

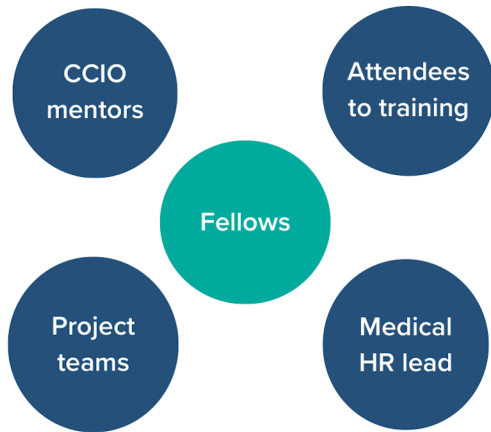
Digital Fellowship Evaluation Overview

Overview

In 2021, University Hospitals Sussex (UHSx) NHS Foundation Trust established a digital fellowship to accelerate and support the digital transformation of the Trust. Equipping fellows with the necessary skills, through commitments such as leadership training, to contribute to the delivery of one or more digital health improvement projects was the primary objective of the fellowship. This enabled the development of fellows whilst assisting the project teams and Trust with its digital ambitions.

Evaluation approach

Participants



Data collection



Several surveys and questionnaires were distributed to participants throughout the duration of the fellowship

Interviews were conducted with the fellows, mentors, and medical HR lead at the end of the fellowship to gather further insights



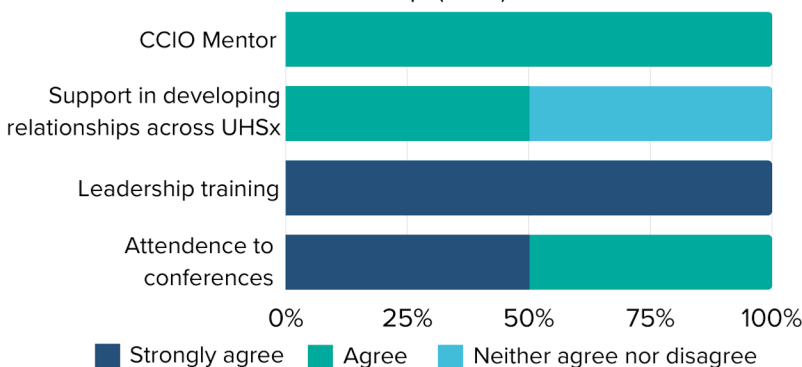
Evaluation questions

- What are the barriers and limiting factors to digital transformation within UHSx?
- How has UHSx supported the fellows throughout the fellowship?
- What has the impact of the fellowship been on the fellows, teams, and Trust?

Key quantitative results

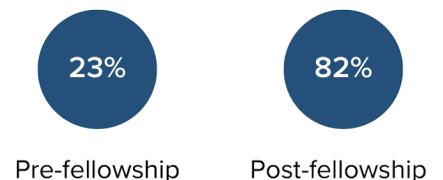
Usefulness of fellowship commitments of UHSx

Fellows' response to '...was useful in achieving the aims of the fellowship' (n = 2)



Confidence in digital skills

The percentage of statements relating to confidence in digital skills where the fellows agreed or strongly agreed in the pre- and post-fellowship skills survey



Key qualitative results

Impact on the fellows

- Acquiring new skills and developing career prospects through the fellowship activities and projects
- Obtaining leadership and stakeholder engagement experience which they would not have otherwise gained

"It has provided a route and exposure to the world of digital healthcare that I never knew about before"



Fellow

"[It has] increased credibility with roll outs and hopefully enthused to a certain extent the junior doctors with respect to health IT"



CCIO Mentor

Impact on the team

- Clinical insights were provided by the fellows at all stages of the project
- Improved efficiency of the digital projects through easier access to clinical colleagues and insights

"Hugely beneficial to informing direction of travel and ensuring projects are successful; leading change and engagement"



Project manager

"The clinical perspective that we have was far more valuable and far more broad than I realised"



Fellow

Impact on the Trust

- Improved communication between the project teams and frontline staff during digital transformation projects
- Increased credibility and clinical buy-in in the roll out of digital projects

Limitations

- The sample size in the collection tools was small, therefore findings may be hard to generalise
- Post-session survey response rates to the leadership programme were low and as such, results should be reviewed with caution
- Due to commissioning dates, pre-fellowship data was obtained after the fellowship had started, in October as opposed to August
- Clinician views on the fellowship were not captured through the collection tools
- Qualitative variables mean that the impacts are difficult to attribute solely to the fellowship

Recommendations

Face-to-face sessions

To allow networking and discussions between attendees to the leadership programme

Integration of project material into leadership training

To ensure attendees are more confident in applying the theories learnt in their everyday practices

Drop-in sessions

To encourage attendees to reinforce learnings from the leadership programme through further discussions

Accreditation of leadership programme

To inspire programme attendees to seek further accreditation in addition to making the fellowship a more appealing offer to junior doctors

Formal objective setting and review

To provide a more formal development plan for the mentors to support the fellows with

Industry mentor

To present a more complete view of the digital transformation landscape

Establishment of an alumni

To build the longevity of the fellowship and empower previous and future fellows to collaborate

Modernise the communication strategy

To better advertise the fellowship and promote its impacts to clinicians

Continue to monitor and measure the impact

To drive further improvements to the fellowship and showcase the impacts