

# Level 7 Health and Care Intelligence Specialist Apprenticeship

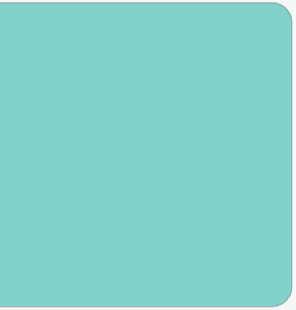
Employer Engagement Event

Monday, 27 November 2023 at 13:30 – 15.00 pm

# Welcome and Introductions

**Maggie Rae**

Head of School of Public Health, NHS  
England, South West



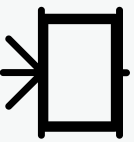
# Housekeeping



This webinar will be recorded and transcribed with the recording shared on NHS Futures Platform. Anyone not wishing to be part of this process can e-mail questions afterwards outside the chat function.



All attendees to remain muted and turn cameras off unless speaking



The presentation slides and supporting information will be shared with attendees following the event. All questions will be used to formulate a FAQ document and will be shared.



Please use the chat function or put your hand up for asking questions. We will be responding to these in the dedicated Q&A session.

# Introductions



**Dr John Battersby** - Deputy Director, Enabling Public Health Analysis Team, OHID, Department of Health and Social Care and Head of School of Public Health in NHS England, East of England

**Simon Dennis** - Head of Commercial, Salisbury Managed Procurement Services, Salisbury NHS Foundation Trust

**Leon Green** - Associate Director of Population Health Intelligence, NHS Humber and North Yorkshire Integrated Care Board

**Fay Lane** - National Programme Manager, NHS England

**Professor Maggie Rae** - Head of School of Public Health, NHS England, South West

**Margit Veveris** - Senior Project Manager, NHS England



## **Reason for the Employer Engagement Event and Survey**

Explain the background to the standard – how it was developed, who is it aimed at and potential job roles benefitting from this standard

Talk about the knowledge, skills and behaviours covered by the standard, how the standard has influenced other work and demonstrate an example of Level 4 apprenticeship model

Understand the employer need for upskilling their data intelligence workforces through an apprenticeship route

Scope a potential number of learners giving suppliers an idea of the size of the market

Give employers an opportunity to shape the specification for appointing a supplier against this standard

# Agenda

## Time

<b>13:30 – 13:40</b>	<b>Welcome and Introductions</b> Professor Maggie Rae, Head of School Public Health, NHS England, South West and colleagues
<b>13:40 – 14:05</b>	<b>An overview of the Level 7 Health and Care Intelligence Specialist Apprenticeship Standard</b> Dr John Battersby, Deputy Director, Enabling Public Health Analysis Team, OHID, Department of Health and Social Care, Head of School of Public Health in NHS England, East of England
<b>14:05 – 14:15</b>	<b>Regional PH Intelligence Apprenticeships</b> Leon Green, Associated Director for Population Health Intelligence, NHS Humber and North Yorkshire Integrated Care Board
<b>14:15 – 14:30</b>	<b>Apprenticeships</b> Fay Lane, National Programme Manager, Apprenticeships, NHS England
<b>14:30 – 14:55</b>	<b>Procurement of Providers</b> Simon Dennis, Head of Commercial, Salisbury Managed Procurement Services, Salisbury NHS Foundation Trust
<b>14:55 – 15:00</b>	<b>Questions, Answers and Discussion – <a href="#">Supplementary Survey</a></b> All
<b>14:55 – 15:00</b>	<b>Close and final comments</b> Maggie Rae

# **The Journey of the Level 7 Health and Care Intelligence Specialist Apprenticeship – how we got here**

**John Battersby**

Deputy Director, Enabling Public Health Analysis  
Team, OHID and

Head of School of Public Health in NHS England

# The analytical profession in health

Analysts in health settings (including public health settings such as local government) are an important part of the team.

- It has been estimated that there are around 10,000 analysts across the health and care system
- Considerable work is going to 'professionalise' the analytical workforce (see [AnalystX area](#) on FutureNHS)
- There is now a [National Competency Framework for Data Professional in Health and Care](#) (links to FutureNHS)
- Voluntary professional registration is available for analysts through [Apha](#).



