

Building a solid foundation of evidence and insights to support Cornwall's ICS

Cornwall have embraced the insights and voices of care providers at multiple levels of ICS planning in their Single Workforce Planning framework.

Their vision for 'One Cornwall Workforce' was born in the pandemic and is now an integral part of the ICS developing a long-term plan for resourcing and planning across the area.

Ultimately, they seek to develop a single workforce with shared funding and outcomes across different health and care settings within the ICS. The positive engagement between adult social care and health partners from the outset of these plans has helped, but how else did they achieve their vision?

Capitalise on existing networks for two-way information exchanges

A number of existing networks and forums have become integral in ensuring the representation of provider voices in whole-system planning. The sharing of contacts and existing relationships has helped to ensure that a diverse range of contributors, including those who are involved in the day-to-day delivery and planning of care, are able to contribute their unique insights when it comes to early-stage system planning.

Many of these forums and relationships were forged because of the pandemic. Cornwall has learned that capitalising on the good practice established during the crisis points of the pandemic opens new possibilities for achieving the vision of integration.

Individual ICS leads have been proactive in attending these networks and groups to hear directly from people represented in the provider sector including at 'grassroots' level. This has been an enormously positive move for encouraging greater engagement. However, this is not a one-way exchange of information or ideas. Representatives from provider forums have subsequently been included in planning meetings at Board level – such as the Chair of Cornwall Partners in Care (a not-for-profit representative body for social care providers across the county). This means that updates about what is going on at both provider level and at ICS planning level are regular and meaningful, and people at all levels are more easily able to grasp, and take ownership of, their part in the vision.




Include a diverse group of voices at the earliest stages of planning

With the support of Skills for Care's locality manager, CAHSC Care Partnership and Cornwall Partners in Care (along with many others), local care providers were identified to take part in an early ICS-led workshop on workforce planning. This group makes up the largest workforce in either health or care in the region. Without their involvement from the very inception of this project, it would not be possible to truly plan for the long-term goal of one workforce. Several key suggestions and outputs have since been included as distinct workstreams in the wider planning of the ICS. This has been one of the successes of having adult social care provider representation at an early stage, as these may otherwise have been purely health-focused, or not have included the full diversity of adult social care voices (beyond the hugely helpful Local Authority voice).

As ways of working become more embedded, Cornwall look forward to further increasing the diversity of the adult social care provider voices involved in ICS processes – including hearing more from those involved in care in the community.

Build a strong evidence base

Gathering a strong evidence base has been a foundation of positive engagement across Cornwall's ICS. This evidence base has included:

-  information and trends on workforce recruitment, retention, movement and resource (particularly Skills for Care's [Workforce Intelligence Data](#))
-  good practice evidence (case studies and demonstrations of impact)
-  insights gathered from across the system (what has worked well, what has worked less well, where are the concerns or possible barriers).

The growing evidence base compiled by key engagement leads has informed conversations which have led to greater understanding from all parties across the system. It has also dispelled misunderstandings and myths at times, and led to recognition, at the highest levels, of the various roles and responsibilities of adult social care – and how they can fit into the wider health and care landscape. From this base, people are able to more easily see the benefits and reality of engaging proactively with adult social care, asking **'how can this information help me in my goals?'**.

The evidence base that continues to grow also allows for innovation to flourish. New ideas and ways of working are captured by a wealth of organisations and translated across the system by key integration leads. This is something Cornwall's ICS team are looking forward to exploring further as engagement grows, however they have already seen positive results such as a provider-run webinar on international recruitment.

"There is a real opportunity to create meaningful ways of working together across the system and to do something quite radical as a collective. It's partly about winning over as many people as possible to believe in that vision."