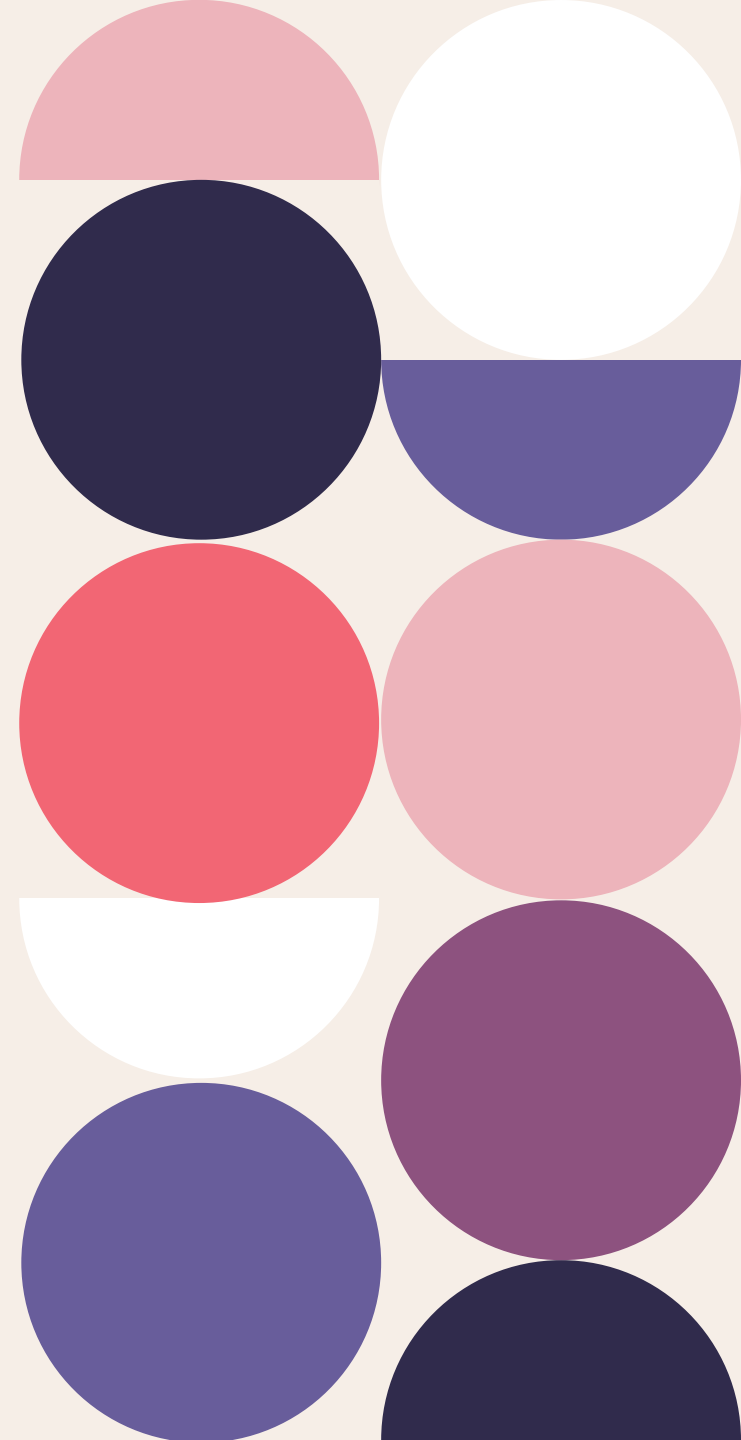# Enabling knowledge translation in the aged care workforce