# Why develop this standard?

Existing 'generic' data analyst standards

- Data analyst (level4)
- Digital and Technology Solutions (levels 6 & 7)
- Data Scientist (levels 6 & 7)

But significant gaps in existing standards:

- Epidemiology and biostatistics
- Complex health data sources (e.g. HES)
- Public health and population approaches (including population health management)

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# What does it cover?

Sixteen 'duties' covering:

- Analytical techniques and information systems
- Interpretation, presentation and knowledge transfer of health and care intelligence
- Investigation of patterns of disease, surveys, surveillance and evaluation
- Finding and appraising evidence
- Leading complex projects and working with stakeholders
- Information governance
- Leading and developing analytical teams

# Who is it aimed at?

- Anyone who works with health or care data that wants to develop their analytical skills
- Particularly suited to analyst currently working in health settings (e.g. NHS Trust or ICB, Local Authority Public Health Team, UKHSA, OHID)
- Need to have an undergraduate degree in a relevant (numerate) subject or have equivalent experience
- Would be an ideal follow-on to the level 4 data analyst apprenticeship

# Knowledge, skills and behaviours

Knowledge, skills and behaviours (KSBS) are listed in full in the [standard](#).

- 30 Knowledge statements, 9 cover technical data skills, 11 cover broader public health and system knowledge and 10 are more generic skills such as communication, leadership etc.
- 30 Skill statements which link to the knowledge areas. Specific references to 'industry standard (software) packages' such as R, Tableau and PowerBI).
- 7 Behaviour statements.

# Links to other work

- It links across to the [National Competency Framework for Data Professional in Health and Care](#) (links to FutureNHS)
- Completion of the standard should allow registration with the Association of Professional Healthcare Analysts ([Apha](#))



Office for Health  
Improvement  
& Disparities

# Regional PH Intelligence Apprenticeships

Trainee schemes for Public Health Intelligence  
analysts in the North East and Yorkshire

27 November 2023

Leon Green

# Why have regional trainee schemes?

- Shortfall in health intelligence capacity across healthcare and public health
- The number of Public Health Intelligence specialists in local authorities in Yorkshire and the Humber had reduced since 2013, to around 50 staff.

So supply is down....

... but demand is up:

- COVID-19, direct effects but also going forward, indirect effects
- but even before then and continuing now:
  - internally, Public Health involvement across the wider determinants of health
  - externally, support for NHS initiatives on Population Health Management and Prevention





# Yorkshire and the Humber region

15 local authorities

8 apprentices (level 4 data analyst) as a cohort

2 year fixed-term contracts (2 each in 4 host LAs: Hull, Leeds, Sheffield, Wakefield)

Secondments to non-host LAs, 1<sup>st</sup> year in one LA, 2<sup>nd</sup> year in different LA (with OHID LKIS acting as 16<sup>th</sup> partner)

LKIS providing overall management and procuring apprenticeship provider

Apprentices on LA T&Cs, each LA contributes £28,000

Apprentices have 20% off-the-job learning requirement, working 0.8 wte

Apprentices in post since May 2022



# North East and North Cumbria region

13 local authorities and 8 NHS Trusts approached

Minimum of 7 apprentices (level 4 data analyst)

2 year fixed-term contracts hosted by Commissioning Support Unit

Secondments to LAs (1<sup>st</sup> year) and NHS Trust or LA (2<sup>nd</sup> year)

LKIS and CSU working together on management and procuring apprenticeship provider

Apprentices on NHS T&Cs, each LA or Trust contributes ~£28,000

Apprentices have 20% off-the-job learning requirement, working 0.8 wte

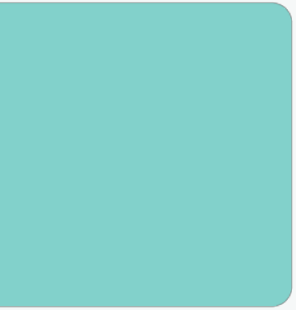
Plan to advertise in April 2023, in post August 2023

