

Admiral Nurse Accelerator Learning Programme outline

Introduction

The Admiral Nurse Accelerator Learning Programme has been designed specifically for nurses who are new to Admiral Nursing and are committed to developing the expertise required to become a dementia specialist Admiral Nurse. The programme provides nurses with the opportunity to gain the necessary experience, knowledge, and skills to develop, launch and lead a new Admiral Nursing service. This programme is for Registered Nurses (Adult, Mental Health and Learning Disability) who have a keen interest in dementia care and have a passion to develop specialist skills and knowledge.

About the programme



The Accelerator Learning Programme is a six-month programme during which all participants undertake six modules of learning. The programme has a blended learning approach which includes independent online learning modules, Dementia UK facilitated focus groups, 1:1 professional and practice development support, experiential learning and case study reflection. Nurses are also supported through 1:1 sessions with their nominated Dementia UK Service Development Consultant Admiral Nurse. The modules are designed to provide nurses with the necessary knowledge and

specialist skills to support families facing dementia. Each nurse will spend up to 50% of their working week accessing the programme and the remaining 50% of their time in practice developing their new service. The launch of their service will be expected at the end of the programme (month six).

Programme content will be accessed via the Dementia UK Blackboard learning platform, which is part of the Admiral Nurse Academy. Each nurse will have a log in, enabling them to access the wider Admiral Nurse Academy materials to support their learning.

Course content

Each module within the programme is mandatory and has been designed to support the nurse to learn specialist dementia care skills. Alongside the module content, nurses will also be participating in learning that is tailored to their specialist area and will support each nurse in the development of their service.

Admiral Nurses recruited to the Accelerator Learning Programme will undertake a foundation/entry level leadership module, which recognises and reflects on their important role as leaders as Admiral Nurses. Over a four-week period, the leadership module will provide structured learning and development through independent study, activities and reflection with weekly online interactive consolidation sessions. Detail on the content included in this module can be found below.



Modules

Module one: Foundations and interventions module

Week 1	Week 2	Week 3	Week 4
Learning journey Portfolio development Blackboard learning	Developing the Admiral Nurse role Best practice guidelines Meeting your support team	Understanding dementia and its impact Physiology of the brain Person centred care principles	Exploring therapeutic interventions Supporting families through education

Module two: Service development and evaluation, part one

Week 1	Week 2	Week 3	Week 4
Case work management model Assessment and triage	Designing a service operational policy Designing a referral pathway	Service evaluation part one	Service evaluation part two

Module three: Leadership in Admiral Nursing

Week 1	Week 2	Week 3	Week 4
Theories of Leadership	Values and emotional intelligence	Quality improvement and innovation	Relationships and collaboration

Module four: Service development and evaluation, part two

Week 1	Week 2	Week 3	Week 4
End of life care Legal issues relating to dementia care	Presentation skills to support service development and launch Collaboration with statutory and non statutory agencies	Service evaluation part three	Person centred care theory and practice

Module five: Collaboration and integration of services

Week 1	Week 2	Week 3	Week 4
Designing and agreeing on referral criteria	Service design and information development	Presentation skills workshop two	Developing education resources for health and social care staff

Module six: Consolidation of learning

Week 1	Week 2	Week 3	Week 4
In-service learning	In-service learning	In-service learning	In-service learning, review meetings and portfolio completion

Course delivery model

Week 1	AM	PM
Tuesday	Learning focusing on specialist area and service development	Reflections and action plan development – self-directed and/or meeting with Programme Lead
Wednesday	Online independent learning	Online independent learning
Thursday	Reflection and portfolio completion – self-directed	In practice
Week 2	AM	PM
Tuesday	Dementia UK facilitated focus group – reflection on implementation of learning in practice Action planning and portfolio development – supported by Dementia UK Service Development Consultant Admiral Nurse	Learning focusing on specialist area and service development
Wednesday	Online independent learning	Online independent learning
Thursday	Dementia UK facilitated focus group – peer learning, sharing action plans and portfolio completion	In practice

Approaches to support learning throughout the programme

To enhance and maximise the learning opportunities for nurses undertaking this programme, a variety of approaches are used. These include:

