

# The Elderly Care Initiative

IMPROVING WORKING CONDITIONS FOR LONG-TERM CARE  
WORKFORCE – WHAT WORKS IN PRACTICE?

The European Social Services Conference, Antwerp  
28 June 2024

Linnéa Annetorp Melander



# Background

- The **staff is the most important resource** to the health and social care for older persons. That they have the right competence is central for the **quality and safety** of the care provided.
- But the supply of skills is a major challenge to municipalities, now and in the future.
- The Elderly Care Initiative is an effort, in form of a government grant, aimed at **enhancing competence** within health and social care for older persons by providing personnel the opportunity to undergo **training during paid working hours**.



# The Elderly Care Initiative then...

- The Elderly Care Initiative was introduced in 2020 and gave staff the opportunity to **undergo training** to become **nursing assistants or nursing aides**.
- In 2021 the initiative expanded to also include **other competence/skill-enhancing courses** within health care and social services, as well as **training for frontline managers**.

# ... and now

- The Elderly Care Initiative has been extended and further developed.
- The funds may now also be used for **validating knowledge** for nursing assistants and **language education** for personnel in health and social care for older persons.

# Challenges

- To prioritize skill and competence development during the pandemic.
- Finding substitute staff/temps for the personnel undergoing training.

# Outcome

- The municipalities state that the initiative has contributed to **strengthening the skills of employees** in health and social care for older persons.
- From 2020-2022:
  - More than 5 000 employees has completed training to become nursing assistants.
  - More than 30 000 has participated in other competence/skill-enhancing courses.