

Recently, the Ministry of Health and Long-Term Care announced the creation of 3 LRI Centres to be located within the Schlegel, Baycrest, and Bruyère organizations. Each of these LRI awards is accompanied by up to \$625,000 per year for 5 years.

In addition, the Schlegel organization was awarded a 192-bed Long-Term Care facility, to be located on the north campus Research and Technology Park of the University of Waterloo. Construction will begin in 2012 with completion approximately 18 months later. Through personal philanthropy, Dr. Ron Schlegel will construct a \$3 million research facility adjacent to the 192-bed LTC to house the LRI Centre faculty, staff, and labs. In addition, he will donate all revenue over cost from the LTC back into research activities. Finally, as the original LTC expands over the next 10 years into retirement infrastructure, Dr. Schlegel will create at least 10 more Schlegel Research Chairs to build critical mass in support of relevant research themes.

The goal of the Ministry awards is to help Ontario prepare wisely for an aging population. With more older adults living longer, there is a risk of increasing healthcare costs related to later life care. Those costs are not sustainable for the system so the answer is to increase efficiencies of LTC management and bring a culture of innovation to that sector.

To that end, it is necessary to create a new reality for seniors' care which:

- Embraces a social model of living, shifting away from current institutional models of care
- Sees seniors living well in LTC despite increasing frailty
- Has a workforce with more advanced skills for increasingly complex physical health needs and a higher prevalence of dementia
- Contains system costs through evidence-based decision-making
- Provides learning opportunities to the general community for living safely at home for longer.

At Waterloo, the Learning Program will provide educational opportunities and promote carer opportunities in long-term care leading to a larger, more knowledgeable, and more skilled workforce dedicated to senior living and care.

For example, a "Living Classroom" already exists at The Village of Riverside Glen in Guelph. This model includes 4 classrooms, a clinical lab with beds and computerized mannequins, 2 computer labs, and a teaching senior's apartment with one-way viewing for teaching and practice. Approximately 90 students from Conestoga College register at this site annually (PSWs and RPNs), and complete their coursework in an environment that creates both planned and spontaneous opportunities to interact with,

assist, and learn from seniors themselves. The learnings from this model will be provided for other LTC sites and a similar infrastructure will be located at the north campus UW site.

### LEARNING PROGRAM

**OBJECTIVE: Develop and spread Living Classrooms Across the LTC sector**

- ACTIVITIES:**
- Expand evaluation of existing Living Classroom at Riverside Glen to identify successes and areas for improvement
  - Establish a Living Classroom and program in the new LTC home (Year 4 and 5)
  - Develop a toolkit to assist other LTCs to implement Living Classrooms
  - Develop a roster and coaching program to assist other LTCs to work with local colleges and universities to implement Living Classrooms

**OBJECTIVE: Enhance resident-centred care skills and develop new career development paths for staff working in LTC**

- ACTIVITIES:**
- Disseminate Excellence in Resident-Centred Care course for PSWs across Ontario
  - Integrate distance education learning technologies to make the PSW to RPN Bridging program more widely available across Ontario
  - Develop a new RPN to BScN bridging program specializing in seniors care and mental health

**OBJECTIVE: Build LTC leadership to drive innovation**

- ACTIVITIES:**
- Package existing 120-hour Leadership Course into 10 modules for easy delivery and tailored to each home's mission, vision and values
  - Residency Programs for Administrators, Directors of Nursing, Directors of Recreation.

The Research and Innovation Program will create research-friendly environments in LTC. It will connect providers, researchers, and policy-makers to shape research questions, complement relevant research, and integrate results into policy and practice.

### RESEARCH AND INNOVATION PROGRAM

**OBJECTIVE: Innovate for New Staffing Models in LTC**

- ACTIVITIES:**
- Build on our work in interprofessional practice to trial new staffing models for LTC (e.g., role of "Neighbourhood Co-ordinator")
  - Trial a training program and role enhancement for select PSWs in medication administration. We have already developed a training course and trialed this role in a retirement setting in 2 locations. We tracked medication errors and found no increase. We also found increased job satisfaction for both nurses and PSWs.
  - Package and disseminate our learning in interprofessional models of care for LTC
  - Coach other LTCs interested in adopting new models of care

The MOHLTC award enables us to create an optimal environment for innovation where researchers, educators, students, and residents co-locate on a university campus with a national reputation for innovation. Our full model is one of incubation (the discovery and development of new ways of doing things), moving to acceleration/replication (trial and systematic variation of innovations in other standardized environments), and finally, dissemination (exporting knowledge provincially, nationally, and internationally to benefit the system as a whole).

**For further information about programs within the Schlegel-University of Waterloo Research Institute for Aging visit our website at:**

**[www.the-ria.ca](http://www.the-ria.ca)**