

Experience and retention study - NHS Graduate Management Training Scheme (GMTS) health informatics and health analysis

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During autumn 2020 and early 2021, work was completed by the Digital Readiness Programme in collaboration with the NHS Leadership Academy to better understand the experience and retention of trainees that participate in the NHS Graduate Management Training Scheme (GMTS) health informatics and health analysis specialisms.

Both specialisms are supply routes of strategic interest to the Digital Readiness Programme to understand where benefits are realised in planning for future skills and roles, where there are areas of any overlap and where opportunities exist to work collaboratively to ensure that talent pipelines best serve our health and care services.

The project was an opportunity for the Digital Readiness programme and the NHS Leadership Academy [7] (responsible for delivering GMTS) to work collaboratively sharing a common goal to better understand the experience of trainees from both specialisms.

The outputs from this project are intended to support informing the future strategic direction of both specialisms, ensuring trainees can be provided with the best experience possible whilst reviewing how both specialisms contribute to creating the necessary skills, behaviours, and capabilities identified for our future digital workforce.

The project is now complete, and we are pleased to be able to share the outcomes. A copy of the project report detailing full findings (including an executive summary) can be found in the following document.

[GMTS experience and retention study May 2021.pdf](#) [8]

 [GMTS experience and retention study May 2021.pdf](#) [9]

Work is on-going to plan how the recommendations from this project will inform the future strategic direction of both specialisms. The Digital Readiness Programme and NHS Leadership Academy are committed to continuing to work collaboratively to drive forward progress and embed the positive momentum generated from this project. We intend to share further details on this work during 2021.

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[2] <https://www.e-lfh.org.uk/>

[3] <https://www.healthcareers.nhs.uk/>

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[7] <https://www.leadershipacademy.nhs.uk/>

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