# NHS Graduate Digital, Data & Technology Scheme

Introducing tomorrow's talent to the NHS today

# NHS Graduate Digital, Data & Technology Scheme overview

- The HEE & NHS Digital 'Building a Digital Ready Workforce Programme' has commissioned the HIN (on behalf of London AHSNs) to provide a new fast track development programme for Graduates to join **NHS Trusts, CCGs, CSUs, Local Authorities, primary and third sector**

- The Graduate scheme is a **highly-focused development pathway for digital, data and technology graduates to become the next NHS digital, data & technology middle managers** and beyond

- This is a **'grow your own model'** to recruit bright digital, data and technology graduates and develop technical specialists for your organisation

# Graduate fast track scheme model:

- **Any roles** within IT, Information Management, Information Governance, IT transformation, IT Project Management, Cyber Security functions

- **2 year band 5 contract**

- Minimum of **2 x rotations** within same trust or between partnering trusts

- Technical skill development – **apprenticeship pathway**

- **CPD workshops** (10 sessions over 2 years)

- Pastoral support through **mentoring**

- End point assessment after 2 years - **progression to band 6/7**

# Commitment to the scheme:

- **Financial commitment** - 2 year band 5 salary, apprenticeship levy for training, £6k fee to HIN to cover scheme operating costs

- **Manager staff time commitment** - hiring manager to assess at assessment centres, End Point Assessment (EPA) at end of scheme, feedback to HIN on the scheme

- **Graduate staff time commitment** - apprenticeship studies (38 days), mentoring and CPD workshops (10 days over 2 years), 2 x rotations

# The graduate scheme story to date:

- **Assessment centres** from February, September and December

- **33 graduates recruited** into acute trusts, mental health trusts, community trusts, STPs and AHSNs

- **Quality of graduates** 6% Masters or PHD – pass / distinction, 29% Degree – 1st honours, 45% Degree – 2.1 honours

- **Success rate** 73% graduates selected for the scheme at assessment centre, 97% retention

- **Inclusive recruitment** 52% BAME, 37% female

- 3 **Two graduates successful** in moving from Band 5 to 7 roles after only eight months in post
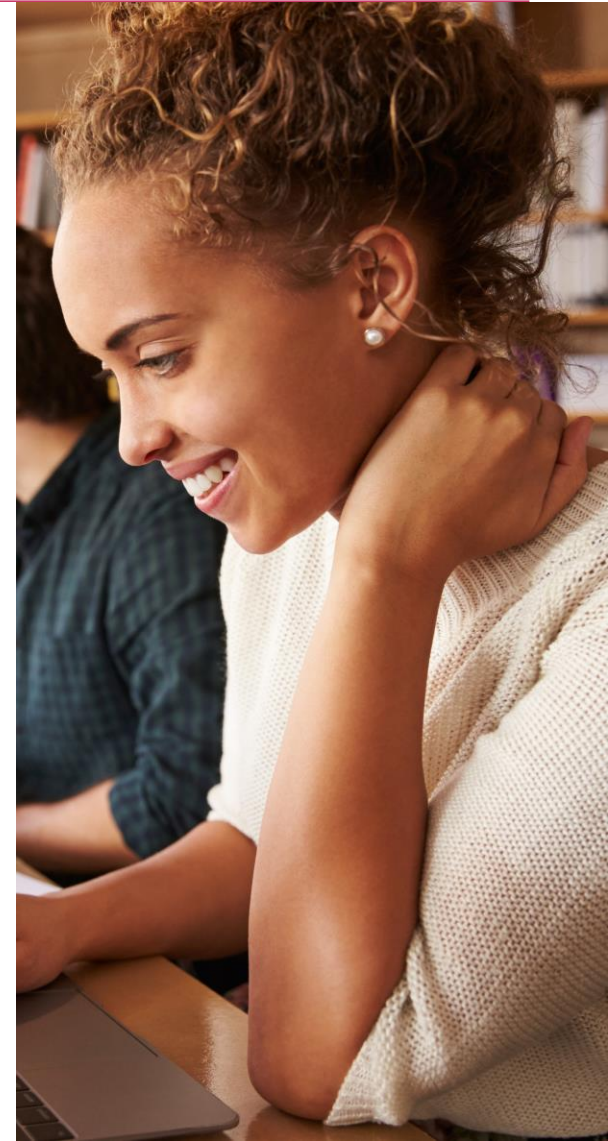
# Typical assessment centre profile of graduates