- Group activities including fortnightly focus group sessions
- Module materials and learning pathways accessed via dedicated learning resource
- Reflective practice sessions
- Action plan design and completion throughout the programme
- Exploring video work, narrative, and hearing from those living with dementia and their carers
- Case study analysis
- Support from Dementia UK Service Development Consultant Admiral Nurses
- Analysis of research articles
- Exploring the national dementia agenda and national policy drivers
- 1:1 support to develop individual learning plans
- Continuous development of a portfolio to demonstrate learning and evidencing progression throughout the programme
- Regular review points to ensure nurses are confident of their learning and identify areas where they may need extra support to progress through the programme

Specialist support

Programme Lead

The Programme Lead will lead on the design, implementation and ongoing evaluation of the Accelerator Learning Programme. They will work closely with the Business Development Account Manager, Dementia UK Service Development Consultant Admiral Nurse, and Professional and Practice Development Team to maintain effective communication and collaboration to ensure that agreed implementation strategies, targets and risks are managed successfully. In addition, they will ensure that all module content is aligned with the agreed learning outcomes, ensuring that the academic levels within the programme are aligned to Dementia UK's specialist Admiral Nurse Competencies.

The Programme Lead is responsible for communicating with the Director of Clinical Services at Dementia UK, who will ensure ongoing evaluation and outcomes are reported at Board level.

The Programme Lead will act as a conduit for discussions, feedback and evaluation relating to all ongoing programme developments. This includes liaising and collaborating with all Dementia UK teams, the employer and nurses undertaking the programme.

Throughout their time on the programme, each nurse will have support directly from the Programme Lead and, in collaboration with the nominated Dementia UK Service Development Consultant Admiral Nurse, will develop an agreed individual learning plan which will include enhanced learning related to their specialist area. The Programme Lead will support each nurse individually throughout the course to successfully complete their learning plan and be available to support nurses to manage any individual circumstances.

Both the employer and the nurse will have access to the Programme Lead throughout the duration of their time on the programme. There is a dedicated email address and telephone number to enable direct contact where necessary. If either the employer or the nurse has any questions or concerns about undertaking or progressing through the programme, the Programme Lead will be able to give direct support to work towards resolving issues.

Programme Lead email contact: accelerator@dementiauk.org

Programme Co-ordinator

The Programme Co-ordinator will oversee all administrative details for the Accelerator Programme, and liaise with the nurses, employer and the Programme Lead to ensure that communication is smooth and efficient. In the absence of the Programme Lead, the Programme Co-ordinator will forward on any concerns or issues about the programme to the Head of Professional and Practice Development or another member of the Professional and Practice Development team. The Programme Co-ordinator will also support the nurses with accessing the online learning platform and any content within the modules, as well as helping them with creating and maintaining their individual portfolio.

Programme Co-ordinator email contact: accelerator@dementiauk.org

Admiral Nurse Academy

In addition to materials provided via the Dementia UK online learning platform for the Accelerator Learning Programme, nurses on the programme will also have access to the Admiral Nurse Academy. Available to all Admiral Nurses across the UK, the academy provides opportunities for continual professional and career development, advancing, showcasing, innovating and knowledge sharing, as well as space to connect with and support one another.

Dementia UK Service Development Consultant Admiral Nurse

Each nurse will have access to specialist support throughout the programme from a dedicated Dementia UK Service Development Consultant Admiral Nurse. Nurses on the programme will work with the Service Development Consultant Admiral Nurse to develop a SMART action plan for their service. The Dementia UK Service Development Consultant Admiral Nurse will have regular meetings to assist the nurse in progressing both their learning within their specialist area, and service development throughout the programme.

During Dementia UK Service Development Consultant Admiral Nurse 1:1 support, the nurse will be guided through a range of activities to aid

in the design and implementation of their specialist service. This will include activities such as:

- Stakeholder identification and engagement
- Undertaking a local induction and mandatory in-house training
- Development of service operational policies, referral pathways and related documents
- Development of an evaluation strategy for the service
- Development of a dementia/Admiral Nurse steering group
- Development of plans and strategies for launch, with full launch expected at the six-month point

Professional and Practice Development Team

The Professional and Practice Development team will support the nurse with their learning throughout their time in the Admiral Nurse Academy. The team will support the nurse to develop an individual learning plan to ensure they have an opportunity to develop their know and skills, enabling them to design and deliver a new Admiral Nurse service. They will work together to identify any skills and knowledge areas for development and agree on how to meet these identified needs, with consideration for future learning and development in the longer term.

