



**The Yorkshire and Humber Community of Research Practice
NIHR funded healthcare professionals' internship scheme.
Cohort 1.
Guidance notes.**

**Ever thought about becoming involved with clinical research
but you don't know if it is for you or how to start?**

**Look no further: The NIHR funded Yorkshire and Humber Community of Research Practice registered healthcare professionals' internship could be for you.
Open to all registered healthcare professionals (nurses, midwives, allied health professionals, pharmacists and healthcare scientists) working in Yorkshire and Humber region who want to increase their research knowledge and skills.**

Do you want to

- Step into Research
- Deliver Leadership in Research
- Grow in Research
- Or become a leading Clinician or Practitioner Academic in Research?

The Yorkshire and Humber Community of research practice Healthcare Professionals (HCP) internship offers a bespoke framework that will allow you to personalise your internship experience to meet your career stage and aspiration.

Funded by the NIHR, the Yorkshire and Humber Community of Research Practice regional healthcare professionals* internship scheme offers funded opportunities to dip your toes into the research world or enhance your research skills and knowledge.

Our internship programme will provide opportunities for you to either

- Step into Research
- Deliver Leadership in Research
- Grow in Research
- Or develop into a leading Clinician or Practitioner Academics in Research

The Yorkshire and Humber Community Of Research Practice Healthcare Professionals (HCP) internship offers a bespoke framework that will allow you to personalise your internship experience to meet your career stage and aspiration.

The internships provide 30 days funding to your employer to allow you to undertake the internship programme of work. This is **NOT** a new job opportunity.

Is this for you?

Stepping into Research

Healthcare professionals* who are currently in clinical or practitioner roles and have little or no prior research experience. It is designed for those who:

- Wish to take their first step into research.
- Are curious about how research can inform and improve professional practice.
- Seek to embed research within care settings as a means of enhancing patient outcomes.

Who could apply?

- Registered healthcare professionals* who have not previously had the opportunity to participate in research projects.

Potential Benefits:

- Builds foundational research skills and knowledge.
- Provides exposure to research networks and communities of practice.
- Increases confidence to contribute to, or even initiate, research activities within your service.

Delivery Leadership in Research

Healthcare professionals* who already have some involvement in research, particularly those in research delivery roles. It is an opportunity for those who want to extend and enhance their abilities in research delivery.

Who could apply?

- Healthcare professionals* currently engaged in supporting or delivering research projects.
- Healthcare professionals* seeking to improve their practice and leadership skills in research delivery.
- Healthcare professionals* wanting to gain experience in broader aspects of the research process, including project design, governance, data management, and results dissemination.

Potential Benefits:

- Opportunity to develop advanced project management and leadership skills in research.
- Exposure to research settings, regulatory frameworks, and ethical considerations.
- Increased understanding of how to facilitate successful research collaborations and support multidisciplinary teams.

Growing in Research

Healthcare professionals* who are seeking to further develop the research pillar of their roles. It is particularly suitable for those who are interested in:

- Expanding their research activities and outputs.
- Building a research-active team or service where research is part of routine practice.
- Developing team culture and confidence in research engagement.

Who could apply?

- Healthcare professionals* who already have some research experience and are looking to take on more substantial research responsibilities.
- Healthcare professionals* aiming to support the professional development of colleagues in relation to research.
- Healthcare professionals* wishing to develop and lead research projects with direct relevance to their clinical or practice setting.

Potential Benefits:

- Enhances ability to design, implement, and evaluate research within your own area of practice.
- Supports the development of research mentorship and teaching skills.
- Promotes the embedding of evidence-based practice at both individual and team level.

Clinician or Practitioner Academic Leadership in Research

This pathway supports aspiring academic clinicians or academic clinicians who are keen to develop their research leadership and lay the foundations for a future career that brings together clinical and academic roles.

Who could apply?

- Healthcare professionals* who have a commitment to developing their research knowledge and skills to a high level.
- Healthcare professionals* considering applying for further research funding or formal academic positions or fellowships in the future.
- Healthcare professionals* interested in becoming research leaders and role models within their field.

