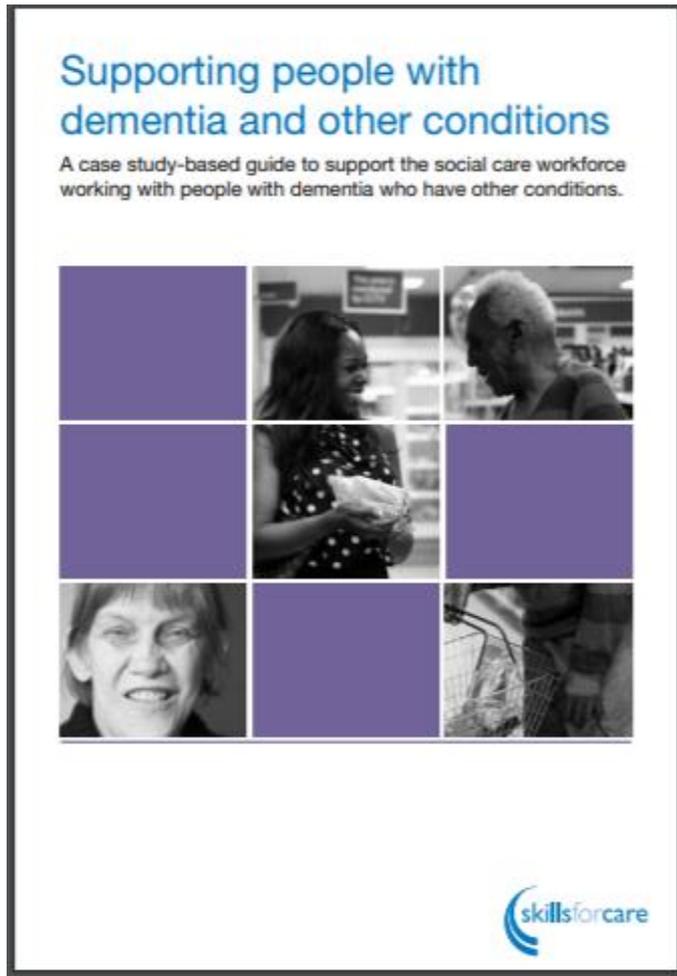
# What are the things the workforce should be developed in and to what level?



- Dementia awareness
- Dementia identification, assessment and diagnosis
- Dementia risk reduction and prevention
- Person-centred dementia care
- Communication, interaction and behaviour
- Health and well-being in dementia care
- Pharmacological interventions in dementia care
- Living well with dementia and promoting independence
- Families and carers as partners in dementia care
- Equality, diversity and inclusion in dementia care
- Law, ethics and safeguarding in dementia care
- End of life dementia care
- Research & evidence based practice

<http://www.skillsforhealth.org.uk/images/projects/dementia/Dementia%20Core%20Skills%20Education%20and%20Training%20Framework.pdf?s=cw1>

## Dementia workforce development – what works well?



## Good Practice Examples

- Make use of 'one page profiles' to get to know the person
- Create a workforce culture which sees the person first and the dementia second
- Have a dementia champion who can cascade training whilst working with staff
- Adopt ways to communicate and involve people in their care that is meaningful to them.
- Understand what is important for the person and what is important to the person

# Skills for Care dementia resources



- Common Core Principles for supporting people living with dementia
- Supporting people with dementia and other conditions
- Dementia and carers together - A guide for social care workers on supporting the family and friends of people with dementia
- Dementia and carers: workers' resource - Information for care workers supporting the family and friends of people with dementia
- Supporting dementia workers
- Better domiciliary care for people with dementia
- Supporting people in the advanced stages of dementia

## How to identify dementia

A guide for care assistants working in social care

People who have dementia have a right to know they have it... It is important that we recognise that everyone has a right to know if they have dementia.

You may be supporting people who have dementia, but who've never received a diagnosis. Some reasons why they should receive a diagnosis are:

- so that they can receive additional healthcare support such as altering the progression of the condition
- so their care and support needs can be better met
- so that community services and facilities can better support the person
- so that the person and their family can make arrangements such as financial and legal planning, as well as life story work to ensure their care and support needs are met as the progression of the condition occurs.

Much has changed to address the stigma of dementia in society over the past few years, however the needs to be acknowledged as something that affects different individuals and their families in different ways.

Do you know what you should be looking out for?

In cases you are not sure, the signs and symptoms of dementia vary, however the common things to look out for are:

- loss or lapses of recent memory
- mood changes or uncharacteristic behaviour in new stages they will become more pronounced
- poor concentration
- problems communicating
- getting lost in familiar places
- memory problems in a previously learned skill
- problems telling the time or using money
- changes in sleep patterns and appetite
- personality changes
- the brain doesn't process things as normal



Developing your workforce to support people with dementia

Skills for Care has developed a number of resources and qualifications to support those who care for people with dementia, providing good quality care and support at every stage in their condition, allowing them remain active and engaged for as long as possible.

