

# Transforming Dementia Practice through Training

## Workshop Presenters

- **Emma Hewat**, Dementia Pioneer with Dementia UK Training
- **Julia Burton-Jones**, Trainer and Learning Partnerships Manager with Dementia UK Training

## The Goal of our Training

- Dementia UK Training has many years of experience developing learning opportunities to enhance the confidence and skills of the workforce
- The aim is simple – namely for training to make a genuine and lasting impact on the quality of dementia care

## Our Range of Learning Opportunities

- Open courses – usually one day – with our own trainers or guest trainers
- In house courses – commissioned by organisations in the public and independent sector
- 6 month Certificate Programme, run as an open and in-house training
- Reflective Practice

## Ongoing Challenges

- Transfer of learning to the workplace
- Management support so learning they can adopt new ways of working
- Influence the whole organisation, not just committed individuals
- Learners 'long in the tooth' who have been in dementia care many years but practice 'old culture' styles of working

## Ways to make a difference

1. Working in partnership
2. Involving carers
3. Bridging the work-learning gap
4. Styles of training
5. Engaging managers
6. Validating learner achievement

# 1. Working in Partnership

- Learning Partnership Managers (LPM) forge ongoing relationship with commissioner
- Training needs analysis supported LPM, e.g, through DCM
- Bespoke training developed in consultation with commissioner

## 2. Involving Carers

- Uniting Carers recruits, trains and supports carers to contribute to training
- Feedback from learners endorses the impact of hearing the family's story
- Moves afoot to extend carer roles in training e.g. co-design and facilitation of courses, assessment roles

### 3. Bridging the Work-Learning Gap

- E.g. Certificate programme tasks related to workplace
- E.g. Assessment tasks on Certificate programme related to real situations
- E.g. Learning logs kept by Certificate programme learners
- Reflective practice, e.g. Music for Life

## 4. Styles of Training

- Trainers skilled/experienced in training, with hands on dementia experience
- Training is interactive and experiential, focussed on feelings of person with dementia
- E.g. Star Exercise used on Introduction to Dementia courses

# A Taster of Dementia UK Training

## **Task**

*Draw round star, using mirror as guide*

## **Question**

*How did this make you feel?*

## 5. Engaging Managers

- E.g Certificate programme – all managers receive a visit before start
- E.g. Certificate programme – managers have support role
- E.g. ‘Next Steps’ form completed after one-day courses for learners to take to their next supervision

## 6. Validating Learner Achievement

- Being 'person centred' in approaches to training
- Valuing learners' skills and commitment in dementia care
- Celebrating achievements with learners at annual awards ceremony

## Questions for discussion

- What do you find difficult in making training stick?
- Do you face resistance in some learners?
- How do you encourage senior staff in programmes of training
- Any tips for maximising training impact?