

Education Programme Activity: September 2024 to August 2025

Introduction

Health and care are a hive of ideas, innovation, research and quality improvement, yet the sector does not have a good track record of adopting proven innovation at scale. Innovation has a role in improving outcomes, improving quality and enabling better value for money. Innovation can also be a key route toward staff retention.

A core component in building a positive innovation culture is training the workforce to increase innovation literacy and increasing capabilities. This will ensure the long-term sustainability of Dorset's approach to adoption, building a foundation towards a systematic approach to adopting innovation through the Dorset Innovation Hub strategic system partnership.

The approach and ethos of the education programme is informed by the Dorset Innovation Hub Mission Statement and Key Distinguishers which recognise that building a positive innovation culture is key to training the workforce to increase innovation literacy and increasing capabilities and with a key focus on improving the outcomes and experience of patients and service users: [DIH-Mission-statement-and-key-distinguishers-Nov-2025.pdf](#). Recognising the education programme is focused on innovation and improvement within health and care, sessions are tailored to partners from the Dorset Innovation Hub and wider including primary, community secondary and social care, academia, innovation, research, economy and industry.

This annual report highlights the key activities and impact of the education programme within the academic year September 2024 to August 2025 and includes, governance and prioritised development of the education programme, reporting against agreed key performance indicators (KPI), communications, key learning and evaluation, and ad hoc training provided. As per the governance requirements this annual report will be tabled at the NHS Dorset Clinical Professional Reference Group (CPRG), Dorset Innovation Hub Core Team Meeting and Programme Group and the Health Sciences University (HSU) Research and Innovation Committee.

It is noted that during the time period, due to periods of change within both NHS Dorset and HSU there were some delays in development of the education programme, e.g. practitioner unit. It is also recognised that there are continued evolving pressures within the Dorset system and the education programme has been tailored accordingly. This included a focus and increase in the number of short micro-teaching sessions in response to demand within the Dorset system, which were included as part of the Community of Practice programme with events developed and delivered to support specific areas of training need, e.g. Demonstrating Impact – Planning and measuring.

Governance

The education programme group is chaired by the Head of Research and Innovation at NHS Dorset. Due to organisational changes, the education programme moved to be led by the NHS Dorset Centralised Research and Innovation Service in May 2024 and is developed and delivered in partnership with Centre for Workforce and Systems Innovation (CWSI) at HSU. The group meet quarterly to receive updates on development of the prioritised education programme, evaluation of the latest sessions delivered, agreeing key areas for delivery of the programme of community of practice, e.g. impactful posters.

Quarterly updates on activity, delivery, communications and impact are provided through the NHS Dorset Innovation Quarterly Performance Report (QPR) and tabled at the NHS Dorset Clinical Professional Reference Group (CPRG), and the Dorset Innovation Hub Core Team Meeting and Programme Group. The education programme is also reported in the NHS Dorset Annual Report for NHS Dorset and the Dorset Innovation Hub.

The education programme is advertised and promoted as part of the Dorset Innovation Hub Communications Strategy, with the NHS Dorset website contains information on the education programme and relevant additional wider training that is available within Dorset and beyond e.g. PM Lite, QSIR Fundamentals, Making Data Count. In addition, information is also made available on a wide range of events relating to innovation, research and quality improvement ([link](#)) and a series of short video designed to provide accessible information to support learning and understanding on innovation adoption key topics and questions is available on the Dorset Innovation Hub have a [YouTube channel](#).

Training Activity and Reporting Against Agreed KPIs

The following section of this annual report summarises the Dorset Innovation Hub (DIH) Education Programme activity during the period 01 September 2024 to 31 August 2025. Activity reporting is structured to respond to the agreed key performance indicators (KPIs) for the DIH Education Programme:

- **Delivery:** To deliver Fundamentals of Innovation Adoption training events three times per year
- **Delivery:** To deliver a minimum of three Community of Practice (CoP) training events per year
- **Accessibility:** To make training accessible to all colleagues and DIH partner organisations.

