



South West
Academic Health
Science Network

South West NHS and Health Care Analysts Needs Assessment 2016/17: Report

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February 2017

Working together to achieve
better health and wellbeing



Background

Context:

- Few training opportunities – longstanding issue.
- STPs – requirement for high quality ‘system’ analysis and interpretation

Ambition:

- increase capacity, knowledge and skills
- responsive workforce delivering insightful findings
- informed decision making

Survey acknowledgements:

SW AHSN with Apha and PenCHORD/PenCLAHRC, worked in collaboration to design and develop this needs assessment to explore the training needs of health and care data analysts.



Summary

- Survey opened 29th November 2016
- Sent to approx. 138 direct contacts:
 - APHA distribution list (South West only)
 - SWINPHO distribution (via Public Health England)
 - Circulated by working group members
- 114 responses in total (as at 28 February 2017)
- **Question 1: What is your job title/role?**
Responses from a range of job roles:
 - Information Analysts/Specialists/Managers
 - Public Health Analysts
 - Performance Analysts



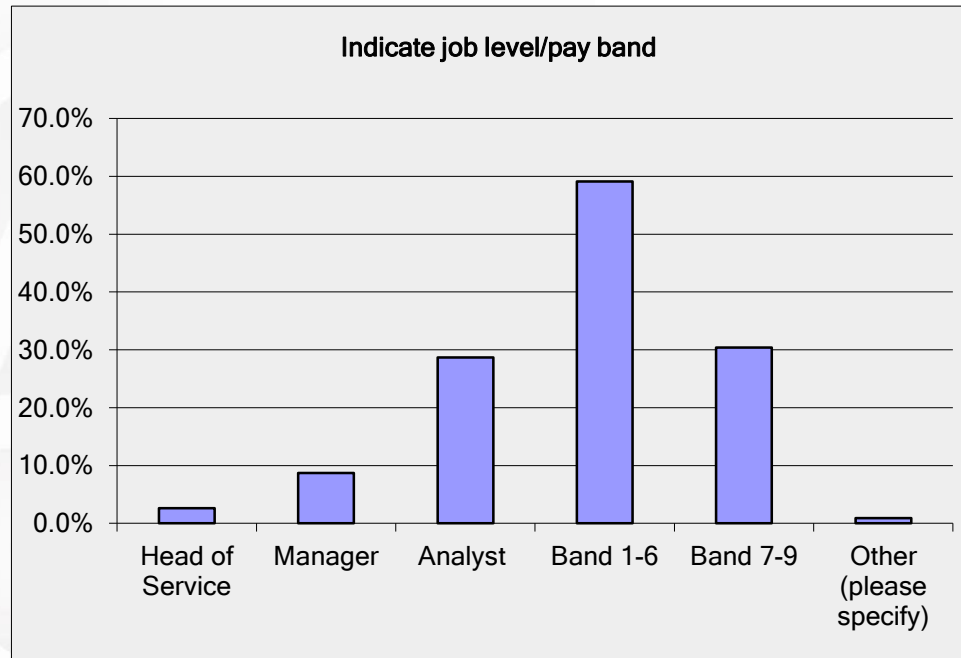
Next Steps

- Drafting a training offer
 - Focus on core skills and key datasets
 - Local expertise – use and share the knowledge we already have within our community
 - Gather and disseminate information on existing training/courses
 - Strive to keep costs to an absolute minimum
 - Utilise forums already available for knowledge sharing such as APHA website
- Gaining support from organisations
 - Release analysts to train/learn
 - Small amount of funding may be needed
- First event in April
- Further work to shape and expand the offer during 2017 with the aim to design a sustainable programme for future years

Question 2: Indicate job level/pay band.



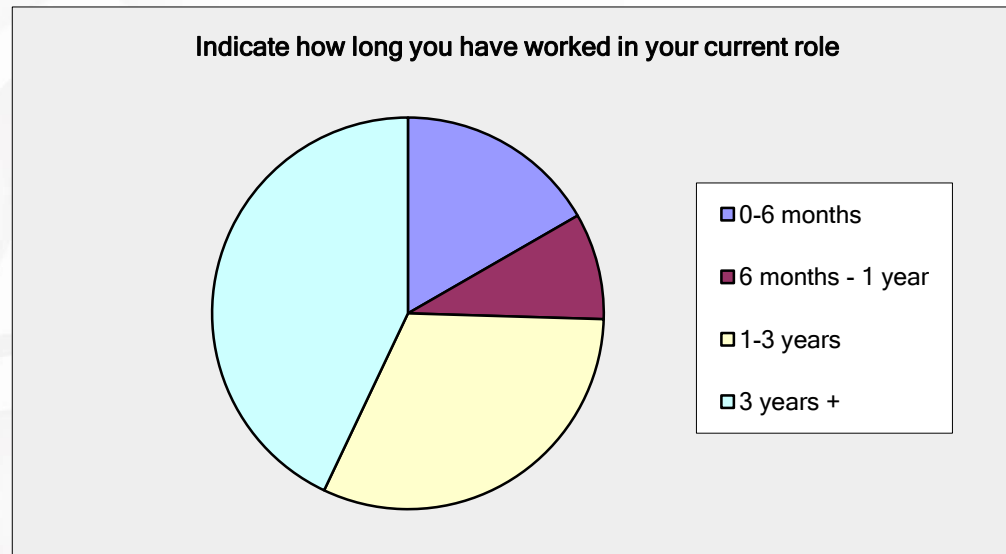
Indicate job level/pay band		
Answer Options	Response Percent	Response Count
Head of Service	2.6%	3
Manager	8.7%	10
Analyst	28.7%	33
Band 1-6	59.1%	68
Band 7-9	30.4%	35
Other (please specify)	0.9%	1



