

The design, delivery and impact of a tier 1 dementia awareness training package delivered in the Thames Valley region in England, UK

The Dementia Academic Action Group (DAAG) is a collaboration of four universities, funded by Health Education England Thames Valley, UK, to investigate, develop and run Tier 1 dementia awareness training for health and social care professionals.

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Background

A mandate from Health Education England is working to meet the Prime Minister's Challenge on Dementia 2020 to ensure all NHS staff are trained in at least dementia awareness at foundation level.

"By 2020 we would wish to see all NHS staff having received training on dementia appropriate to their role."

Health Education England Thames Valley commissioned the Dementia Academic Action Group, a 2-year project (April 2014- May 2016) to develop and run a sustainable dementia awareness training package in the Thames Valley region.

"Tier 1 training is to familiarise people with recognising and understanding dementia, interacting with those with dementia, and to be able to signpost patients and carers to appropriate support..." Health Education England

Aim

- ❖ Phase 1: To identify the provision of Tier 1 training, examples of best practice and gaps in current provision.
- ❖ Phase 2: To develop and deliver a sustainable Tier 1 training package.
- ❖ Phase 3: To evaluate the training package.

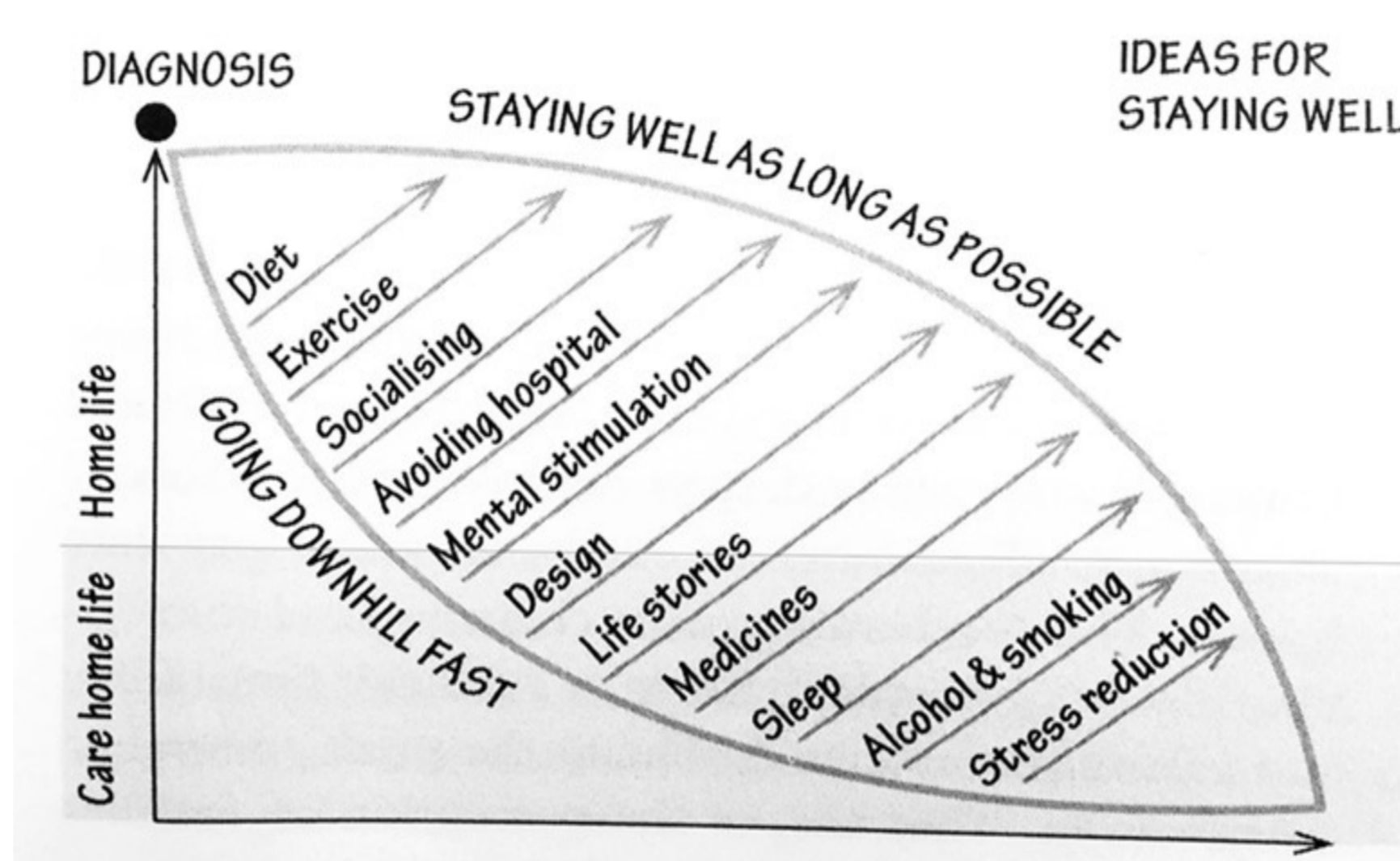
Design of package

1. Use the findings from Phase 1 to inform planning & delivery of Tier 1 training
2. Identify areas of gaps & variation in training delivery and improve quality
3. Develop free Tier 1 training packages aligned with Skills for Health dementia curricula
4. Use the evaluation of Phase 2 Tier 1 delivery to inform future dementia training provision

Core components

All Tier 1 learning outcomes using:

- ❖ Didactic components
- ❖ Discussion & Reflection
- ❖ Include the voice of People Living With Dementia (PWLD) using videos
- ❖ Signpost to online resources
- ❖ Person centredness
- ❖ Focus on Culture
- ❖ Professor June Andrews' Model (2015)



Delivery

- ❖ The standardised 2 hour package was delivered through 84 training sessions in 34 different settings to 1471 health care staff from a wide range of backgrounds, from consultant psychiatrist to cleaners and porters.
- ❖ Groups varied in size from 6 to 112.
- ❖ Some groups were mixed and some were all from one GP practice.

Professional category	No
Medical and Dental	69
Registered Nurses	196
Scientific, Therapeutic & Technical Staff	87
Registered Ambulance Staff	19
Support to Clinical Staff	752
Infrastructure Support	256
Others	93



Feedback & follow up

Data gathered through:

1. Participant evaluation forms at events
2. 6 week follow up online questionnaires
3. 6 week follow up telephone interviews

In order to measure:

- ❖ self-reported measures of participant's knowledge, attitude and confidence (1)
- ❖ reported changes to practice as a result of attending training (2 & 3)

1057 post-training evaluation forms were analysed using SPSS (version 23)

Main findings

- ❖ Over 85% of respondents reported **improved skills, attitudes & confidence** in working with people with dementia.
- ❖ **no significant differences** between clinical/non clinical staff.
- ❖ Telephone interviews provided **examples of how & when they had used** what they had learned.

'It opened my eyes because I like to get to know a bit more about dementia, so I can have an understanding when dealing with residents who have dementia, especially with all the different types of dementia that are out in the field.' (Senior Healthcare Assistant)

Conclusion

- ❖ The HEETV dementia awareness training package has been evaluated as 'fit-for-purpose'.
- ❖ Used in health and social care staff training and professional education in England.
- ❖ Spread through Train the Trainer method.
- ❖ Resources are available for free at: <https://hee.nhs.uk/our-work/person-centred-care/dementia/tier-1-training>

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