- **Communications:** To design and deliver an active communications plan for training events led by the DIH Education Programme team.
- **Continued Learning:** To ensure that all training events include links and signposting to supporting resources and guidance.
- **Evaluation:** To incorporate event evaluation as an integral part of training events led by the DIH Education Programme team, and to ensure evaluation data is reviewed and actions agreed.

Fundamentals of Innovation Adoption Training

This 1-day in person interactive training explores the challenges of innovation adoption and provides development opportunities in skills and knowledge to be better equipped to successfully adopt innovation into practice.

Delivery: During the reporting period, the Fundamentals training has been delivered three times (06/11/2024, 30/04/2025, 17/07/2025).

Accessibility: During the reporting period, location for delivery of the Fundamentals training has been rotated between East and West Dorset to enable accessibility with 32 people attending the training from 11 partner organisations across Dorset (see figure 1 below).

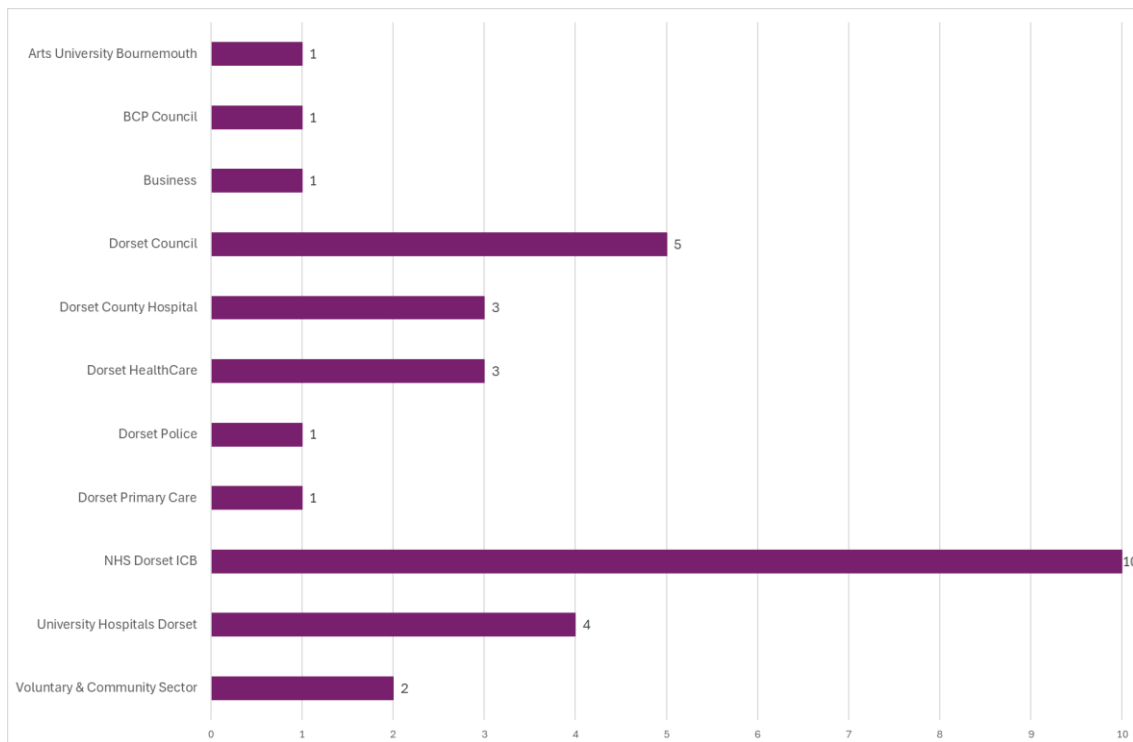


Figure 1: Employing organisation for people attending Fundamentals of Innovation Adoption training during the period 01 September 2024 to 31 August 2025.

An access requirements question forms part of the booking form for Fundamentals. During this year this has enabled the team to be responsive to access needs such as:

- Provision of teaching materials in a colour format to enhance readability and reduce visual stress for individuals with dyslexia
- Provision of seating requirements to support individuals with physical needs
- Provision of facilities to support training attendance for wheelchair users

Communications

Advertisement and promotion of the Fundamentals training is via DIH website, DIH newsletter, and social media posts (LinkedIn). Information on training is also provided to Communications Teams in partner organisation to support with dissemination.