Question 3: Indicate how long you have worked in your current role.



Answer Options	Response Percent	Response Count
0-6 months	16.7%	19
6 months - 1 year	8.8%	10
1-3 years	31.6%	36
3 years +	43.0%	49

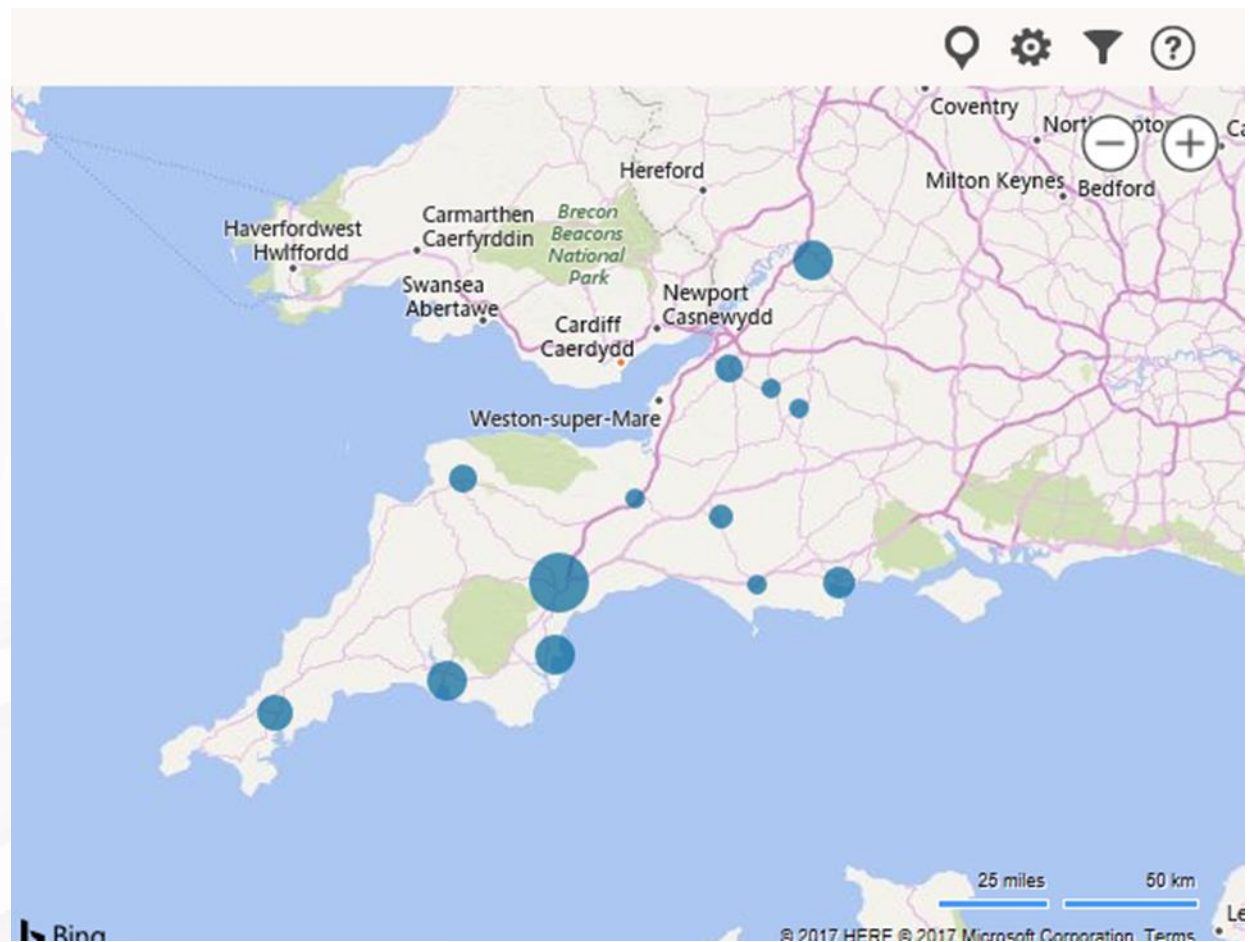


Question 4: What is your employer name and site?

