Innovation Capability Program (ICP)

How much aged care work is based on evidence?

Current studies show that:

- only 50% of evidence-based practice is being implemented into care at all?1
- the average time it takes for evidence to be identified and put into practice is 17 years?2

That's a lot of wasted knowledge! It's also a lot of wasted opportunity to do things smarter and better!

Who is the Innovation Capability Program for?

The ICP is designed for anyone who is employed by:

- An organisation approved by the Aged Care Quality and Safety Commission to deliver Australian Government subsidised home, residential, or flexible care services.
- An organisaiton which ARIIA's Research Director, at their discretion, deems to add value to the aged care sector.

This includes frontline staff, managers, and leaders who want to use evidence-based practices to solve workplace challenges. It is ideal for those who have identified a problem they want to address but need guidance, tools, and support to develop a solution.

The program also helps organisations adapt to change, improve the way things are done, and create lasting, positive impact in aged care.

How will the Innovation Capability Program help me improve my workplace?

The ICP provides you with tools and skills to use available knowledge and evidence to solve challenges you have identified in your workplace, based on the best evidence available.

The ICP also supports you in enhancing the practices you're already implementing, ensuring they are effective and sustainable, and lead to lasting improvements.

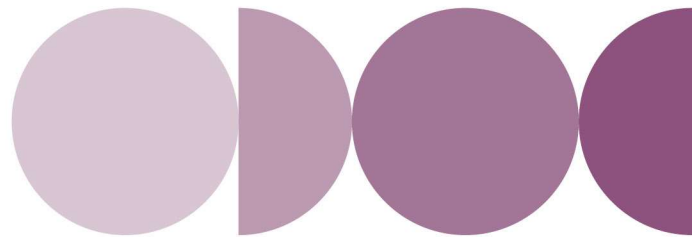**What priorities have been identified for the ICP?**

The current ICP priorities are:

- Dementia Care
- Restorative care, reablement & rehabilitation
- Social isolation
- Mental health & wellbeing
- Palliative care & end of life
- Meaningful lifestyle activities
- Staff burnout
- Technology in aged care
- Clinical governance
- Urgent and Critical need

What will the ICP do for me?

Upon completion of the ICP, you will be equipped with the skills and knowledge to:

- Find best practice evidence to solve problems,
- Implement best practice,
- Measure if the change has made a difference.
- Pitch your project to stakeholders
- Apply your skills and knowledge to find the best solution to the next challenge… and the next!

Innovation Capability Program (ICP)

Is the ICP online?

The ICP is delivered online with support from our team. The modules are interactive with lots of prompts to guide you to think about the problem you have identified and how you might address it in your workplace. In addition, there are regularly scheduled online peer workshops for you to attend.

What support do the facilitators offer?

ARIIA facilitators offer guidance throughout the ICP, including structured feedback, resources, and mentoring. They help you refine your problem statement, navigate evidence-based solutions, and apply project development frameworks. They also lead discussions in peer workshops and support you in developing a strong, evidence-based project plan that you can take forward for implementation.

How long does it take to complete the ICP?

The Innovation Capability Program takes approximately 70 hours to complete, though the total time may vary depending on the depth of research and project work required. The program includes:

- 14 hours of online facilitated workshops
- 12 hours of self-directed learning modules
- Time for evidence gathering and co-design activities
- Plus additional support from your ARIIA facilitator.

What ICP options are available?

The ICP is designed for an individual with a problem, ap or need that relates to one or more of the priority topics identified. From time to time, themed ICP's are introduced based on demand and sector priorities. If there is a particular priority topic you are interested in, please contact us at programs@ariia.org.au.

There are also options for groups of staff from one organisation to take part in a Tailored ICP. You can view further information about this on our website.

How do I apply for the ICP?

You can apply for the ICP by completing an online application form. Refer to the Innovation Capability Program page on our website for more information.

What is the cost of the ICP?

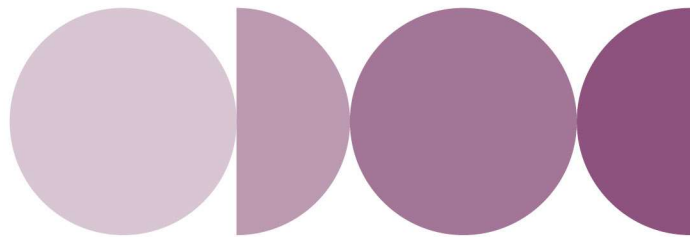The Innovation Capability Program (ICP) is offered at a subsidised industry scholarship rate of $1,900 per person + GST, supported by funding from the Australian Government Department of Health and Aged Care through ARIIA.

