

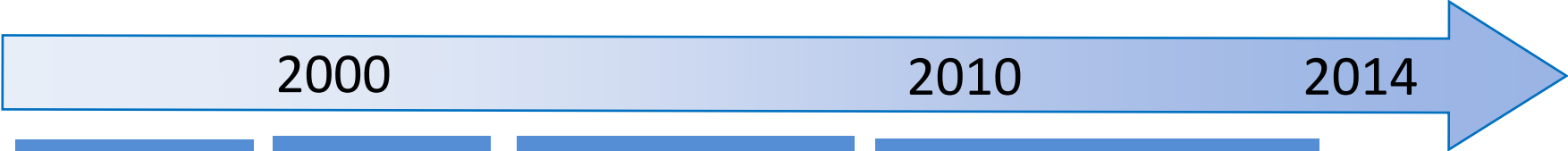
The Multilayered Human Resource Development System to Support People Living with Dementia



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Shifts of Targets in Dementia Care and Human Resource Development in Japan



**Institutional
Care**

**Individual
Care**

**Individual Care
in Local Community**

**Community
Integrated Care**



Care Staffs



**Dementia
Supporters**



**Dementia Support Doctors
and Primary Care Doctors**



**Promoters of
Community
Dementia Care
in municipalities**

Senior Leaders, Leaders & Care Staffs in all Japan



**Various
human
resources**

Attained Targets of Dementia Care

Increase of varieties in dementia care professionals

- Doctors, nurses, pharmacists
- Care workers, Care managers
- Welfare workers

Increase of varieties in dementia supporters

- Local residents, families
- Stores, Banks, Transportations
- Police, Fire authorities etc.

Increase of promoters at municipalities

- Dementia Support Doctors
- Promoters of Community Dementia Care
- Leaders of Dementia Care

Challenges of Human Resource Development in Dementia Care

[in Quantity]

- **The amount of human resources developed are unable to keep up** with the rapid increase of people with dementia.
- **Many care staffs leave their workplace** after development training.
- **Local government cannot identify the number of people trained** as the trainings are done by various different organizations.

[in Quality]

- **Not- enough works have been done together on shared value**
“for people with dementia to continue living with hope and respect in their communities,”
- There are,
- **Gaps between what has been learned and what to practice**
- **Lacks of continues learning opportunities** to acquire the most updated, various knowledge

**Disparities among local governments widen
In human resource development & reservation**



Keys to Tackle the Challenges

-Learning from Our Trials of the Decade-

Grow human resource who think and practice from the eyes of people living with dementia
In each municipalities

Enhance network of various human resources

- Dementia supporters
- Dementia care professionals
- Leaders of dementia care
- Promoters of community dementia care
- Local government officer

Share Experiences living well with Dementia In a community

The Construction of Multilayered Human Resource Development System for people with dementia and the community

Multilayered Human Resource Development System for People Living with Dementia and The Community

Municipalities

People with Dementia to continue living well in community

Dementia supporter + Dementia care professionals

Promoters + Leaders

Municipality officials

Systematic develop human resource

Prefectures

Prefectural officials

Backup and monitor of municipalities

The nation wide : Tokyo Dementia Research & Training Center

- Help develop officials at municipalities and prefectures
- Training promoter & senior leader
- Collect cases, provide information



Supporters + Professionals



promoters + leaders



Local government officer

**** Together with***
**** Investigate possibility***

**** Hope***
**** Challenging***

Multilayered Human Resource Development System

What Will be Important in Human Resource Development - Based on Our Trails -

1. Share the values and objectives thoroughly at each layer of dementia care.

“People with dementia will live in their communities with hope, dignity.”

2. Examine every case of practice after training for evaluation. Also, establish the ways to share what are found.
3. Build a human resource development system that evolves with people living with dementia.



**Person with dementia as a lecturer on
“Medicine, Care & Support That We Need”**



**Evaluation taken place
with people with dementia**





Pursue possibility of living well together

Thank you for your kind attention