Examples of Fundamentals communications materials and activities are presented below in figure 2.

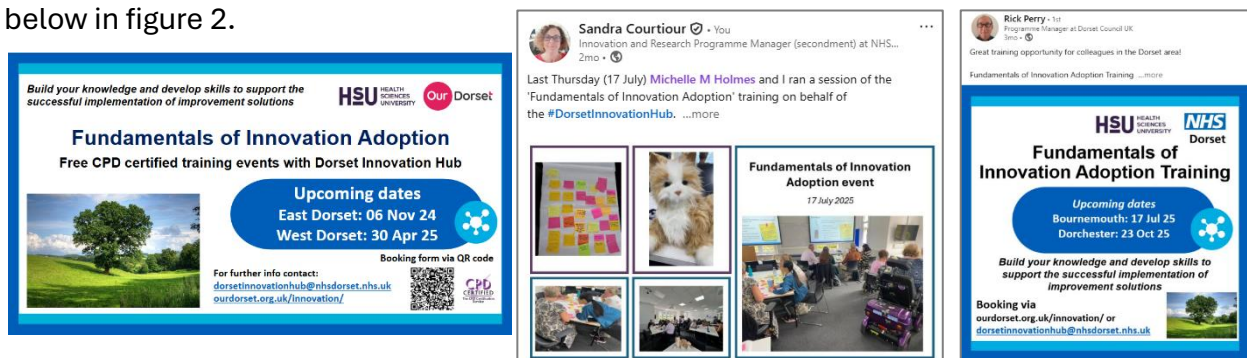


Figure 2: Examples of Fundamentals communications materials and activities

Continued learning

As part of the Fundamentals training, attendees are provided with a Resources document which contains copies of the links and references presented as part of the training as well as additional ones. These links and references are regularly reviewed and updated to reflect any national changes or new initiatives (e.g. NHS Impact) and any new links that are felt to be relevant for inclusion (e.g. The London Office of Technology and Innovation, and The Society for Evidence-Based Policing (SEBP)).

Evaluation

A. Feedback form response summary

During the reporting period, 26 Fundamentals evaluation forms have been completed.

- 98.3% of respondents stated that they were either 'very satisfied' or 'satisfied' with the modules delivered within the Fundamentals training.
- 73.1% of respondents reported an improvement in level of knowledge after the training. Respondents not reporting an improvement in level of knowledge were those stating a 'very high' or 'high' level of knowledge before the training.
- 88.5% of respondents stated that the either 'strongly agreed' or 'agreed' with the statement 'Information was pitched at an appropriate level'

- 100% of respondents stated that they either ‘strongly agreed’ or ‘agreed’ with the statement ‘Training session was well delivered’
- 96.2% of respondents stated that they would either be ‘extremely likely’ or ‘likely’ to recommend the Fundamentals training to a colleague

B. Evaluation review and actions taken

As part of the quarterly DIH Education Programme development sessions, training evaluation forms are reviewed and any resulting actions agreed. During the reporting period, for Fundamentals training, actions taken to improve the training include:

- Creation and addition of a new threaded case study example (Companion Pets) to site training context more centrally within a health and care setting.
- Additional interactive elements added to the Sustainability module
- Alternations made to communications with bookings in the lead up to the training session to promote attendance and minimise cancellation or no-show numbers
- Revision of the Evaluation module

Community of Practice events

Community of Practice (CoP) are one-hour online events which provide an opportunity to explore in more detail some of the topics which arise within the Fundamentals of Innovation Adoption training.

Delivery: During the reporting period, there have been three CoP events.

- January 2025: Demonstrating Impact – Planning
- April 2025: Demonstrating Impact – Measuring
- July 2025: Prioritising the priorities

Accessibility: During the reporting period, 93 people have attended a CoP event from 12 partner organisations across Dorset as well as 16 organisations beyond Dorset (see figure 3 below).