Professor Sue Gordon

Acknowledgement of Country
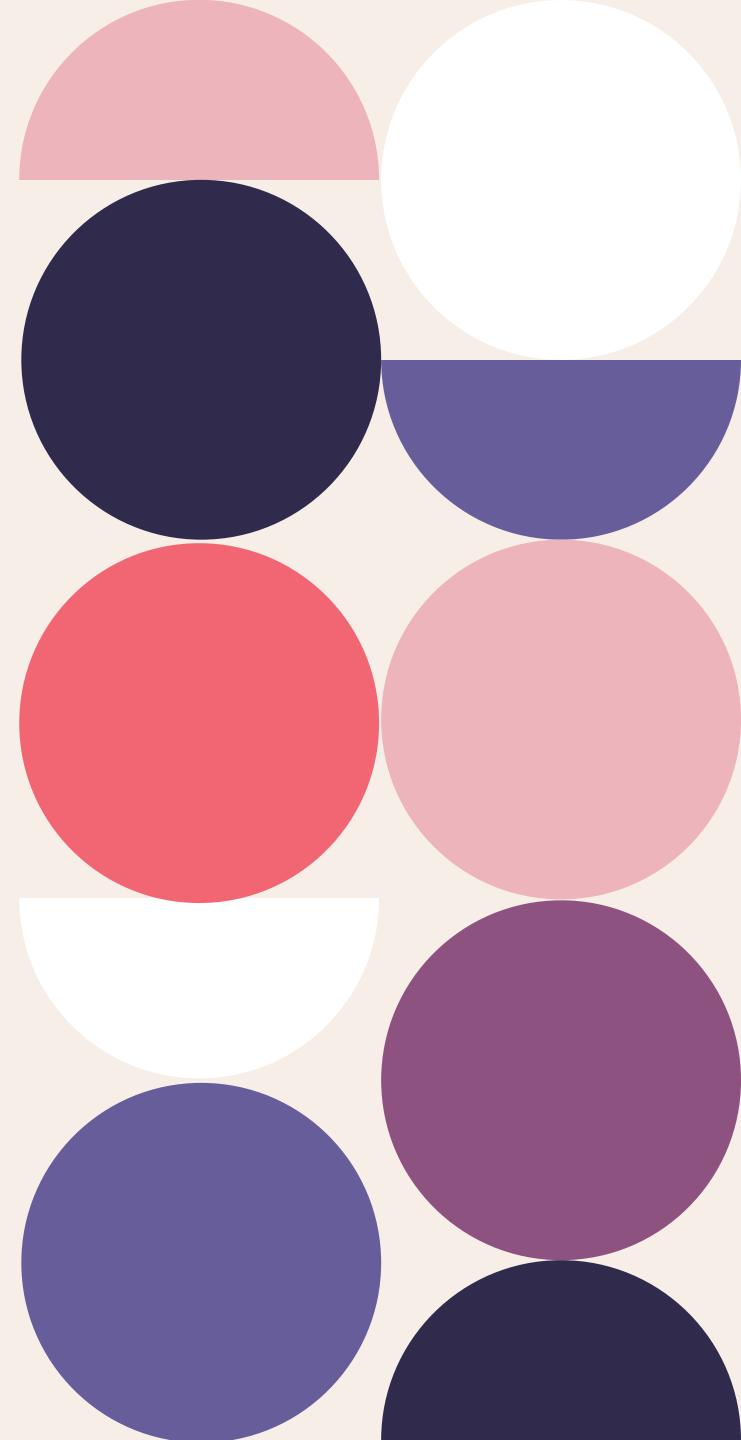
Image: *Long Way Home – A celebration of 21 years of Yunggorendi First Nations Centre (2011)*

