

Dementia Workforce development

The links between social care and housing



James Cross





Introduction

- The scale of our challenge – and probably yours!
 - What's happening in social care?
 - How might this be relevant to housing settings?
 - Next steps
-



Scale of the challenge - Dementia workforce development

- Size of our workforce providing care and support to people living with dementia – 750,000
 - Approximately 50% of those people are trained to vocational level 2 or above
 - Labour turnover rates average between 25 – 30%
 - But 66% of our labour turnover remains in the sector
 - Approximately 20,000 providers
-



What is happening in social care and health

- A three-tiered training framework which describes the learning outcomes that people need meet for high quality dementia care – the what...
 - Further communications work needs to take place with providers
 - A number of resources have been developed for social care providers to support them with how to train their workforce and implement the framework – **different approaches**
 - Additional resources still need to be developed
-



The Framework - Staff groups



Tier 1	Dementia awareness raising, in terms of knowledge, skills and attitudes for all those working in health and care settings	<p>Group 1: all of the social care workforce</p> <p>The care certificate supports meeting this requirement. The turnover levels in the sector means that there will always be staff working towards this requirement.</p>
Tier 2	Knowledge, skills and attitudes for roles that have regular contact with people living with dementia	<p>Group 2: people working in social care who are providing personalised direct care and support to people with dementia</p> <p>Figures shown are for accredited qualifications</p>
Tier 3	Enhancing the knowledge, skills and attitudes for key staff (experts) working with people living with dementia designed to support them and play leadership roles	<p>Group 3: registered managers and other social care leaders who are managing care and support services for people with dementia</p> <p>Group 4: social care practice leaders and managers who are managing care and support services and interventions with people with dementia which includes social workers, and occupational therapists working in social care</p>





The Framework



- | |
|--|
| 1) Dementia awareness |
| 2) Dementia identification, assessment and diagnosis |
| 3) Dementia risk reduction and prevention |
| 4) Person-centred dementia care |
| 5) Communication, interaction and behaviour in dementia care |
| 6) Health and well-being in dementia care |
| 7) Pharmacological interventions in dementia care |
| 8) Living well with dementia and promoting independence |
| 9) Families and carers as partners in dementia care |
| 10) Equality diversity and inclusion in dementia care |
| 11) Law, ethics and safeguarding in dementia care |
| 12) End of life dementia care |
| 13) Research and evidence based practice in dementia care |
| 14) Leadership in transforming dementia care |



Blurred lines

Housing

Extra Care

Social Care





But what about the housing workforce

- The policy framework we are operating under is PM challenge
- Meaningful care programme
- Workforce sub-group – health, social care and housing
- Housing LIN leading work to incorporate housing into the framework – the what
- The how is up to you...





Questions and thoughts during panel discussion...

James Cross

james.cross@skillsforcare.org.uk

07968 303431

