

DEMENTIA IN THE WORKPLACE: THE IMPLICATIONS FOR CAREER DEVELOPMENT PRACTICE



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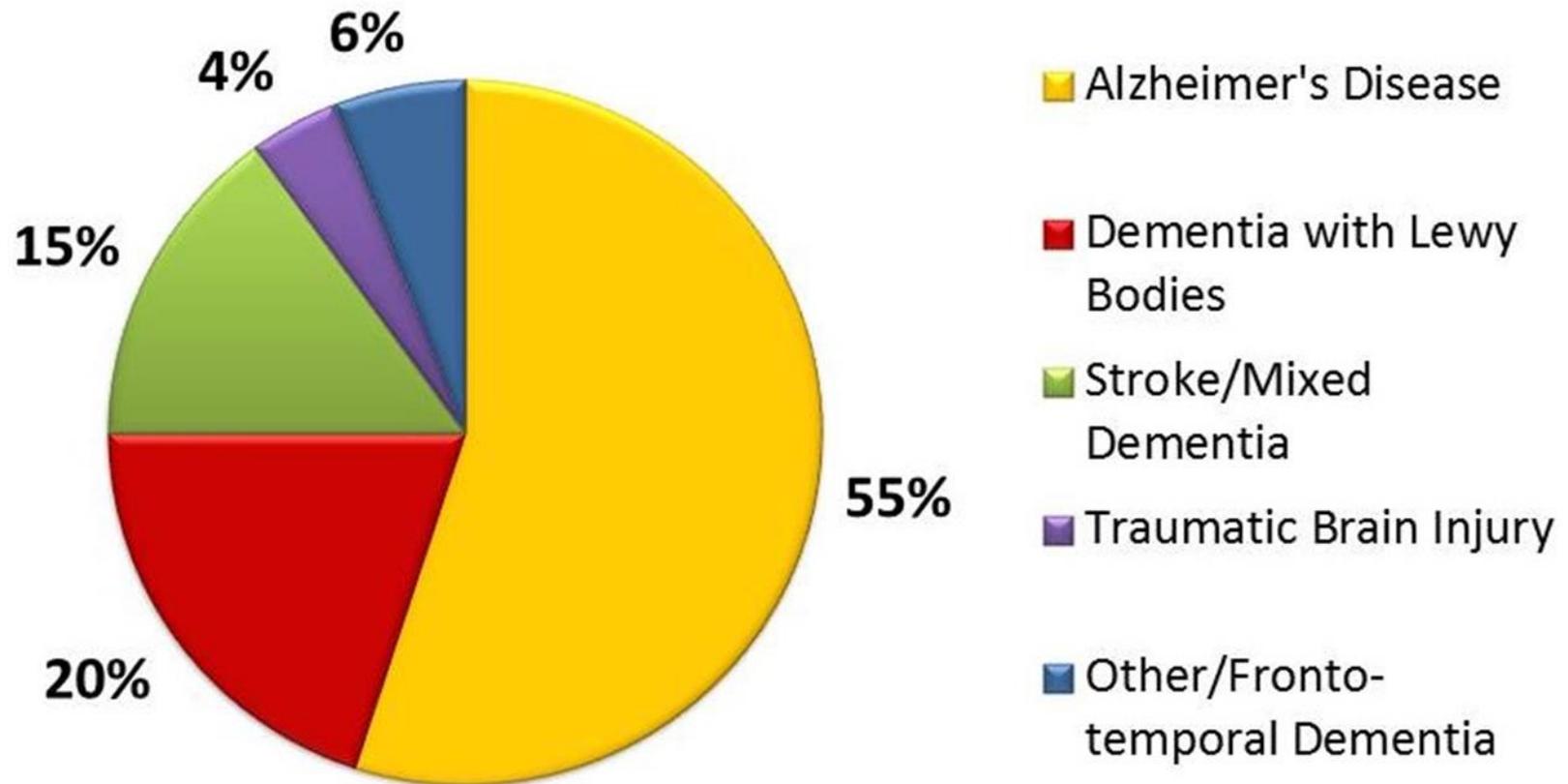
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TYPES OF DEMENTIA



Dementia and employment: Background

Percentage of UK population employed or self employed by age group from 2005-2019

Age group	35-49	50-64	65+
2005	81.9%	64%	5.9%
2015	83.9%	68.9%	10.3%
2019	85.3%	72.9%	10.9%

Source: Labour Force Survey, Office for National Statistics

Dementia and employment: Public Awareness



CASUALTY
Saturday, 8.25pm BBC1

After months of forged anxiety and a nasty nurse Lisa 'Duffy' Duffy finally gets a diagnosis that sadly neurologist Dr Willis May from *Doctors* reveal in the early stages of dementia. Dr Willis advises Duffy her employer – the problem



John Middleton plays Ashley Thomas in *Emmerdale*

Emmerdale has been praised by fans and dementia charities for its portrayal of the illness in a special episode.