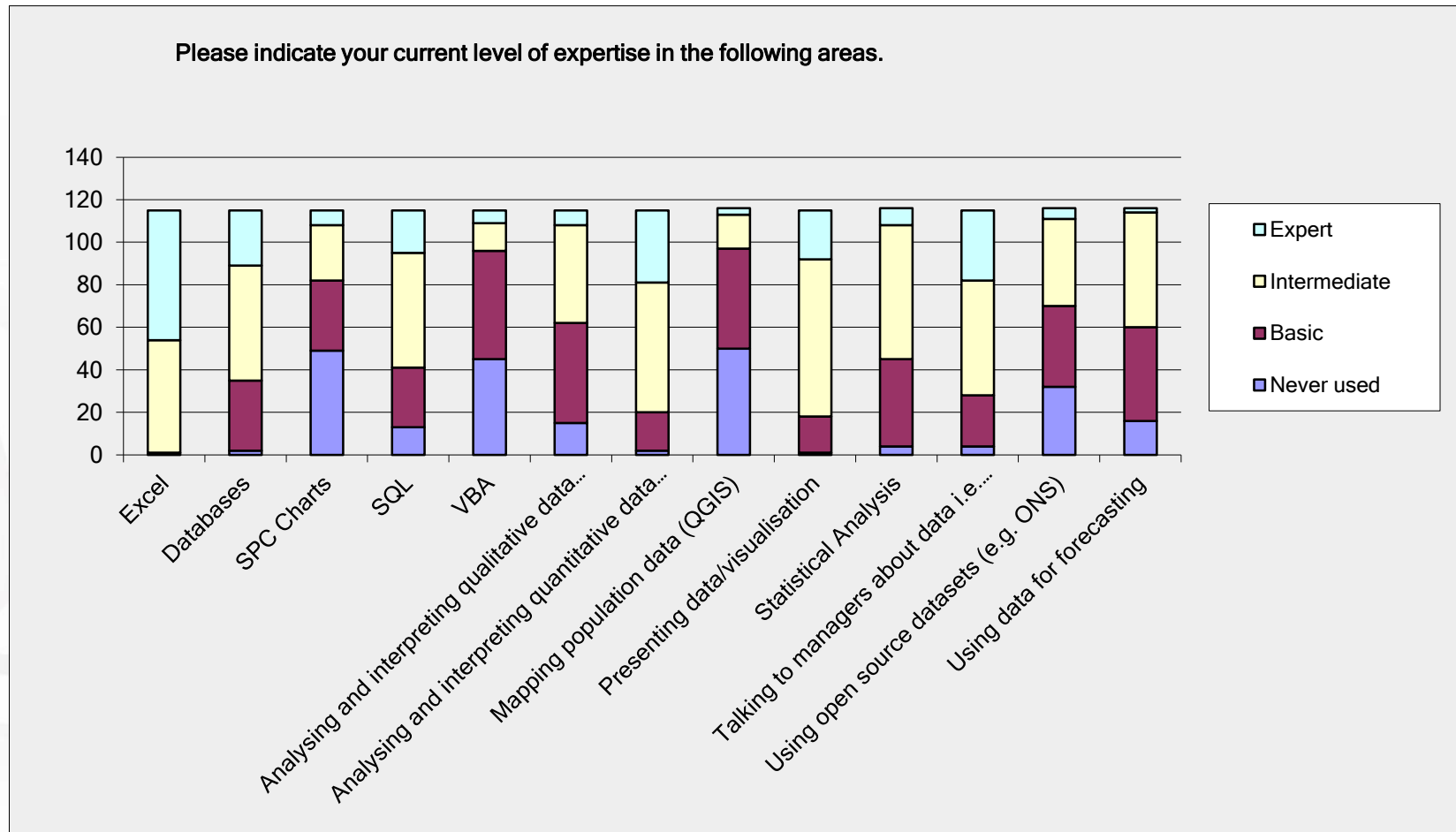


Responses by location

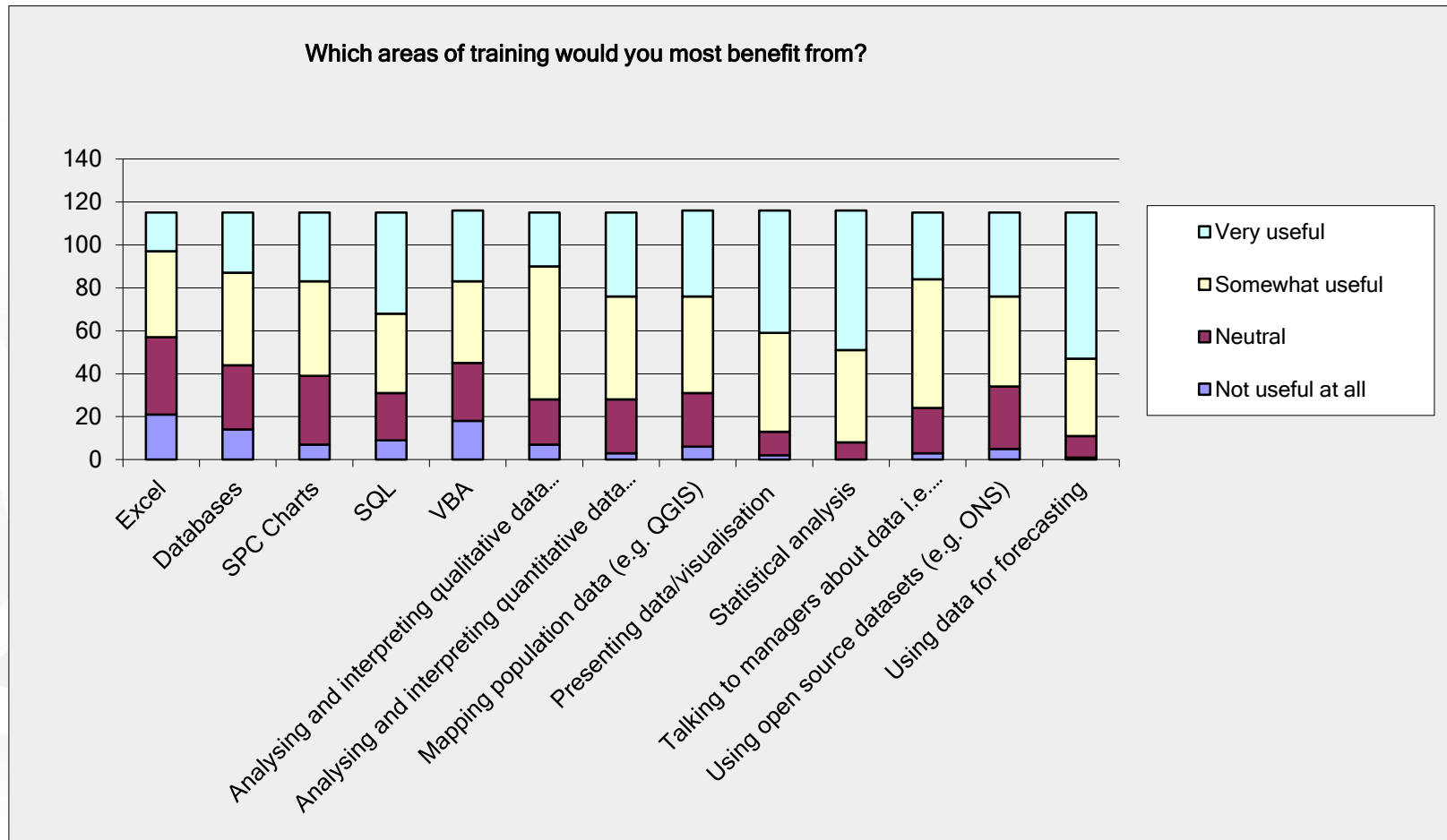
Location	Count
Bath, Somerset	1
Dorchester, Dorset	1
Trowbridge	2
Plymouth	14
Poole	9
Taunton, Somerset	1
Gloucestershire	12
Barnstaple	7
Yeovil	4
Treliske	11
Exeter	23
Torquay	12
Bristol	6
Organisation	
Foundation Trust (Ambulance)	2
NHS Foundation Trust (Community)	1
Public Health	3
Local Authority	3
National Institute for Health Research (NIHR)	1
NIHR CRN SWP	1
Mental Health Partnership	5
NHS Improvement	3
NHS Trust (Community)	8
Acute Trust	55
CCG	27
CSU	5