Potential Benefits:

- Equips participants with the research skills and experience needed to compete for future research fellowships and funding opportunities.
- Enables a deeper understanding of how to integrate clinical expertise and academic inquiry.
- Positions participants to become champions of research, influencing policy and practice within their specialty.

General Requirements

While each pathway serves different professional circumstances, applicants to the internship award must meet the following general requirements:

- Be a registered healthcare professional* (with the relevant governing body or regulator).
- Be employed by an institution based in the Yorkshire and Humber region.
- Demonstrate commitment to professional development and service improvement through research.
- Articulate clear aims for undertaking the internship and how it will benefit both personal practice and the wider team or service.
- Obtain support from their employer or line manager, where appropriate, to undertake the internship activities.

How the Internship Supports Career Development

The internship is not only a means to gaining research skills but also a powerful catalyst for professional growth. By participating, health and care professionals can:

- Enhance their critical thinking and analytical skills.
- Increase their capacity to lead and manage change through evidence-based interventions.
- Strengthen their portfolio for career progression within clinical, leadership, and academic tracks.
- Build a supportive network among peers, researchers, and mentors.

*** Registered healthcare professionals are defined as nurses, midwives, allied health professionals, pharmacists and healthcare scientists.**



What is provided in the internship?

Up to a total maximum of £10,000 per intern to design and support your internship

This could include:

- Backfill salary
- Training
- PPIE support
- Travel
- Supervision funding support

In addition, the internship will also provide

- Three face to face study days (attendance is mandatory and is conditional to the award of the internship. (locations and dates to be confirmed)
- Networking opportunities
- Membership of the Yorkshire and Humber Community of Research Practice Alumni



Frequently asked questions

I have seen NIHR funded internships advertised in the past; what is this scheme and how is it different from previous ones?

- In 2025, the NIHR decided to increase the eligibility and scope of the previous internship scheme.
- This scheme is now hosted and managed by a health and care provider (Leeds Teaching Hospitals NHS Trust for Yorkshire and Humber region).
- This version of the internship scheme is to increase the opportunities to become research active and engaged and to embed research activities in the healthcare setting.
- Unlike the previous scheme, you do not have to have an aspiration to undertake a PhD.
- Individuals that would like to undertake audit projects in their clinical roles, would like to find out more about research delivery or expand their research knowledge are eligible to apply.

There are four categories of opportunities, that the internship scheme can support:

- Step into Research
- Deliver Leadership in Research
- Grow in Research
- Develop into a leading Clinician or Practitioner Academics in Research

What professional groups can apply?

The following registered, regulated health and care professionals*, **not** including doctors and dentists.

- Academy for Healthcare Science
- General Chiropractic Council
- General Dental Council (not including dentists)
- General Medical Council (not including doctors)
- General Optical Council
- General Osteopathic Council
- General Pharmaceutical Council
- Health and Care Professions Council
- Nursing and Midwifery Council

Do I have to live or work in Yorkshire & Humber region?

The Y&H internships are for individuals working in the Yorkshire and Humber region.

Do I have to be working in a hospital to be eligible to apply?

No. You can be working in any healthcare provider setting including third sector institutions (charity funded organisation), hospices, schools etc.

But you must be a registered healthcare professional*

Will my contractual arrangements with my employer be affected if I am successful in my application?

No, your contractual arrangements with your employer will **NOT** be affected.

Your role and job description will remain the same. The internship provides protected time away from your day job to allow you to undertake the activities of your internship.

The money to provide backfill and training for your internship, will be paid to your employer. Your department will use this money to pay for your internship activities.



I am a professional that is not listed in the eligibility criteria, can I still apply?

No. Unfortunately, the funding for this scheme is specifically to support nurses, midwives, allied health professionals, pharmacists and healthcare scientists.

There are many funding opportunities that support medics, dentists and social workers.

The NIHR website has details about career development funding opportunities:

<https://www.nihr.ac.uk/career-development/research-career-funding-programmes>

I have booked next year's holiday, and this means I am unable to attend one of the face-to-face events. Can I still apply?

Unfortunately, attending all the face-to-face events is a mandatory requirement of the internship scheme. If this does not work for you, look out for the information for next years call and apply for that ☺

How much money is included in the internship?

The internship allowance available to cover your time, any training you want to complete, registration fees, travel and accommodation is a maximum of £10,000.

