



Child & Community Resources

**Ressources pour l'Enfance
et la Communauté**

Northern Capacity Building Advisory Committee

Sherry Fournier, Executive Director | June 2020



How did we get here?

Background

Prior to June 7, 2018, Child & Community Resources' team of 200 staff (approximately 120 dedicated staff funded by OAP), actively engaged in delivering quality OAP services to hundreds of families in the Thunder Bay / Kenora, Rainy River / Sudbury, Manitoulin, and Algoma Districts.

The team consisted of:

- Psychologists/Psych Associates
- Board Certified Behavioral Analysts
- Experienced ABA Therapists
(many on track to obtain BCABA or BCBA certification)
- Family Service Coordinators
- Skilled managers and program supervisors experienced in delivering and coordinating OAP services



Funding

CCR is 100% funded by:

1

Ministry of Children, Community
and Social Services

2

City of Greater Sudbury (Ministry of
Education)

And then things changed....

Government announced OAP will move to a fee-based model.

Impact to CCR is significant, funding will go directly to families instead of organizations.

CCR advised that funding would end December 2019 (then delayed to March 2020).

Projected loss of funding, over 70% of CCR's total operating budget.

Based on this information CCR began to prepare for the future.



Impact

Within months, the CCR team experienced a significant reduction in staff.

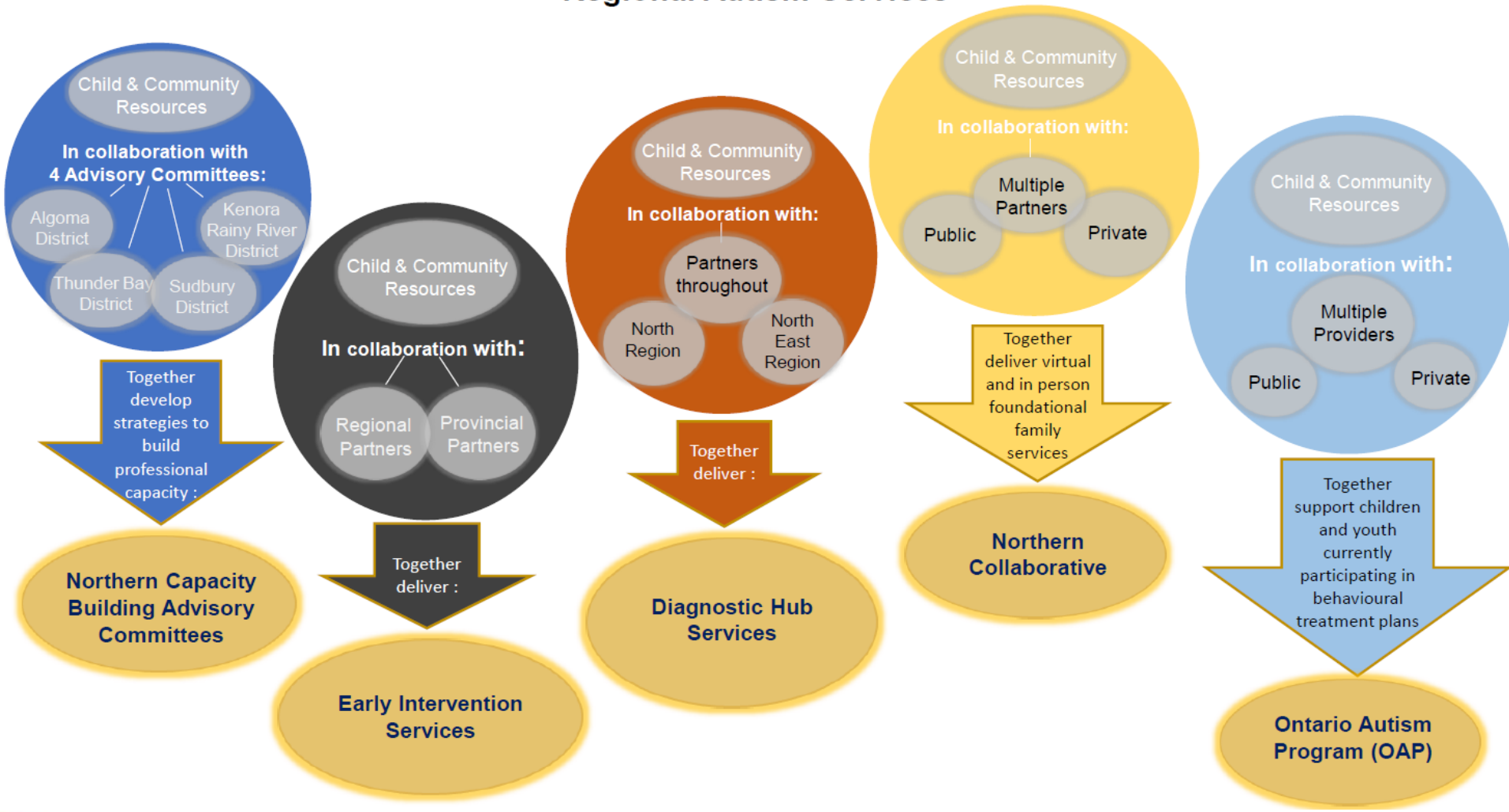
Today the CCR team includes 52 full-time employees and a team of 15 casual employees supporting respite programs in Sudbury.

