

3SpiritUK 

Apprenticeships 4change

Dementia Pathway / Level 5

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LEADER IN ADULT CARE

Dementia Pathway (Level 5)

Who is the programme for?

This programme suits both individuals who want to develop and grow their business and/or individuals who are aspiring managers who have a specific interest in **dementia care**. This programme is designed for people who are passionate about driving meaningful inclusive practice, and for those who aim to achieve an **'outstanding'** service. This programme will enable staff to cultivate compassionate services, supporting teams to be responsive and connected to their communities.

Designed for those that want to achieve **'outstanding'**

This programme is suitable for care and support staff working with individuals of all ages, including younger people with dementia and those with a learning disability.

How long will the programme take and what is involved?

This programme is delivered over 18 months. It incorporates the **Apprenticeship Standard Leader in Adult Care** but is extended to include a robust development programme for best practice in dementia care.

Apprentices are required to complete 20% off the job. Commitment is important, as the programme will be tightly structured. The following activities can be expected as part of the individual learning process:

- Attending virtual classrooms
- Contributing to forums
- Completing assignments
- Guided Reading
- Reflective diaries
- Shadowing other members of the team
- Participating in audits
- Meetings
- Feedback/learning sessions with some of the people the learner supports

Apprentices will meet with their assessors once a month to review progress and access support and guidance. Apprentices will also have access to communities of practice and will be required to contribute and learn from these communities as part of the assessment process. They will have the opportunity to collaborate and learn from peers undertaking similar pathways. Apprentices will be required to actively participate in the virtual classrooms.

Resources will be accessed through two main platforms: the apprentice's ePortfolio (Onefile) and the 3SpiritUK Learning Management System. Evidence will be gathered electronically and will be subject to GDPR provisions. In addition to these, apprentices will be asked to develop a hard copy portfolio of new practices introduced into the service. These will be structured like "Key Lines of Enquiry" to support inspections.

End point assessment (EPA)

There will be an external assessment at the end of the programme, once the apprentice has achieved the 'gateway' requirements. This includes achieving the Level 5 Diploma in Leadership and Management for Adult Care.

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The end-point assessment consists of two distinct assessment methods

- Observation of leadership
- Professional discussion

The end-point assessment must be completed over a maximum period of three months after the apprentice has met the EPA gateway requirements.

What the apprentice will achieve:

- Level 5 Diploma in Leadership and Management for Adult Care.
- Level 2 English and Maths (If not completed prior to starting the programme). For those with an education, health and care plan, or a legacy statement, the apprentice's English and Maths requirement is Entry Level 3 at a minimum. For those whose primary language is British Sign Language (BSL), the qualification BSL is an alternative and viable qualification.
- Dementia Pathway (see overleaf)

The qualification that is required for 'Registered Manager' status is included in the apprenticeship

Which virtual classrooms are included?

The apprentice will also have access to the following virtual classrooms:

- Self-Awareness for Leadership in Adult Care
- Communication and Information Management
- Leadership in Dementia Care
- Outcome Based Person Centred Practice
- Resource Management in Adult Social Care
- Governance and Regulatory Processes
- Leading and Managing a Team
- Strategic Approaches to Safeguarding
- Positive Risk Taking
- Leading an Inclusive Service
- Preparing for and Managing Inspections
- Managing Continuous Improvements
- Maximising the Use of Technology in Care
- Innovation and Entrepreneurship
- Risk Reduction in Dementia Care
- Sexuality and Intimacy in Dementia Care
- Developing Capable Environments
- Multimorbidity and Dementia

How will the service benefit?

Apprentices will undertake a quality review of their service, engaging a broad range of stakeholders. They will have access to quality improvement tools developed by 3SpiritUK which capture data relevant to delivering an innovative dementia care service. By learning how to gather data and analyse it, they will be able to determine quality improvements, and identify a **service improvement plan**.

Apprentices will consider the Equality, Diversity and Inclusion from a micro and macro perspective to demonstrate how more inclusive environments improve the day-to-day life of people needing care and support and the workplace for employees, including supporting recruitment and retention. They will explore practically how to make the organisation a better place to work and live, considering for example ageism, Black Lives Matter and LGBTQIA.

Throughout the programme there is a strong focus on developing self.

The apprentices will be required to undertake a critical self-reflection, informed by 360-degree feedback.

This involves learning about emotional intelligence, looking after one's self, and promoting wellbeing amongst staff teams and supporting positive workplace mental health. They will grow their ability to lead an inclusive service which embraces **co-production** and, as such, utilises expert knowledge in shaping their service.

The apprentice will also get the opportunity to review CQC reports from other services and consider the difference between what makes a service 'good' and what makes a service 'outstanding'. To develop a broad understanding within their staff team, the apprentices will learn how to plan and execute a mock inspection, as well as how to undertake thematic supervisions focused on the different key lines of enquiry.

The apprentice will undertake a stakeholder mapping exercise to identify relationships that are important to the service and how to strengthen these. There will be an extensive amount of work on how to work in partnership with families to support them to look after themselves and the individuals they support.

Within the programme apprentices will explore contingency planning for a major incident or business disruption (a pandemic, or the climate crisis, for example). Fundamentally, contingency planning will include how to diversify the business, which will be linked to their final project – **a business plan**.

