



Ein cyf/Our ref WQ100273

Zaynub Akbar  
Caerdydd Ffynnon Taf

16 September 2026

Dear Zaynub

I am writing in response to your Written Question:

What is the Welsh Government doing to improve job outcomes for healthcare students and graduates?

The Welsh Government is committed to supporting healthcare students and graduates to secure rewarding careers in NHS Wales. Through Health Education and Improvement Wales (HEIW), we work closely with NHS organisations and universities and professional bodies to align education and training with workforce needs and support successful transitions into employment.

Recognising the challenges faced by some graduates this year, I convened a Graduate Employment Summit in June 2026, bringing together NHS Wales organisations, HEIW and education providers to agree immediate and longer-term actions. Following the summit, I wrote to NHS Chairs and HEIW requesting that these actions be progressed at pace to maximise employment opportunities for healthcare graduates across Wales.

This coordinated approach has delivered positive results. Through the Student Streamlining process, 942 healthcare graduates have secured roles across NHS Wales. This includes 165 nursing and operating department practitioner graduates who have secured roles with Cardiff and Vale University Health Board, with further opportunities identified through a second phase of recruitment.

NHS Wales organisations have continued to identify suitable opportunities throughout the summer, with additional roles now available across Wales. Alongside traditional hospital-based posts, NHS Wales organisations are developing opportunities in community, public health, and specialist services, helping to broaden employment pathways for graduates and support sustainable workforce development. For example, Swansea Bay University Health Board's new Foundation Programmes have supported the employment of 22 newly qualified nurses across acute, cancer, community and research settings.

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn yr iaith honno ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

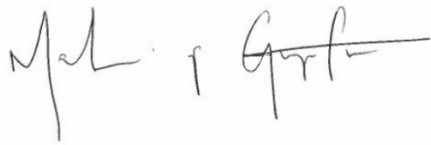
We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

HEIW continues to coordinate an all-Wales response, working with NHS Wales organisations, universities, the Welsh Government and professional bodies to maximise employment opportunities and provide support for graduates who have not yet secured employment. This support includes careers and wellbeing advice, CV and interview preparation; access to learning resources and professional support.

While the position has improved considerably for nursing graduates, we recognise that the situation remains particularly challenging for some professions, including midwifery. Welsh Government, HEIW and NHS Wales partners will continue to explore all available options to support graduates and identify further opportunities wherever possible.

We are also using the learning from this years' experience to strengthen workforce intelligence and improve the alignment between workforce planning, education commissioning and future service requirements. This will help ensure Wales continues to train, recruit and retain the skilled healthcare workforce needed to meet the needs of patients across Wales.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Mabon ap Gwynfor', with a long horizontal stroke extending to the right.

**Mabon ap Gwynfor AS/MS**

Gweinidog Cabinet dros Iechyd a Gofal  
Cabinet Minister for Health and Care