

Building Digital Skills and Leadership in Scotland



DIGITALLY ENABLED WORKFORCE
NHS EDUCATION FOR SCOTLAND



Digital Health
& Care Scotland





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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



Digital Health & Care Scotland



What must we get right to achieve this impact?

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

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

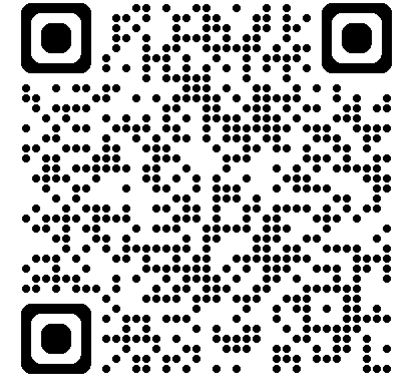


Building Digital Skills and Leadership Programme

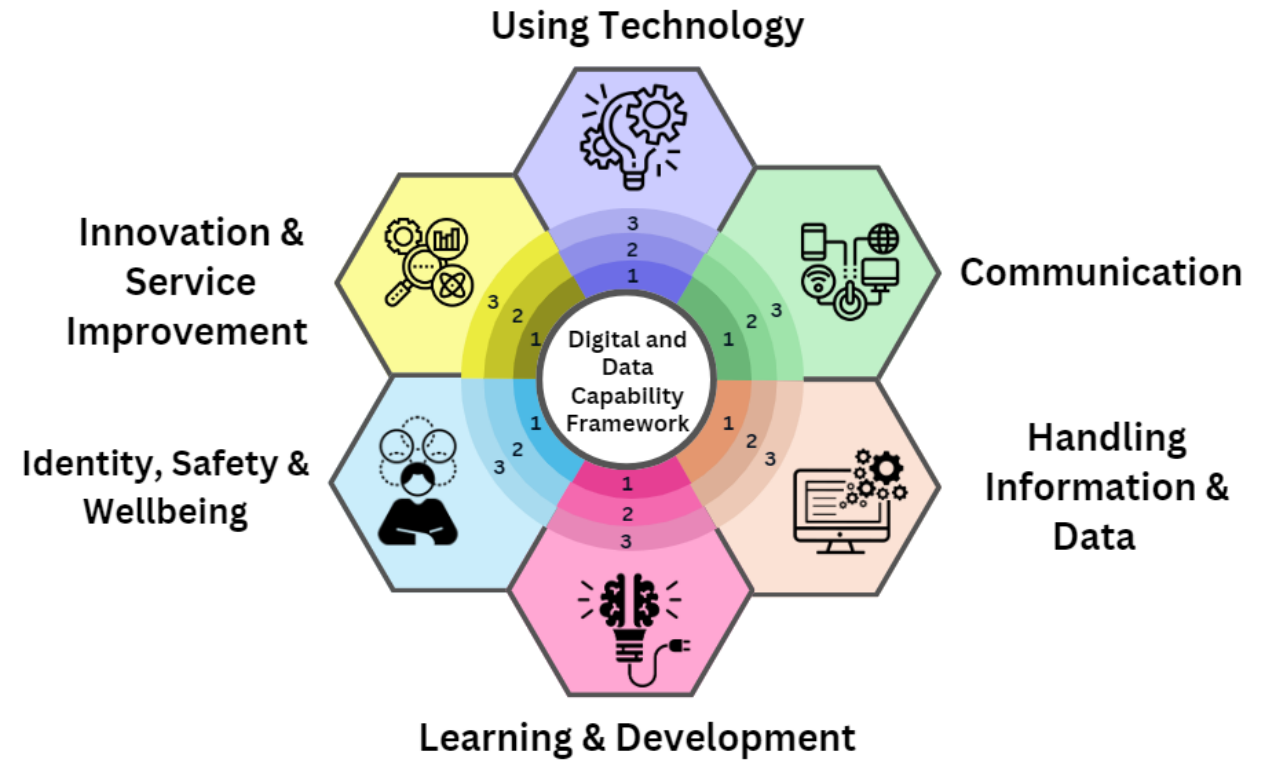
- National programme for Scotland
- Collaboration with organisations across the sector
- Centralised resources for digital skills and leadership for all health and social care roles and professions
- Responsive to workforce needs
- Focus on developing skills which can be applied back into the work environment