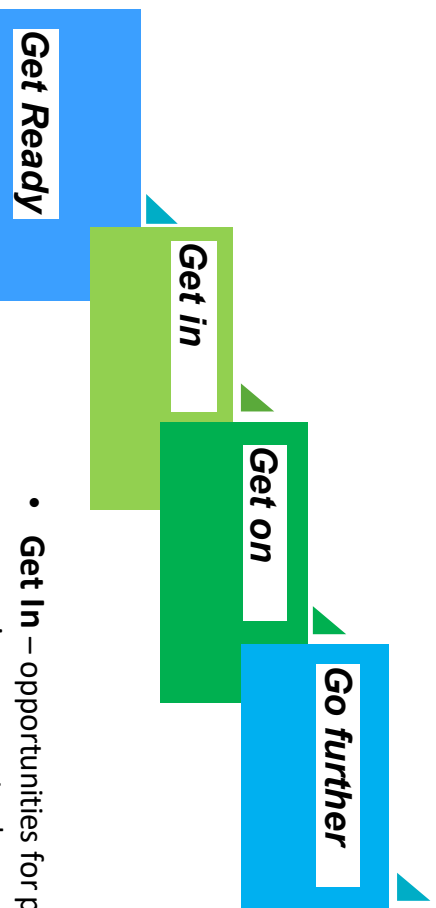


# Apprenticeships

**Fay Lane**

National Programme Manager,  
Apprenticeships, NHS England





- **Get In** – opportunities for people to start their career in a support role
- **Get On** – support people to be the best they can be in the job they do, including occupational competence
- **Go Further** – provide opportunities for career progression, including into registered professions

# Benefits of Apprenticeships



Apprenticeships bring a number of tangible benefits to NHS and other organisations they can create skilled, motivated and qualified employees and, if used properly, can help to address skills shortages across the workforce.

Increased flexibility of the workforce

Develop your existing workforce

Apprenticeships have lower attrition rates

Attract and recruit from a wider pool of people in your local community

Recruit a more diverse and local workforce

Improve retention

Reduce training and recruitment costs

Create a flexible training route

Recruiting a more local workforce to improve staff retention

## Apprenticeships 101

Programme of **work-based** study to develop **knowledge, skills and behaviours**.

Combination of **80% on the job** and **20% off the job learning**

Minimum of **12-month duration**

Has an “**End Point Assessment**” to assess that apprenticeship has covered the KSBs and the apprentice is **occupationally competent**.

Comes with **nationally recognised qualification** e.g, L5 Assistant Practitioner leads to a FdSc (aka a Foundation degree)

All apprenticeships are funded by the **apprenticeship levy** - introduced in 2017 to fund increase in **quality and quantity** of apprenticeship standards

All organisations with wage bill of **over £3m pay in**, but also receive an allocation, also known as a levy pot

Employers need to use it or lose it as funds have an expiry date

Funds can only be used to cover academic fees – not backfill, equipment, travel etc.

# Apprenticeship Funding

There are three ways to access funding to pay for apprenticeship training, this funding does not cover salary costs you will have to fund the apprentice's salary.

- 1 - Apprenticeship Levy.** Employers with a pay bill over £3 million each year, pay the apprenticeship levy. Levy paying employers can spend their apprenticeship levy funding on apprenticeship training.
- 2 - Reserve government co-investment.** If you don't pay the apprenticeship levy you can reserve funding, where the government pays 95% of the training costs and the employer pays the remaining 5%.
- 3 - Levy Transfers.** Levy paying employers can transfer some of their annual levy to other employers. These transfers cover 100% of the training costs of the apprenticeship (you still need to cover salary).