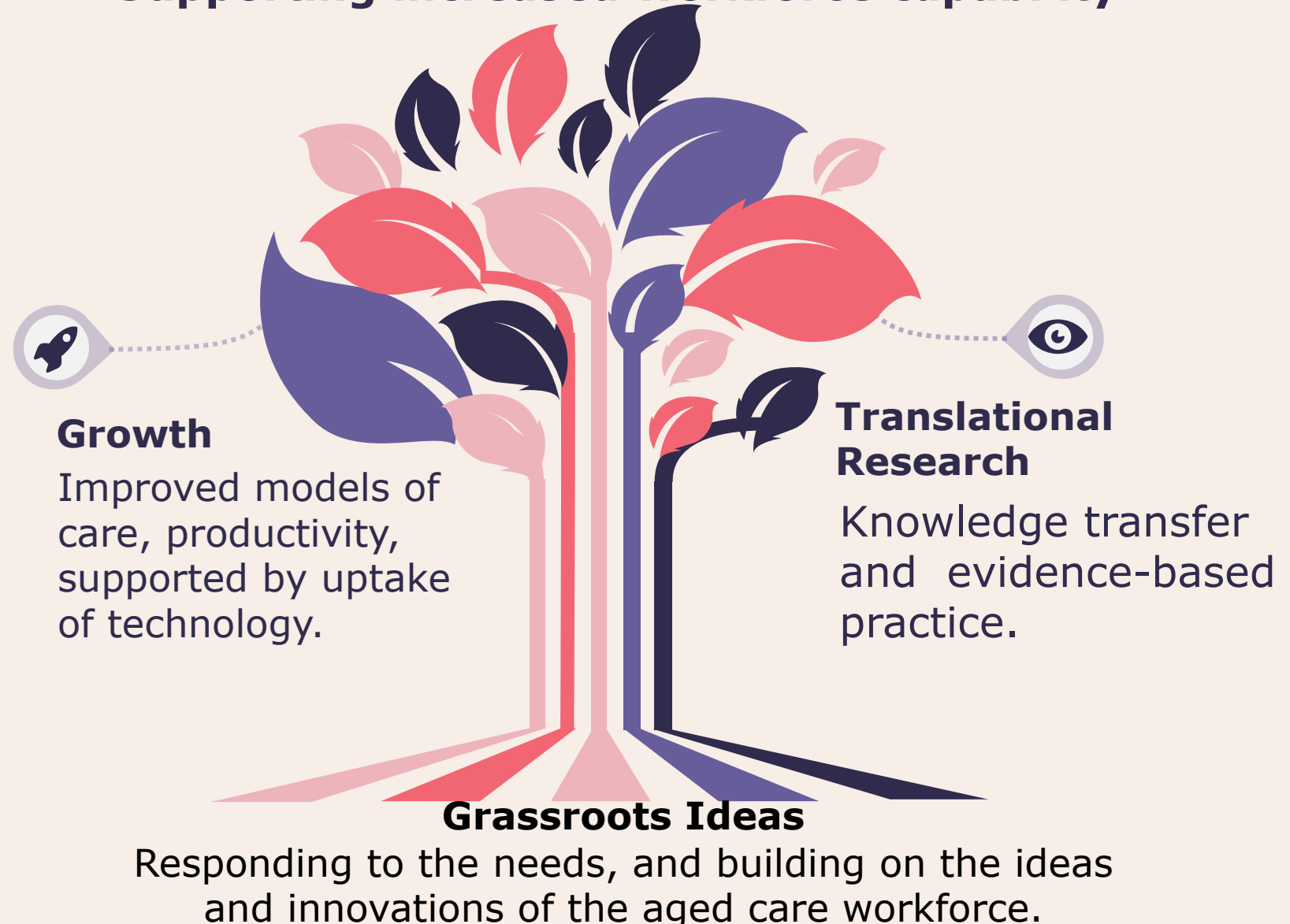What is ARIIA's role in enabling knowledge translation in aged care?

What have we learnt about enabling knowledge translation in the aged care workforce from the ARIIA innovator training program?

Role of ARIIA

Supporting increased workforce capability

Growth
Improved models of care, productivity, supported by uptake of technology.

Translational Research
Knowledge transfer and evidence-based practice.

Grassroots Ideas
Responding to the needs, and building on the ideas and innovations of the aged care workforce.

Workstreams
Multi-year programs of work which focus on delivering outcomes

Principles
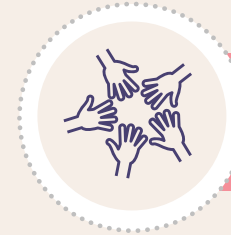Cross-cutting themes which inform how workstreams are delivered

