

Canadian Frailty Network – Training – HQP

LOGIC MODEL-(draft)

Inputs/Resources

NCE funds, requirements, and guidelines

Network Members

All Committees (most involved will be ETC, KT and CE)

Partners (various sectors:

- Cash and in-kind
- Expertise (mentorship, placement, supervision, professional expertise etc.)

External Researchers and Scientists and Educators

HQPs

Citizens

Other Stakeholders (healthcare practitioners and administrators, policy makers, community organizations, etc...

OnQ (platform used for delivering modular training program)

2. Activities

2.1 Train HQP to ensure they are knowledgeable in improving care for older adults living with frailty and track HQP alumni

2.2 Launch and widely promote annual HQP competitions (Summer Student Awards (SSA), Interdisciplinary Fellowship Program (IFP))

2.3 Review and evaluate all applications to award annual SSA & IFP candidates

2.4 Monitor and evaluate all IFP & SSA HQP and provide feedback to supervisors/mentors. Monitor all project HQPs to ensure program completion

2.5 Continue to improve on-line and in-person training program based on stakeholder input, ETC direction and partnerships with other training programs

2.6 Build Fellowship placements across Canada through partnerships, other networking events and volunteer intake on website

2.7 Recruit citizens for mentor program

2.8 CFN imbedded in existing curriculum/training programs

2.9 Recruit HQP for committees

3. Outputs

3.1 HQP equipped with understanding and appreciation of frailty and older adults (including palliative care approaches etc.)

3.2 Number of applicants increased, particularly those from underrepresented disciplines to the SSA & IFP competitions

3.3-3.4 Minimum awards of 10 SSA & 10 IFP HQP trainees per year. Minimum of one trainee per ongoing research project who have completed the specific elements of interdisciplinary training program (see appendix of interdisciplinary training program)

3.5 Improved training program for all interdisciplinary program streams

3.6 Appropriate Fellowship placements and increased placement opportunities

3.7 Increased number of citizen mentors for the training program

3.8 CFN frailty program training imbedded in other training programs

3.9 HQP committee requirements fulfilled

4. Short to Medium Term Outcomes

4.1-4.7 HQP have skills and knowledge in frailty to improve employability (see appendix of interdisciplinary training program). HQP apply knowledge in the workplace in a variety of spheres.

4.1-4.7 Alumni HQP directly involved (committee member, knowledge user, investigator, mentor) in network activities

4.8 CFN frailty program training imbedded in other curriculums

4.9 HQP knowledgeable in governance and have ability to impact decisions from a trainee's perspective

5. Long Term Outcomes

5.1-5.8 Increase in number of individuals in the workforce that are knowledgeable in frailty and are involved in policy/practice change, and go on to train the next generation

5.1- 5.7 CFN HQPs lead or are involved in practice and policy change, and go on to train the future generation.

5.1-5.8 Alumni HQP directly involved (committee member, knowledge user, investigator, mentor) in network activities

5.8 CFN's frailty training embedded in other curriculums

6. Ultimate Outcomes

HQPs will lead/be involved in evidence-based changes to the healthcare system that improve the care and lives of older adults living with frailty

HQPs will lead/be involved in changes to the health care system will translate to better coordinated health care benefitting all Canadians regardless of age

HQP contributes to Economic benefit (cost savings via elimination of inappropriate and ineffective care)

Specifically, changes made as a result of CFN and CFN training program will:

- allow older adults to avoid the onset of frailty and/or delay of the onset of frailty
- bring about personalized and person-centred care which will reduce or eliminate unwanted care and thus improve quality of life and death
- bring about practice changes to improve quality of care and thus health outcomes

HQPs will use COMs/CDEs which allows for greater standardization of data and unique data analysis and novel findings

Output Measurements

- # of applicants for each competition
- # quality applications as ranked according to evaluation rubric
- # of applications from diverse disciplines outside of healthcare fields
- # of applications from diverse regions and education levels
- 95% of HQP complete training
- Ratio of placements to students
- # of trainee desired placement request met
- # of citizen mentors
- Recording of request for training program curriculum
- Continual tracking and fulfilling committee requirements as needed

Short to Medium Term Outcome Measurements

- Track 75% percent of all HQPs to first career position
- Identify and track HQP alumni who are on committees, mentor other HQPs, become a knowledge user etc.
- Track collaborations with other NCEs and other organizations
- # of people in the CFN training and CFN training alumni networks
- # of likes and increased number of posts showing engagement in the network
- HQP frequently attend committee meeting an provide input

Long Term Outcome Measurements

- Track and record notable HQP successes
- Track HQP career changes/direction
- Track HQP returning/continuing on in Network activities

Learning Themes	Training Activities	HQP	
		IFP Fellows	Grant Project HQP/Summer Student/Mitacs
Online Orientation		✓	✓
CFN Webinar Series		✓	✓
Frailty Assessment HQP will be able to recognize frailty to improve care for frail elderly Canadians with evidence-based interventions.	Overview Session of Frailty Assessment Tools	✓	✓
	Frailty Assessment Discussion Board Fellows will critically analyze an assessment tool applicable to their setting of interest.	✓	
Citizen Engagement HQP will be able to identify and apply best practices for patient/citizen engagement to incorporate their needs and concerns into research and practice.	Overview Session of Best Practices for Patient/Citizen Engagement	✓	✓
	Patient, Family, Support System Mentor Fellows will meet regularly with an elderly patient, their family, and/or their support systems.	✓	
Interdisciplinary Collaboration Fellows will be able to practice the knowledge, skills, attitudes, and values identified by the National Interprofessional Competency Framework for effective interprofessional collaboration to support multidisciplinary research and practice.	Fellowship Meeting Fellows will meet monthly to share their progress, successes, and challenges to their research projects and other IFP activities.	✓	
	Interdisciplinary Mentor Fellows will meet regularly with an individual from a different discipline to expand their perspective on frailty and late life research and practice.	✓	
	Online Collaborative Project Fellows will work in an interdisciplinary group to address a gap in frailty research or late life issues.	✓	
Self-Directed Professional Development Fellows will have new knowledge and skills on self-identified gaps to support integration into academic and non-academic workforces.	Self-Directed Professional Development Sessions Fellows will identify gaps in their professional development to inform the content of HQP training sessions.	✓	
	External Placement Fellows will participate in a 1-month (minimum time-length) placement at an organization to apply their research to real world settings.	✓	