# Responsibilities of the employer

**As the employer of an apprentice, you will need to:**

- Ensure the apprentice has a suitable **contract** that covers the duration of their programme
- **Pay** the apprentice at least apprenticeship minimum wage
- Allow the apprentice **time** to complete their programme of study, and allow them access to opportunities to enable them to develop through their job role
- Liaise with the apprentice's **training provider** on a regular basis
- Provide a suitable mentor / educational supervisor
- Ideally have a job role for them to progress to upon completion



## What to expect from the training provider?

- The delivery pattern inc. content and schedule for training
- Assessing suitability and eligibility of potential apprentice
- What requirements re: Functional Skills
- How they will assess prior learning
- What the training provider expects of you, as the employer
- How will progress be communicated to you
- Schedule for progress reviews
- How to raise concerns
- How will “Off the Job” element be covered?
- End point assessment: who will provide this, and how will apprentice be prepared for this?

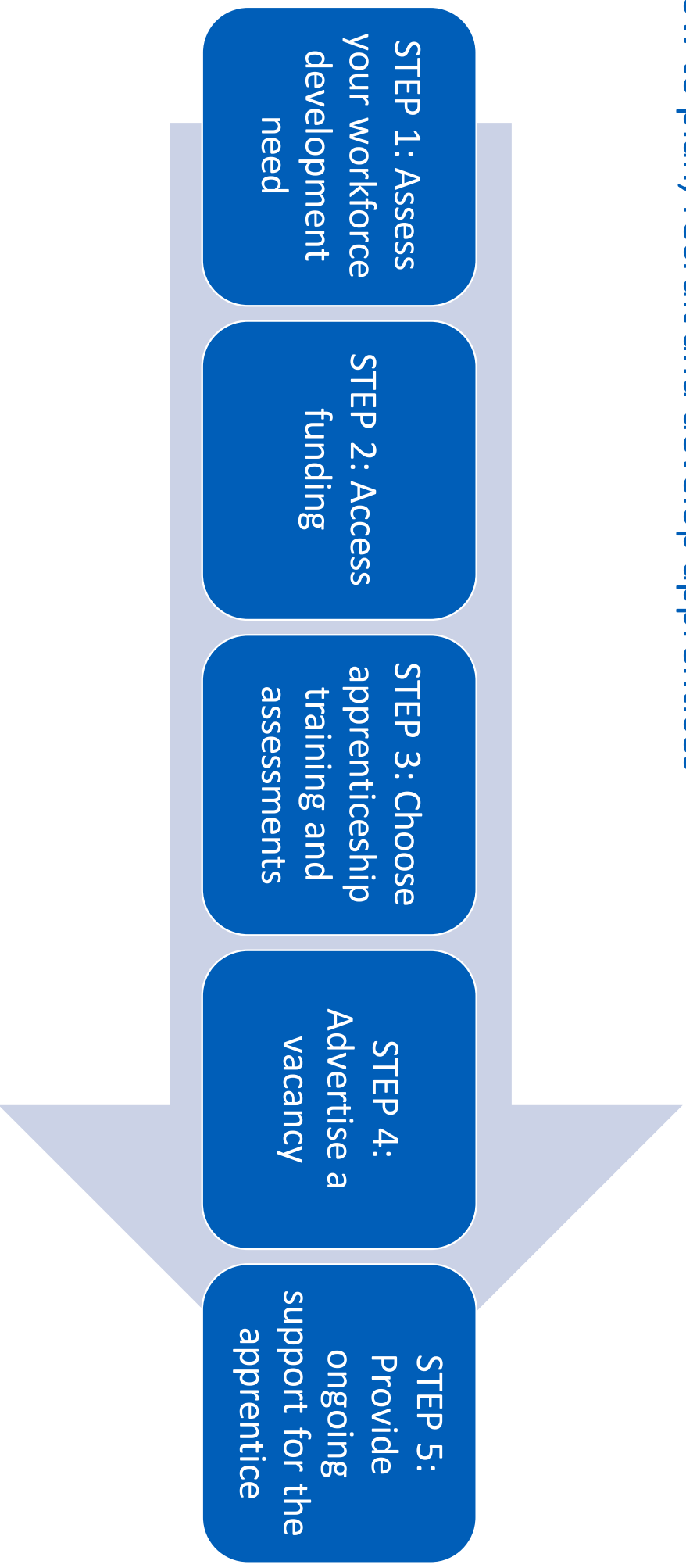
All covered by an **apprenticeship training plan** signed by provider, apprentice and you. This should all be in place **before** the apprenticeship starts.