Ten of the 52 full-time employees deliver direct OAP services in Sudbury-Manitoulin. The remaining employees support EarlyON, Special Needs Resourcing, Assessment and Treatment, and Respite services.

To ensure CCR fulfills all program mandates until the new OAP is announced we engaged in multiple subcontracting relationships with public and private providers throughout the region.



Regional Autism Services





**This is a new way of working and we are
still learning...**



What have we learned so far....

- The value of one entity working with parents and multiple partners to identify needs, gaps and underserved areas.
- It is critical that the system includes a hybrid of public and private services (without this combination silos will continue, and families and communities will be left behind).
- We need to improve our website!
- That geography is not a challenge to overcome for all services.
- That for some parts of the region (province) we are building capacity from the ground up.



What have we learned so far...(cont'd)

- Families are engaged and willing to contribute to the plan.
- There are many partners in rural and remote communities that are interested and ready to engage.
- Investing in the system versus allocating resources to one or two agencies/providers stabilizes the system and ultimately, increases access.
- A plan must be established to increase access to service and trained professionals.



Experience confirms....

- **NO** amount of funding will create a stable treatment experience for families living outside of urban areas.
- Addressing challenges related to geography requires much more than a travel voucher.
- Although many new providers enthusiastically express interest in providing service to all communities throughout the region, enthusiasm wanes and over time providers choose to deliver service in urban areas only, OR families are required to pay excessive amounts to maintain service.
- Technology does not solve everything.
- **The most significant gap** – there is no strategy in place to support families in finding, retaining, training and supporting skilled therapists/other professionals.

Not negotiable

Families must have:

- Access to service in their home community provided by qualified professionals.
- Choice (private and public).
- Confirmation that travel costs will not affect treatment hours.
- Confirmation that professional training costs will not affect treatment hours (i.e. training new therapists).
- Access to bilingual and culturally inclusive services.

Solution - Create a Capacity Building Hub (now named the Northern Capacity Building Advisory)

- To work in collaboration with families and professionals to stabilize the system
- To maximize limited resources
- To develop short and long-term strategies (community-based strategies) to recruit and retain professionals in the North
- To monitor, evaluate progress, leverage innovation and share lessons learned



Original Proposal submission included services to strengthen child, youth, family capacity...

- Training for parents/caregivers and extended family/support network (regular easily accessible training opportunities offered throughout the year);
- Parent mentoring, coaching;
- Clinics;
- Youth Mentoring/Coaching Programs to be delivered by local youth in the child and families home community;
- Group Opportunities for parents/caregivers, children and youth; and
- Individualized training tailored for the unique needs of each family.

NOTE: The Ontario Autism Advisory Panel Report identifies these services as foundational therefore they may be funded in the new OAP but not confirmed.



Original Proposal submission included services to strengthen professional capacity ...

- Training clinics offering several topics to increase capacity related to autism.
- Workshops to support professionals in establishing themselves as private providers, specifically where to start, what to charge, expectations related to establishing a successful working relationship with families.
- Ongoing coaching, mentoring, clinical supervision would be available and easily accessible via technology.
- Connection with colleges and universities to establish capacity, internships and placement opportunities.



Original Proposal submission included services to strengthen professional capacity.... (cont'd)

- Training for recreational and respite staff creating new opportunities for children and youth to participate in inclusive experiences in their community.
- Job coaching and connection to local community to establish employment opportunities for youth across the north region.
- Recruitment and deployment of trained professionals, the Northern Collaborative could play an integral role in establishing a list of trained professionals (therapists, respite, mentors, coaches etc.) that could be deployed and matched to families.



Our work together....to develop a short-term strategy

Scope of Work

Building on the success of the Diagnostic Hub model, the Northern Capacity Building Advisory Committee will:

- Work in collaboration with families and professionals to develop a capacity-building strategy which will include short-term strategies to recruit, train and retain professionals
- Provide advice and recommendations to CCR on allocation of funding to support professional capacity-building strategies (funding of \$150,000);
- Engage stakeholders (as required), to obtain additional feedback and insight; and
- Monitor and evaluate progress, leverage innovation, and share lessons learned.



Long term strategy...



DEVELOP
UNIQUE
SUSTAINABLE
COMMUNITY
PLANS



THINK BEYOND
OAP, LEVERAGE
OTHER LOCAL
SERVICES AND
PROFESSIONALS



CONNECT TO
COLLEGES
AND
UNIVERSITIES



DEVELOP A
TRANSPARENT
COMMUNICATION
STRATEGY,
SHARE LESSONS
LEARNED



MONITOR
AND
EVALUATE



Questions