Digital and Data Capability Framework

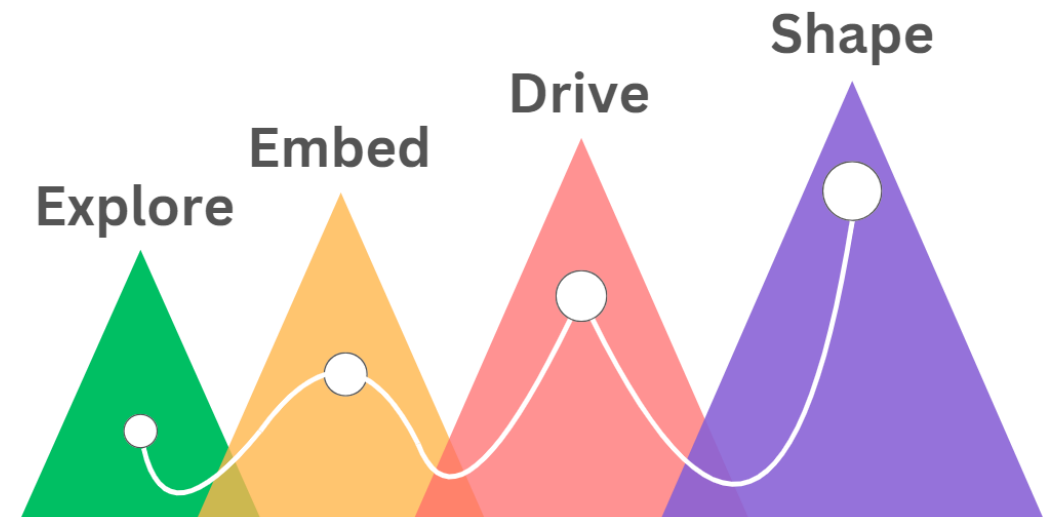


The framework identifies the **skills, knowledge** and **behaviours** that are essential for this workforce, clarifying the responsibilities at individual, team and organisational level.



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.



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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The screenshot shows the homepage of the Digital and Data Resource Hub. At the top, there is a search bar and navigation links. The main content area is titled 'Welcome to the Digital and Data Resource Hub' and contains a detailed introduction to the hub's purpose and how to use the resources. Below this, there is a section titled 'Choose a capability area to explore...' which features a grid of nine colorful icons, each representing a different capability area with a list of sub-topics.

Digital and Data Resource Hub

Learn home > Digital and Data Resource Hub

Digital and Data Resource Hub

A curated collection of digital and data skills resources to support the health, social care and housing workforce. [Add to favourites](#)

Welcome to the Digital and Data Resource Hub

The Digital and Data Skills Hub has been developed in collaboration with stakeholders to make it easier to find online resources that enable the development of digital and data skills across the health and social care workforce. The Hub hosts free resources and learning activities provided by a range of organisations for staff and volunteers across the NHS, health and social care partnerships, local authorities, social care, social work, care providers, housing, third and independent sectors, to ensure everyone is supported to build the digital and data skills required to do their job and develop their career.

How to use The Hub

Resources are organised into 9 capability areas which are listed below. In some capability areas resources are further categorised to make it easier to find the learning topic you are looking for.

In each capability area you'll see that resources are listed by time to complete with information about the format, intended audience, requirement to create an account, plus a short description of the contents and the logo of the resource provider. Just click on the title of your chosen resource to access it via the provider's website and start learning!