Advocacy and Policy

Knowledge and Implementation Hub

Workforce Capability and Capacity

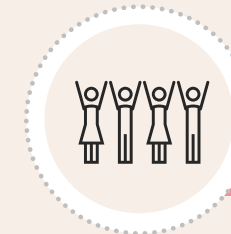**Aged Care Partnering Program**
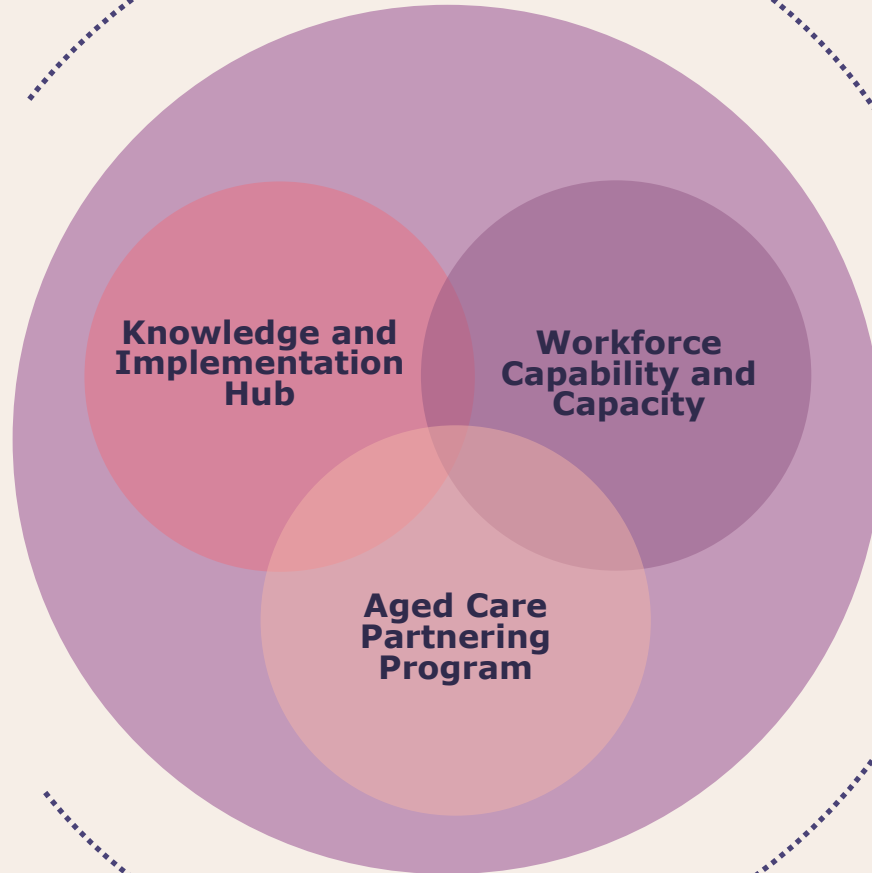
Grants

Sector Priorities
Topics of research focus, updated annually and informed by consultation with the aged care sector

Integrity and Independence

Collaboration and Engagement

Inclusion and Diversity

Innovation and Technology

Knowledge & Implementation Hub

Professor Jennifer Tieman

Director, Knowledge and Implementation Hub

- Bringing together evidence in a meaningful way
- Academic and grey literature into lay language
- Searchable database
- Topics include:
  - Dementia
  - Rehabilitation
  - Reablement & Restorative Care
  - Mental Health & Wellbeing
  - Social Isolation
  - Urgent & Critical Need
  - Palliative care and end of life
  - Meaningful lifestyle activities
  - Technology
  - Staff burnout
  - Clinical governance

Knowledge & Implementation Hub

Innovator Training Program

ARIIA has delivered
this program to nearly 600
people working in aged care

This presentation is based on the enablers we have identified during in house programs.

Defining the problem

Contextualise an evidence-based solution

Implementing evidence

Project management

Change management

Evaluation

Project Plan Pitch

Inhouse or scheduled ITP

- Inhouse - Solving an organisation-wide issue
- Group of people from one organisation
- Online and face to face

- Scheduled -Individuals and sponsors from
different organisations solving a local problem
- Online and supported virtual workshops
  https://www.ariia.org.au/programs/innovator-training-program

Aged Care Partnering Program

Professor Gill Harvey

Co-Director, Aged Care
Partnering Program

Professor Karen Reynolds

Co-Director, Aged Care
Partnering Program

- Developing technology-based projects with broad and scalable relevance to the sector

