

LAPT

LONDON ACADEMY OF PROFESSIONAL TRAINING

CERTIFICATE

ISO 25551 — Ageing Societies Workforce Needs and Requirements

ISO Certification Programme



Really?

LAPT — London Academy of Professional Training

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Reference HL-AGE-25551 • ISO Health

UKPRN 10067351 • Registered in England and Wales, company 4984798

AT A GLANCE

REFERENCE	HL-AGE-25551
AWARD	Certificate
ASSESSMENT	430 marks — 258 to pass (60%)
PREREQUISITES	None
VALIDITY	Lifetime
AWARDING BODY	LAPT — London Academy of Professional Training

CURRICULUM

1

Leadership in Ageing Services

5 chapters · 30 classes 65 marks

• 1 Understanding Ageing Societies and Workforce Dynamics — 6 classes

› 1.1 Define Key Concepts of Ageing Societies

› 1.2 Analyze Demographic Trends Impacting Workforce Dynamics

› 1.3 Assess Leadership Challenges in Ageing Services

› 1.4 Explore Skills and Competencies Required for Ageing Workforce

› 1.5 Develop Strategies for Enhancing Workforce Engagement in Ageing Services

› 1.6 Implement Best Practices for Leadership in Ageing Services

• 2 Leadership Styles and Their Impact on Ageing Services — 6 classes

› 2.1 Identify Key Leadership Styles in Ageing Services

› 2.2 Analyze the Impact of Transformational Leadership on Team Dynamics

› 2.3 Evaluate the Role of Servant Leadership in Empowering Ageing Workers

› 2.4 Compare Autocratic and Democratic Leadership in Ageing Care Contexts

› 2.5 Assess the Importance of Emotional Intelligence in Leadership for Ageing Services

› 2.6 Create a Leadership Development Plan Tailored for Ageing Service Professionals

• 3 Developing Effective Teams for Ageing Services — 6 classes

› 3.1 Identify Key Characteristics of Effective Teams in Ageing Services

› 3.2 Assess Current Team Dynamics and Performance

› 3.3 Develop Communication Strategies for Team Collaboration

› 3.4 Implement Conflict Resolution Techniques within Teams

› 3.5 Foster Inclusivity and Diversity in Ageing Services Teams

› 3.6 Create an Action Plan for Continuous Team Development

• 4 Strategic Planning for Ageing Workforces — 6 classes

› 4.1 Assess Current Workforce Dynamics in Ageing Services

› 4.2 Identify Key Challenges in Ageing Workforce Management

› 4.3 Develop Strategic Goals for Ageing Workforce Improvement

› 4.4 Create Action Plans for Workforce Engagement and Retention

› 4.5 Implement Best Practices for Age-Inclusive Workplace Cultures

› 4.6 Evaluate the Effectiveness of Strategic Workforce Initiatives

• 5 Innovative Leadership Practices in Ageing Services — 6 classes

› 5.1 Explore Innovative Leadership Models in Ageing Services

› 5.2 Analyze Case Studies of Successful Leadership in Ageing Services

› 5.3 Develop Strategies for Encouraging Team Collaboration

› 5.4 Implement Effective Communication Techniques for Diverse Teams

› 5.5 Assess the Impact of Technology on Leadership Practices

› 5.6 Design an Action Plan to Foster Inclusive Leadership in Ageing Services

• 1 Understanding Organisational Change in Ageing Societies — 6 classes

- › 1.1 Define Organisational Change in the Context of Ageing Societies
- › 1.2 Identify Key Drivers of Change in Workforce Dynamics
- › 1.3 Explore Theoretical Frameworks for Understanding Change
- › 1.4 Assess the Impact of Organisational Culture on Change Management
- › 1.5 Develop Strategies for Leading Change in Ageing Workforces
- › 1.6 Evaluate the Effectiveness of Organisational Change Initiatives