Your salary backfill calculations must include institutional on-costs (ask your manager for details)

There is no additional money available. Your internship budget must not cost any more than £10,000.

The money will be paid to your department and not to you directly.

How many days is the internship?

We recommended that your internship will last about 30 days over a period of 6 months.

How you split your time over that period is agreed on by you, your clinical manager and your internship team. Some people have week blocks others have a couple of days a week.

We do not mind, but we need to see a plan of how you are going to use your time and your manager needs to sign to agree this.

I want to apply for the internship scheme, but this year is not convenient. Will there be any more opportunities?

The Yorkshire and Humber Community of Research Practice HCP internship scheme has been

provided with funding to run this programme for three years: 2025 to 2028. There will be two more opportunities to apply for this internship scheme.

I was unsuccessful in a previous version of the internship scheme: can I apply for this one?

Yes. Unsuccessful applicants to previous internship funding calls may apply.

What do I have to complete during the internship?

There are 3 face-to face days that you have to attend. These will be a combination of networking activities with an educational component to the day.

You will design and deliver your internship programme in collaboration with you team.

You will present a poster on the final face-to-face day, depicting your internship journey.

You will complete some questionnaires before, during after your internship, so we can understand what you have learnt and how this has helped you with your career.

You will become a member of the Yorkshire and Humber Community of Research Practice Alumni: A family of like-minded people wanting to improve the outcomes and experiences of our people.



What can I do in my internship?

It really depends on what you and your manager think would be the most benefit to you and your service.

- You could design and deliver a project within your department
- You could learn about clinical trials and how you could deliver research projects.
- You could shadow a research team to understand what they do, and is this something that you would want to do in the future.
- You could get experience working with our Patient and Public and Engagement experts, to understand how we can use the opinions of patients to shape future research projects.
- You could understand the importance of reaching underserved communities and how we can include them in the design and participation of research projects.
- You could work with the library services to understand how to use existing literature in your practice
- You could prepare for a fellowship application.
- You may want to start a journal club for your department or speciality.
- You may want to start a network to connect people from your profession or interest area.
- You could attend a networking event to find people like you who could help with your future career.

Here are some examples of what you may want to include in your internship.

- Fundamentals of research clinical training (good clinical practice, how to deliver research in the health and care setting etc)
- Ethical considerations
- Patient, Public, Participants, Inclusion, Engagement and Participation
- Inclusive research initiatives
- Developing a positive research culture
- Unconscious bias, allyship and inclusive communication
- The importance of networking and teamwork
- Placements within appropriate settings
- Communication skills
- Presentation skills
- Writing an abstract and presentation
- Developing a research question
- Fellowship application writing
- Mentorship
- Embedding research into clinical practice
- Knowledge exchange and mobilisation
- Innovation skills
- Specialist skillset development (e.g. working with children, in the mental health setting and end of life care)

My manager does not understand what this internship is about and how it will benefit me, our department and patients. How can I explain this to them?

We understand that some managers are not familiar with all the funding schemes available. And that some do not understand how this is a benefit for the staff member, our patients and service.

We want to help demystify what research is and how the internship scheme is a great opportunity.

We will describe and discuss the internship scheme and have a questions and answers session after the webinar.

In addition, managers that have a successful intern appointed from their team, will be invited



to join the managers' support group of the Yorkshire and Humber Community of Research Practice

Internship. We will invite your manager to face-to-face events to help support them to support you.

As part of this internship programme, we are building a toolkit to help managers support staff who

want to be involved with research projects. Their input will be valuable to help design this.

What is a narrative CV?

A narrative CV is a document where you can describe any relevant skills and experiences that will support your application for the internship scheme.

You may not have any experiences or outputs that we traditionally expect for a research opportunity; for example, grants or being an author on a paper.

But you may have skills and experiences that you have gained at work or outside of work that demonstrate transferrable skills that would be valuable in undertaking an internship.

For example:

- Being the chair or leader on a sports team
- Mentoring newly qualified staff
- Leading the departmental education programme
- Studied for additional qualifications
- Undertook a QI project

Read the titles of the sections of the narrative CV and answer the questions 😊

Please contact yhinternships@nihr.ac.uk with any questions

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