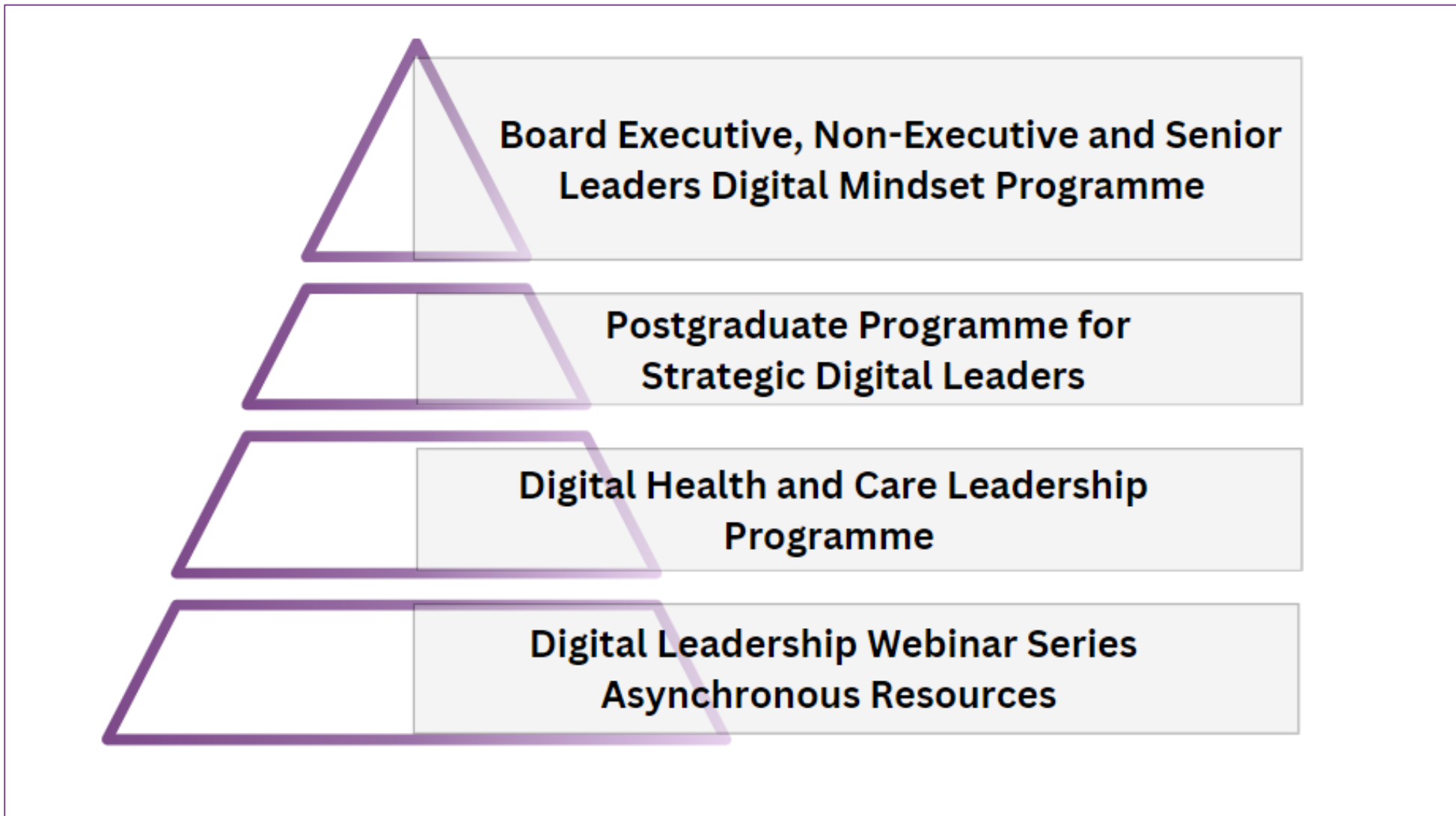
Please leave your feedback!

Some resources will have a rating based on user feedback. We're really keen to gather as much feedback as possible so that we can add more ratings, curate our resource lists and only include the highest quality learning content. Therefore, we ask that you please complete the short evaluation form for any resources you use, it shouldn't take any longer than 5 minutes!

Choose a capability area to explore...

- Introduction to Digital**
 - Accounts and Passwords
 - Keeping Information Safe
 - Online Fraud and Scams
 - Protecting Devices
 - Staying Safe Online
- Being Safe and Legal Online**
 - Accounts and Passwords
 - Keeping Information Safe
 - Online Fraud and Scams
 - Protecting Devices
 - Staying Safe Online
- Using Technology and Devices**
 - Complaints and Appeals
 - Connecting to Business
 - Mobile Phones and Tablets
 - Using Apps and Software
 - Web Analytics
 - Accessibility
- Communicating Online**
 - Emailing
 - Social Media and Instant Messaging
 - Video Calling
- Handling Information and Data Literacy**
 - Finding Information and Data
 - Sharing Information and Data
 - Analysing and Checking Data
 - Using Data to Influence Change
 - Using Data Legally and Ethically
- Digital Learning and Leadership**
 - Leadership
 - Digital in Professional Standards
- Digital Innovation**
 - Designing Digital Content
 - Addressing Barriers
 - Virtual Reality
 - Digital Development
- Technology in Health and Social Care**
 - Technology Enabled Care
 - Remote Consulting
- Supporting Others with Digital**
 - Digital Inclusion
 - Assessing Digital Health and Wellbeing
 - Supporting Children and Young People

Leadership at all levels



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

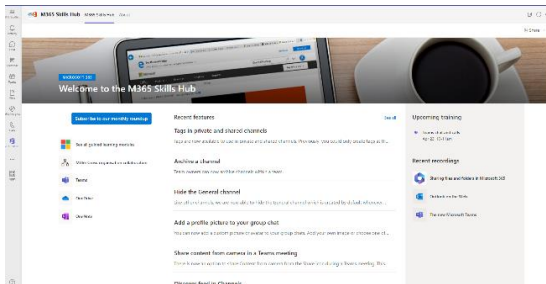


The KIND (Knowledge, Information and Data) learning network is an inclusive and supportive community of practice for staff across the knowledge, information, and data workforce. **Over 3000 members.**



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.**



Connect with us

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