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# Building workforce capacity and capability for integrated working – action research to inform and support the development of an integrated workforce strategy in Sunderland, UK

What are the skills, knowledge and behaviours which staff need to work in integrated care to deliver high quality effective care? How can current workforce development approaches be improved and delivered?

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## Why?

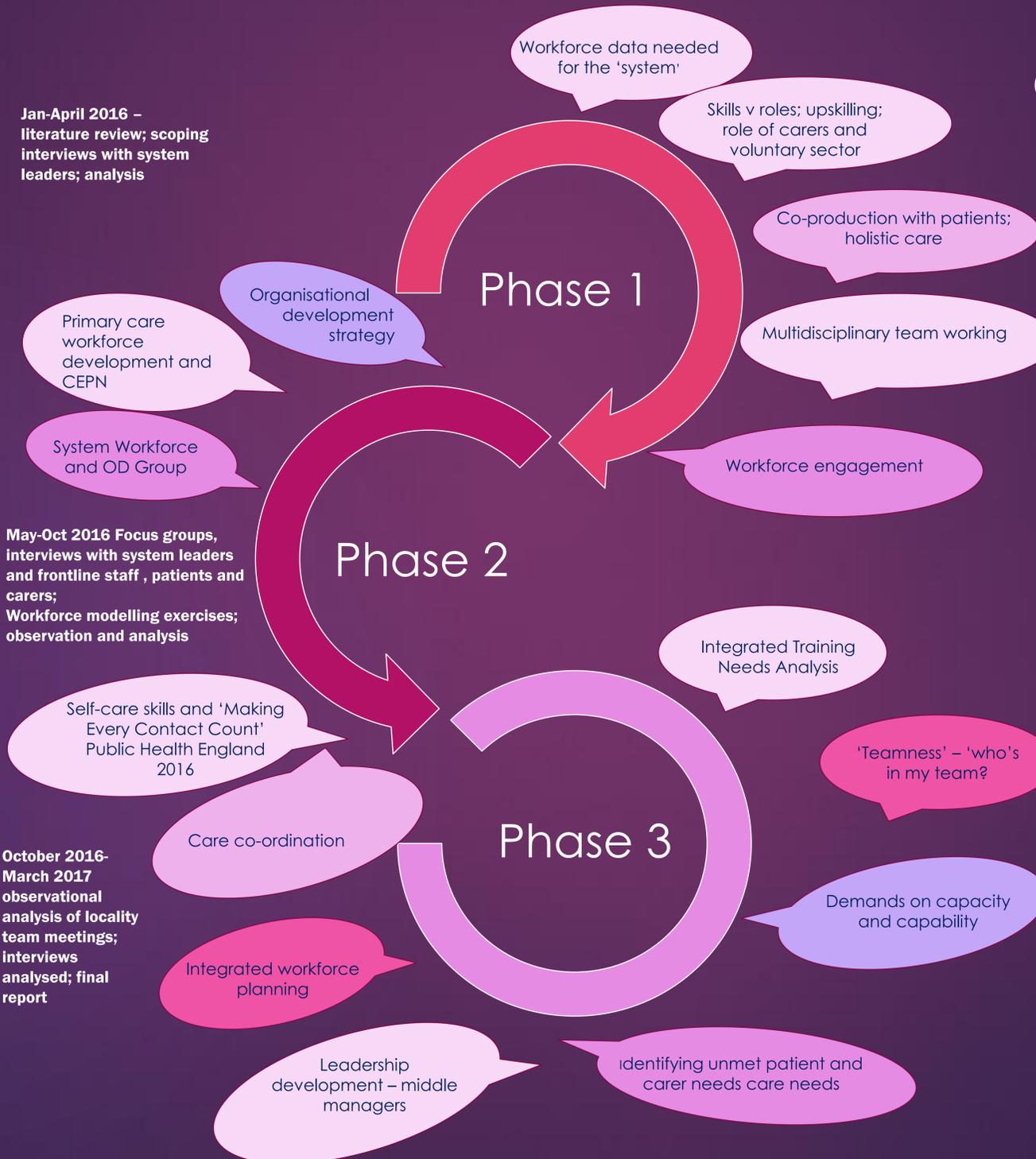
The New Care Models programme in the NHS in England aims to transform 'care' by tackling population health improvement, quality of care and the £

## How?

New models of care (50 nationally-called 'vanguards') which include a focus on prevention; self care; enhancing primary care so there is more 'out of hospital care'; efficiency measures, technology and innovation; and workforce development

## Why action research? (Lewin 1944)

Phases of action and evaluation fed back to inform developments; pragmatic; timely; supports behavioural change through participation



## Conclusions/Recommendations

- Develop a compact to support the development of future integrated workforce planning
- Commence modelling of the future workforce, using evidence based tools/commissioning of external support where appropriate and to include health economics
- To ensure the learning from the vanguard test bed is fed into STP developments and the Local Workforce Action Board (LWAB)
- To repeat the initial NHSE self-assessment on workforce development from April 2016 with the new Executive leadership team
- Strengthen engagement with nursing and residential care providers
- Focus on senior manager leadership training and development as part of the OD strategy, and link to the new National Framework for Action on Improvement and Leadership Development (NHS Leadership and Improvement Board)
- Deliver an integrated training needs analysis and subsequent multidisciplinary team approach to learning
- Develop a plan for workforce development to implement the Making Every Contact Counts strategy
- Build on the Community Education Practice Network (CEPN) to support training placements in Primary Care
- Develop data/information to support local integrated workforce development and planning and impact measures
- Support the further development and monitoring of the OD strategy