## How to help your apprentice succeed

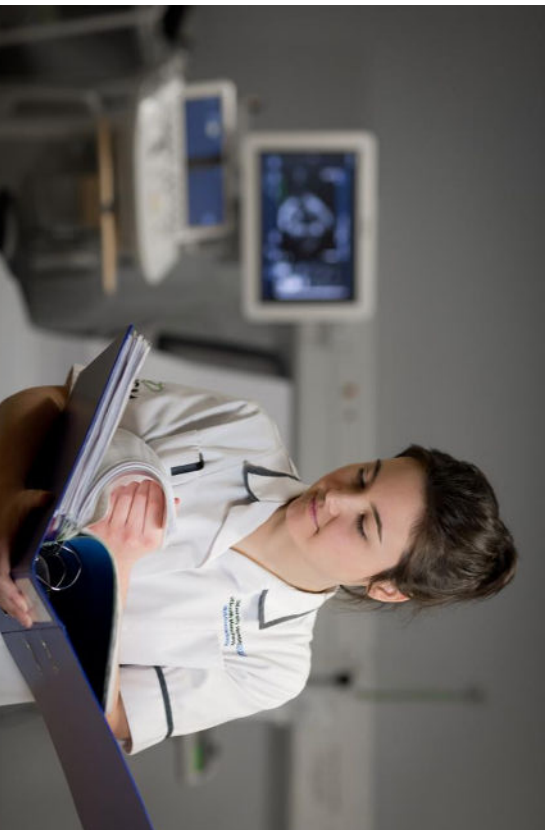
- Providing “on-the-job” training – understand the course content and the training providers expectations of you and the apprentice
- Providing a comprehensive induction
- Let the rest of the team know about what an apprenticeship is (and isn't!) and how they fit into the team
- Consider a mentor or coach
- Regular performance reviews
- Mental health & wellbeing support
- Offer networking or social enrichment opportunities
- Think and discuss the future and potential progression

# Grow your team

How to plan, recruit and develop apprentices



# Apprenticeship Procurement



Simon Dennis, Head of Commercial, Salisbury Managed Procurement Services, Salisbury NHS Foundation Trust

# NHSE / Salisbury Evaluated Procurements



- The only specialist health education procurement service
- A service from the NHS, for the NHS and public sectors
- Higher level competitions are the only national procurements evaluated by system partners, subject matter experts, and employers
- No cost to employers at any time
- No need to employers to conduct expensive and lengthy local procurements – fully managed service where a further competition is requested by employers
- Regularly updated for new standards and providers to join, and fully compliant with Public Contract Regulations
- Stringent entry thresholds and checks on providers to ensure high quality training delivery
- Streamlined, easy process : from one of our employers :

*“The procurement process with you guys has taken so much stress out of our daily lives, you wouldn't believe it. If you ever need a testimony for other Trusts please, please don't hesitate to get in touch. I no longer have sleepless nights about procurement thanks to this!”*

# The right solution for each requirement

## National Framework

- Employers can direct award any standard without a further competition should they wish
- High quality threshold set and evaluated by partner organisations with specialist knowledge
- Easier, streamlined process for employers where they know the provider they want to work with

## Regional Collaborations – Employer Led

- Fully supported process for employers including further competitions
- Ability to set a higher degree of quality requirements through further competition
- Tailored to local / regional needs, including study methods, puts employers in the driving seat to manage the market

# Why procure?

- Salisbury, in partnership with NHSE and employers, are leading on national procurements, in support of the development of Apprenticeship and other routes into study, across all sector of apprenticeships and professional development education
- Apprenticeship levy funding is counted as public money and therefore demonstration of best value is required
- Public spending sits within Public Contract Regulations 2015, the underpinning legislation – a “light touch” regime is in place but this does not mean “no touch”
- From 2023, mandatory supplier Social Value and Carbon Reduction evaluations will be included in all procurements
- Procurement enables employers to be protected by the correct NHS / employer contract, (DHSC requirement)
- **Procurement is not about the cheapest** – it is about selecting the right providers to deliver the right “product” in the best way for both parties.
- The principle objectives are to streamline provider selection for employers, to ensure consistent quality across courses, and to assist education providers in understanding, and planning for, the size of the marketplace. We also aim to increase innovation in support of the new learning methods discussed in the NHS Long Term Plan.
- This is not someone else selecting your provider – this will provide a menu of providers to enable employer choice all of whom have met certain criteria to ensure employers of a quality programme