The Restaurant That Makes Mistakes

Coming to Channel 4 TONIGHT at 9pm...

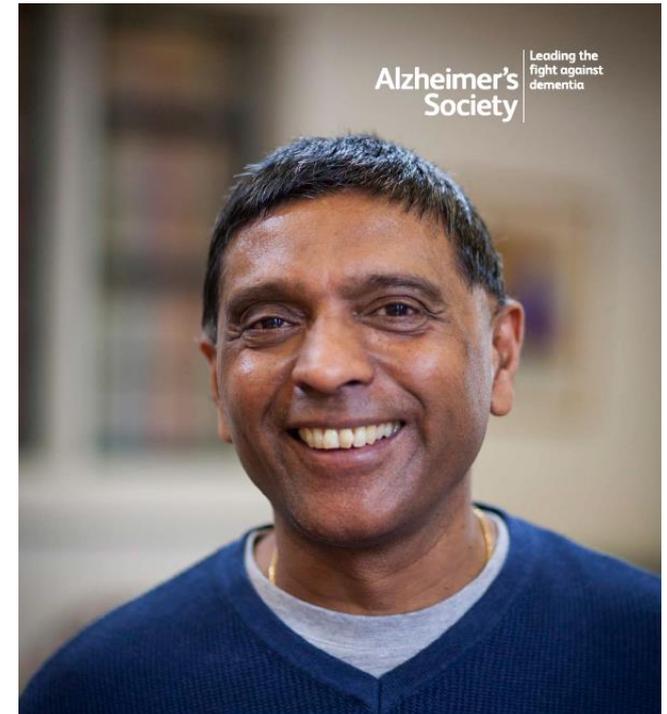
Dementia has reached epidemic proportions and is now the nation's biggest killer. Via a ground-breaking new series supported by The Alzheimer's Society, Channel 4 now plans to open the eyes of policy makers and employers on a quest to de-stigmatise dementia.

Inspired by a real-life Japanese pop-up restaurant that opened in Tokyo last year, we are looking to change how dementia is viewed by supercharging the concept and opening a restaurant staffed entirely by people living with the condition – The Restaurant That Makes Mistakes.

A host of celebrity diners and members of the public will visit the restaurant over a five-week period to put the newly trained

DEMENTIA AS A WORKPLACE ISSUE

- Employers have legal and human rights obligations to support employees living with dementia (Egdell et al. 2018)
- Research highlights negative workplace experiences of people living with dementia (Andrew et al. 2018; Chaplin & Davidson 2016; Evans 2019; Ritchie et al. 2018; Williams et al. 2018)
- Continued employment post diagnosis of dementia is possible – although it may not be the best option for all (Ritchie et al. 2018)

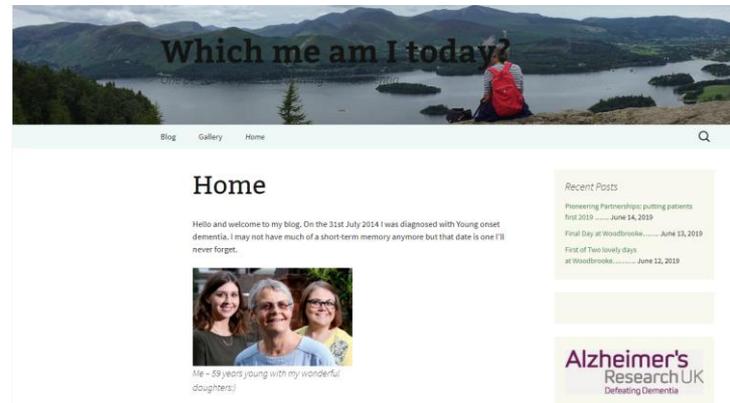


Creating a dementia-friendly workplace
A practical guide for employers

Case study

Case study A: Wendy

- Age 58
- NHS team leader (office based)
- Diagnosed with Alzheimer's Disease in 2014
- Disclosed diagnosis to employers via email setting out plans to continue employment and support she would require.
- After three months working she decided to take early retirement
- What next?