• 2 Key Drivers of Change in Health Organisations — 6 classes

- › 2.1 Identify Key Drivers of Change in Health Organisations
- › 2.2 Analyse the Impact of Demographic Shifts on Health Workforce Needs
- › 2.3 Examine Technological Advancements Influencing Organisational Change
- › 2.4 Assess Regulatory Policies Affecting Health Service Delivery
- › 2.5 Develop Strategies for Adapting to Societal Expectations in Health Care
- › 2.6 Implement Change Management Techniques to Enhance Organisational Effectiveness

• 3 Strategies for Implementing Effective Change — 6 classes

- › 3.1 Analyze Current Organisational Dynamics to Identify Change Needs
- › 3.2 Develop a Comprehensive Change Management Framework
- › 3.3 Engage Stakeholders Through Effective Communication Strategies
- › 3.4 Implement Change Initiatives Using Agile Methodologies
- › 3.5 Measure Impact and Effectiveness of Organisational Change
- › 3.6 Foster a Culture of Continuous Improvement and Adaptation

• 4 Measuring and Evaluating Change Outcomes — 6 classes

- › 4.1 Define Key Metrics for Evaluating Change Outcomes
- › 4.2 Identify Tools for Measuring Change Effectiveness
- › 4.3 Analyze Quantitative Data from Change Initiatives
- › 4.4 Evaluate Qualitative Feedback on Change Outcomes
- › 4.5 Synthesize Findings to Assess Overall Change Impact
- › 4.6 Develop Action Plans Based on Evaluation Results

• 5 Leadership in Navigating Change: Best Practices — 6 classes

- › 5.1 Identify Key Leadership Traits for Navigating Change
- › 5.2 Explore Models of Change Management in Leadership
- › 5.3 Develop Communication Strategies for Effective Leadership during Change
- › 5.4 Implement Techniques for Building Team Resilience Amidst Change
- › 5.5 Assess the Impact of Leadership Style on Change Initiatives
- › 5.6 Design an Action Plan for Leading an Organisational Change Initiative

• 1 Understanding Ageing Demographics and Their Impact on Policy — 6 classes

- › 1.1 Analyze Trends in Ageing Demographics
- › 1.2 Evaluate the Societal Implications of an Ageing Population
- › 1.3 Investigate Current Policies Addressing Ageing Societies
- › 1.4 Assess the Role of Governance in Policy Development
- › 1.5 Propose Innovative Strategies for Workforce Adaptation
- › 1.6 Design Comprehensive Policy Recommendations for Ageing Workforce Needs

• 2 Key Policy Frameworks for Ageing Societies — 6 classes

- › 2.1 Identify Key Policy Frameworks for Ageing Societies
- › 2.2 Analyze the Role of Governance in Policy Development
- › 2.3 Evaluate International Standards Affecting Ageing Policies
- › 2.4 Discuss Stakeholder Involvement in Policy Implementation
- › 2.5 Assess the Impact of Policies on Workforce Needs in Ageing Societies
- › 2.6 Propose Recommendations for Effective Ageing Policy Frameworks

• 3 Stakeholder Engagement in Ageing Policy Formulation — 6 classes

- › 3.1 Identify Key Stakeholders in Ageing Policy
- › 3.2 Analyze Stakeholder Perspectives and Needs
- › 3.3 Develop Engagement Strategies for Diverse Stakeholders
- › 3.4 Facilitate Collaborative Workshops for Policy Input
- › 3.5 Evaluate the Impact of Stakeholder Contributions
- › 3.6 Integrate Stakeholder Feedback into Policy Formulation

• 4 Assessing the Effectiveness of Ageing Policies — 6 classes

- › 4.1 Evaluate Current Ageing Policies and Their Objectives
- › 4.2 Analyze Stakeholder Involvement in Policy Development
- › 4.3 Identify Key Performance Indicators for Ageing Policies
- › 4.4 Assess the Impact of Ageing Policies on Different Demographics
- › 4.5 Recommend Improvements Based on Policy Effectiveness Assessments
- › 4.6 Develop an Action Plan for Implementing Policy Changes