- **Qualifications :** PhD Physics, MSc Advanced Computing, MSc Information Science, MSc Information systems, MSc Communication and Signal Processing, MSc Software Development, MSc Software Engineering, MSc Management of Information Systems & Digital Innovation, BSc (Hons) Computer Networks and Cyber Security, BSc Statistics, BSc Mathematics with Business Management

- **Work experience:** NHS informatics / technology, non-NHS informatics / technology, non-informatics/technology fields with transferable skills, fresh graduates from University with limited experienced but tested well through online tests and video interviews

# Financial commitment - £6,000 fee breakdown

- **Trust requirement gathering: -** CIO, Deputy Director's, Head of Departments on staff structure, number of graduate roles and type of roles.

- **Trust wider team engagement** – HR Directors, Recruitment Leads and Apprenticeship Leads for advertising the scheme across the organisation, onboarding and CPD apprenticeship pathway development work.

- **Recruitment and selection of graduates -** national graduate recruitment campaign over 3 months, advertising through across 80% Universities across England, 950 applicants assessed through CV applications, online tests and video interviews.

- **On programme training and support** - apprenticeship pathway sourcing, mentor sourcing, CPD workshops (10 days over 2 years), 2 - 3 rotations, manager and graduate progress reviews – every 6 weeks.

**The scheme was launched in London and below are the participating organisations. We are now rolling out the scheme to new trusts and healthcare providers in the rest of London and also the South East, Yorkshire & Humberside, North West and South West.**

| Organisation | Senior Manager | Graduate roles |
|---|---|---|
| • South London & Maudsley<br>• St Georges<br>• Kings College<br>• Kingston<br>• Croydon<br>• Epsom & St Helier<br>• Health Innovation Network<br>• South west London STP<br><br>• Guys and St Thomas<br><br><br><br>• Imperial College trust<br>• Royal Marsden<br>• Hounslow & Richmond Community Healthcare<br>• Kings Health Partners | • Stephen Docherty, CIO<br>• Elizabeth White, CIO<br>• Anwar Alhaq, 100,000 Genomes<br>• Kevin Fitzgerald, CIO<br>• Leroy Adamson-Parkes, CIO<br>• Marcus Kirby, Deputy Director ICT<br>• Anna King, Commercial Director<br>• Simon Keen, Associate Director, Digital<br>• Ray Franklin, Director of Health Analytics<br>• Neil Goulbourne Deputy Director of Improvement<br>• Robbie Cline, CIO<br>• Lisa Emery, CIO<br>• Chris Giles, Associate Director for Contracts & Performance<br>• Joseph Casey, Deputy Director, Programme Delivery | • PMO Data Analytics<br>• IT Change Managers, Data Analytic<br>• Cyber Security<br>• Clinical Programme Data Analytics<br>• System wide transformation projects: junior project managers<br>• Trust Informatics Directorate - Data Analytics<br>• Tableau Administrators |

