

Ontario CLRI PAC Meeting: Public Minutes

Contents

Welcome, conflicts of interest & additions to the agenda.....	1
PAC meetings & Terms of Reference	2
2021-22 Ontario CLRI initiatives.....	2
Increased number of PSW students in LTC: Impact on preceptoring needs	3
A changing sector: How can the Ontario CLRI better serve the sector?	4
Group roundtable	5
Adjourn - Next meeting.....	5
Meeting slides	6

Participants/Regrets:

<p>Membership</p> <p><input checked="" type="checkbox"/> Carol Dueck</p> <p><input checked="" type="checkbox"/> Devora Greenspon</p> <p><input checked="" type="checkbox"/> Carolyn Triemstra</p> <p><input type="checkbox"/> Dee Lender</p> <p><input type="checkbox"/> Nancy Mountney</p> <p><input checked="" type="checkbox"/> Samantha Peck</p> <p><input checked="" type="checkbox"/> Birgit Pianosi</p> <p><input checked="" type="checkbox"/> Michelle Rossi</p> <p><input checked="" type="checkbox"/> Nancy Cooper</p>	<p><input checked="" type="checkbox"/> Sarah Boesveld (interim AdvantAge Ontario)</p> <p><input checked="" type="checkbox"/> Jane Simms</p> <p><input checked="" type="checkbox"/> Jennifer Killing</p> <p><input type="checkbox"/> Ruth McFarlane</p> <p><input checked="" type="checkbox"/> Ben Robert</p> <p>Ontario CLRI</p> <p><input type="checkbox"/> Faith Boutcher</p> <p><input checked="" type="checkbox"/> David Conn</p> <p><input checked="" type="checkbox"/> Tammy Cumming</p>	<p><input checked="" type="checkbox"/> Josie d’Avernas</p> <p><input checked="" type="checkbox"/> Trish DeFazio</p> <p><input checked="" type="checkbox"/> Heidi Sveistrup</p> <p><input checked="" type="checkbox"/> Raquel Meyer (chair)</p> <p><input checked="" type="checkbox"/> Zsofia Orosz</p> <p><input checked="" type="checkbox"/> Audra Thompson-Haile</p> <p><input checked="" type="checkbox"/> Noel Gruber (minutes)</p>
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Welcome, conflicts of interest & additions to the agenda

- Member transitions: Sarah Boesveld is interim representative for AdvantAge Ontario.
- January minutes were approved.
- No conflicts of interest was declared.

PAC meetings & Terms of Reference

The Terms of Reference was circulated with the agenda, no comments had been received. It was confirmed that members are encouraged to assign a delegate for times when they are not able to attend. Ontario CLRI managers will contact each PAC member whose term is expiring.

Mondays, 10-12AM will be reconfirmed as convenient time for meetings.

2021-22 Ontario CLRI initiatives

Context: please see slides below for themes and COVID-19 initiatives from the Ontario CLRI's 2021-22 Implementation Plan.

PAC questions and discussion:

Question: How does the Educator Certificate fit with current college/university offerings?

CLRI: The Educator Certificate (of attendance/completion) is for LTC home educators, not for faculty, professors or instructors. It is part of the Ontario CLRI's work to build education capacity within LTC homes.

Question: Essential Care Partners are so integral to care. They would benefit from focused modules in your Orientation, IPAC as well as dementia education. These offerings could be used to make it easier to orient new family members and take the workload off the staff. Care Partners would benefit from a refresh when new directives come out to help keep them up-to-date.

Comments from PAC members:

- There is a gap in the onboarding of care partners. An exciting development is the growth of the [caregiver program of the Ontario Caregiver Organisation](#) (OCO), which can be very helpful post-pandemic as well.
- Is the CLRI working with OARC around this? Family perspective needs to be paired with resident perspectives because residents are the ones living in the homes.

CLRI: Most CLRI training is for LTC team members. Yes, we are working with OARC. We are also on the OCO's provincial Partners in Care/Caregiver ID Learning Collaborative. Members of the Learning Collaborative confirmed that training that is tailored for Essential Care Partners is a key element for a successful Essential Caregiver program.

Question: Is there an opportunity to move the IPAC training to a certificate level via affiliations with colleges/university programs? There is a great need for this level of IPAC programs.

CLRI: We are developing [6 IPAC modules](#). They are not accredited but created in consultation with experts and use best practices.

Question: Is leadership training for LTC leaders and staff part of the various themes the CLRI is currently working on?

CLRI: Yes leadership training falls under different themes, including Capacity Building (for example, Clinical Nursing Leadership and Team Essentials). We have also collaborated with Ontario Health Central on their coaching program and in what form these might be continued.

Comment from PAC: Ontario Health Central's pilots for coaching leaders are dissolving. Feedback and evaluation were positive and we should be considering programs that build leadership across all teams.

CLRI: CLRI training in this area takes the approach that everyone needs to be a leader, so the target audience includes but goes beyond managers.

Increased number of PSW students in LTC: Impact on preceptoring needs

Discussion question: How could these additional students be supported to maximize this recruitment opportunity? Knowing the CLRI's mandate, how are we best positioned to contribute?

