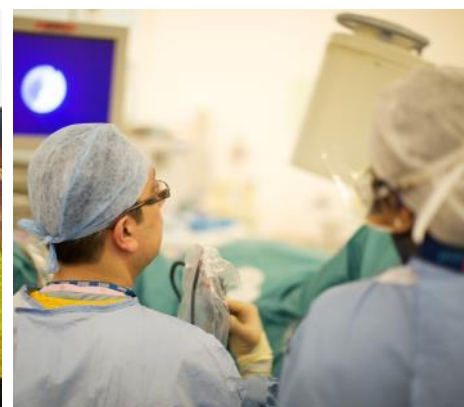


HEE Graduate Scheme: Case studies from current and past graduates



Developing people
for health and
healthcare

www.hee.nhs.uk

Tom Hall

Organisational Development Graduate

Started at HEE in July 2019



A little bit about me and my university studies...

I'm back living in Yorkshire after graduating from Manchester Metropolitan with a degree in Human Resources Management in 2018. As part of my degree I did an internship with Pennine Care and I'm now an Associate member of CIPD too.

Why did you choose to join HEE?

With HEE being the training arm, it felt like a really good fit. Throughout university I focussed on OD and training and my dissertation was around learning & development and strategic development, so HEE definitely felt like the best place to grow and develop that interest and specialism.

What are you hoping to get out of your placement?

I'm hoping to take the knowledge that I gained at university further and put it in to practice, I'm particularly hoping to develop that understanding within an NHS context and see how it all aligns with putting patients first.

What have you been working on in the team?

I'm working on lots of different projects within the OD team. I project managed the Flu Fighter campaign booking clinics across the country and ordering vouchers encouraging everyone to protect themselves and others against flu and get a vaccination.

What has been your favourite moment so far?

One of my favourite moments again was managing the Flu Campaign.

What advice would you give to graduates thinking of applying for a placement in HEE?

If you enjoy a challenge, and a fast-paced work style within such a dynamic and ever-changing work environment, I would strongly recommend applying for the scheme. The work that you get involved in provides a strong foundation to further progress your professional career. Bear in mind HEE's values and what you can do to align yourself to them.

Eleanor Fairhurst
HR Recruitment Assistant Graduate
Started at HEE in July 2019



A little bit about me and my university studies...

I'm originally from Belper and moved to Sheffield in 2017 to start at university. I have completed two years studying Business and Human Resource Management at Sheffield Hallam and will go back to complete my final year in 2020, following my year at HEE.

Why did you choose to join HEE?

I wasn't very familiar with HEE and its work, but I always knew I wanted to help people. At HEE I can achieve this even though I am working in a non-clinical role. I wanted to gain as much experience of working in a HR function to complement my studies and thought working in an NHS national function would be a great place to do this.

What are you hoping to get out of your placement?

I've never had an office job before so I'm really looking forward to building my experience. I'm wanting to get some real-world HR experience too and see how the theoretical knowledge I've learnt at university comes to life in real scenarios. I have already developed so much in the first 6 months and can't wait to continue building confidence and professionalism throughout my placement. I would also like to leave with better idea of which area of HR I'd like to pursue in the future and have a greater understanding of how the function contributes to meeting the goals of the organisation.

What have you been working on in the team?

My main role is within the recruitment team, who handle the recruitment for all regions. On a daily basis I am doing anything from putting out a job advert to issuing contracts and providing support to hiring managers and applicants. However, I have also been spending some time in the OD team, taking a lead on the planning of the Graduate Scheme for 2020. This was something we had to do for a university assignment, so it is really exciting to see it come together in real life.

What has been your favourite moment so far?

I have enjoyed all my time at HEE however a highlight was travelling to London to meet our CEO and chair and talk to them about my experience on the scheme, along with the other graduates. This was filmed in a vlog and circulated throughout the organisation to raise awareness of the benefits of hiring graduates and placement students.

What advice would you give to graduates thinking of applying for a placement in HEE?

Don't hesitate to apply, this is a great opportunity to put your university studies into practice and develop yourself professionally. Make sure to do your research to see if you can see yourself working at HEE- it is really important that your values and beliefs align with those of the organisation. Use what you have found in your application and try to draw upon past experiences to help you. Finally, if you have any questions, just get in touch.

Tuscany Daley
Recruitment and Rewards Graduate
Started at HEE in July 2019



A little bit about me and my university studies...

I go to Aston University in Birmingham but I'm back living in Sheffield for my placement year. I've completed two years at university studying Sociology and will return to finish my degree after my placement.

Why did you choose to join HEE?

I wanted to get more experience and thought it would be good to gain further insight into an area of work that I'm hoping to go into. Also, I had wanted to join HEE as I felt that the values of the organisation align very closely to my own and so the role would be fulfilling.

What are you hoping to get out of your placement?

I'm hoping to get as much experience as possible. I want to start building my professional skills and also start building career connections. Also, I am hoping that this placement will help me to develop the skills I initially developed at University and apply them in a professional office setting. Finally, I hope to gain a unique insight into this field of work whilst working with HEE.

What will you be working on in the team?