# Minimum provider requirements

The minimum entry criteria applied are:

- Providers must hold a valid UKPRN and be registered on the APAR register managed by the ESFA Where a provider has an Ofsted rating, this must be Grade 1 or Grade 2, which must relate to apprenticeship delivery
- Where a provider has an Ofsted monitoring visit report, this must be Significant Progress or Reasonable progress, which must relate to apprenticeship delivery
- Suppliers with no Ofsted rating/visit must be able to demonstrate success rates above the national average for apprenticeships
- Suppliers must agree to the published NHS Terms without amendment
- Bidders must include 1 re-sit of each and every exam, assessment or module, without additional charge to employers

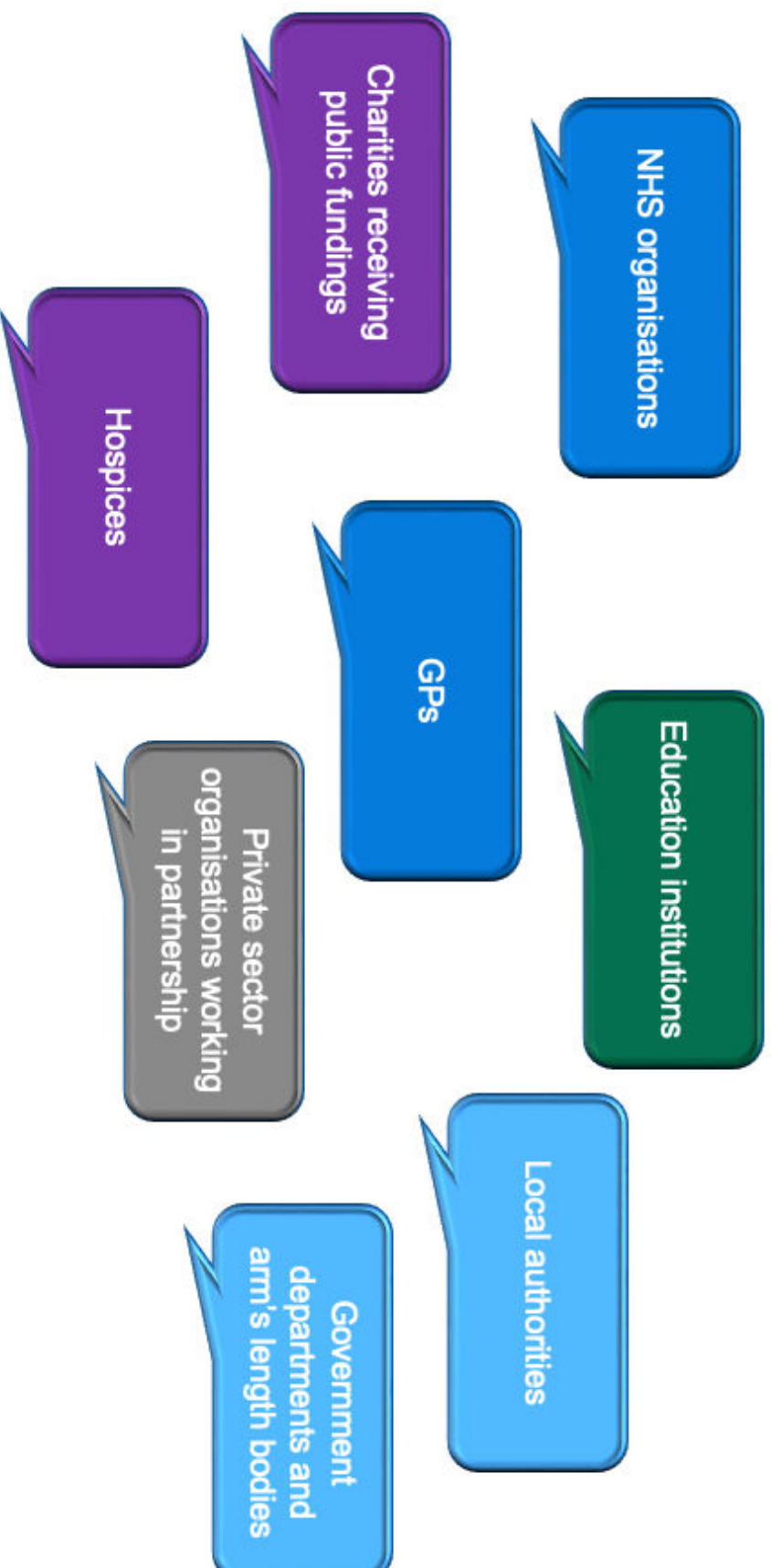


# Selecting Quality Providers

- **Innovation** – delivery methods that reflect the variety of work patterns, skillsets, and academic ability levels within the NHS (and wider) workforce
- **Social Value** – approaches that truly widen participation (e.g. entry criteria not reliant on UCAS points or recent A levels) and approaches that reflect [Social Value Modelling](#) and true widening participation