Business Development Team

Each service will continue to receive dedicated support from the Business Development team. The team supports the employer and nurse through regular steering group meetings to ensure implementation, development and ongoing sustainability of the Admiral Nurse service. After the nurse has completed the Accelerator Learning Programme, the Business Development representative for your service will remain a key link to Dementia UK, providing ongoing assistance to you as the employer and connecting Admiral Nurse teams with other support from Dementia UK as required.

Insights and Evaluation Team

Both during and on completion of the programme, nurses will be able to access advice, guidance or support on evaluation design, methodology, tools, analysis and reporting from the Insights and Evaluation Team.

The team can also advise nurses on the development of their own service monitoring or evaluation plans and provide access to resources to support with implementation of these plans.

Research and Publications Team

Both during and on completion of the programme, nurses can gain ongoing support from Dementia UK's Research and Publications Team. If nurses would like support to complete a research study or write up a project or article for publication, the dedicated team will discuss ways in which they may be able to support and guide them.

Other Dementia UK teams

Nurses will be introduced to the wider Dementia UK support teams such as Fundraising, Marketing and Communications should they need ongoing support in these areas.

Practice Action Learning Sets

Throughout the six-month programme, nurses will also attend monthly Practice Action Learning Sets. This is a clinical supervision model that enables nurses to participate in a facilitated group sharing environment, exploring the complexities of specific situations experienced in practice.

On completion of the programme, each nurse will continue to attend a Practice Action Learning Set on a monthly basis, as part of their continuous Dementia UK professional and practice development.

Commitment to learning

Nurses will spend 50% of their working week participating in the programme and 50% of their time with their employer in practice. Whilst on the programme the nurse will attend sessions online via the learning platform. These will be set days (all day Tuesdays and Wednesdays and Thursday mornings). On the rare occasion that a nurse needs to swap these study days the employer and Dementia UK will, where possible, accommodate this swap for a particular week. In order to enhance peer supported reflective learning within this programme it is necessary for nurses to study alongside their fellow colleagues on the programme, therefore attending set learning days is essential.

Learning timeframes

Time has been built into the programme to accommodate annual leave. This means that, where a nurse has not taken leave throughout the programme, there is an opportunity to utilise this time for extended learning focusing on their specific specialist area of practice.

Where a nurse for any reason has not completed the programme at the end of the allocated six-month period, Dementia UK and the employer will endeavour to develop an individual learning plan with the nurse to support the completion of the programme as per the module requirements. This may necessitate the nurse studying beyond the six-month period. This will be negotiated and agreed with the employer, Dementia UK and the nurse undertaking the programme.

Portfolio

Throughout the programme each nurse will complete a portfolio. This will contain:

- Learning aims and objectives aligned to the continuous learning development plan
- SMART action plans – providing ongoing record of service development in practice
- Reflections
- Evidence of learning
- Reflection on the achievement of each element of the Admiral Nurse Competency Framework

Action plans

Each nurse will work with a Service Development Consultant Admiral Nurse to develop an action plan that focuses on the design, development and launch of the new Admiral Nurse service. This action plan will be continuously developed and implemented throughout the duration of the six-month programme. Nurses will share these action plans with their line manager to support nurses in the development and preparation for launch of their service.

Nurses will review these action plans with the Service Development Consultant Admiral Nurse and Programme Lead to ensure learning within the programme aligns with required actions and skills identified within the plan.

Review points

Each nurse will complete learning reflections and action plans as described above. These will enable the nurse to evidence their learning throughout the programme and will support them to progress through each module. This will ensure that they reflect on and achieve the learning outcomes for each module. Nurses will meet with their Service Development Consultant Admiral Nurse and Programme Lead to discuss their progress and identify any specific support plans that they may need in order to achieve the learning outcomes. These review points will be at the end of modules two, four and six.

Consolidation of learning

At the end of the six-month programme, nurses will meet with their Service Development Consultant Admiral Nurse and Programme Lead to reflect on their learning, consolidate action plans and develop a learning plan to meet future professional and practice development requirements as they continue in their role as an Admiral Nurse.

Both during and on completion of the programme, Admiral Nurses will gain access to a high level of support from various teams within Dementia UK. This includes ongoing access to the Admiral Nurse Academy where nurses can continue their professional and practice development with support from specialist Practice Development Admiral Nurse Consultants.

For more information, please contact accelerator@dementiauk.org