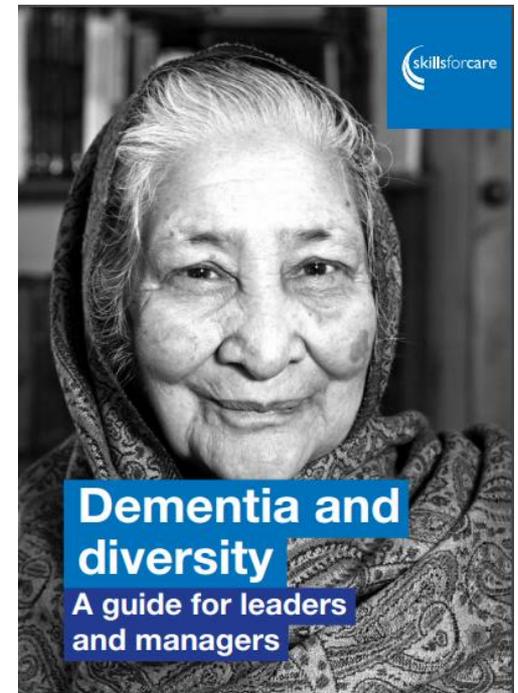
[www.skillsforcare.org.uk/dementia](http://www.skillsforcare.org.uk/dementia)



# Dementia and diversity

**This resource** will enable leaders and managers in social care to support and develop their workforce who are working with people with dementia from the following cultures and backgrounds:

- people with dementia who are from a black, Asian or minority ethnic background (BAME)
- people with dementia who are lesbian, gay, bisexual or transgender (LGBT)
- people with young-onset dementia.





# Identifying dementia and what to do

- Links between high numbers of care homes in a borough and low diagnosis rates
- Current diagnosis rate target for London is 70%, but large variation across region
- Importance of early diagnosis – healthcare support can be accessed; care and support needs can be better met; financial and legal arrangements can be made
- **People who have dementia have a right to know they have it**

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You may be supporting people who have dementia, but who've never received a diagnosis. Some reasons why they should receive a diagnosis are:

- so that they can receive additional healthcare support such as slowing the progression of the condition
- so their care and support needs can be better met
- so that community services and facilities can better support the person
- so that the person and their family can make arrangements such as financial and legal planning, as well as life story work to ensure their care and support needs are met as the progression of the condition occurs.

Much has changed to address the stigma of dementia in society over the past few years; however this needs to be acknowledged as something that affects different individuals and their families in different ways.

### Do you know what you should be looking out for?

In case you are not sure, the signs and symptoms of dementia vary; however the common things to look out for are:

- loss or lapses of recent memory
- mood changes or uncharacteristic behaviour (in later stages this will become more pronounced)
- poor concentration
- problems communicating
- getting lost in familiar places
- making mistakes in a previously learned skill
- problems telling the time or using money
- changes in sleep patterns and appetite
- personality changes
- the brain doesn't process images as normal.

# Qualifications



- Level 2 and Level 3 Awards in Awareness of Dementia
- Level 2 and Level 3 Certificates in Dementia Care
- Optional dementia-specific units in the Diplomas at levels 2 – 5 i.e. *‘Lead & Manage Practice in Dementia Care’*
- Apprenticeships
- Degrees and Masters



# Workforce Development Funding

- A funding stream from the Department of Health disseminated by Skills for Care
- Focuses on the achievement of qualifications and learning programmes and supports the ongoing professional development of staff across the adult social care sector



[www.skillsforcare.org.uk/wdf](http://www.skillsforcare.org.uk/wdf)

# How much can I claim?

- Level 2 Diploma in Health and Social - up to £690
- Level 3 Diploma in Health and Social Care - up to £870
- Level 4 Diploma in Adult Care – up to £1,050
- Level 5 Diploma in Leadership for Health and Social Care - up to £1,200
- Level 2 Award in Awareness of Dementia - £120
- Level 3 Award in Awareness of Dementia - £180
- Level 2 Certificate in Dementia Care - £300
- Level 3 Certificate in Dementia Care - £420



**Over to you...**

**What are the challenges  
achieving this locally?**

**What regional support would  
help you?**

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# Contact details



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[www.skillsforcare.org.uk/dementia](http://www.skillsforcare.org.uk/dementia)

[www.skillsforcare.org.uk/register](http://www.skillsforcare.org.uk/register)