• 5 Innovative Approaches to Governance in Ageing Societies — 6 classes

- › 5.1 Analyze Innovative Governance Models for Ageing Societies
- › 5.2 Assess the Impact of Demographic Changes on Policy Development
- › 5.3 Evaluate Stakeholder Engagement Strategies in Ageing Populations
- › 5.4 Design Inclusive Policies for Diverse Ageing Communities
- › 5.5 Develop Frameworks for Sustainable Healthcare Governance
- › 5.6 Propose Metrics for Evaluating Governance Effectiveness in Ageing Societies

• 1 Understanding Ageing Societies: Demographics and Implications for Workforce Planning — 6 classes

- › 1.1 Analyze Demographic Trends in Ageing Societies
- › 1.2 Identify Workforce Challenges Associated with Ageing Populations
- › 1.3 Evaluate the Impact of Ageing on Organizational Structures
- › 1.4 Develop Strategies for Inclusive Workforce Planning
- › 1.5 Assess Skills and Training Needs for an Ageing Workforce
- › 1.6 Formulate Action Plans to Address Age-Related Workforce Changes

• 2 Assessing Current Workforce Capabilities and Gaps in Ageing Care — 6 classes

- › 2.1 Identify Key Competencies Required for Ageing Care
- › 2.2 Evaluate Current Workforce Skills and Expertise
- › 2.3 Analyze Workforce Demographics and Trends Impacting Ageing Care
- › 2.4 Conduct a Gap Analysis of Workforce Capabilities
- › 2.5 Develop Action Plans to Address Workforce Gaps
- › 2.6 Implement Strategies for Continuous Workforce Development

• 3 Strategic Workforce Forecasting: Tools and Techniques — 6 classes

- › 3.1 Identify Key Variables in Strategic Workforce Forecasting
- › 3.2 Analyze Historical Data for Workforce Trends
- › 3.3 Evaluate Forecasting Models for Ageing Societies
- › 3.4 Implement Scenario Planning for Workforce Needs
- › 3.5 Utilize Software Tools for Workforce Forecasting
- › 3.6 Develop Actionable Workforce Forecasting Plans

• 4 Developing Training and Development Programs for Ageing Workforce Competencies — 6 classes

- › 4.1 Identify Key Competencies for an Ageing Workforce
- › 4.2 Assess Current Training Gaps and Needs
- › 4.3 Design Tailored Training Programs for Ageing Workers
- › 4.4 Develop Engaging Learning Materials for Older Employees
- › 4.5 Implement Mentorship and Peer Learning Strategies
- › 4.6 Evaluate the Effectiveness of Training Programs

• 5 Implementing and Evaluating Workforce Strategies in Ageing Societies — 6 classes

- › 5.1 Assessing Current Workforce Demographics in Ageing Societies
- › 5.2 Identifying Key Skills and Competencies for Future Needs
- › 5.3 Developing Strategic Workforce Planning Frameworks
- › 5.4 Implementing Outreach Programs for Workforce Diversity
- › 5.5 Evaluating the Impact of Workforce Strategies on Ageing Populations
- › 5.6 Iterating Workforce Strategies Based on Evaluation Feedback

• 1 Understanding Ageing Societies and Workforce Dynamics — 6 classes

- › 1.1 Explore the Demographics of Ageing Societies
- › 1.2 Analyze the Impact of Ageing on Workforce Dynamics
- › 1.3 Identify Key Skills and Competencies for an Ageing Workforce
- › 1.4 Assess Training Needs for Diverse Age Groups
- › 1.5 Develop Inclusive Training Strategies for All Ages
- › 1.6 Implement Leadership Practices to Support an Ageing Workforce

• 2 Identifying Training Needs in Ageing Workforce Contexts — 6 classes

- › 2.1 Assess Current Skills and Competencies in Ageing Workforce
- › 2.2 Identify Gaps in Training and Development for Ageing Populations
- › 2.3 Explore Effective Training Methods for Older Employees
- › 2.4 Design Inclusive Training Programs for Age Diversity
- › 2.5 Evaluate the Impact of Training on Workforce Performance
- › 2.6 Implement Continuous Feedback Mechanisms for Training Needs