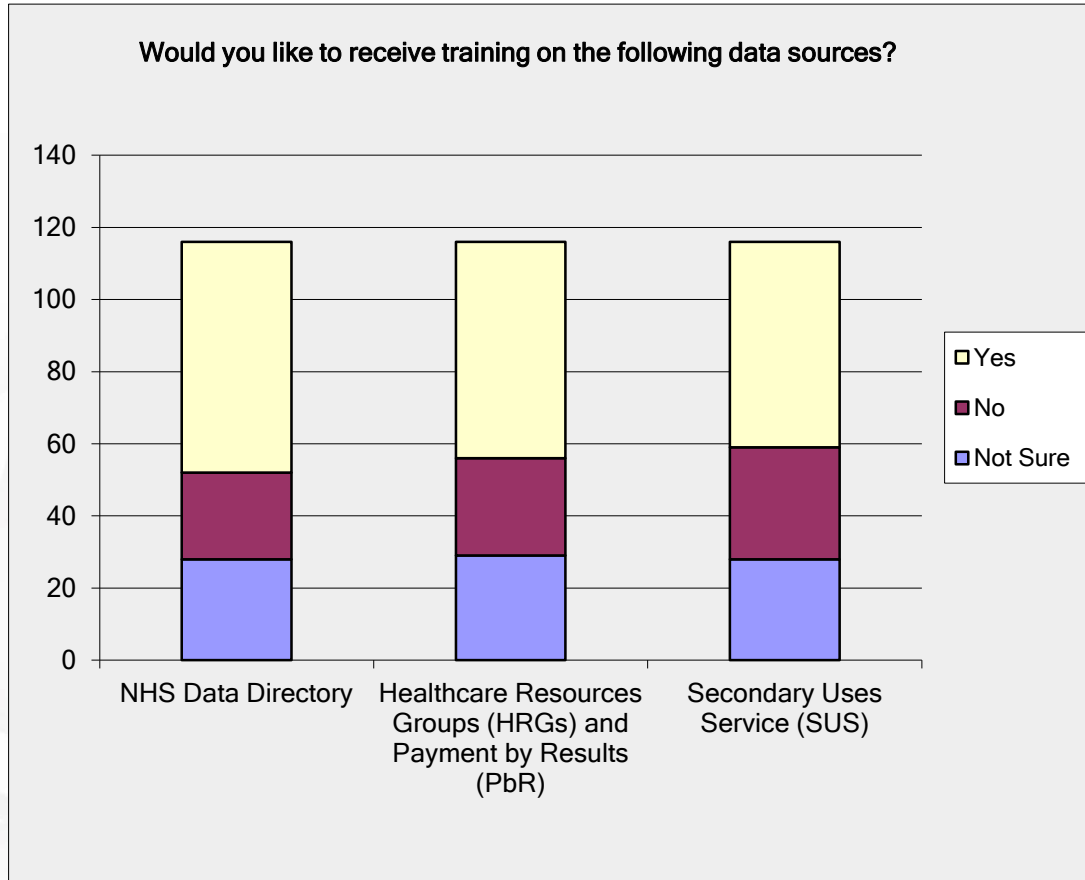
Question 5: Please indicate your current level of expertise in the following areas.



Question 6: Which areas of training would you most benefit from?



Question 7: Would you like to receive training on the following data sources?



Other suggested training:

- HES
- Advanced Excel
- EPACT/Other prescribing datasets
- Dr Foster or other benchmarking
- QlikView
- Project Management
- NHS Data Dictionary
- Snowmed
- Mental Health Datasets

Question 8: Have you completed any training that was relevant to your role in the past 12 months.



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No I have not completed any training 40.2%

- Nothing available/offered
- New to the role
- No courses within budget
- Operational pressures
- Not aware of what is available
- No availability or time to train
- Lack of opportunity
- No real gap
- No training budget
- Not in personal development plan

Yes I have completed training 62.6%

- SQL various courses/levels
- NHS Leadership Academy
- Capacity and demand planning (Surrey University)
- New healthcare system and data warehouse
- PenCHORD (modules 1-3), data/geographic modelling
- Public Health Masters
- Attending related events
- SSRS
- Excel
- IG mandatory training
- MapInfo
- HES
- R
- SPC
- Health Education England course inc, Introduction to economic evaluation, introduction to STATA, Introduction to R, GIS for Public Health, Introduction to SQL and HES for analysts, Querying SQL databases using T-SQL
- Community Development short course and Public Health analyst network events
- Agile, Tableau, SAS, Alteryx
- Advanced Excel
- Business Objectives
- 'Leading the Plymouth Way'
- MSSQL
- IG, Capacity & Demand, IR, PbR
- Ash, sollis, SSRS
- Oracle BI
- Simul8, SAS Enterprise
- Learning from colleagues, in house training
- HFMA Introduction to NHS Finance
- Power BI, internal webinars, Mental PbR Clustering
- Qlikview (Open Data Platform - ODP)

Question 9: Are there any training courses for data analysts NOT currently available (within or outside the NHS) you would like to see?