I'm working in the Recruitment and Reward team and I complete a lot of the administration surrounding processes like Establishment Control, as well as working within Reward completing tasks such as processing employees' membership to various staff benefits. I am also currently working with other Graduates in organising the Graduate Scheme for 2020.

What has been your favourite moment so far?

My favourite moment so far has been travelling to London in order to meet with Ian Cumming and Sir David Behan for an interview discussing the Graduate Scheme. This interview allowed me a unique opportunity and enabled the filmed interview to be distributed across HEE in order to encourage other Regions of HEE to be aware of the Graduate Scheme that would be offered in 2020.

What advice would you give to graduates thinking of applying for a placement in HEE?

When applying for your placement, research the NHS Constitutional Values and review whether these values align closely with your own and whether you would like to represent this organisation and its values. If so, demonstrate how you reflect these values when supporting your application. Completing your placement at HEE offers a unique and invaluable opportunity to develop skills initially gained at University; allowing you an insightful and interesting experience within a professional environment. Make sure to complete lots of research into the organisation beforehand and If you have further questions, contact HEE for clarification to make sure this role would be a good fit!

Laura Tattershall

HR and OD Graduate

Placement at HEE from July 2018- September 2019



A little bit about me and my university studies...

I grew up in Sheffield and obviously like it, as I stuck around for university and then for my placement year. Although Sheffield is great, I definitely want to get out and experience life in other cities after graduating.

Why did you choose to join HEE?

Doing a business degree, we focus mostly on private sector organisations, and the opportunity to work at HEE and gain experience of the public sector seemed like a very valuable one. The role was also offering a variety of experience within the HR Team rather than just one aspect, which set it apart from many other placements. Both of these factors, alongside HEE's values, meant it stood out as a good place to gain experience and learn things I couldn't be taught at university.

What did you get out of your placement?

Having now returned to university following my placement year, I have found many aspects of my role within HEE have been reflected in my work at university. This has included transferable skills such as time management and research skills but also my work within a project team has provided insight into my project management modules. Looking past university, my placement has provided me with greater understanding of what I want to do in the future and how to achieve this.

What did you work on in the team?

I moved around the HR team a lot in my year with HEE. This included working with the recruitment hub handling recruitment across the country. I also spent time within the OD team working on HR projects, such as the 2018 flu campaign and helping out in the HR North operations team as their HR Assistant. Doing such a variety of roles has really improved my understanding of the opportunities available within HR, as I have learnt about teams I didn't even know existed.

What was your favourite moment?

My favourite part of working at HEE has definitely been the wide variety of experience I have gained. Working within so many teams and with amazing, supportive colleagues has meant I have learnt so much in a short period of time and have really got the most out of the year. I am also very proud to have been involved in recruiting 2019's HR and OD graduates, and being part of the early stages of a HEE-wide graduate programme.

What advice would you give to graduates thinking of applying for a placement in HEE?

I would recommend looking at HEE's role within the wider NHS and also at the NHS values to see how you feel you demonstrate these; this will all help to support your application. I would also suggest getting in touch to discuss the role if you feel you want to know more, this is a good way to get an understanding of what the role will consist of and how it will support your development.

Natalya Hickey

Global Engagement Policy Intern

Started at HEE in July 2019

A little bit about me and my university studies...

Hi there, I am Natalya, I am 21 and originally from France but I have dual nationality British and French. I have been studying International Business at the University of Sussex for 2 years before my placement year at HEE.

What are you hoping to get out of your placement?

I wanted to get as much experience as possible. This is my first office job, so everything was going to be new to me and therefore had to be learned. I didn't have any expectations or previous experience to compare it to, but I have learned a lot more than expected. Just trying to understand the NHS, all its arm's length bodies, the financial flows and structure is very complex. I am also more confident in basic office skills such as writing professional emails, organising meetings, using Microsoft etc...

What have you been working on in the team?

My team is called Technical Collaboration within the Global Engagement Directorate. In an extremely basic way of putting it we help other governments to improve their health systems. Our team is relatively new (1.5 years) so there is a lot to do in order for it to become more 'official', for example drafting funding strategies, creating an offer development ... It's been similar to a start-up business in that sense. I have also been involved in a couple of projects by doing some research on potential future collaborators (country profiles, health care system overviews ...) or taking on some mini projects by myself like drafting some policy papers, making diagrams ... It's hard to encompass what I have been doing as it is quite varied on a weekly basis.

What has been your favourite moment so far?

I can't think of one specific moment unfortunately, but I would say working with such an incredible team has made every day an interesting one. With each new project everyone thinks about what I can do to make sure I get as much as possible out of this placement. Working for HEE and the NHS in general has also given me the opportunity to go to conferences, seminars and workshops ranging from a multitude of topics and that exposure has been very useful to figure out a little more on what I would like to do after university.

What advice would you give to graduates thinking of applying for a placement in HEE?

I would seriously think working for HEE. I think the NHS is not an obvious choice for a placement as most of the time we think of clinical work, but the NHS is so much bigger than that, it needs a whole system behind it to make it work. For me, coming from a business background has been extremely interesting because HEE is not an organisation whose main aim is to make a profit which means that I've had to use everything that I have learned at university from a different perspective as all our lectures were taught based on the assumption that the goal is to make a profit.