



Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna

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

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To: Chief Executive Officer
Each National Director
Each Assistant National Director HR
Each Assistant Chief Finance Officer
Each Hospital Group CEO
Each Hospital Group Director of HR
Each Chief Officer CHOs
Each Head of HR CHOs
Head of HR, PCRS
Each CEO Section 38 Agencies
Each HR Manager Section 38 Agencies
Each Employee Relations Manager
Each Group Director of Nursing & Midwifery
Each Group Director of Midwifery
Each Clinical Director
Director National Ambulance Service

From: Anne Marie Hoey, National Director Human Resources

Date: 23rd November 2020

Re: HR Circular 067/2020 re Craft Apprenticeships in the Health Service

Dear Colleagues

Through the National Skills based Strategy 2025, the Action Plan for Education 2016-2018 and current Government objectives, Ireland aims to significantly grow work-based learning using the apprenticeship and traineeship modes of learning and skills development.

The Government have committed to increasing the number of Apprenticeship schemes in the country to respond to the challenge of ensuring our workforce has the necessary skills to meet the future growth needs of the economy. The HSE, through the Public Service Stability Agreement 2018-2020, has committed to playing its part in increasing the number of apprentices employed in the State.

For the past two years a successful Pilot scheme has been run in HSE Estates that has secured Solas recognition for HSE delivered apprenticeship schemes. The Pilot has been reviewed and evaluated to the satisfaction of the national training authority.

We now wish to expand the apprenticeship scheme beyond the Pilot site and request that employers now consider the appointment of apprentices in Craft grades on a site by site basis. The objective is to increase the number of apprenticeship schemes in the HSE and Section 38 Agencies and you are requested to adopt this as a strategic workforce development initiative in your organisation.

Similar to the Gradlink initiative for the recruitment of college graduates, the apprenticeship scheme must be funded directly from the service. It is essential that approval for funding is secured with the budget holder before engaging in the apprenticeship scheme. We trust this will not inhibit the expansion of apprenticeships schemes as employers will understand the value of investing in the development of a skilled workforce.

Queries

Any queries in relation to this Circular should be directed to Morgan Nolan, CERS at morgan.nolan@hse.ie

Yours sincerely



Anne Marie Hoey
National Director of Human Resources



“To view the Health Services People Strategy 2019 - 2024 please click [here](#).”

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