- **Sustainability of workforce** – programmes that help employers develop a long term workforce pipeline – not just delivering an education course
- **Genuine Apprenticeships** – responses that recognise apprentices are employees, not students, and that reflect the work-life challenges and support their educational journey
- NHSE recently published the National Progression Agreement, a pledge the HE Providers can sign to confirm they will recognise the value of the Senior Healthcare Support Worker apprenticeship as valid entry criteria for higher level and degree health programmes - [National Progression Agreement](#)

# Who can use the Framework?

Salisbury's procurements are established at the outset for all public and third sector organisations



## Further Information

Please email [simon.dennis@nhs.net](mailto:simon.dennis@nhs.net) or visit

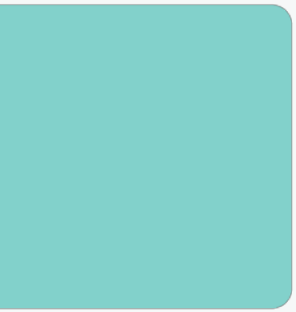
<https://future.nhs.uk/SalisburyApprenticeshipEF/group/home> for Framework Guides and Supplier Listings

# Questions, Answers and Discussion



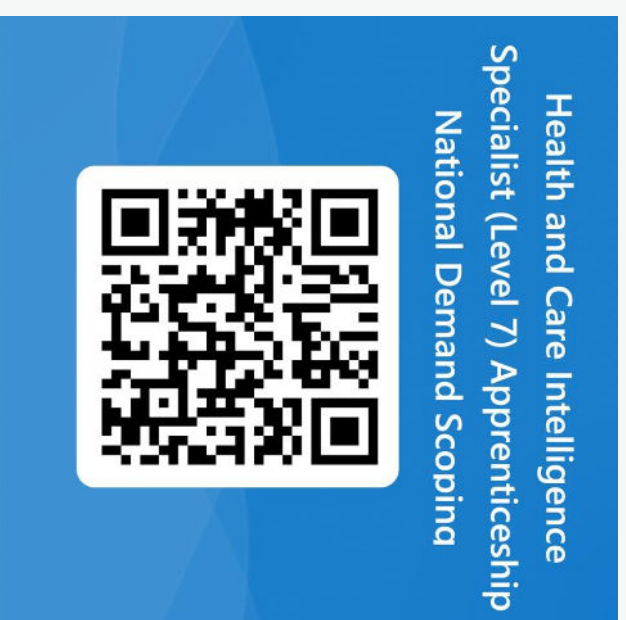
# Supplementary Survey

[england.itcp@nhs.net](mailto:england.itcp@nhs.net)



# Survey Link

<https://forms.office.com/e/VdTbGMv8GZ>



# Thank You

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