HDRuk
Health Data Research UK

Black Internship Programme – Summer 2021

Briefing

October 2020

Thank you for getting involved!

Many reasons for starting this programme now

- Black data scientists are currently very under-represented within the health data science community.

- In HDR UK's recent Statement-on-anti-black-discrimination we stated that we would developed focused actions to improve diversity and inclusion of datasets for research and innovation and of people in the HDR UK community. We are keen to show tangible actions now.

- Health data research during the COVID-19 pandemic highlights the infection, susceptibility, hospitalisation and mortality impacts of the disease for different ethnic groups – and we want to create opportunities for those groups be involved in this work.

- It provides an opportunity to show the Alliance organisations working together on people development, building on the great start the Alliance is making around enhancing diversity of data

- It showcases the extraordinary variety and breadth of data activities across the Alliance organisations – different diseases (from Cancer to Cystic Fibrosis), different organisations (Mental Health Trusts to Biobanks), and different parts of the country (all four nations).

- It also positions health data research as an exciting career, attracting great talent, and providing the UK with a significant competitive advantage in the future.

How will it work?

1. The programme will be 6-week duration during summer 2021.

2. 1-2 interns per organisation (so that it is not an onerous commitment for any single organisation). We're aiming to have c.30 Black Interns in health data research in summer 2021

3. Targeted at:

   - Either people in their final year or about to commence their final year at university (undergraduate or graduate) and so this may present an opportunity for a graduate job
   - Or, people who are already working in a relevant field and are keen to transition into health data science and so this may present them with a taster prior to pursuing a career path in this field

4. Host organisations would conduct the interviews and employ the interns

5. Internships would be paid at a minimum of £10.75 per hour

6. HDR UK would coordinate the advertising for the programme and manage the coordination and selection process

7. Over the summer we would hold weekly 0.5 day cohort learning sessions to build skills and relationships across the cohort. This would be organised by HDR UK, but with delivery support from different host organisations (eg different organisations could host and run different weeks)

Advisory Group

Martin Levermore MBE
CEO, MDTi
PIONEER Hub advisor
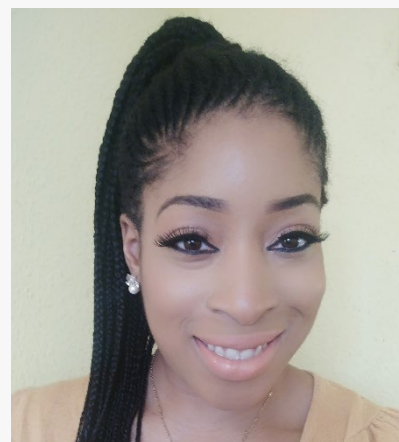
Ruth Agbakoba
Digital health PhD student
UCL (new member)

