

Black Intern programme 2022

13/12/2021

Caroline Cake and Sarah Cadman



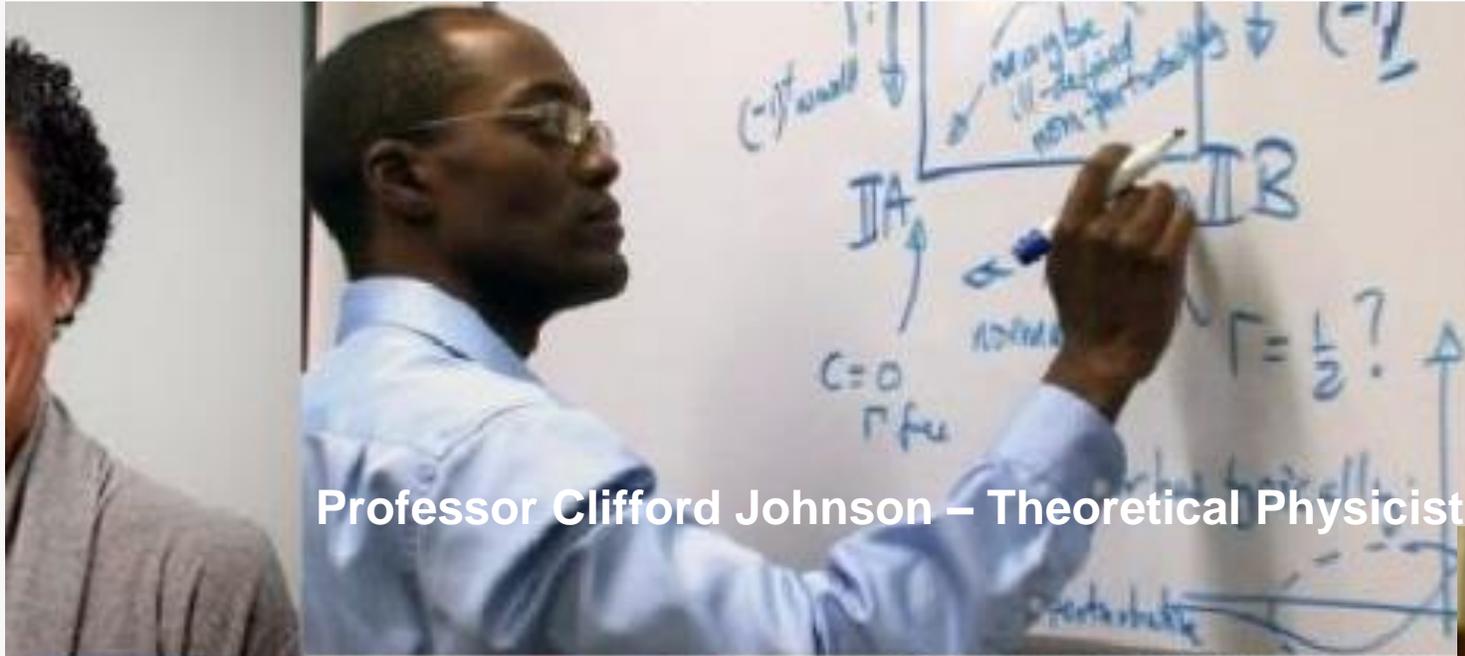
Why we launched this programme

Why are there still so few black scientists in the UK?



▲ 'The persistent power structures of the UK tell us that race matters and class matters in our society.' Photograph: RLT_Images/G

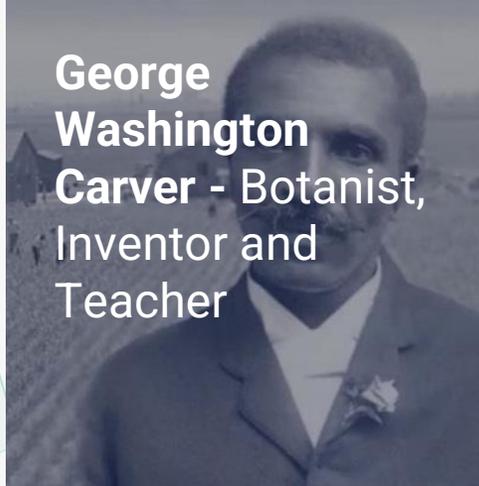
There have been many reports but little action: UK university science departments need to do more to fix their serious diversity problem



