

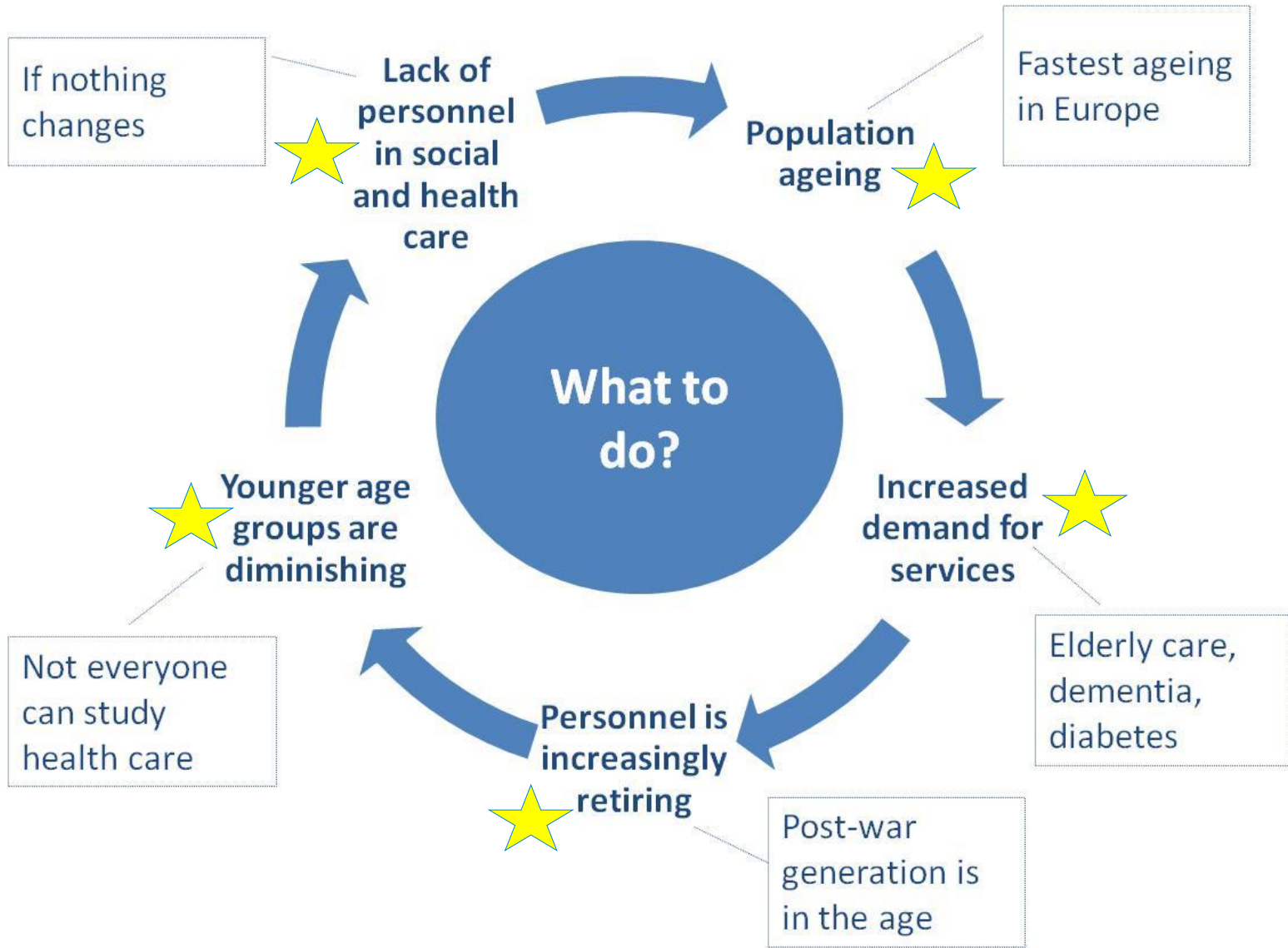
Future skills and competence on the elderly care sector

