



**Stiúrtóra Náisiúnta
Acmhainní Daonna**

Feidhmeannacht na Seirbhísí,
Sláinte Ospidéal Dr. Steevens',
Baile Átha Cliath 8, D08 W2A8.

**National Director
Human Resources**

Health Service Executive,
Dr Steevens' Hospital,
Dublin 8, 08 W2A8

www.hse.ie
[@hselive](https://twitter.com/hselive)

t 01 6352319
e nationalhr@hse.ie

Rose Conway Walsh T.D.

27th July, 2023

PQ 35488/23 To ask the Minister for Health to outline the internships, apprenticeships and graduate schemes run by his Department and public bodies under the aegis of his Department. -Rose Conway-Walsh

Dear Deputy,

I refer to your recent Parliamentary Question which was sent to the HSE for response.

Please see below details of the departments in the HSE that offer Graduate schemes, internships and graduate schemes. Our colleagues in the National Doctors Training Programme have responded to this PQ separately in relation to medical Internships.

HSE Gradlink Programme:

The HSE Gradlink programme is a paid twelve month placement for new graduates. It is designed to provide graduates with a unique opportunity to gain valuable work experience in the Health Service and to develop the competencies necessary to operate successfully in their area of interest. Graduates are recruited across a range of streams to contribute their knowledge and support the HSE in implementing service initiatives, projects and programmes of work. Gradlink programme streams include Data Analytics, Human Resources, ICT, Communications, Finance, Public Health, Energy Engineering and General Administration.

To complement on-the-job learning which is supported by a locally assigned mentor, graduates also participate in Continuous Professional Development (CPD) training. Training topics include modules such as emotional intelligence, effective meetings, diversity, equality and inclusion, presentation and communication skills along with project management and lean six sigma which support graduates in gaining key skills around process improvement for implementation during the programme and throughout their careers. One-to-one coaching from an internal accredited coach is also offered to Graduates during the course of the year. During the programme, graduates are assigned to cross-functional teams to devise and implement a suitable service integration/improvement project. Towards the end of the programme, Graduates are encouraged to apply for longer term opportunities within the HSE with the majority securing permanent roles within the public health system.



E-Health programmes:

The E-Health team provides programmes to promote eHealth and the HSE as a preferred employer, while also filling gaps within E-Health teams in specific technical skillsets. The EHealth Team have a very successful relationship with Fast Track to IT (FIT <https://fit.ie/>) who run Tech Apprenticeship courses, have strong links with TUD and take in interns with a view to providing employment and a career path to student placements within eHealth. See table below:

Year	Internships	Apprentices	Graduate Schemes
2017			3
2018		3	2
2019		3	
2020		2	
2021			10
2022	9	8	2
2023	6		2

The National Ambulance Service College (NASC) programmes:

NASC has a range of educational programmes principally addressing paramedic education which include some element of an internship. These programmes include the follow:

- Corporate and Clinical induction for qualified paramedics. This programme is targeted mainly towards individuals who have obtained paramedic qualifications in other EU jurisdictions and who the PHECC are required to issue a license to. PHECC may also issue a practitioner license to non-EU qualified paramedics and these too will be facilitated on this programme. This programme includes a short internship numbering up to 5 weeks of clinical practice in the company of a selected mentor/practitioner.
- NASC delivers a B.Sc (Hons) paramedic degree programme, in affiliation with the School of Medicine in UCC. This four academic year programme includes a PHECC mandated internship. Students on this one calendar-year long PHECC mandated internship work alongside a qualified paramedic or advanced paramedic as part of an ambulance crew.
- NASC, in affiliation with the School of Medicine in UCC deliver an M.Sc programme in specialist paramedic practice. There are two existing streams in this programme, one focused towards advanced emergency care (Advanced Paramedic) and one focused to unscheduled /urgent care (Community Paramedic) however NASC has been instructed to defer delivery of the Advanced Paramedic programme for the time being. The M.Sc programme consists of one taught year and one internship year of clinical practice. Further specialist programmes are being considered and may be developed in the coming years to include critical care and mental & inclusion health specialisms.
- The NASC has been working with SOLAS on the potential development of a four year paramedic apprenticeship that will lead to a Level 8 award. This initiative has recently been agreed for seed-funding by the Department of Further & Higher Education, Science, Innovation and Research (DFHESIR). When fully developed and approved by DFHESIR this apprenticeship will include the PHECC requirement for an internship, similar to the paramedic B.Sc programme referred to previously.



Estates Department Programme:

Capital & Estates have recently advertised under the HSE's Gradlink programme for Energy Engineers to support work in the area of sustainability and climate action, no appointments have been made yet.

Capital & Estates	No of persons
Internships	0
Gradlink Programme	1
Apprenticeships	2 (1 Plumber & 1 Electrician)

Nursing & Midwifery Development Programme (ONMDS):

The Irish Public Health Service had 1,643 Nursing & Midwifery undergraduates undertaking their Internship in the academic year 2022/2023.

Trusting the above responds to the Deputy's PQ.

Yours sincerely,

Marie O'Sullivan
National HR