• 3 Developing Effective Training Programmes for Ageing Workers — 6 classes

- › 3.1 Assess Workforce Demographics for Training Needs
- › 3.2 Identify Skills Gaps in Ageing Workers
- › 3.3 Design Inclusive Training Approaches for Diverse Needs
- › 3.4 Develop Engaging Learning Materials for Older Adults
- › 3.5 Implement Effective Training Delivery Methods
- › 3.6 Evaluate Training Outcomes and Continuous Improvement

• 4 Implementing Leadership Strategies in Ageing Workforce Development — 6 classes

- › 4.1 Analyze Leadership Styles for Ageing Workforce Engagement
- › 4.2 Develop Effective Communication Strategies for Ageing Teams
- › 4.3 Implement Training Programs Tailored to Older Employees
- › 4.4 Evaluate the Impact of Leadership on Team Morale in Ageing Workforces
- › 4.5 Foster Inclusive Decision-Making Practices for All Age Groups
- › 4.6 Design Succession Planning Strategies for Sustainable Leadership

• 5 Evaluating the Impact of Training on Ageing Workforce Performance — 6 classes

- › 5.1 Identify Key Performance Indicators for Ageing Workforce Training
- › 5.2 Assess Methods for Collecting Training Impact Data
- › 5.3 Analyze Case Studies of Training Impact on Elderly Employee Performance
- › 5.4 Develop Surveys and Feedback Mechanisms for Training Evaluation
- › 5.5 Interpret Data Results to Measure Training Effectiveness
- › 5.6 Create Action Plans for Continuous Improvement in Workforce Training

• 1 Understanding the Demographics of Ageing Societies — 6 classes

- › 1.1 Analyze Current Demographic Trends in Ageing Societies
- › 1.2 Identify Key Challenges Faced by Ageing Populations
- › 1.3 Examine the Impact of Ageing on Workforce Composition
- › 1.4 Evaluate Policy Responses to Ageing Workforce Issues
- › 1.5 Explore Innovative Solutions for Supporting Older Workers
- › 1.6 Develop a Strategic Plan for Engaging Ageing Workforce Needs

• 2 Key Workforce Competencies for Ageing Care — 6 classes

- › 2.1 Analyze Current Workforce Competencies in Ageing Care
- › 2.2 Identify Key Trends Influencing Ageing Care Workforce Needs
- › 2.3 Assess Leadership Skills Necessary for Ageing Care Management
- › 2.4 Develop Strategies for Enhancing Workforce Competencies
- › 2.5 Implement Best Practices for Training Ageing Care Professionals
- › 2.6 Evaluate Outcomes of Workforce Competency Development Plans

• 3 Impact of Technological Advancements on Workforce Practices

— 6 classes

- › 3.1 Analyze the Role of Automation in Workforce Efficiency
- › 3.2 Explore the Impact of Remote Work Technologies on Team Dynamics
- › 3.3 Assess the Importance of Digital Literacy in the Aging Workforce
- › 3.4 Examine the Influence of AI on Recruitment and Talent Management
- › 3.5 Identify Strategies for Adaptation to Technological Changes in Workplaces
- › 3.6 Develop a Plan for Continuous Learning in a Tech-Driven Work Environment

• 4 Workforce Challenges and Opportunities in Ageing — 6 classes

- › 4.1 Identify Key Workforce Challenges in Ageing Societies
- › 4.2 Analyze the Impact of Demographic Changes on Employment
- › 4.3 Explore Innovative Solutions for Ageing Workforce Integration
- › 4.4 Evaluate the Role of Technology in Supporting Older Workers
- › 4.5 Develop Strategies for Inclusive Workplace Policies
- › 4.6 Implement Action Plans for Age-Friendly Work Environments

• 5 Strategic Leadership for Workforce Development in Ageing Care

— 6 classes

- › 5.1 Analyze Trends in Ageing Societies and Workforce Needs
- › 5.2 Evaluate Leadership Models for Ageing Care Workforce Development
- › 5.3 Identify Key Competencies Required for Strategic Leadership
- › 5.4 Develop Strategies for Engaging Diverse Ageing Care Teams
- › 5.5 Design Action Plans for Implementing Workforce Development Initiatives
- › 5.6 Assess Outcomes of Leadership Strategies on Workforce Performance