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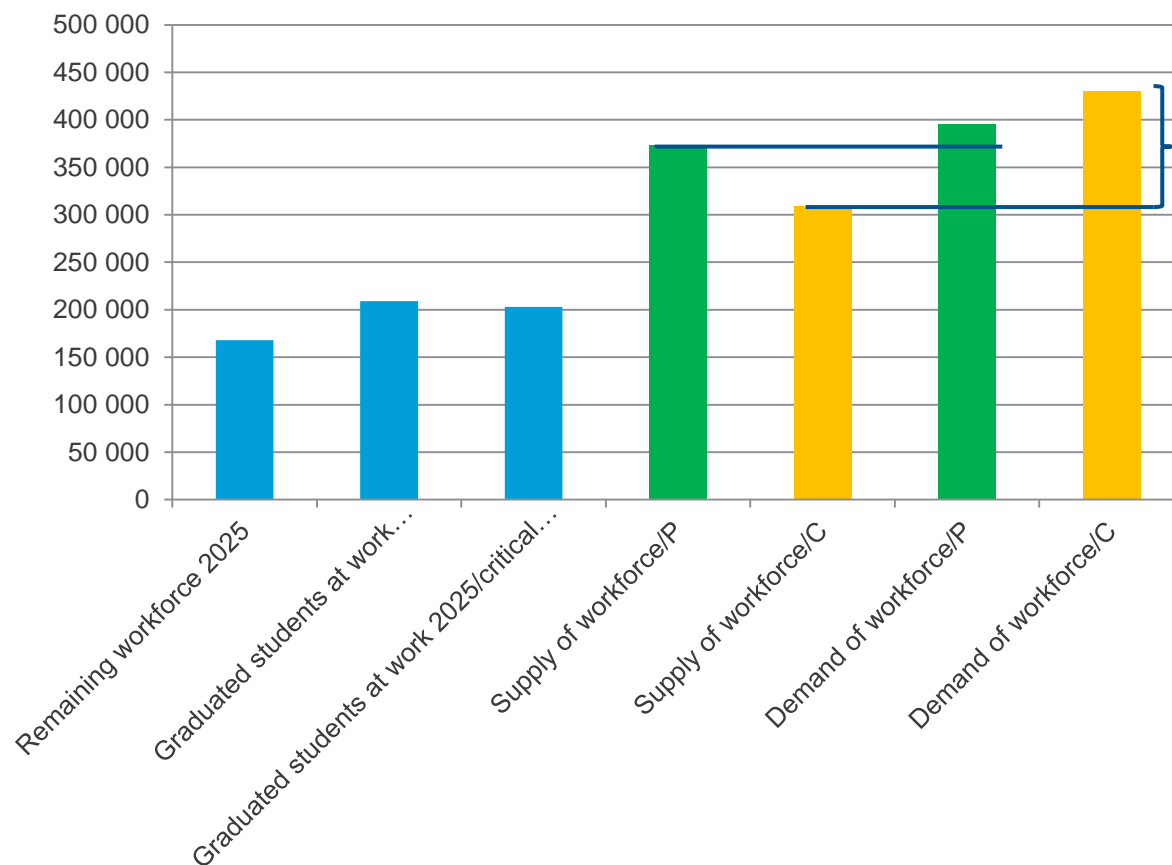
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Supply and demand of workforce/positive and critical foresights



Preconditions of the positive foresight

- productivity + 0,5 %/year
- lighter service concepts
- efficiency of education



Qualitative foresight - skills on elderly care

- Project implemented by the National Board of Education 2008-2012
 - Elderly care as a pilot 2013
- Definition of elderly care
 - To take care of the wellbeing, health and operational capacity of the elderly and support her or his independent life. This will be enabled by multi-disciplinary competence.
- Working method: workshops, analyses, interviews, Trendwik
 - Future needs; 10-15 years
 - Four alternative scenarios
- Result: idea about the necessary common skills



Active and independent

- Increasing demands – less resources
- Integration of services and technology difficult
- No significant structural improvements
- Unsecurity, loneliness
- Some

What ever will be is good

Wild and free

- Equality, tolerance, freedom
 - Long and happy old age
- Integration of services and technology
 - Youngsters are helping
 - Enough and resources
 - Silver Economy
- Politically powerful elderly

- Aging is seen as disease
- No attention on individual needs – standard solutions
- Services are based on personnel – inability in using technology
- Less innovations, more regulation

Inability of the system

Aging is a desirable trend

- Increase of population – immigration boom
 - Age does not define citizens
- Grey panthers demand their rights
- Diversity of services and better quality

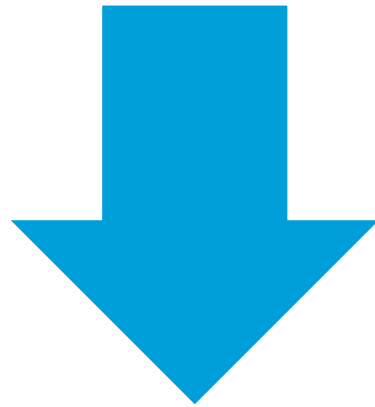
Lonely and in poor health



The most significant competences in the future elderly care

- *Customer orientation*
- *Cross-sectoral and multi-professional way of working*
- *Innovation capacity and competence*
- Ethical competence
- Expertise of human functions
- Multi-cultural skills
- To be familiar with legislation, regulation and recommendations

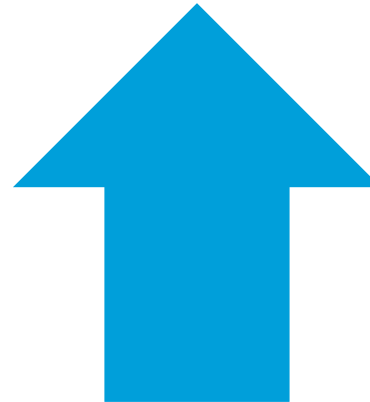




Emphasizing of
professionalism
Regulation of personnel
– quantity and quality



Need for daily support
Health promotion
Postpone the need of
7x24 services



Support to daily wellbeing

HEALTH AND PERSONAL CARE ASSISTANT

- Services that support the client in his/her wellbeing: meal, clothing care, bathing, cleaning, transport and accompanying services; services facilitating social life.
- May provide home care services and also work in sheltered homes and in nursing homes or in so-called residential service units for the aged and disabled.
- The competences for the tasks of the health and personal care assistant are acquired through the completion of two components of the Vocational Qualification in Social and Health Care:
 - developmental counselling and rehabilitation counselling. In addition to these, completion of an optional component of some other vocational upper secondary qualification is required.
 - The completion of these components requires approximately 40 credits.



Labour market training for the tasks of health and personal care

Training for the tasks of health and personal care can also be undertaken as labour market training.

Labour market training is training funded by the employment and economic development administration, and it is free of charge for the students.

Labour market training is aimed principally for unemployed jobseekers and for persons aged 20 years and older who are under the threat of unemployment.



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services

Health and personal care assistant

Support to
daily wellbeing



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Thank you!