To support accessibility, and continued learning, the CoP events are recorded, and a copy of the recording is made available via the DIH YouTube channel. These recordings are promoted and highlighted via standard DIH communications channels. On 01 October 2025, views for the CoP event recordings were:

- January 2025: Demonstrating Impact – Planning = 13 views
- April 2025: Demonstrating Impact – Measuring = 5 views
- July 2025: Prioritising the priorities = 39 views

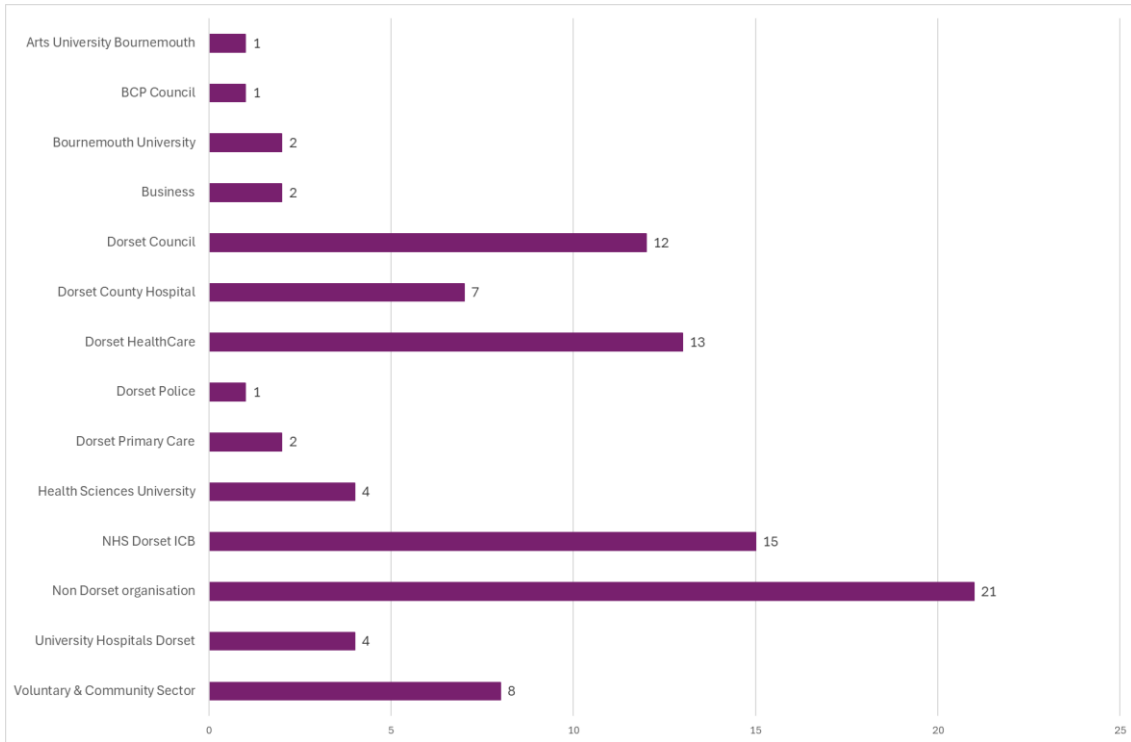


Figure 3: Employing organisation for people attending a Community of Practice event during the period 01 September 2024 to 31 August 2025.

Communications

Advertisement and promotion of the CoP events is via DIH website, DIH newsletter, and social media posts (LinkedIn). Information on these events is also provided to Communications Teams in partner organisation, and The Health Foundation’s Q Community, to support with dissemination. Examples of CoP communications materials and activities are presented below in figure 4.

