

AGING WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES

Assessment of Training Needs for Staff Supporting

Clients in Northern Communities

The Mashkikiwininiwag Mazinaatesijigan Wichiiwewin (MMW) program at Program at Surrey Place has been working with agencies across Northern Ontario to build a training program for staff who support people who are aging with intellectual and developmental disabilities (IDD). A needs assessment was conducted to inform the program development.

WHAT WAS DONE

An online survey was distributed to management and direct support staff who support aging adults with IDD in Northern Ontario. The survey was followed by three focus groups.

118

SURVEY RESPONDENTS

Direct support staff and leadership working in Developmental Services, Homelessness and Housing, Indigenous Services, Health and Mental Health, Senior's Services, Respite Services and Home Care.

13

FOCUS GROUP PARTICIPANTS

Direct support staff and leadership working in Health Care, Home Care, Developmental Services and Respite Services.

RESULTS

79%

Did not have an understanding of Indigenous knowledge of IDD.

40%

Reported challenges in their relationships with their aging clients.

67%

Reported challenges in their caregiving environments.

51%

Reported challenges in their client's care network.

83%

Would like more training in supporting people who are aging with IDD.

BEHAVIOUR MANAGEMENT TECHNIQUES

Most frequently selected desired topic for training*.

*Followed by care planning and assessment, and IDD in general.

CORE CAPACITIES

The focus groups dug deeper into these findings, bringing to light core capacity needs:

- Understanding health conditions and the aging process in adults with IDD
- Skills in client-centred care
- Understanding how to respond to a range of client needs appropriately
- Skills in documentation
- Knowledge and confidence in adapting or manipulating the client's environment to support behaviour
- Skills in managing client care as a team
- Skills in communicating effectively with families