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No 47%

Yes 53%

Suggestions for training courses for NHS data analysts:

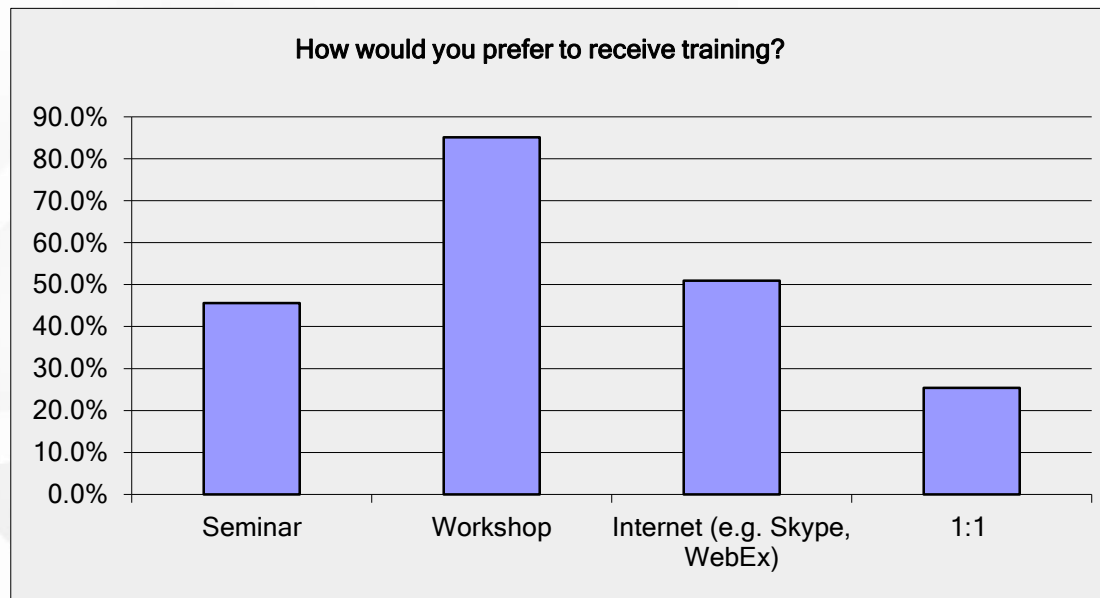
- Calculating and using confidence intervals
- Advanced training on Business Objects (the trusts data warehouse).
- PbR. Entry level particularly.
- Risk stratification analysis
- Demand modelling.
- Technical sessions on GIS software.
- Web tool development.
- LKIS Basic and courses for new PH Analysts
- R with SQL
- Data visualisation, GIS for health intelligence, open data
- Statistical analysis
- Predictive and Forecasting techniques
- Modelling clinical pathways
- HRG grouper / Triggers that affect the grouper.
- Propensity matching
- Service evaluation techniques
- Indicator design and use of official statistics
- PBR, HRGs, CQUINs, NHS national bodies
- Embedding R in stored procedures (PostgreSQL or MS SQL Server) or open source reporting using BIRT
- IG and understanding section 251
- Advanced SQL for analytics

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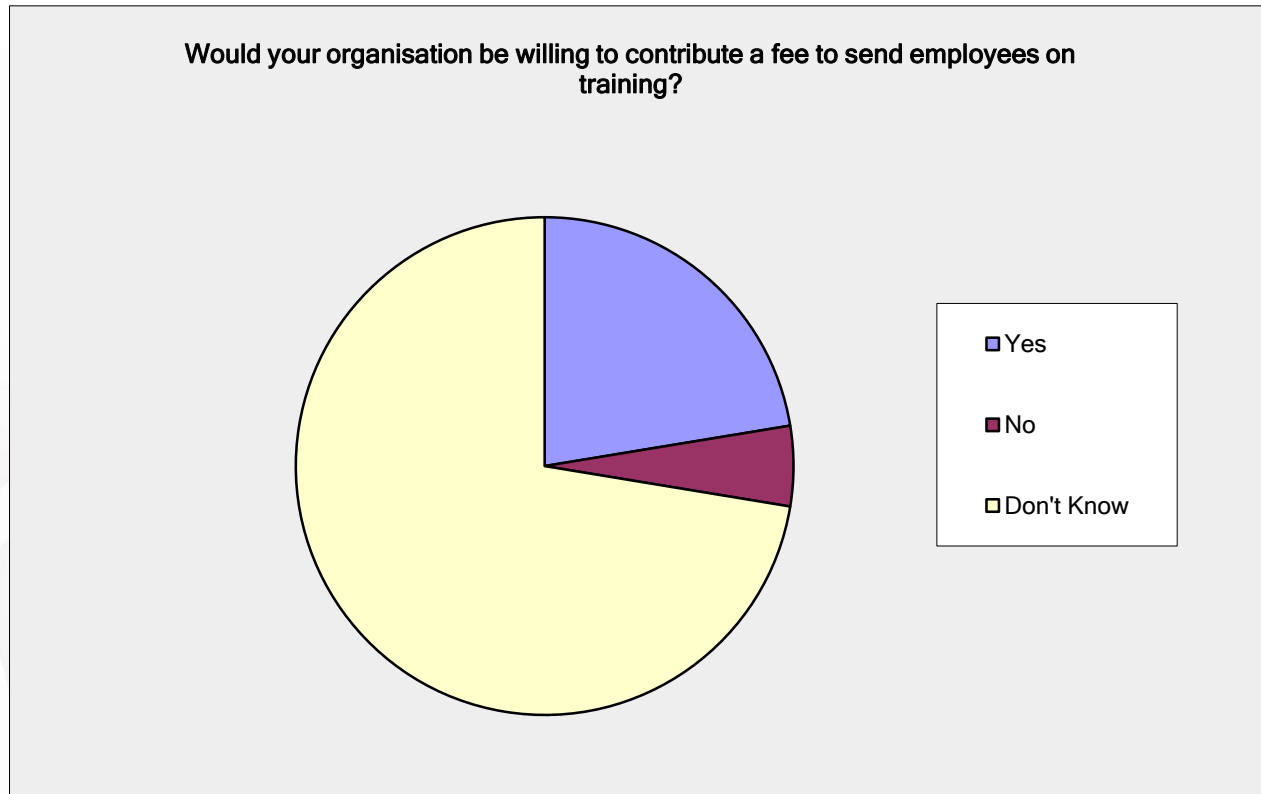
Question 10: How would you prefer to receive training? (multiple choice)