Professor Clifford Johnson – Theoretical Physicist



Mae Carol Jemison - Engineer, Physician and NASA astronaut



George Washington Carver - Botanist, Inventor and Teacher



Dr Maggie Aderin-Pocock MBE – Space Scientist



Katherine Johnson - Mathematician

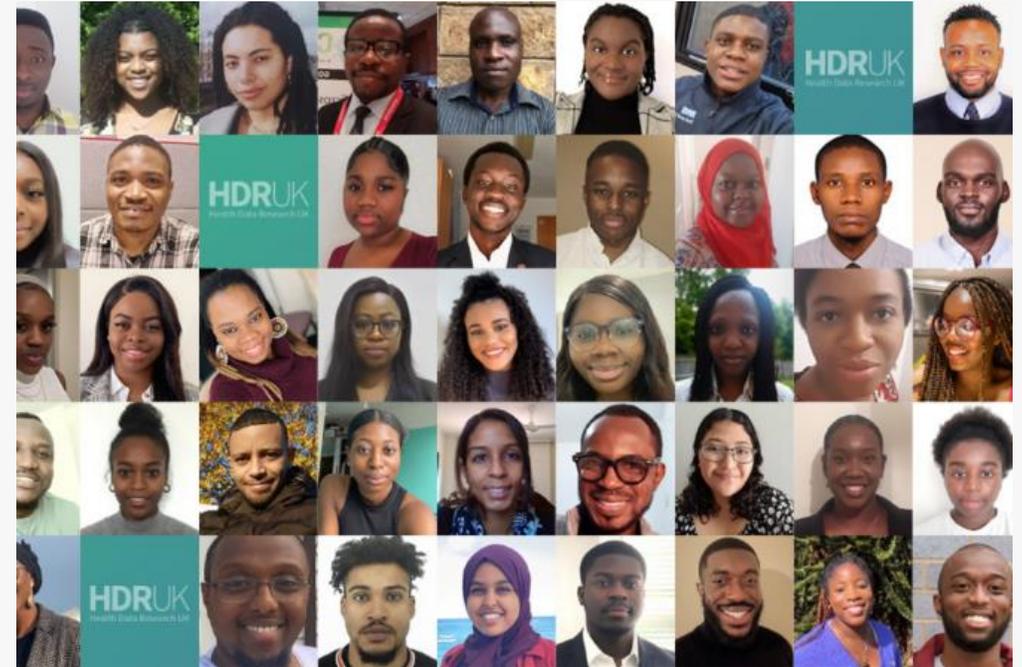


Alexa Candy - Surgeon

...and we want to take tangible actions that grow this community within health data research

Highlights from our 2021 Programme

- We had 48 interns from across the UK participating in our 6-week paid internship programme.
- 30 of these interns were women.
- Despite the challenges of the pandemic, we were able to offer a fully remote internship experience.
- Our interns got to meet some big names – those that were lucky enough to meet Patrick Vallance were thrilled!
- We were able to give them access to a wide range of career speakers, at different stages of their career and in different industries.
- We were so impressed with the technical challenges that they produced we published their papers on our website!



23 Partner Organisations for 2021 from across the Alliance and our wider community

BHF Data Science Centre



Big Data Institute (BDI),
University of Oxford



Genomics England



Guy's and St Thomas'



University of Cambridge



BREATHE Hub - Imperial
College London



BREATHE Hub - The
University of Edinburgh

BREATHE Hub
University of Leicester

NIHR Clinical Research
Network **NIHR** National Institute
for Health Research

NIHR BioResource Gut
Reaction **Gut Reaction**
Health Data Research Hub

Swansea University



The Cystic Fibrosis Trust



The Digital Research
Service, University of
Nottingham



Imperial College
Partners **IMPERIAL COLLEGE
HEALTH PARTNERS**

University of
Birmingham **UNIVERSITY OF
BIRMINGHAM**

The Royal
Wolverhampton NHS
Trust **NHS**
The Royal Wolverhampton
NHS Trust

London School of
Hygiene and Tropical
Medicine **LONDON SCHOOL OF
HYGIENE & TROPICAL
MEDICINE**

Barts Health NHS Trust –
Queen Mary University
of London **Queen Mary
University of London
Barts and The London**

The Brain Tumour
charity **THE BRAIN
TUMOUR
CHARITY**

Bristol University
HDR UK Better Care
Partnership **University of
BRISTOL**

Data – CAN & UCL
Partners



The Rosalind Franklin
Institute **The Rosalind
Franklin Institute**

University Hospitals
Birmingham NHS Trust **NHS**
University Hospitals
Birmingham
NHS Foundation Trust

2021: We had fantastic advice and guidance from our Advisory Group



Martin Levermore MBE



Ruth Agbakoba



Beverly Lindsay OBE



Dorothy Bean



Louise Toner

2021: Training and support

- Comprehensive training programme including weekly career speakers and a Friday takeover session with 5 over of our host organisations.
- Group technical challenge which interns presented back to us in their final week – we were astounded at the work that they were able to produce in that time.
- Everyone had access to one of our mentors during their six weeks - feedback from interns about the mentoring process has been overwhelmingly positive!
- Interns also have access to our virtual learning environment – HDR UK Futures, offering a wealth of technical and personal development programmes plus an interns community group to share best practice.

The HDR UK career talks were particularly inspiring, motivational, and impactful. From learning a key distinction between a career and a job, to exploring different pathways into health data science, there was always something to learn. I had “light bulb” moments as the talks were delivered, and found experiences in the presenters’ backgrounds that resonated with me”

Dr Shukrat Salisu-Olatunji Intern at National Institute for Health Research Clinical Research Network (NIHR)

Outcomes from the 2021 internship

- We are already seeing the impact that the internship has had on our first cohort
- Many interns have moved into paid roles within the Health data science sector, securing internship placements, or applying for further study opportunities – we are really excited to continue to support them as they navigate their first career steps.