# South London and Maudsley NHS Foundation Trust view

*Stephen Docherty, Former Chief Information Officer- South London and Maudsley NHS Foundation Trust:*
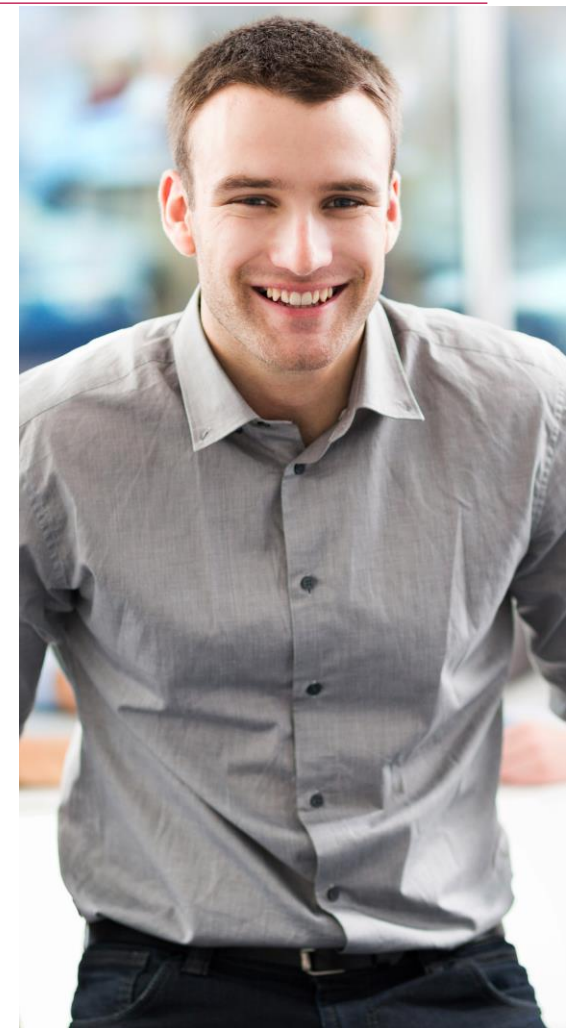
*"The Graduate Digital, Data & Technology Scheme is a welcome intervention to the challenges trusts face in bringing in new talent.  We need an innovative programme like this to help drive both quality improvement and value from our workforce."*

*Hirak Majumdar, Head of Digital Programme Management, South London and Maudsley NHS Foundation Trust*

*"Following participation in a very thorough and difficult selection day evaluating a number of very high calibre candidates, SLaM  has been fortunate in having a graduate join as part of the scheme.*

*In the short time she has been in the trust she has contributed to a complex and important piece of work. Hitting the ground running; delivering analysis of  a high quality that is vital to the programme in a professional  and considered manner.*

*I am really pleased that she elected to join our organisation as part of her career development"*

**Roger Harris, Head of Information Delivery Health Informatics, Guy's and St Thomas' NHS Foundation Trust**



https://vimeo.com/388233801

Hear what Roger has to say about his experience of the NHS Digital, Data & Technology Scheme

**Sakshi Gupta, Digital PMO Analyst, South London & Maudsley NHS Foundation Trust**



https://vimeo.com/415520027

Hear what Sakshi has to say about her experience of the NHS Graduate Digital, Data & Technology Scheme

# The view of Health Education England

**James Freed, Chief Information Officer- Health Education England**

*"The Building a Digital Ready Workforce programme in Health Education England, supported by NHSx, has invested in the NHS Graduate Digital, Data & Technology Scheme that selects the best and the brightest and then works with you as an employer to match your need to a graduate best able to meet your specific skills gap.*

*This scheme is provided by the Health Innovation Network, AHSN for south London whose reason for being is to support innovation into the NHS."*

## Now taking requests from trusts and health care providers, to attend our virtual Assessment Centres between May and September 2020.

If you are interested in taking a graduate(s) as part of the new **NHS Graduate Digital, Data & Technology Scheme,** we will require the following information/actions:

- Number of graduates you require

- Type of role(s) e.g. Data Analyst, Networker, Cyber Security, Software tester etc

- The name of your Apprentice Lead or Education Manager

- Agreement on fees

- Nominate a manager(s) to assess at the graduate assessment centres

Once the Organisation confirms in writing their participation in the Graduate Informatics & Technology Scheme, they are required to make an upfront payment equal to 50% of the agreed Fee, fully refundable if no suitable candidates are interviewed.  Full details of the Fee can be found on the Service Level Agreement.

**Contact us:**

**To recruit your next highflying graduate(s) please contact your regional lead:**

- **For South West and South East: contact Louise Brennan, Programme Manager, louise.brennan5@nhs.net 07874 795572**

- **For London: contact Andrew Nelson, Engagement Lead, andrew.nelson4@nhs.net 07926 075764**

- **For North West & Yorkshire & Humberside: contact Julie Davison, Engagement Lead, Julie.davison6@nhs.net 07919 394592**

- **For all other regions: contact Louise Brennan, Programme Manager, louise.brennan5@nhs.net 07874 795572**