Answer Options	Response Percent	Response Count
Seminar	45.6%	52
Workshop	85.1%	97
Internet (e.g. Skype, WebEx)	50.9%	58
1:1	25.4%	29



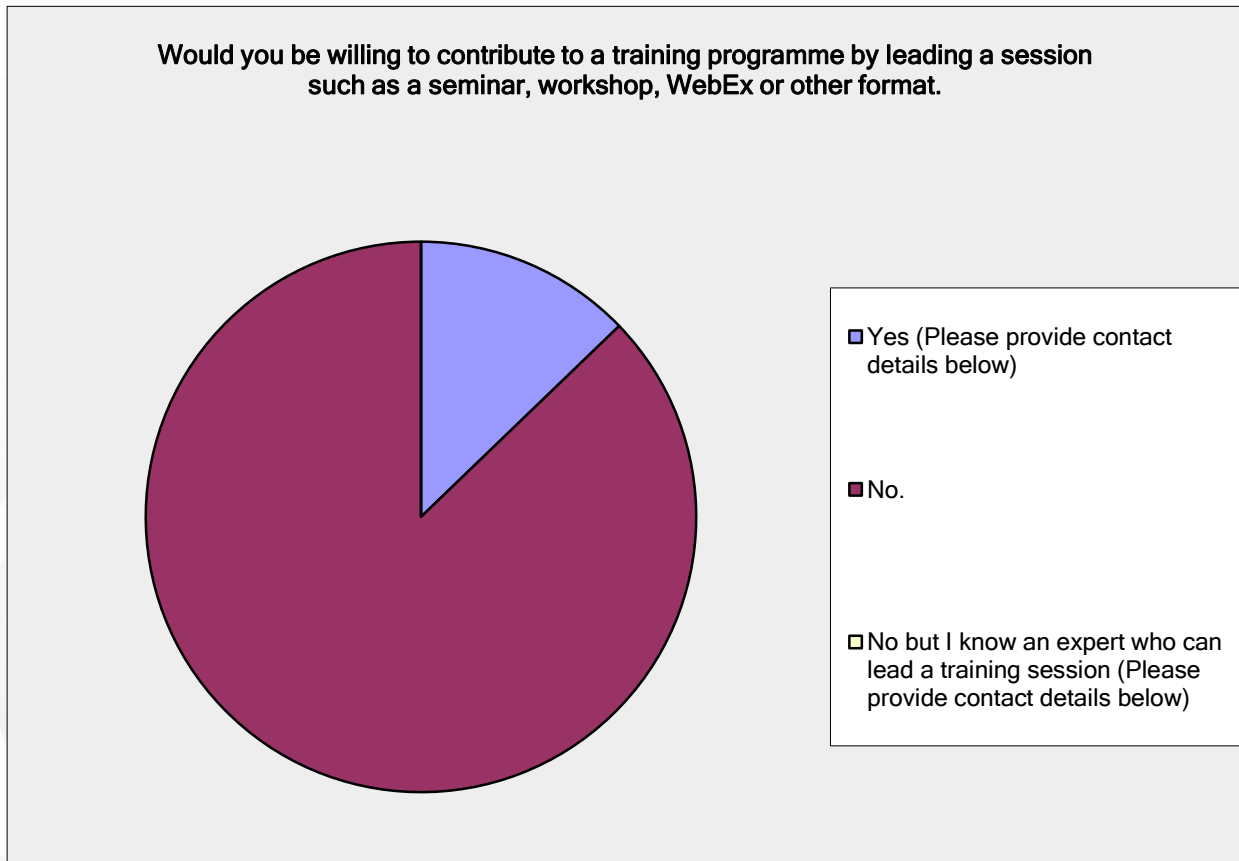
Question 11: Would your organisation be willing to contribute a fee to send employees on training?