OUR PROPOSAL

- Career guidance and development practice has a role in supporting employees living with dementia
- Attention has been paid in the career development literature to the needs of older workers and with disabilities (e.g. Chen 2011; Soresi et al. 2008) – but there has been no consideration of persons living with dementia
- Careers practitioners could support the range of decisions e.g. changing job roles, work cessation
- Career guidance in itself can improve general well-being (Robertson 2013)
- Career guidance for people living with dementia correlates with the social justice agenda within the career guidance field (Hooley et al. 2018)

DEMENTIA IN THE WORKPLACE: A CAREER GUIDANCE FOR SOCIAL JUSTICE ISSUE

- Good career guidance enables individuals to make informed, lifelong, career decisions
- Career guidance could play a key role in the person-centred development of coping strategies and workplace adjustments
- There exists a space in which career guidance professionals can engage with employees living with dementia, to both enable and support continued employment.
- People living with dementia take the position of a powerless, marginalised group deserving of socially transformative and emancipatory guidance practice (Hooley & Sultana, 2016)
- But individuals may perceive career guidance as 'not for them'



APPLICATION OF CAREER DEVELOPMENT MODELS

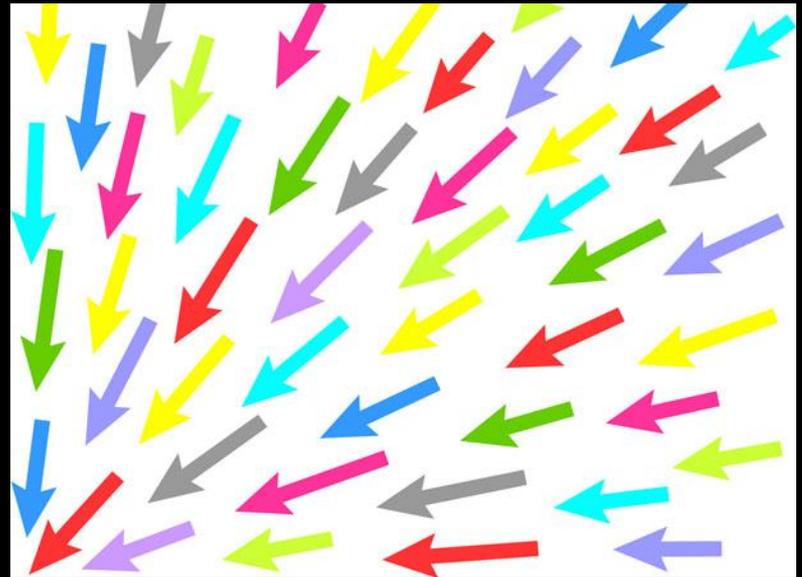
- Cautious and cognisant application of models is required:
 - Life stage and psychologically rooted models: traditional positivist approaches (challenges: measurability, but countered by top-down approach and legacy of prior guidance approaches)
 - Narrative models: currently dominant constructivist models of person-centred career guidance (challenges: reliability of client but countered by locus of control remaining with client)
 - Accepted types of career decision styles (e.g. Bimrose & Mulvey, 2015) may not be consistently applicable to the client group

IMPLICATIONS FOR CAREER DEVELOPMENT PRACTICE

- Application, as ever, of the principles of ethical practice in career guidance and development, however in a workplace and non-workplace context
- The practitioner needs to work with the expectations of the client, their support network, employer and colleagues and may need to work with others to support and advocate for the client
- Consideration of the specific needs of the client living with dementia in conjunction with the broader needs of older workers and disabled workers
- The above all assume resource: freelance careers professionals working with *any* individuals in employment; professionals trained to understand the impact of dementia

CONCLUSIONS

- **Career guidance and development practice has a role in supporting employees living with dementia**
- **Need for investment across life span**
- **Lack of funding for in-work guidance**
- **Lack of specialist training within careers organisations or for freelancers**
- **Need for promotion of referral organisations and awareness training**



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