Informatics Skills Development Networks – 'ISDN in a Box'

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Summary

- Background

- Aim and services of an ISDN

- HEE offer

- What's needed in a region

- Next steps

Skills Development Networks

- Future Focussed Finance created network of finance SDNs

- Some also provide SDNs for procurement and informatics

- 3 current informatics networks
  - NW (10 years)
  - Y&H (4 years)
  - London (2 years)

Why roll-out ISDNs?

NHS
Health Education England

2018 Informatics Specialists' Consultation Recommendations

- Replicate the successes of initiatives such as the North West Informatics Skills Network
- Create forums to share knowledge and expertise with other informaticians
- Invest in training and continuing professional development for informaticians

2019 Health Informatics Career Pathways Research
(https://www.hee.nhs.uk/our-work/building-digital-ready-workforce/health-informatics-career-pathways-project

- Define the professional body offer and understand health informatics network opportunities
- Regional/System approaches to developing an informatics workforce

2019/20 Digital, Data and Technology Unconferences

- Clear career pathways to digital leadership
- Development opportunities
    - Hack days and hackathons
    - Communities of practice
    - Use networks e.g. NWISDN
- Organisations work together to create rotations and opportunities to gain experience in different areas.
- Mentoring schemes, communities of practice, rotation schemes

Role of a Regional ISDN

- Provide **strategic direction** for a professional development framework for informatics staff across a geographical region

- A network that **shares good practice** across all organisations and develops cross-organisational working and shared infrastructure

- Provides **development opportunities** from Apprentice to Director and CCIO level (through pooled resources)

- **Supports Informatics Directors' responsibilities** for learning and professional development of their staff

- Promotes a **learning and development culture** to meet the needs of the individual, the organisation, the region and the wider NHS

- **Motivates and engages volunteers** to participate in working parties and forums for the wider network's benefit
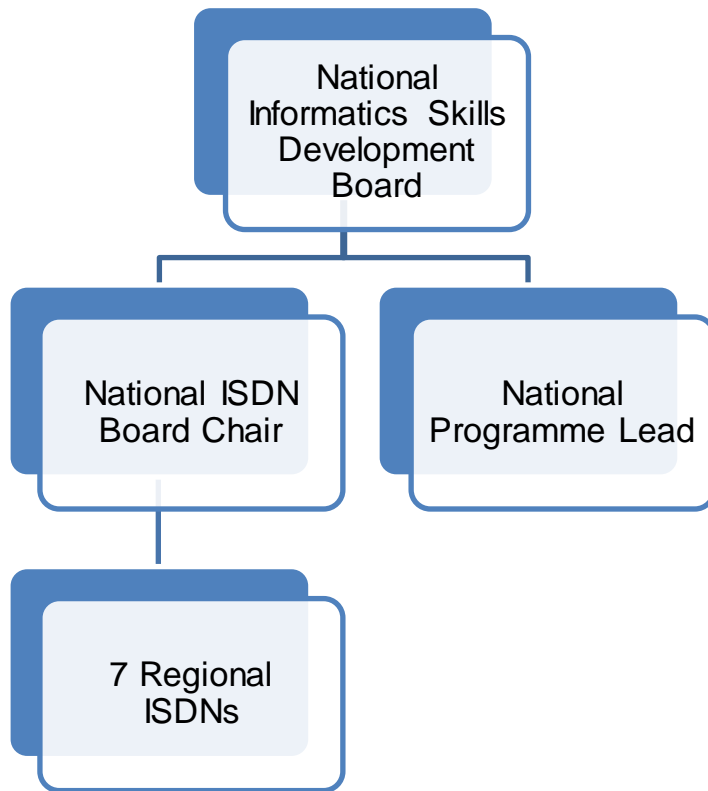
(Aims of the North West ISDN)

What a regional ISDN could provide

According to regional needs – likely to start with a few and add others later

Networking, collaboration & sharing best practice	Shared learning & development programme	Annual conference & awards programme
Special interest groups	Workforce planning & development - annual workforce data collection	Career support – apprenticeships, leadership programmes
Excellence-in-Informatics (peer review) organisational accreditation	Support for professional accreditation through FEDIP	

Proposed ISDN National Structure

National Informatics Skills Development Board

National ISDN Board Chair

National Programme Lead

7 Regional ISDNs

Based on the existing framework for Finance & Procurement Skills Development Networks (F/PSDN), the aim is to establish and support a total of 7 regional ISDNs, co-ordinated by a national board.

https://www.skillsdevelopmentnetwork.com

HEE Offer for regions

Depending on the needs of each region, HEE will offer a tailored support package.

We will also help to bring together key stakeholders in each region wanting to establish an ISDN.