- The OLTCA's Quality Committee extensively discussed this topic. We need to design a system that provides students with end-to-end support in their placements: enrolling for placement, orientation, learning objectives, feedback from the preceptor, check the satisfaction and experience of both students and homes.
- Contact deans of schools, different health sciences to encourage them to make use of Ontario CLRI's eLearning modules in their training and for orientation for students. We know that students use this knowledge to get hired and homes don't need to spend money to educate them.
- Do we know how the recruitment is going for the Accelerated PSW Training Programs? Are there 8,000 Ontarians wanting PSW education and career?
 - CLRI: Subscription for the programs run by Public Colleges can be checked on their [registration website](#). Homes are also reporting that the many already in the Resident Support Aide (RSA) positions have applied/are looking at the PSW programs. Being an RSA gave them a chance to know the sector.
- Ontario Universities have seen an influx of student registration during the last two years to gerontology programs, including those where graduates are not moving into a registered profession. People are becoming more interested in the sector. They see the sector as a niche that has value, they see areas that need to be improved.
- How many LTC homes use HSPnet - a national portal that is used by many schools to support student placement administration between the school and receiving healthcare organization. The system is administered through the Council of Ontario University Programs. The challenge is also that not all colleges/universities use HSPNet, so if a home receives students from more than one educational institution, they have to deal with different onboarding procedures. It would be great to have a standard for LTC-specific orientation and onboarding in colleges and universities.
 - CLRI: ALPHA, recently funded by the Ministry of Colleges and Universities, will have a standard orientation that can be used for all new nursing hires.
- We need a standard curriculum for PSWs. This coupled with paying them a living wage will attract more to the profession as they will not have to work double shifts to make ends meet)
- Deans of Colleges would welcome a standard orientation for students, as this would help bring consistency to the requirements homes have for the students. The consistency and standardization need to come from the LTC homes to colleges. Consistent standards make it easy to help students know what to expect and what to do. One example is vaccination requirements for students.

- Another consideration to keep in mind that organizations, such as municipalities, may be taking a broad range of students beyond healthcare.
- Is there a chance for ongoing micro-credentials for PSWs post-graduation?
- Can Retirement Homes host PSW students? Is there a way to bridge as many of the residents in retirement homes have similar needs as in LTC? We could also capitalize on the transitional care programs being set up during the pandemic.

A changing sector: How can the Ontario CLRI better serve the sector?

Context (see slide below for details): LTC sector is growing (15,000 new beds), Ontario CLRI has been approached for collaboration from different stakeholders, PSW Training Fund is confirmed for FY21-22, ALPHA funded through MCU Funding.

Knowing the Ontario CLRI's mandate, how could the CLRI best serve the sector? Where does the CLRI fit within government response, with the high-level provincial groups set up (eg. LTC Stabilization: Recover and Planning Table; Staffing Supply Accelerator Group)?

- With regards to requests to be part of program evaluations: the CLRI needs to be either delivering or evaluating education, cannot do both as there are accreditation bodies. Furthermore, colleges and universities' programs are accredited already.
CLRI: we have been discussing the experience of the PSW students and the homes, not the content itself.
- The CLRI could function as an advisor to colleges and universities about what programs they bring to LTC and how the students are better prepared to enter the workforce. This is particularly valuable when funding to post-secondary institutions is limited.
- Many College programs are externally accredited that are intimately evaluated. For those that are not accredited, Niagara college has a six-year review cycle that includes communicating with external reviewers. This is similar in other colleges. There is also extensive course evaluation by students. Evaluating students' experiential component could be reflected better, gathering the feedback from the agencies hosting the students as to how we can improve as an education partner and from students evaluating the experience at the agency itself. This is an area where CLRI could help both the colleges and the agencies, develop that evaluation so we can improve.
- The CLRI was good at curating existing resources and education modules during COVID to check for relevance or potential relevance to LTC, so this is a role that should continue.
- It is important for the CLRI to help homes to educate families so they can take on some of the education to their peers, especially if there is a standardised train-the-trainer curriculum (eg around IPAC, Caregiver Presence, CEoL). This could lower the LTC teams' workload too.
- The OLTCC puts on an annual conference and runs the medical director's course. There is always a need for extra information – particularly in the context of frailty and palliative care. Must be content that leveraging not duplicating what OLTCC is putting forward. There's a need to expand the content related to palliative, various end-stage diseases in university-based geriatric programs as well. In addition to collecting and sharing various free

educational components for geriatric and palliative care, the CLRI could push information out to physicians.

Group roundtable

Colleges Ontario:

- As of last week, Niagara College vaccinated over 500 students, in collaboration with LTC home partners and organizations and public health. While the College cannot mandate student vaccination, agencies can so the college is helping students understand their options.
- A new cohort of PSW and nursing students start in May, working to find placements.
- Also working on increasing the numbers of Practical Nurse students in the fall in response to LTC staff shortages.

Ontario Interdisciplinary Council for Aging & Health:

- Laurentian University is being reorganized and let go of all the Gerontology Program faculty (the program will be offered online only). This means that there will have to be a new OICAH representative identified. Birgit remains committed to staying in touch and continues to contribute to ongoing conversations. PAC members recognized that this change is a loss for the committee and thanked Birgit for her contributions

PeopleCare:

- We're able to see that vaccines work in our homes
- In the third wave of the pandemic, we are looking at how to help our hospital partners – one way is to have our own vaccine clinics onsite so that we can vaccinate independently of hospitals.
- We are starting to look at recovery – in the next year our focus will be exclusively on projects that enhance resident and staff experience.

RIA:

- The Walk with Me Conference is scheduled for May 2022 in Calgary, combining in-person and virtual components. The focus will be on changing the culture of ageing.

Resident Representative:

- We are still in partial quarantine so these meetings are appreciated as they engage and offer important conversations.

Adjourn - Next meeting

Monday, June 14, 2021, 10:00 a.m. - 11:30 a.m.

Meeting slides