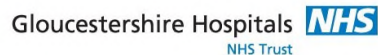


The **Dementia Training** *& Education Strategy for Gloucestershire*

Angela Willis

**Workforce Commissioning & Partnerships
Manager, Gloucestershire County Council**

Working together in partnership:

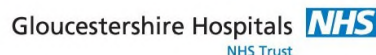


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Presentation overview

- What we did in Glos. – strategy development
- Challenges
- How? – key learning, pathways, role of Dementia link Worker
- Overcoming barriers
- Developing an integrated approach for the SW region
- Discussion on key issues and how to make progress

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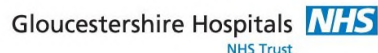


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What informed the strategy?

- Emerging evidence of need
- Benchmarking best practice in workforce development
- Skills for Care knowledge sets
- NICE / SCIE guidelines
- Local learning needs analysis – poor knowledge and skills, learning styles, organisational needs and cultures

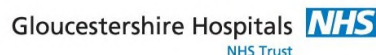
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- To develop a competent workforce
- To deliver a systematic and consistent multi-agency pathway model
- To 'kite mark' training and learning through dementia 'passport'
- To ensure learning is embedded into practice to improve the quality of person centred dementia care

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Challenges

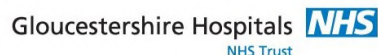
- Huge staff numbers
- Low skills base
- Different organisations / cultures
- Patchy & disjointed training provision
- Need for cost effective & sustainable approach
- Critical challenge – how to embed the learning into everyday practice

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How?

- Stakeholder engagement
- Partnership working
- Role of the dementia training group for Gloucestershire
- Importance of POPP
- Leadership and ownership
- Three year implementation plan
- Pathways and the role of the DLW

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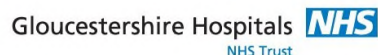


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Pathways

- Staged development model
- Blended learning approach— e-learning, local learning resources, off site training days, accreditation, specialist support in the workplace
- Alignment with wider T&Q pathways
- Accessible and sustainable
- Best practice
- Utilise and co-ordinate expertise across H&SC

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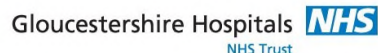


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Role of the DLW

- Provides a link between theory and practice
- Uses the on-site dementia learning resources to develop staff
- Works with other DLW's for peer support and sharing best practice

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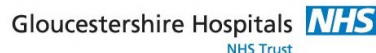


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Support for DLW's

- New roles of dementia education nurses created
- DLW's undertake full pathway
- DLW's undertake additional trainer / coaching skills training
- DLW's participate in regular facilitated DLW networks
- Regular contact in workplace with education nurse

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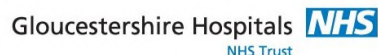


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Overcoming barriers – presenting the evidence to ensure:

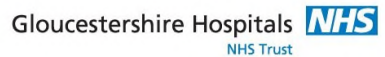
- Ownership
- A multi agency approach
- Funding
- Culture change
- Sustainability

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Further information:

- www.gloucestershire.gov.uk/dementiatraining