

Guidance for Life, Work and Career

ILLUSTRATION:
LAURA SORVALA

***Developing a co-produced
career guidance intervention
for people living with dementia***

Dr Emma Bolger,
on behalf of the project research team

Career Development Institute National Conference 2025

Research Team

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Our research project

The research explored how career guidance can support people who are diagnosed with dementia whilst in employment to:

- carry on working
- make decisions about leaving work, or
- empower them to find other opportunities, for example, other paid work, volunteering or community roles.

Our funders and partnership organisations

Funder: Alzheimer's Society

Academic partners: University of the West of Scotland, Newcastle University, Edinburgh Napier University

The project brought together expertise from people living with dementia and family carers, career guidance professionals, healthcare professionals and dementia specialists including: Alzheimer Scotland, Skills Development Scotland



**Northumbria
University**
NEWCASTLE



Dementia: Who is affected?

- There are currently around 900,000 people with dementia in the UK. This is projected to rise to 1.6 million by 2040.
- There are over 42,000 people under 65 with dementia in the UK.
- Worldwide prevalence of dementia is set to increase from 57.4 million in 2019 to 152.8 million in 2050 (Source: The Lancet, 2022).

Career guidance for employees with dementia

- Continued employment post-diagnosis of dementia is possible.
- Many are not afforded this opportunity.
- Our co-produced research will support people to:
 - carry on working
 - make decisions about leaving work, or
 - empower them to find other opportunities, for example, other paid work, volunteering or community roles.



Guidance for Life, Work and Career

- We established and consulted with our co-production group to develop the research. We interviewed a diverse range of participants.
- We produced resources including a co-produced film on dementia in the workplace and guidance documents.
- People living with dementia with an employment related decision took part in a 'Guidance for Life, Work and Career' meeting with a Careers Adviser.
- We interviewed people alongside our co-researchers, before and after their meeting to hear about their experiences.
- There are promising outcomes for people living with dementia engaging in the Guidance for Life, Work and Career sessions.

DEMENTIA IN THE
WORKPLACE VIDEO



SMALL SCENARIOS
+ LIVED EXPERIENCE



Guidance for Life Work and Career: Preparation

Our co-production group created the following resources and asked careers advisers and people living with dementia who were taking part in the field testing to view the resources before they arrange to meet.

- 1: Film 'What a Careers Adviser Does' (approx. 5 minutes long)
- 2: Film 'Dementia and Employment' (approx. 17 minutes long)
- 3: Preparing for and meeting a careers adviser
- 4: A plan for Life, Work and Career. Example Career Management Plan

Guidance for Life, Work and Career: The One-to-One Meeting

- The careers adviser supports a person in employment with dementia to explore and understand the story of their life, work and career in a 1:1 meeting.
- The person reflects on career management skills and development needs, including decision making around their employment concerns.
- Actions and support for next steps are agreed and recorded on a plan.



Example case study



- 'Susan' had enjoyed a satisfying career in health and social care.
- Finding that her skills and contribution were no longer required after her diagnosis of dementia was a devastating blow and she had to take retirement on medical grounds.
- Susan wanted to be an advocate for people with young onset dementia.
- The career guidance meeting provided Susan with the opportunity to look at the things that she could do, reflect on her skills and recognise her wide-ranging community involvement.
- Supported by the careers adviser she applied for and became a trustee of the charity she had been involved which aimed to provide better representation for young onset dementia.
- Susan had clear ambitions but found the challenge was breaking down the steps to achieve them and career guidance was able to help with this.

Find out more

Website

https://linktr.ee/ASCPP_Career_and_Dementia

Video

[Working with Dementia](#)

Our artist

<https://www.laurasorvala.com/>