Apprentices
will learn how to
plan and execute a
mock inspection.



During the programme they will also complete a session on utilising technology, where they will be required to review technology used for business processes alongside technology used for safety monitoring, engagement, and enablement. Apprentices will get the opportunity to review and debate on the use of technology to support social isolation.

Towards the end of the programme apprentices will carry out a broader analysis of organisational performance in the context of the adult social care market. This will include determining current strengths, weaknesses, opportunities, and threats. To meet the requirements for modules in Entrepreneurial Skills, Innovation and Change in Adult Care, the final project will undertake stakeholder mapping and market analysis to produce a business plan.

Apprentices will undertake stakeholder mapping and market analysis to produce a business plan.

Embedded throughout the programme apprentices will complete the **dementia pathway** to develop the skills that align with the latest best practice in dementia care, including:

Leadership in Dementia Care

- Current policy and practice guidance underpinning service provision in dementia care
- Evidence-based research, innovations and developments in dementia interventions and care
- Quality audit tools for dementia care
- The exploration of strengths and weaknesses in key areas of provision in one's own service

Risk Reduction and Post Diagnostic Support

- Understand the three levels of risk reduction and where the service operates within that
- Tools available to identify lifestyle risk factors
- Practical strategies that can be put in place to minimise risks
- Benefits, and process, of diagnosis
- Best practice in post diagnostic support

Apprentices will learn how to work proactively in dementia risk reduction

Creating Capable Environments

- How changes to the brain affect the way an individual navigates a n environment
- Adapting the environment to sensory issues and how these integrate with cognitive challenges
- Adapting the environment to support self-identity, enablement, and orientation
- Ways to audit the dementia environment
- Ethical considerations in dementia design
- Exploring and maximising the use of assistive technologies available to individuals with dementia
- Understanding biopsychosocial approaches to dementia care
- The range of evidenced based positive interventions

Supporting Sexuality and Intimacy in Dementia Care

- Explore how society's attitudes towards sexuality and ageing can lead to restriction of rights
- The impact dementia may have on feelings of intimacy and sexuality
- Conditions that may impact on sexual expression/activity of older people
- Powers/limits of legal frameworks in capacity, consent and sexual relationships
- How to support an individual to keep safe, minimise sexual exploitation and abuse
- Strategies for supporting sexuality and intimacy for people with dementia living in services

**Apprentices
will learn how
to cultivate
compassionate
services and capable
environments**

Supporting Multi-morbidity and Dementia

- Understanding the concept of multi-morbidity
- Exploring disorders which may co-exist with dementia.
- Exploring how managing these identified conditions may present additional challenges for people living with dementia
- Person-centred strategies to support a person with dementia and co-morbidity

End of Life Care

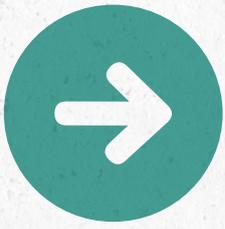
- Explore belief systems, including religious and cultural that impact end of life care.
- Understand what makes death a 'good' or 'bad' experience
- Challenges when supporting a person with dementia at the end of life.
- How to overcome potential barriers when supporting an individual with dementia at the end of life.
- Understand advance care planning
- Working with families
- How to work with other professionals at end of life
- Putting in support systems – understanding the impact of death and dying

The programme is supported by

- Experienced assessors who are occupational and competent in dementia care
- The 3SpiritUK Cascade resources
- An active peer community of practice
- Reflective practice tools
- Access to the 3SpiritUK quality improvement tools

Sample Pathway

The Level 5 Diploma in Leadership and Management for adult care (Dementia) apprenticeship.



WEEK 1-6

Initial Enquiry
Induction to on boarding



MONTH 1

Mapping Dementia Core Capabilities



MONTH 2

Stakeholder Mapping
Relationship Building



MONTH 3

PATHWAY ONE

Leadership in Dementia
Quality review of service



MONTH 4

PATHWAY ONE

Leadership in Dementia
Development of Project Plan



MONTH 5

Safeguarding
Prevention Audit Tool
Contingency Planning
Post COVID 19 Analysis and lessons learnt



MONTH 7

PATHWAY TWO

Risk Reduction in Dementia
OR Sexuality and Intimacy in
Dementia Care



MONTH 11

Integrating Technology
Considering how to build
connections between people,
monitoring, reporting
and enablement



MONTH 12

PATHWAY THREE

Dementia and Co-morbidity
PATHWAY FOUR
End of Life and Dementia care



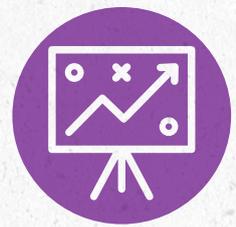
MONTH 13

Governance
Benchmarking services
and preparing for mock
inspection



MONTH 15

PATHWAY FIVE
Dementia and Co-morbidity



MONTH 16

Market analysis
and Business



MONTH 17

Preparation
for EPA



MONTH 18

End Point Assessment

This pathway does not show the core learning modules, only the sessions and impacts related to the Dementia Level 5 Pathway