



Data-Driven Excellence: Scaling Data Literacy at Nuffield Health

Nuffield Health, partnered with Cambridge Spark to launch its largest-ever cohort of Level 3 Data Citizen apprentices. This investment is scaling data literacy across the entire organisation, resulting in long term financial savings and staff saving up to a day per week by automating manual data tasks, supporting Nuffield Health's goal to become more productive and efficient.



**Financial
Savings**

Identified through data efficiencies and supply chain insights.

**0.5 – 1
Day**

Saved per week by apprentices through the automation of manual reporting and data tasks.

**60+
Learners**

Enrolled on data and AI programmes, spanning every level of the organisation.



Client Profile

Nuffield Health is the UK's largest healthcare not-for-profit, established in 1957 with a mission to build a healthier nation. Operating a unique interconnected network of 35 hospitals, 110 fitness and wellbeing centres, as well as corporate clinics, Nuffield Health employs over 18,000 people. They provide holistic care across the UK, focusing on emotional and physical health through every stage of life.

The Strategic Vision: From "Bed to Board"

At the end of 2025, Nuffield Health launched its latest Data Citizen Level 3 cohort in partnership with Cambridge Spark. This launch represents a critical investment in Nuffield Health's "**five ambitions**," specifically the goal to become as productive and efficient as its competitors while maintaining its status as the UK's leading healthcare not-for-profit.

Aidan Innes (Head of Data Standards) noted that while Nuffield Health has a robust data strategy to organise and curate information, that data is only valuable if the workforce has the "requisite skills to make best use of it." The partnership aims to shift the workforce from manual data entry to high-level data inference.

The Inclusive Apprenticeship Model

A key theme of the programme is its inclusivity. Emily Sturton (Apprenticeship Associate) highlighted that a common misconception is that apprenticeships are for 18-year-olds. At Nuffield Health, the cohort spans ages 18 to the late 50s and 60s, proving that upskilling is a career-long commitment.

The "Bed to Board" approach ensures that data literacy isn't siloed in the IT department. Learners include:

Frontline Operations: Fitness and Wellbeing Managers looking to drive club profitability.

Clinical Support: Medical Device Safety Officers using data to ensure equipment compliance.

Central Functions: Procurement teams identifying long term savings and administrators automating queries.

"We've had people in procurements, who have amassed significant savings."

Aidan Innes, Head of Data Standards
Nuffield Health



"I think it's a common misconception that you have to be young to do an apprenticeship and actually, you know, it's all about developing those skills and making sure that we've got a really capable workforce of any age."

Emily Sturton, Apprenticeship Associate
Nuffield Health

Measurable ROI: Productivity and Profitability

The programme is already delivering tangible business impact. Through the application of data analysis, data cleansing, and automation skills, Nuffield Health has seen:

Financial Savings: The procurement team has identified long term savings through improved data insights.

The "Gift of Time": Learners save an average of 0.5 to 1 day per week. By automating manual reports, staff can spend more time on "the so what" - the inference and decision-making that improves the customer journey.

Scalable Solutions: Successful projects, such as an automated customer satisfaction dashboard, have been scaled from single clinics to the entire national organisation..

"The partnership is a great match between Cambridge Spark and Nuffield Health. We have an incredible focus on the learner, making [they] are having a great experience (...) which fully aligns with Nuffield's aim to be the employer of choice in healthcare courses."

Tom Phillips Chief Operating Officer
Cambridge Spark



"Investing in our people allows the learner to distinguish themselves from their peers and become leaders... it makes us more efficient, more productive, and better at what we do."

Aidan Innes, Head of Data Standards
Nuffield Health



The Cambridge Spark Partnership

Nuffield Health selected Cambridge Spark as its specialist data and AI skills partner because of their "best in class" subject matter expertise. The relationship has ramped up significantly in 2025/26, with Cambridge Spark tailoring the delivery to the healthcare sector and providing the EDUKATE.AI platform for intelligent, hands-on feedback.

Read more at [CambridgeSpark.com](https://www.cambridgespark.com)