- Real world solutions

- Bringing together partnerships to solve the problem

- Looking for collaborators national networking events and webinars

60 funded translational research projects underway

- $13 million in grant funding distributed

- $160,000 maximum from ARIIA

- Mandatory co-contribution

- As a minimum need an aged care provider and a research organisation

- One year projects

https://www.ariia.org.au/ariia-grant-funded-projects

What have we learnt?
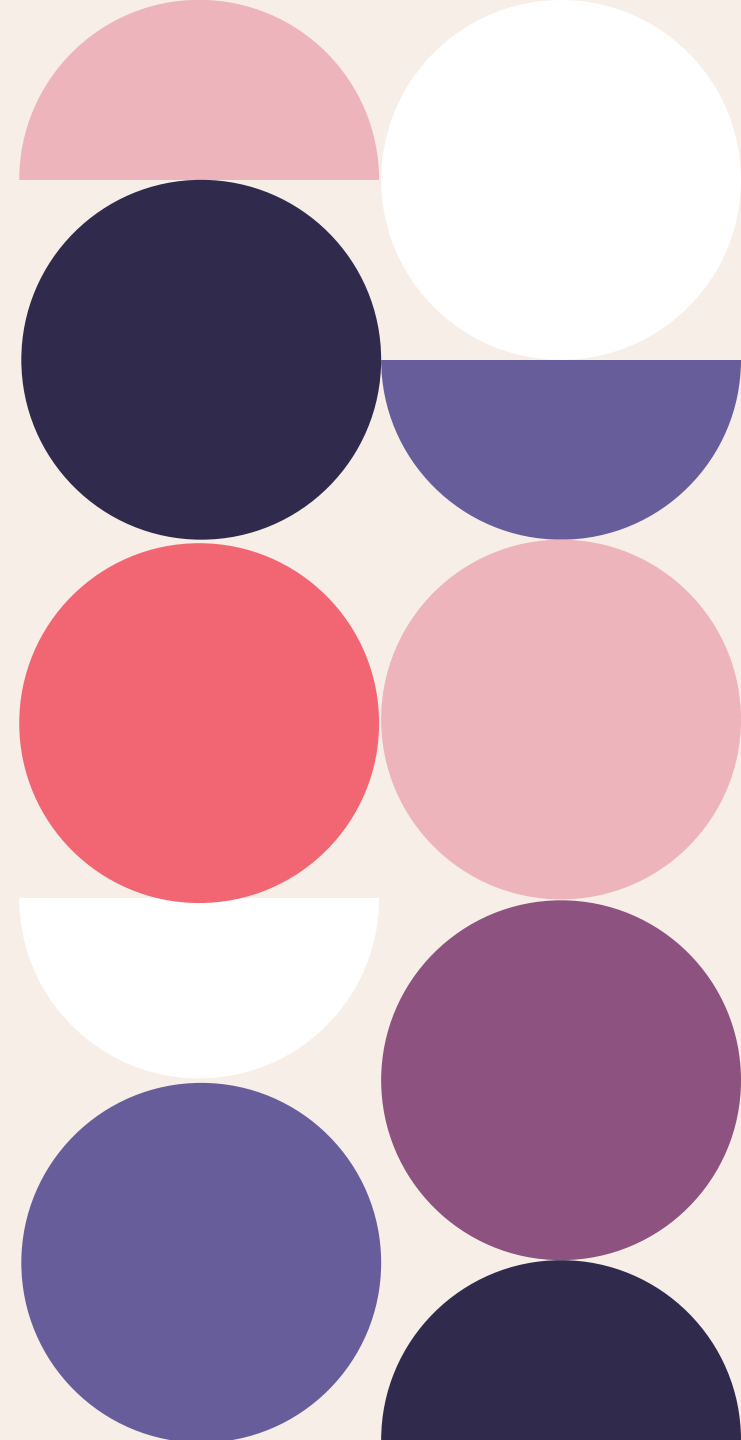
Organisational priorities

- Internal and external forces
  - Reshape knowledge translation
  - Allocation of limited resources

- Savvy innovations
  - Align the research translation with internal priorities and current external drivers

Evidence is important

Finding
Understanding
    Adopt
    Adapt
    Contextualise

Mitigate risk

Inhouse data

EVIDENCE BASED
PRACTICE

Pre-implementation

……it always takes longer than you think it is going to!

Balancing urgency with successful translation of evidence needs effective change management

Pre-mortem

Inclusive co-…………

It's not just codesign …….coproduction, coevaluation…… Co- at every stage

An IT project is not all about IT……

Opportunity for the richness of the contemporary and contextualised knowledge of the people receiving care, their families and the workforce to inform change

Open mind

Take the opportunity to innovatively work within the system…be prepared to be curious

You don't know what you don't know!

The evidence is sometimes surprising………

Compliance meets innovation

Implementation skills

Knowing what needs to change is different to knowing how to implement the change

Implementation is not business as usual

- Investment in skills and knowledge
  - Project Management skills
  - Change management skills
  - Implementation skills

The team

The buck must stop somewhere……but change needs everyone's efforts
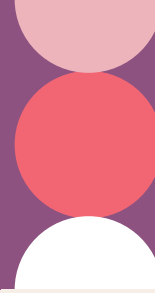
Leader
          identifying the best person to lead

Champions across the organisation
          network of support

Permissions and boundaries

It's better to start small!

From little things……

success breeds success

easier to embed small changes and then keep building

small changes
can have
a big
impact

http://daily-ink.davidruss.com/small-changes

embeds confidence…….

keen for more change………

Embedding in everyday

Sustainability
       seamless
       makes work easier, more effective and efficient
       everyone can see the value
              win:win:win

Policy and process

Culture eats strategy for breakfast………
       foundation of change management practices that set culture
Habits eat innovation for breakfast………..
       iterative
       continuous quality improvement cycle of change

Thank you