CARE IN A NEW CLIMATE (CINC) WORKFORCE INNOVATIONS IN SOCIAL CARE

Phase 1 Identifying extent & nature of workforce innovation in the UK

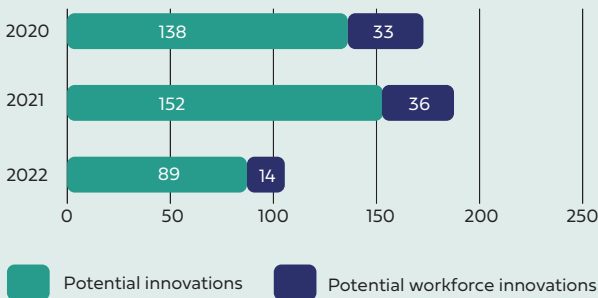**Phase 2** In-depth study of workforce innovations

Phase 3 Integrating findings and dissemination

WHAT IS A 'WORKFORCE INNOVATION'? Something which: **1)** is 'new' to the social care sector; **2)** involves adoption and development of new ideas and **3)** a change in practices; **4)** is both a process and outcome in care delivering; **5)** produces benefits for the stakeholders (e.g., professional and non-professional carers, care recipients, commissioners and providers, the wider community).

IDENTIFICATION OF INNOVATIONS: WHAT WE DID

1 LBIOI (Literature Based Innovation Output Indicator) – we used a bibliographic index to identify innovations reported in journals, reports and other sources (2020-2022).
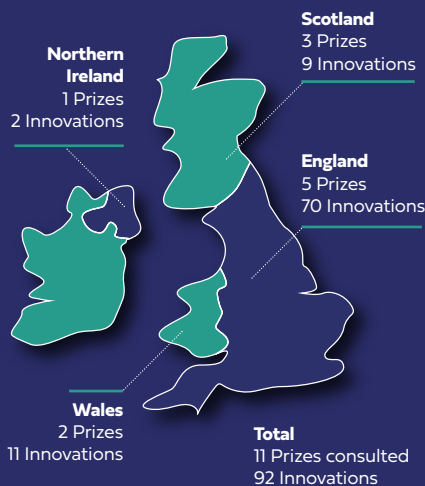
Year	Potential innovations	Potential workforce innovations
2020	138	33
2021	152	36
2022	89	14

Legend: ■ Potential innovations ■ Potential workforce innovations

2 STAKEHOLDER CONSULTATION We discussed with 24 key people representing care workers, providers, people drawing on support and their carers, academics, policy organisations. They were asked for examples of workforce innovations (2018 - to date).
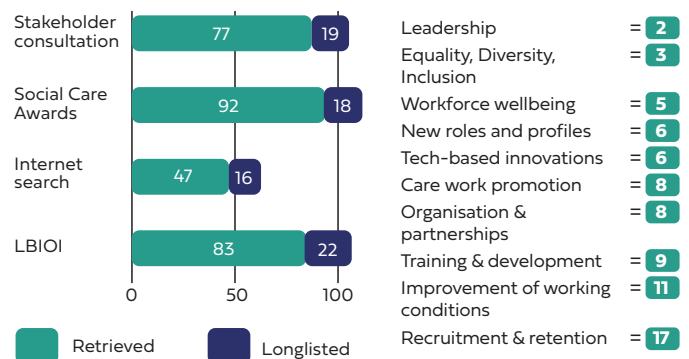
Stakeholders' affiliation	Participant number
Academic institution	8
Organisation operating at policy/strategy level	9
Public body	4
Training provider	1
Providers/employers	1
Organisation representing care workers	1
Totlal number of innovations retrieved	77

3 SOCIAL CARE AWARDS The lists of winners of 11 major social care prizes were consulted considering relevant categories (e.g., "Developing and inspiring the workforce of tomorrow", "Workforce transformation").

Scotland 3 Prizes 9 Innovations

Northern Ireland 1 Prizes 2 Innovations

England 5 Prizes 70 Innovations

Wales 2 Prizes 11 Innovations

Total 11 Prizes consulted 92 Innovations

4 INTERNET SEARCH We consulted an online repository of case studies and learning materials, selecting 16 out of 47 examples. **TO SUM UP,** we retrieved 296 potential innovations and longlisted 75. These may be grouped in:

Source	Retrieved	Longlisted
Stakeholder consultation	77	19
Social Care Awards	92	18
Internet search	47	16
LBIOI	83	22

Category	
Leadership	= 2
Equality, Diversity, Inclusion	= 3
Workforce wellbeing	= 5
New roles and profiles	= 6
Tech-based innovations	= 6
Care work promotion	= 8
Organisation & partnerships	= 8
Training & development	= 9
Improvement of working conditions	= 11
Recruitment & retention	= 17

What's next? Innovations will be shortlisted for scope and relevance, involving the Kent Research Partnership Workforce Community of Practice and sector experts. We will select 5-7 examples for analysing the 'innovation journey' stages.

For further info please contact:
Dr Serena Vicario: s.vicario@kent.ac.uk | Tel: 01227 823872
Dr Nadia Brookes: n.k.brookes@kent.ac.uk