National ISD Council

Training and development courses

Network manager & regional mentorship
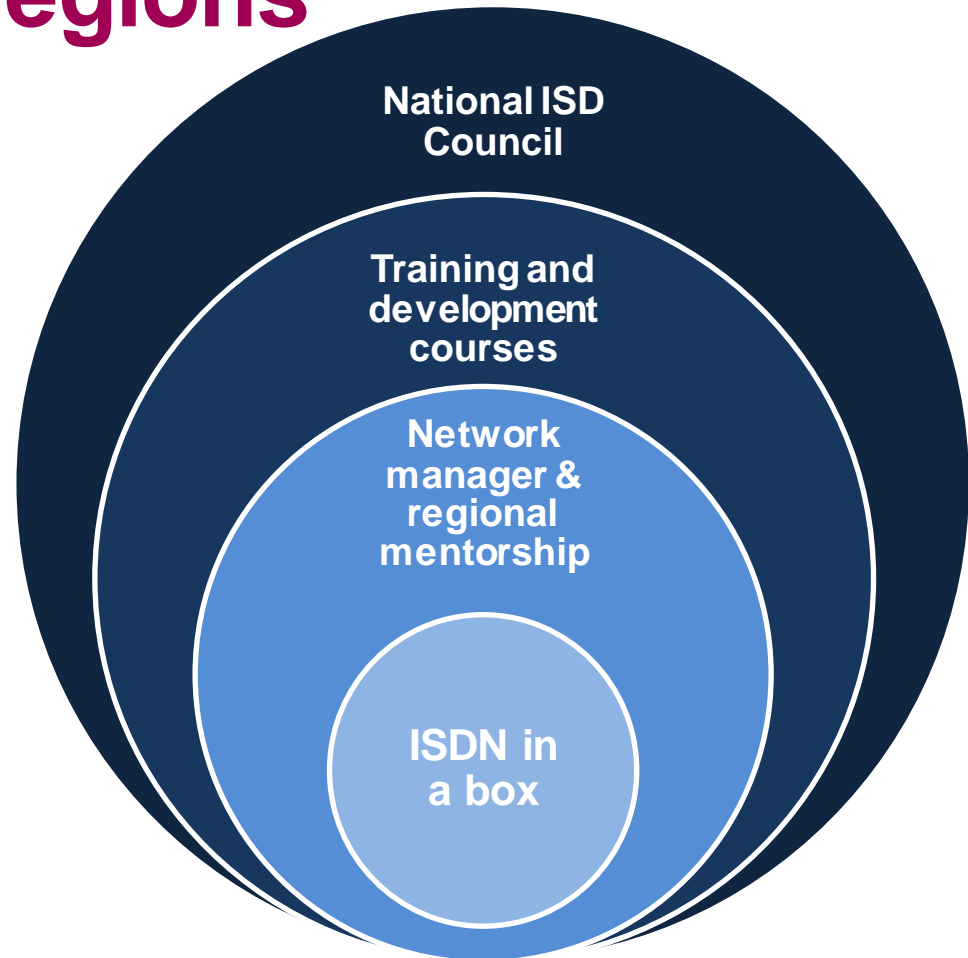
ISDN in a box

ISDN in a Box

- North West ISDN has provided a comprehensive toolkit and guidance on how to establish an ISDN and carry out the activities and services they run

- This is being developed into an interactive online tool via HEE's E-learning for Healthcare.

- The toolkit will be made available for any ISDN to use

Training and development courses

- There may be opportunity to provide one-off funding to purchase training and development courses via current ISDN

- Finance SDNs may offer generic and soft skills courses that are suitable for informatics staff and can be shared

- As more ISDNs are established there may be opportunities to purchases courses with other ISDNs

Resourcing

- Depending on the needs and current staffing, HEE can offer to fund a network manager or support staff member for the region for 18 months – 2 years

- HEE could backfill the time for experienced staff from current ISDNs to provide support and mentoring to new regions.

- HEE can also provide some resource time to bring together stakeholders within each region and support the initial stages of establishment

National ISDN Council

- HEE to provide a Programme Manager to establish and co-ordinate

- Made up of Chairs of the regional ISDNs

- Supports and enables collaboration between the regional ISDNs

What's needed in the region?

- Commitment from senior leadership in organisations (e.g. CIO's, CCIO's networks)

- Agreement and capacity of SDNs to expand

- Regional network manager / admin support

- Network of organisational Informatics Skills Leads from each organisation

- Plan for sustainability – pump-priming to be provided but longer term funding via organisational levy based on regional needs tba

- Host organisation within region to contract with HEE

Next Steps

- Agree shared ambition, vision and objectives (CIO Network & SDN)

- Carry out Y1 gap analysis and identify any missing course materials

- Describe services for Y1 in an SLA to member organisations

- Create a budget and required cost structure for Y1 (& Y2)

- Enshrine the above in a multi party MOU for sign off

Health Education England

NW ISDN Testimonials

'Not only do they provide access to cost effective, quality training on a wide variety of key subjects they facilitate invaluable discussions and debate among peers. The work that the Special Interest Groups (SIGs) do is incredible and is delivering tangible improvements across the region.'

Martin Sheridan | Head of IT Delivery & Development | NHS Greater Manchester Shared Service

'..the ISD Network has been an invaluable resource. Not only has it enhanced the informal network amongst our digital colleagues and peers across the region, it has allowed us all to 'grow together' as a digital community.

Mark Johnson | Chief Information Officer | Associate Director of Performance and Informatics | East Lancashire Hospitals NHS Trust

'Let's be honest, any subscription based network that has managed to maintain and grow an engaged and activist professional membership over the last few years must be doing something right.'

Peter Jenkinson | Chief of Digital Operations | NHS E/I North West and North East & Yorkshire.