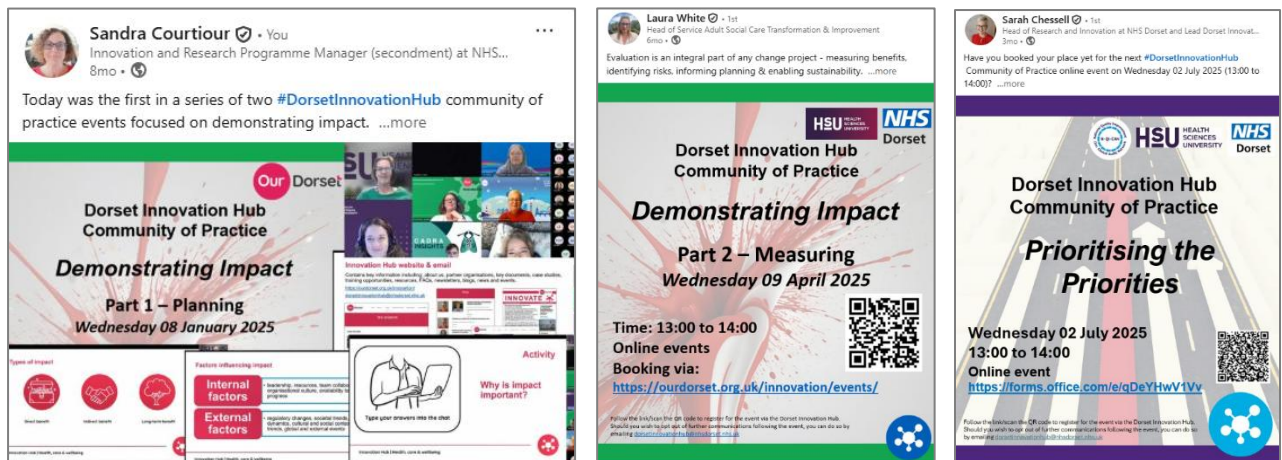


Figure 4: Examples of Community of Practice event communications materials and activities

Continued learning

A slide entitled 'Recommended resources, tools and guidance' forms part of the standard CoP slide deck template (see figure 5 below). A copy of the slide deck from each event is made available after the meeting on the DIH FutureNHS workspace, allowing for each of access to the training materials as well as signposted resources. In addition, as an output from the 'Prioritising the Priorities' event, a checklist was created and shared to support project prioritisation activities.

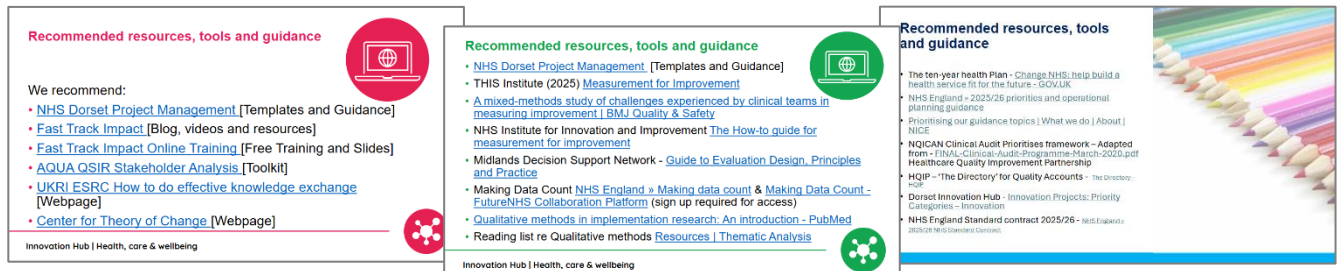


Figure 5: 'Resources, tools and guidance' slides from the Community of Practice events

Evaluation

A. Feedback form response summary

During the reporting period, 82 CoP event evaluation forms have been completed. The main component of these forms are 4 rating questions which use a scale of 1 (strongly disagree) to 5 (strongly agree).

