Building Digital Skills and Leadership in Scotland

Emma Scatterty

Digital Leadership Specialist Lead

NHS Education for Scotland

National Drivers/Levers

Scotland's Digital Health and Care Strategy

Digital skills are seen as core skills for the workforce across the health and care sector

Scotland's Health and Social Care Data Strategy

Includes all staff having essential data skills

Care in the Digital Age Delivery Plan

Putting the strategies into action

A health and social care system that supports safe, effective & efficient care in the digital age

Outcome

A workforce with the capability & confidence to use data, information and technology effectively in their role

What must we get right to achieve this impact?

Senior leaders with the 'mindset' to drive the culture that empowers organisations

Accessible and relevant resources to address workforce development needs

Workforce with skills in the interpretation & use of data

Trained & sufficient numbers of DDaT professionals

Understanding of workforce needs/skills gap requirements

Learner networks of digital leaders and champions

Accessible technology that supports and meets users needs - future roadmap

Engaged stakeholders working together for a common purpose

Challenges

➤ Establishing a baseline of digital skills across the sector

➤ Identifying skills gaps across a complex sector

➤ Duplication of efforts across the sector in producing resources

➤ Reaching a diverse and geographically dispersed workforce

➤ Ensuring resources are user-friendly and accessible

➤ Lack of digital mindset at senior level

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Building Digital Skills and Leadership Programme

- National programme for Scotland
- Collaboration with organisations across the sector
- Centralised resources for digital skills and leadership for all health and social care roles and professions
- Responsive to workforce needs
- Focus on developing skills which can be applied back into the work environment
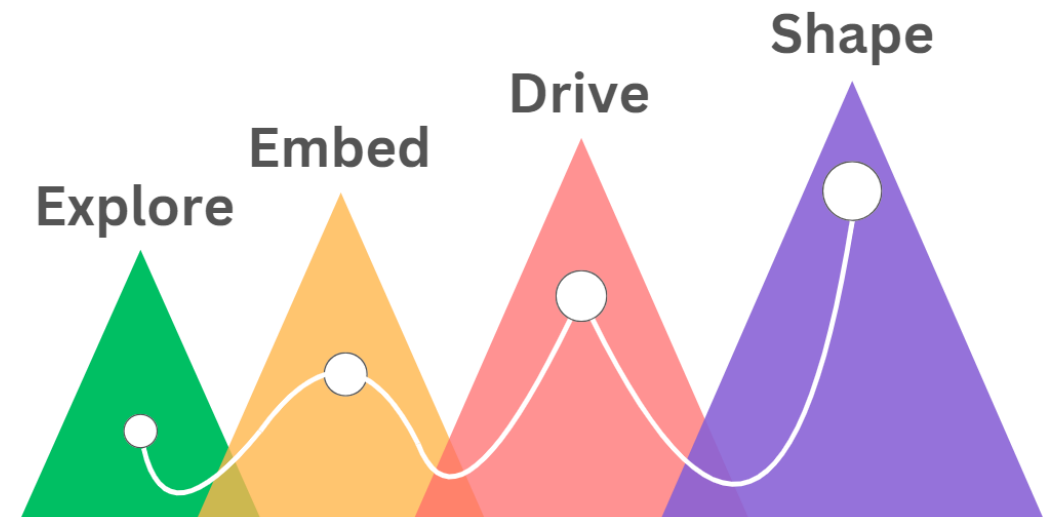
Digital and Data Capability Framework
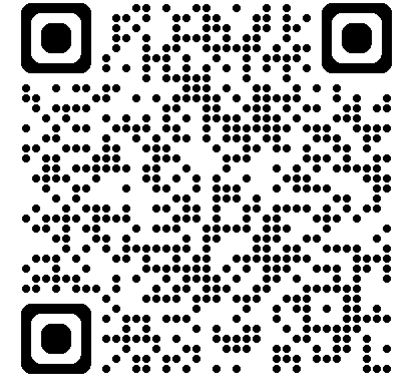
The framework identifies the **skills**, **knowledge** and **behaviours** that are essential for this workforce, clarifying the responsibilities at individual, team and organisational level.
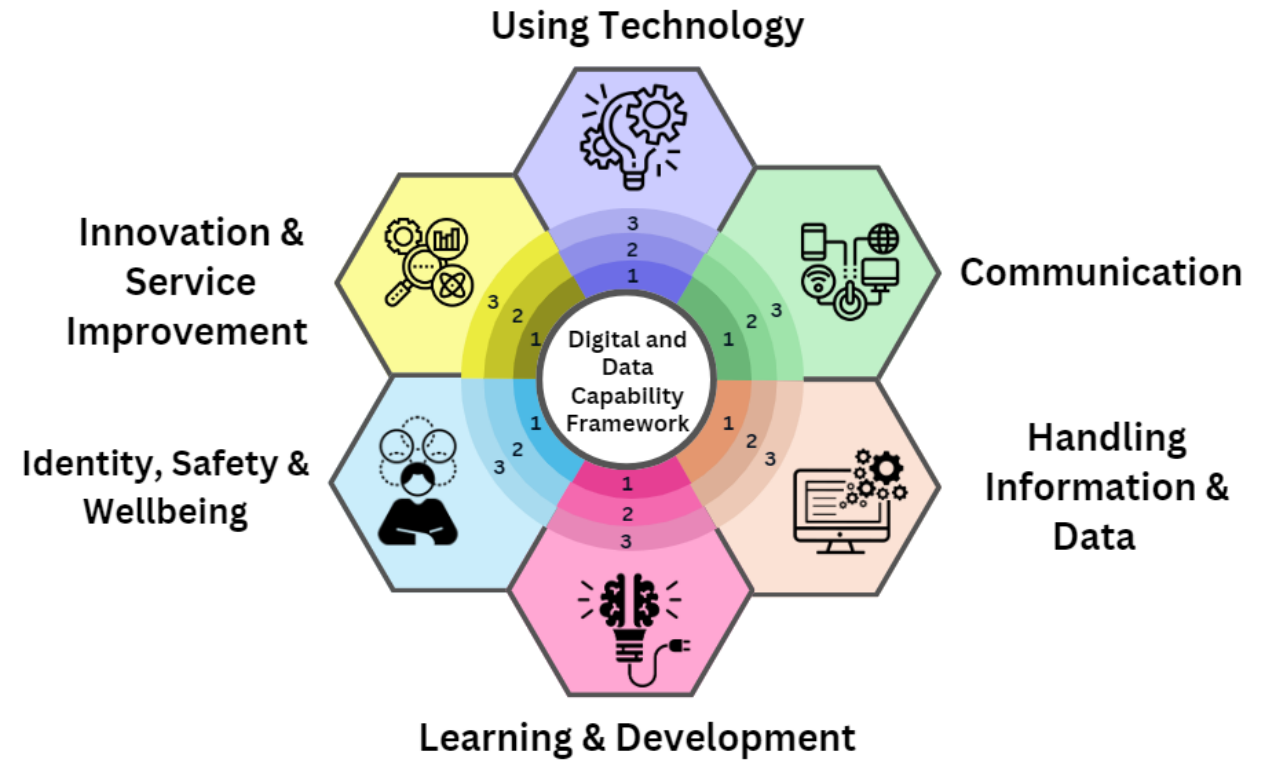
Thriving in the Digital Age Pathways