Question 12: Which of the following would influence you to register for a training programme? (multiple choice)



Question 13: Would you be willing to contribute to a training programme by leading a session such as a seminar, workshop, WebEx or other format.

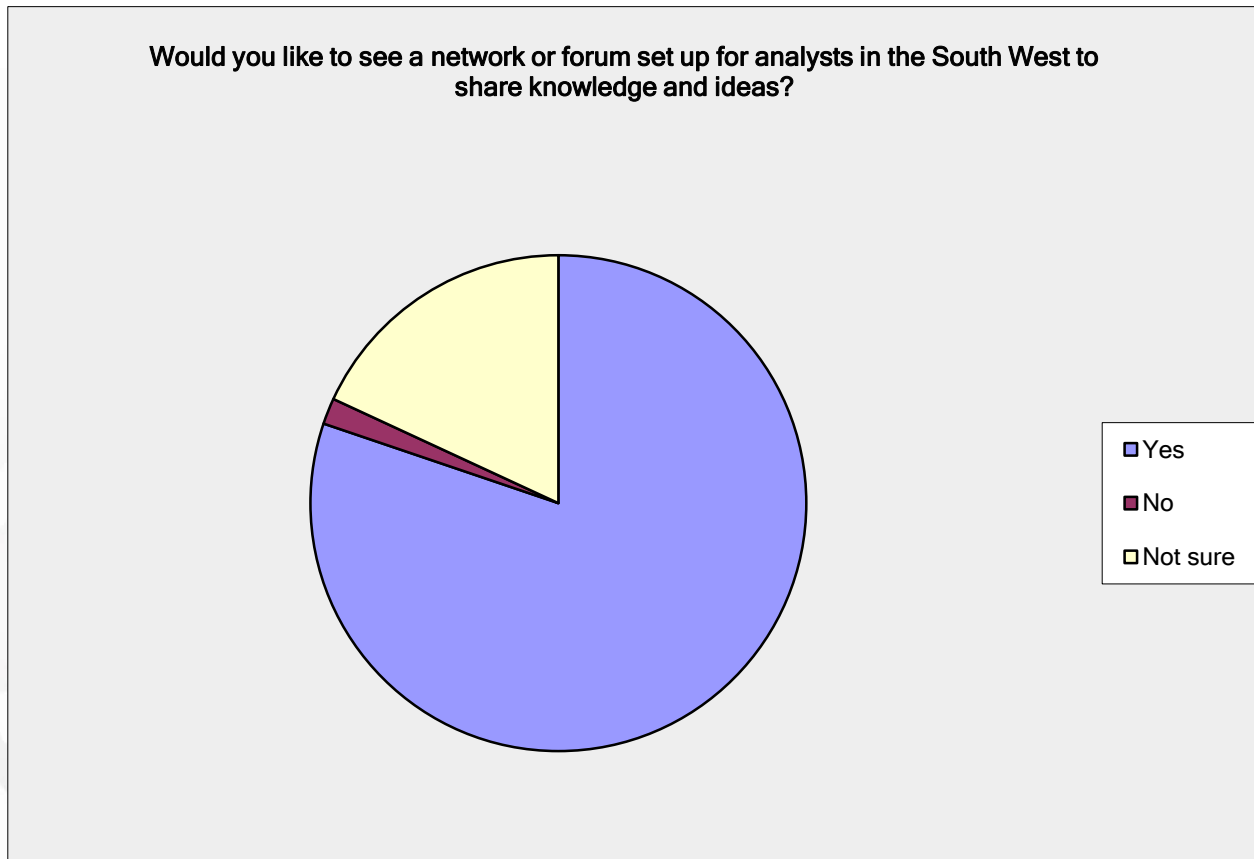




Question 14: What would be your preferred location for training?

Location	Response %
Exeter/SW AHSN office	38.8
Cornwall	16.4
Somerset	17.2
Devon	28.4
At my place of work	50.9
I don't have a preference	23.3

Question 15: Would you like to see a network or forum set up for analysts in the South West to share knowledge and ideas?



Question 16: Provide additional information or special requirements you might have to help us understand your training needs.



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I don't want to see a separate network but more development focus

Training based on techniques which have made tangible improvements and efficiencies

If the network itself provides expertise then costs should be minimal

A decent web resource with links to training, or specific training videos and other useful information

Support analytics engagement with operational teams; report narratives and the correct mechanism for presenting it.

A structured training programme tailored to different grades

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Thank you for completing
the analysts needs
assessment.



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