Q1: The event was interesting and engaging

Average score: Demonstrating Impact (DI) Planning = 4.5, DI Measuring = 4.1, Prioritising the Priorities = 4.1

Q2: The event contained the right level of information

Average score: DI Planning = 4.4, DI Measuring = 4.1, Prioritising the Priorities = 4.1

Q3: I have learnt something that I can use in my work

Average score: DI Planning = 4.3, DI Measuring = 3.6, Prioritising the Priorities = 4.1

Q4: I would recommend these CoP events to others

Average score: DI Planning = 4.5, DI Measuring = 4.4, Prioritising the Priorities = 4.4

B. Evaluation review and actions taken

As part of the quarterly DIH Education Programme Development sessions, training evaluation forms are reviews and any resulting actions agreed. During the reporting period, for CoP events, actions taken to improve the training include:

- Incorporation of an example to show how some of the resources highlighted may be used
- To prepare some questions to assist flow within the Q&A element of the event
- To prioritise inclusion of a case study when developing content for future sessions
- Shortening of the introductory section re DIH to allow more time for content delivery

Ad-hoc training requests

It remains important for the DIH Education Programme team to maintain capacity within the education programme to be able to respond to ad-hoc requests and needs as identified by our partner organisations. During the reporting period, these ad-hoc training events have included:

September 2024: UHD Preceptorship Training

An introduction to innovation training was delivered to two preceptorship cohorts at University Hospitals Dorset (UHD) in September. The audience for this training included newly qualified nurses, midwives and allied health professionals. The training covered:

- Defining health and care innovation
- Improvement methodologies including innovation, quality improvement, and transformation
- Innovation at UHD including signposting to contacts and resources
- Case study examples (national and local) of innovation adoption at UHD

March 2025: Industry Collaboration Summit (HSSIP programme)

As part of the Health & Social Care Supply Chain and Innovation Programme (HSSIP) an Industry Collaboration Summit was hosted at Bournemouth University (BU) in March 2025. This event being designed to support innovative businesses in engaging with Dorset's health and social care sector. The Education Programme team delivered a presentation as part of this Summit on local innovation adoption processes for health & care together with an overview of the functionality and role of the DIH. This presentation was then supplemented with participation in a one-to-one mentoring session with innovative businesses.

April 2025: BU Department of Rehabilitation & Sport Sciences

A session on 'Innovation – Considering Complexities' was delivered to 29 MSc students from the programmes within BU's Department of Rehabilitation & Sport Sciences. This

session built and developed on the complexities module which is delivered as part of the Fundamentals of Innovation Adoption training.

July 2025: 'Making Meaningful Change' training with BCP Council

A half-day session based on the considerations and complexities with transformation and change programmes was developed and delivered for BCP Council, as part of agreed DIH priority project support. This training covered:

- Importance of planning for and managing change
- What makes changes successful
- Human reactions to changes
- Prioritising the priorities
- Role of evaluation in change

Training evaluation feedback was gathered using the CoP evaluation form template (scale of 1 (strongly disagree) to 5 (strongly agree)):

Q1: The event was interesting and engaging. Average score = 4.6

Q2: The event contained the right level of information. Average score = 4.6

Q3: I have learnt something that I can use in my work. Average score = 4.4

Feedback included:

"There were elements which have given me inspiration for helping teams embed knowledge."

"The section about human reaction to change was very useful and I can apply this directly with people I work with."

Development work

Across the academic year we run a number of Education Programme Development Sessions. Development sessions were held: 09/12/2024, 23/01/2025, 02/05/2025, 24/07/2025. During the sessions we review the education programme aims, review upcoming education sessions, and review feedback and evaluation on previous education sessions.

Developmental work across this year has focused on the running of the Community of Practice sessions, and refining of the Fundamentals training. Further work has been conducted on the Innovation for Improvement in Health and Social Care credited unit for practitioner development. Developmental sessions have explored alternative modes of delivery included an online learning module.

Actions and recommendations for academic year 2025/2026

- Develop an impact evaluation of the education programme focused on the Community of Practice and Fundamentals Training
- Review and discuss delivery of the Fundamentals Training
- Remodel the Innovation for Improvement in Health and Social Care unit for online learning and develop associated materials
- Extend the Community of Practice programme to include additional sessions over the academic year
- Review and discuss framework for horizon scanning to be included in fundamentals training (DIH development day Nov 2025)
- Review and discuss further development of the DIH learning network including utilising example scenarios (DIH development day Nov 2025)
- Continue planning and development activity around the Summit, planned for delivery in summer 2027

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19th February 2026