The pathways are intended to build **understanding of the role of digital** in health and social care. By working through the pathway steps, learners will be challenged to think about what they know and their understanding of working with a digital mindset.

Explore Embed Drive Shape

Digital and Data Resource Hub

A curated collection of online,
free resources to support the
health and social care workforce
to develop their digital
capabilities.

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Leadership at all levels

Board Executive, Non-Executive and Senior Leaders Digital Mindset Programme

Postgraduate Programme for Strategic Digital Leaders

Digital Health and Care Leadership Programme

Digital Leadership Webinar Series Asynchronous Resources

Digital Leaders Network

| Outcome		
Short Term	**Medium Term**	**Long Term**
Theme: Leading Digital Transformation		
Participants actively engaging in the programme rapidly acquire digital leadership skills, capabilities, and confidence	Participants and alumni use what they have learned on the programme to contribute towards the strategic development of digital transformation and digital maturity within their organisation	Alumni are transformational digital leaders, influencing culture change and using innovation to overcome the challenges specific to Scotland's health and care system
Theme: Collaboration and Networking		
Participants benefit from shared learning and development through collaboration and networking whilst on the programme	Participants and alumni bring what they are learning through collaboration and networking back into their organisation, sharing this with colleagues and senior leaders	Participants and alumni use collaboration and networking to benefit the wider health and care system in Scotland
Theme: Talent Pipeline		
Participants develop the confidence to, and feel able to, apply for digital leadership roles/promoted digital leadership roles, when they arise	A talent pool of suitable candidates ready to fill digital leadership and transformation roles	A national talent pipeline of digital leaders progressing into strategic and transformational digital roles

Further national resources

The KIND (Knowledge, Information and Data) learning network is an inclusive and supportive community of practice for staff across the knowledge, information, and data workforce. **Over 3000 members.**

Digital Champions Network

There is a programme of work to support organisations to build and grow their own digital champion networks to support the development of workforce digital skills.
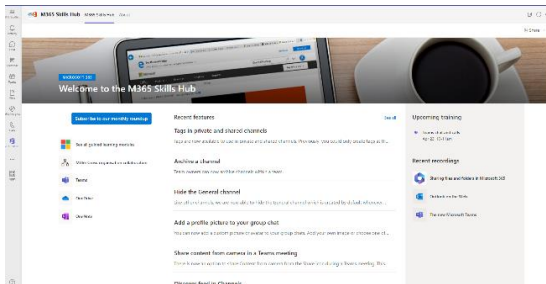
M365 Skills Hub

The NHS Scotland M365 Skills Hub includes webinars, updates on services and how-to guides for the different Microsoft 365 apps. **18000 users every month.**

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Connect with us

Email: nes.dew@nhs.scot