



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**



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** – monthly throughout the year
- **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
- **Three graduates successful** in moving from Band 5 to 7 roles while on the scheme.



For more information please contact:

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Next monthly employer webinar: Friday 24th September, 8-9am

[Click here to register](#)