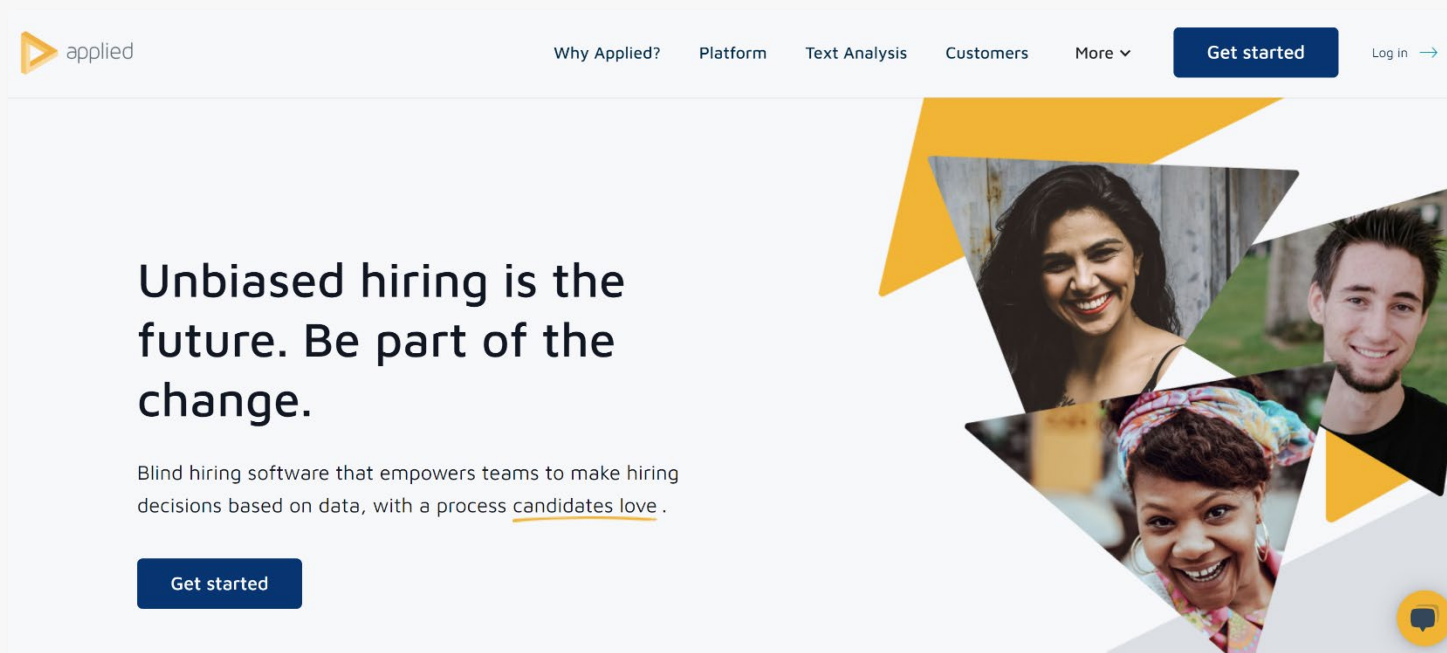**Beverly Lindsay OBE**
West Midlands Lieutenancy
Diamond Travel

Louise Toner
Birmingham Commonwealth
Association

The proposed plan

HDR UK

Date	Activity	Host Organisation Responsibility
October - November	Design advert Design recruitment and assignment Approach using https://www.beapplied.com/ Website page	Provide short organisation description for recruitment materials (including website)
1 Dec	Launch at the Alliance Symposium	Provide quotes for media
Dec - Jan	Applications open (1 Dec)	Provide colleagues to participate in the sift and selection process
11 Jan	Close date for applications	
12 – 19 Jan	Sift applications using the applied platform and identify 2-3 short list candidates for each organisation	Participate in the sift process
20 Jan	Invite successful candidates to interview and inform unsuccessful candidates	
25 – 29 Jan	Candidate interviews – 30 minute online interviews	Provide interview panels and make selection decision
5 Feb	Successful candidates and unsuccessful candidates informed	Respond to any candidate queries
By 28 Feb	Successful candidates receive offer letter from host organisation	Each organisation to send offer of employment
March	After Action Review on Recruitment & Selection process	Participate
March - June	Set up the internship training schedule	Volunteer to host specific sessions and design content Set up day-to-day internship programme
28 June – 6 August	Internship programme running	Host intern(s) and host training sessions Participate in weekly oversight group
August	After Action Review on Internship process	Participate
September	Feedback to HDR UK Board and decisions for summer 2022	

We will be using the 'Applied Platform' to manage the recruitment

1. All applicants will go to one platform
2. They will answer a combination of multiple choice and free text questions
3. Applications will be sifted according to scored responses
4. Host organisations will be allocated an equal number of sifted candidates to select for interview
5. Host organisations will interview 3-4 candidates per internship
6. Candidates will receive outcomes via the Applied platform

#100 Blackinterns partnership