“My interest in health data research has massively exploded by taking part in this internship. I have been able to secure a one-year job at Leeds Institute for Data Analytics as a Data Scientist Intern starting from September 2021.

Again, I am immensely thankful to the HDRUK team who not only made this great internship experience possible but who also advertised the job at Leeds which I got. I am delighted to say that I am a living testament of the transforming impact this internship can have on individuals.”

Ifeanyi Chukwu, Intern at The University of Cambridge 2021



Its not just about increasing technical skills – its been a real confidence boost for many

“I feel I am now beaming with a lot more confidence in my career prospects than before. Until I started the internship, I felt I was just a public health graduate searching for seemingly non-existent public health jobs as I constantly received bad news from my applications. But this internship has opened my mind to a whole world of new possibilities”

Evans Zoyah – Intern at The University of Nottingham

Black Advisory group member 2022

We are also delighted to hear that Evans has recently been offered a role with the University of Nottingham's Digital Research service as a Research Software Engineer.



The Black Intern programme 2022

We are working in partnership with our Alliance and with 10,000 Black Interns building on the success of last years programme we are aiming to make the 2022 intake even bigger.

Applications from interns and host organisations are now open!

- Expressions of interest from potential hosts organisations are welcome closing date is the 7th January 2022
- Intern applications are open from 24 November 2021 – 21 January 2022
- Intern interviews take place between 21 February 2022 – 1 April 2022
- The eight-week paid internships will all commence on 4 July 2022

The Story so far....

- Number of host organisations – signed up or expressed interest **32**
- Number of intern applications received so far – **210** - we had an additional **400** that have applied through the 10,000 Black Interns that are currently transferring over to our recruitment system and we are expecting many more to come through in the next few weeks.

How will the recruitment process work?

- Interns will apply using our online recruitment platform – **Applied**. Its specifically designed to remove many of the barriers associated with applying for jobs and to help ensure that our recruitment process is as unbiased as possible. We had fantastic feedback from our candidates last year.
- Candidates apply through the online platform and answer 3 questions which are then sifted and scored by our trained HDR UK staff.
- Once we have finished shortlisting HDR UK will provide each host organisation circa 6-7 candidates to consider for interview. Where possible we will provide candidates with a range of educational levels (undergrad upwards) and experience (and if it makes sense to do so to match candidates to geographies)
- Host organisations can select the project based around their needs matched to the education/skills/interests of the candidates they select.

What can host organisations expect from us?

We will ensure that we:

- Promote the programme to a national audience to generate a large pool of potential candidates.
- Oversee the recruitment process from receipt of applications to sifting, whilst also ensuring that host organisations have suitable interviewees.
- Manage the internship education and co-ordinate cohort-wide training programmes and activities throughout the programme.

What do we need from host organisations?

We ask that our host organisations:

- Manage the interview process by selecting candidates from sifted applications provided by HDR UK and the Alliance, selecting interviewees and running the interviews.
- Set up a suitable project and provide the skills and training needed for interns to effectively carry these out.
- Organise the interns' contracts of employment and payroll at London Living Wage or higher (regardless of where the interns or host organisation is based) and manage all aspects of the relationship with their interns.
- Identify a line manager and mentor for their interns.
- Alongside the interns, determine the environment of the internships – being online, face to face or hybrid.
- Contribute topics and speakers for our 2022 Black Internship Programme cohort-wide training programmes and activities.
- Provide interns who require a laptop with laptops for the duration of the internship.

Our Advisory Group for 2022



Martin Levermore MBE



Dr Ruth Agbakoba



Dorothy Bean



Louise Toner



**Beverly Lindsay
OBE**



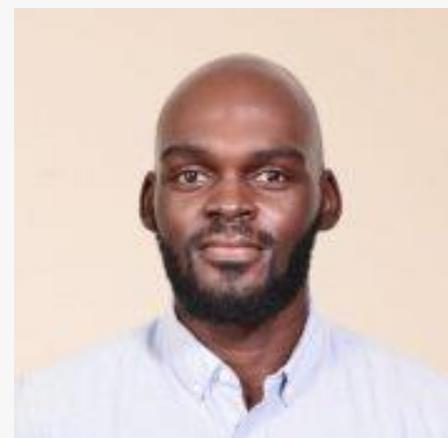
Edosa Odaro



Dr Shukrat Salisu-Olatunji



Evans Zoyah



Dr Myron Odingo



Elizabeth Oduala



Tammy Palmer

Next Steps

- We need host organisations to confirm the number of interns they would like to host for 2022.
- Please do send Further questions/queries to learn@hdruk.ac.uk or you can arrange a call with Sarah Cadman to discuss further.
- Further details and next steps will be sent to host organisations in the new year together with invitation for first planning meeting.
- Finally... please do spread the word amongst your networks and encourage host organisations to get involved and candidates to apply!