Discounts are available for group enrolments:

- 10% off for groups of 3–4 participants
- 15% off for groups of 5–12 participants

Can ARIIA provide support after the program ends?

Yes, ARIIA offers additional support beyond the program through our evidence-based consultancy services. We provide expertise in research, innovation, implementation, evaluation, and capability building, ensuring best-practice approaches. Support is available at $175 per hour or through a negotiated consultancy package tailored to your organisation's needs.

FAQs

Innovation Capability Program (ICP)

What is the role of a Sponsor?

The Sponsor is a person from your organisation who will work most closely with you in developing your project, accessing resources, and providing feedback. The Sponsor is responsible for ensuring the project aligns with the organisation's direction and priorities. The Sponsor will also be required to participate in a project development meeting with the you and the facilitator.

Is there any other assistance available?

ARIIA is pleased to offer 100% scholarships to eligible applicants who meet one of the following criteria:

- Applicant provides aged care services located in Rural and Remote zones (MMM classification 3 to 7)
- Applicant provides aged care services specifically to vulnerable populations
- Applicant provides aged care services specifically for Aboriginal and Torres Strait Islander care recipients (ACCO)
- Small and medium-sized organisations with fewer than 250 beds, packages, or clients

These scholarships are designed to support organisations serving communities that face unique challenges in delivering aged care services. If your organisation meets one of these criteria, we encourage you to apply for a 100% scholarship and take advantage of this opportunity to build your, or your staff's capacity through the ICP.

How do I best describe the problem that I have identified in my workplace?

The strategy is to ask the 'right' questions as you complete your application form.

It is not compulsory to do this next part as part of your application but is recommended so the problem is well enough described to allow us to support your project planning.

Write down the problem or challenge to solve.

Then ask yourself the following question:

Is the problem identified the real problem? Asking questions and unpacking problems until you get to the 'real problem' is called 'root-cause analysis'.
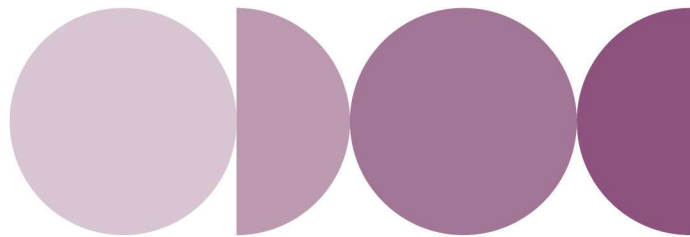
Often you may find that the original problem identified was in fact just a symptom of the real problem; or that your original problem is in fact comprised of, or impacted by, many separate problems (each of which may possibly need different solutions).

Sakichi Toyoda, the Japanese industrialist, inventor, and founder of Toyota Industries, developed the 5 Whys technique in the 1930s. It became popular in the 1970s, and Toyota still uses it to solve problems today3.

These two videos about the 5 Whys are helpful resources to help you to consider the process:

https://youtu.be/SrlYkx41wEE (3 mins)

https://youtu.be/B-M3YIA2KDg (2 mins)

FAQs

Innovation Capability Program (ICP)

How can I best prepare for the ICP?

A little extra preparation can make a big difference in your learning experience. Consider talking to your Sponsor before you start the ICP to discuss some of the following points:

- What data does my organisation collect that might be relevant to my project?
- Has someone in my organisation tried to solve a problem like this before? What were the lessons learned from previous projects?
- Are there any potential collaborators within the organisation currently working on a similar project or facing a similar problem you could put me in contact with?

What happens at the end of the ICP?

At the end of the Innovation Capability Program (ICP), participants will have developed a practical, evidence-based project plan incorporating implementation, change management, and evaluation principles to support success. They will also have a well-prepared pitch to help communicate their project within their organisation, ensuring colleagues understand the change and its impact.

The skills and knowledge gained throughout the program will be transferable, enabling participants to tackle future challenges with confidence.

Additionally, at the completion of the ICP all participants will be invited to future ICP Alumni drop-in sessions.

Will I receive a certificate at the end of the ICP?

Yes, all participants who successfully complete the program will receive a certificate of completion from ARIIA. This can be used to demonstrate your professional development and commitment to implementing evidence-based practices in aged care.

References:

1 Institute of Medicine. Crossing the Quality Chasm: A New Health System for the 21st CenturyThe National Academies Press, Washington, DC (2001)

https://doi.org/10.17226/10027

2 Morris, Z. S., Wooding, S., & Grant, J. (2011). The answer is 17 years, what is the question: understanding time lags in translational research. Journal of the Royal Society of Medicine, 104(12), 510–520.

https://doi.org/10.1258/jrsm.2011.110180

3 https://www.toyota-industries.com/company/history/toyoda_sakichi/?msclkid=6372168aad7111ec9facf62f2732969f