

Question	Response
Two of the seven selected duties are related to leadership. What career stage are you expecting the apprentices to be? For example, how many years of experience as health data analyst?	It is expected that this standard will be of particular interest to early/mid-career analysts who want to develop into more senior roles as analysts in health and care.
For eligibility, when you say demonstrate equivalent experience, how will this be measured?	This will be for prospective providers to decide. Providers will need to satisfy themselves that applicants will be able to cope with the course. Someone that is working in an analytical role and has a couple of years' experience is likely to meet the requirements.
What teams do analysts have roles within?	Analysts can work in different teams and sectors. Please refer to the standard for some examples.
Is there a standard salary for a new apprenticeship post for this level 7 role and a standard job description?	No, salaries and job descriptions are for employers to decide.
I would be interested to hear thoughts about what sort of positions/grades analysts might expect to go into after completing this apprenticeship?	There is a list of job roles on the Institute for Apprenticeships and Technical Education (IFATE) website on the page for this standard.
Is this apprenticeship also open to social care providers?	Yes, any employer can have any type of apprentice. Salary support funding (where it exists) may not be open to non-NHS organisations.
Are there any intentions to look at this on a regional / ICB footprint?	There will be a regional process for applying for salary support funding for organisations having these apprentices. Any requirements to look at the regional need to upskill this workforce must be a local decision.
Is level equivalent to master's?	The Trailblazer group agreed that this is non-integrated apprenticeship. This means that it does not result in the award of a master's qualification, but it has the equivalent academic credit level to a master's degree. A non-integrated approach allows for more flexible provision.
When are you planning to have providers in place for this apprenticeship scheme?	The procurement about to be run will select the available providers. This is expected to be complete by May 24.

<p>What about people in existing roles? Is this something a senior analyst could take on while working at their senior analyst grade and not having to create a new role?</p>	<p>Yes, people in existing roles can undertake this apprenticeship if they would benefit and if their employer is willing to support them through the apprenticeship.</p>
<p>When will the Health and Care Intelligence Specialist (Level 7) Apprenticeship National Demand Scoping Survey close?</p>	<p>The survey is now closed. If you have any further questions and information to share with us, please e-mail us on england.ltcp@nhs.net.</p>
<p>Will this apprenticeship only be suitable for analysts working within an analytical team based on the "leading an analytical team skill/behaviour", or will it also be suitable for analysts working within a team with clinicians/other non-analytical roles (they're the only analyst in their immediate team)?</p>	<p>The apprenticeship is suitable for anybody working in analytical roles. They don't necessarily need to be working in an analytical team. However, they do need to be exposed to a variety of kind of analytical techniques. That can be arranged by rotations through different teams and those kinds of collaborative arrangements.</p> <p>Suitability of the apprenticeship would be an employer decision in conjunction with the providers apprentice job description. The individual cannot be doing something totally different and decide to do the apprenticeship just because it is an area of interest. The apprenticeship must link to their core role but within that there is a lot of flexibility.</p>
<p>You mentioned an apprenticeship lead - would every organisation (e.g. county council in my case) have one?</p>	<p>There are regional apprenticeship leads in NHS England and in most local authorities and larger employers.</p>
<p>If the apprentice does not have their functional skills, can they be doing this alongside this apprenticeship or is it recommended they doing their functional skills first?</p>	<p>This will be dependent on your Organisational policy</p> <p>For anyone looking to fill the gaps in their functional skills, there is an adult education budget funded by the Government. No provider should come along and say when you pay me to do it. No organisation should be paying for functional skills if you're not doing it through the apprenticeship route.</p>
<p>It would be really helpful to understand, as time goes on, a little further of the learning outcomes of the taught course as well as finding out details of providers.</p>	<p>There is a link on the apprenticeship standard to the assessment plan which should help.</p>

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A September 2024 cohort could potentially mean recruitment in July 2024. For external recruitment (new entrants) it would be March 2024 time.	The procurement about to be run will select the available providers. This is expected to be complete by May 24.
This apprenticeship has been on the books for a few years now with no providers, which suggests it is not attractive to providers. Master's level education is difficult to provide online. The Derby example is interesting, but what is the smallest apprenticeship at level 7?	<p>Part of the delay in finding a provider was due to the pandemic. This is also a new topic area for many providers. Providers will also only commence a programme following indication of sustainable employer demand, which this process will help them to identify.</p> <p>There are apprenticeship providers that work with very small cohorts of apprentices (e.g. 5 to 12).</p>
It is really exciting to hear about this. Is there a good place to keep up to date on this? Is NHS Futures the best place?	<p>We will be keeping all webinar registrants on file for further communication. There is also a space on NHS Futures Platform https://future.nhs.uk/SalisburyApprenticeshipEF/grouphome where we will post the presentation slides and the recording of this apprenticeship. Please register with the platform and join the group to be able to do that. NHS England's regions will also be engaging with local employers when the opportunity for an apprenticeship opens.</p>
Where would this role sit in an organisation? We are a mental health and learning disability trust and I'd be keen to know what types of roles are aligned to our positions?	The apprenticeship is suitable for early/mid-career analysts working in health and social care settings who aspire to more senior roles. The types of roles will vary by organisation. The key is that they work with health or social care data on a regular basis.
Have you got a list of which job roles that this apprenticeship would align to?	There is a list of job roles on the Institute for Apprenticeships and Technical Education (IFATE) website on the page for this standard.

<p>It would be useful to know if there are any other NHS organisation that are truly thinking about this apprenticeship and whether they have job roles that maybe we could start doing some searching on.</p>	<p>There are several data analytics networks on the NHS Futures platform. Perhaps you could engage with colleagues through those networks or have conversations within your ICB?</p>
<p>It's a fairly senior apprenticeship scheme. What would be the advice to get people, who are presumably already experienced and potentially in existing roles, to apply for this scheme?</p>	<p>There two ways of looking apprenticeships from an employer perspective:</p> <p>(1) You can create an apprenticeship role and advertise it so that relevant individuals can apply. There may be issues with grading, and there are also potentially some HR-type issues around recognition of length of service as some pitfalls to this.</p> <p>(2) The other way that it can be done is to offer it to your staff if they would benefit from the development and they are willing to undertake the apprenticeship.</p> <p>The incentive to undertake the apprenticeship should come from the fact that the training is funded through the levy and will help to develop knowledge and skills which will enhance career prospects.</p>
<p>Do you have already a timeline of when would you expect to have providers available for this apprenticeship?</p>	<p>We are looking at a potential start date of September 2024 to have established a provider.</p> <p>One of the purposes of this event is to find out from you all what you need from this apprenticeship as employers. It will help the team demonstrate to prospective providers that there is a demand out there and to incentivise them to submit bids.</p>
<p>If you put someone through on the apprenticeship, will they need to have a role for them to move into at that level?</p>	<p>It is the best practice that you should have an idea of where you would like them to be working at the end of the apprenticeship, but it is not necessarily a given.</p>

	<p>The apprentice's job description during their apprenticeship will need to match sufficiently to the Standard for them to be exposed to the seniority and decision-making activities required in the Assessment Plan.</p> <p>The key is that when they are undertaking the apprenticeship, they need to have enough exposure to the seniority that is written into the apprenticeship standard to be able to make the decisions and take part in the projects, as some examples, as part of their regular role.</p>
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