



IM&T Graduate Pathway Programme 2017 onwards

Introducing Tomorrow's
Talent
to the NHS today



Our track record in recruiting business support roles from 2015 – present

Acute Trusts

- Guys & St Thomas' Trust / Essentia
- Hounslow & Richmond Community Healthcare Trust
- Kingston Hospital Trust
- St George's University Hospitals NHS Foundation Trust
- Epsom and St Helier University Hospitals NHS Trust

System wide organisations

- Digital Health.London
- Healthy London Partnership
- Greater London Authority
- Health Innovation Network

Commissioners

- Richmond CCG
- South East Commissioning Support Unit

Successes to date:

- 70 Graduates placements across the health & social care system
- 97% success rate from interview to appointment
- 96% retention rate
- Saving £250,000 of manger time
- £50,000 of HR recruitment team saved, in order to focus on clinical roles



University partners across London and the South East

Mental Health & other Trusts

- South London & Maudsley Trust
- Hounslow & Richmond Community Healthcare Trust
- London Ambulance Service

Why did we create an IM&T programme ?

Identified national issues within NHS IM&T Workforce:

NHS struggles to recruit and retain the calibre and number of staff in information management and technology it requires to support service delivery leading to:

- The lack of successful digitisation of healthcare
- Recruitment challenges creating disproportionately high expenditure on agency staff costing NHS organisations millions every year
- Organisations face cultural challenges with transient contractor staff

Therefore, a key recommendation from Wachter review is:

“There is a need to strengthen and grow the CCIO field, others trained in clinical care and informatics, and health IT professionals more generally” (2016)

Identified issues are evident in London trusts..

“ The IM&T Graduate Programme is a welcome intervention to the challenges trusts face in terms of bringing in new talent to the NHS. This starts with a lack of awareness amongst graduates about the many and varied digital roles across the NHS, compounded by a lack of clear career development pathways.

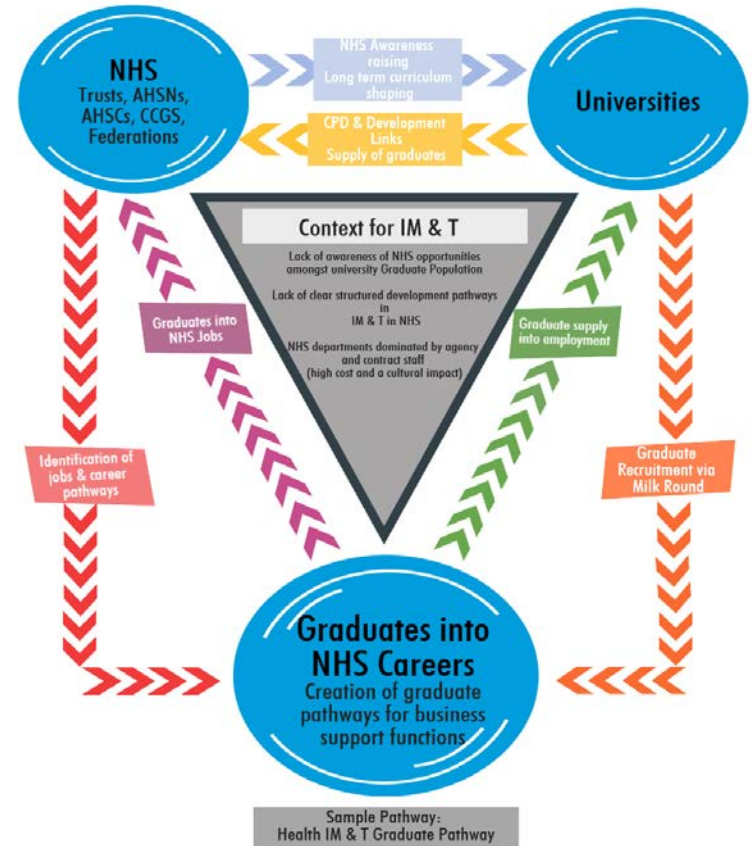
The resulting product is a culture of interim and transient agency staff who gain little development and therefore can offer little back. We need an innovative programme like this to help drive both quality improvement and the achievement of value from our workforce. “

- Stephen Docherty, CIO, South London and Maudsley NHS Foundation Trust

IM&T Graduate Pathway Programme

Benefits:

- Identification and clarification of NHS IM&T career pathways
- Provision of high quality development to support career pathways and succession planning
- Reduction of agency usage, reliance and spend
- Build stronger relationships between HE partners and Trusts
- Influencing university curriculum to improve graduate performance in entry level roles
- Employability from the local community, increasing NHS diversity



IM&T Graduate Pathway Programme cycle

Stage 1.

Trust requirement gathering

- Number & roles
- Contract length
- Training for each role established

Stage 2.

Creation of an IM&T graduate pool

- Career Fairs
- Faculty engagement
- Attending lectures

Stage 3. May – June 17

Recruitment of graduates

- Advertising roles, assessment centres / interviews

Stage 4. July 17

Graduates in post across the system (Band 4 / 5)

- Start new role with employer
- Graduates start apprenticeship

Stage 5. September 19

Graduates upskilled though apprenticeship promoted to Band 6

Stage 6. July 21

Graduates upskilled though apprenticeships promoted to Band 7

Example Apprenticeship programme – Data analyst Level 4

Typical Job Roles: Data Analyst, Data Manager, Data Scientist, Data Modeller, Data Architect, Data Engineer

Example Technical Competencies

- Identify, collect and migrate data to/from a range of internal and external systems
- Interpret and apply the organisations data and information security standards, policies and procedures to data management activities
- Perform database queries across multiple tables to **extract** data for analysis
- Perform routine statistical analyses and ad-hoc queries
- Use a range of analytical techniques such as data mining, time series forecasting and modelling techniques to identify and predict trends and patterns in data
- Summarise and present the results of data analysis to a range of stakeholders making recommendations

Duration of this apprenticeship is typically 24 months.

Off the job training: 4 day induction at start, 5 day knowledge module 1, 5 day knowledge module 2, 3 day revision and prep for End Point Assessment and Interview, 4 days EPA and One hour Interview with BCS

IM&T service for managers

Recruitment

- Job description development (including liaison with trust Job Evaluation)
- Advertise to pool of over 850 graduates, across 15 Universities
- CV gathering and short-listing
- Interview and assessment centre administration

Apprenticeship provider support

- Sourcing / procurement support of apprenticeship provider
- App framework development – making it NHS ready, ensuring progression to higher band job, induction / bootcamp for graduates new to the NHS, with soft skill development
- Grad learning pathway progress checks – 3 months, 6 months, 9 months

IM&T service for managers

Pastoral Support

- Monthly progress checks with graduate and manager – 1 – 6 months, quarterly checks 7 months plus
- Graduate network membership, formal and informal
- Issue resolution and support and guidance across all clients: managers, graduates and apprenticeship provider
- Rotational post facilitation and management if required

Fees

- We have funding from a range of sources but do ask for trusts to contribute to our operating costs – please ask for more details

To recruit your next talented graduate – contact us

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Introducing tomorrow's talent to the NHS today

We are a part of the [Health Innovation Network](#), the Academic Health Science Network - AHSN - for south London which is a hosted organisation by Guy's & St Thomas' NHS Foundation Trust.