



NHS Graduate Digital, Data & Technology Scheme

Fast-tracking
tomorrow's talent,
into the NHS today



NHS Graduate Digital, Data & Technology Scheme overview

- The HEE & NHS Digital 'Digital Readiness 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**

Recruitment

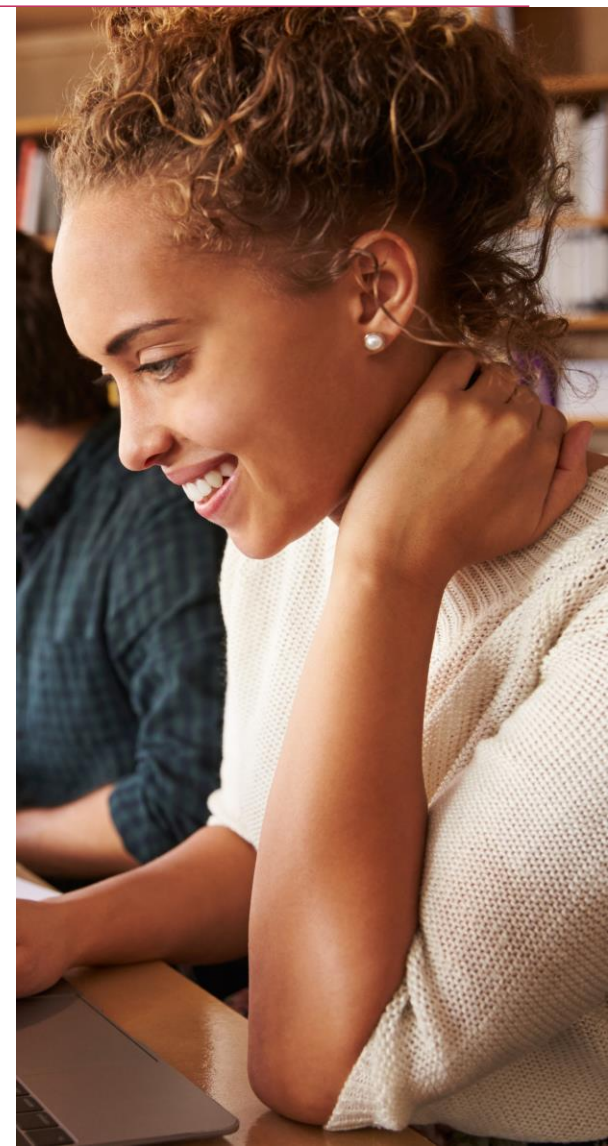
- We recruit and place graduates all year round – we are completely **demand led**
- Advertise through a range of grad job boards – **95% of Universities throughout the UK**, and through social media campaigns e.g. Twitter and Facebook
- About **5000 applicants a year** for the scheme – so we have a big pool to choose from
- We run a **high benchmark** recruitment process, consisting of:
 - CV, Covering Letter and Motivational questions
 - Online aptitude tests – literacy, numeracy, logical reasoning
 - Video interviews
 - Assessment centre
- We regularly run campaigns to collate a ‘pool’ of candidates – those who have successfully passed steps 1-3 of the above. **We can then select from the pool to run assessment centres for specific roles.**
- Alternatively, if a location or role is particularly difficult to recruit to, we can also run separate, specific campaigns.

Typical assessment centre profile of graduates

- **Qualifications** : PhD Physics, MSc Advanced Computing, MSc Information Science, MSc Information systems, 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.

The graduate scheme story to date:

- **Assessment centres** – monthly throughout the year
- **33 graduates recruited** into acute trusts, mental health trusts, community trusts, STPs and AHSNs
- **Success rate** 73% graduates selected for the scheme at assessment centre, 97% retention
- **Inclusive recruitment** 52% BAME, 37% female
- **Three graduates successful** in moving from Band 5 to 7 roles while on the scheme.



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

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 95% universities across England, 5000 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 rotations, manager and graduate progress reviews – every 6 months.

Now taking requests from NHS, Health and Social Care organisations, to attend our monthly virtual Assessment Centres

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
- Job descriptions
- 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 NHS Graduate Digital, Data & 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.

**Introducing Tomorrow's Talent
to the NHS today**

**For more information, please contact:
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