



# Practice conditions and social innovations: Facilitators and barriers to implementing the AIDES initiative

presented  
by

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# Method

- Respondents from all participating organizations:
  - 18 practitioners
  - 17 other respondents
- Semi-structured telephone interviews  
(length = +/- 30 minutes)
- Descriptive analysis of content
- Coding by consensus (2 analysts)
- Interview grids and structured analyses according to the literature

# Outline of results

1. Quality of implementation
2. Organizational characteristics
  - 2.1 Organizations themselves
  - 2.2 Socio-political issues
  - 2.3 Collaboration between organizations
3. Individual and professional characteristics

# 1. Quality of implementation

## FACILITATORS

### Methods:

- Quality of training
- Quality of support
- Formal collaboration agreement

## BARRIERS

### Methods:

- Absences/dissatisfaction regarding training
- Redundancy of content and heterogeneity of participants

# 1. Quality of implementation

## FACILITATORS

### Methods:

- Quality of training
- Quality of support
- Formal collaboration agreement

### Process:

- Quality of relationships
- Modeling and mutual aid
- Degree of implementation

## BARRIERS

### Methods:

- Absences/dissatisfaction regarding training
- Redundancy of content and heterogeneity of participants

### Process:

- Relationship difficulties
- Low degree of implementation
- Significant changes w/r to the original initiative

## 2. Organizational characteristics

### 2.1 Organizations themselves

#### FACILITATORS

- Receptiveness to research
- Voluntary participation of practitioners, stability
- Consistency with vision
- Ownership of the AIDES analytical framework
- Quality of support

#### BARRIERS

- Innovation exhaustion
- Competition with clinical tools in place
- Prior professional skills not acquired
- Staff turnover
- Lack of support
- Involuntary participation of stakeholders
- Difficult to reconcile with mandate

## 2. Organizational characteristics

### 2.2 Socio-political issues

#### FACILITATORS

- Consistency with changes to the Youth Protection Act (2007)
- Consistency with the ministerial mandate of promoting joint programming

#### BARRIERS

- Creation of a new administrative structure
- Frequent changes in ministerial directions
- Necessary but unavailable services
- Temporary assignments for health emergencies
- Poorly adapted monitoring systems

## 2. Organizational characteristics

### 2.3 Collaboration between organizations

#### FACILITATORS

- Contribution to existing cooperative structures

#### OBSTACLES

- Lack of availability
- Difficulty reconciling organizational mandates
- Pre-existing conditions not met

- No examples of collaboration regarding childrens' situations



# 3. Individual and professional characteristics

## FACILITATORS

- Interest in AIDES
- Compatibility with intervention philosophy
- Personal qualities
- Snowball effect

## BARRIERS

- AIDES seen only as research
- Lack of motivation
- Lack of proficiency in using the proposed methods
- Resistance to change

# Recommendations

Deployment of the AIDES initiative must:

1. Strike a balance between

- a prescriptive approach in terms of compliance with the essential principles and procedures

and

- local adaptations (for each setting)

2. Require that certain conditions be met for successful implementation.