

eHealth Digital Marketing Strategy

May 2023

Executive Summary

- This document is to set out the eHealth digital strategy for the next 12 months.
 To showcase how we can use digital marketing to raise the profile of eHealth as the authority of digital Health in Ireland. To utilise social recruiting which is the process of advertising jobs, recruiting candidates and connecting with potential employees through our social media platforms. Commonly referred to as social hiring or social media recruiting.
- According to a 2021 study by <u>CareerArc</u>, 92% of employers said they use social networks to find talent. In fact, for many companies, social is now the go-to option for finding candidates.

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Introduction

eHealth is the Health Service Executive (HSE) division responsible for the delivery of technology to support healthcare across the Irish health service.

Our technologies and systems facilitate integration models of care within and across the HSE Community based hospital care, acute care and other specialised care providers. In addition to ICT services and support to the HSE, eHealth provides a range of national applications to the acute voluntary sector.

Objectives

- To be the driver for the development of eHealth; its potential to promote the health of the people of Ireland and improve our health services. The digitisation of our health service and processes ensures that the right data about the right patient is available in the right place at the right time.
- Create digital awareness and championing the development of an information culture and providing expert digital advice, direction and guidance.
- Ensuring we have the right people with the right qualifications to do the job required.

Challenges

- The recruitment and retention of qualified staff to work in the specific technical roles within eHealth (due to difference in pay what we have to offer in place)
- Attracting the right candidates lack lustre recruitment efforts
- Lack of awareness of eHealth programmes and new functions. What we do in the HSE- raising the profile of eHealth functions - some out of date information on website

Current Digital Outlook

We have a clear picture from our audit of eHealth current digital footprint. Having conducting a review of all channels in line with the audit checklist

Platform	No. of Followers
Twitter	11.4K
Facebook	4.8K
LinkedIn	5.4K (were at 4.1K in Jan)
YouTube Subscribers	103- not public facing
eHealth Ireland Website Traffic	124,569K Sessions (2022 year)

Digital Marketing Objectives and KPIs

Objective	KPI
Increase website traffic to our eHealth Website by 30% by end Dec 2023. Creating relevant content and using social media platforms	 Measure our page visits Measure our link click and engagement rate on social platforms Measure traffic from our social media – how many visitors coming from social media platforms
Grow our eHealth YouTube Channel by creating informative Videos and podcasts and sharing on our social Media Platform use internally for training & informative content – Grow our subscribers by 100% by end of year	 Measure our Link Clicks on your social media posts Measure our engagement rate on each platform
Build our engagement on Facebook Platform - we will do that by boosting on best performing organic content to reach industry benchmark (0.3%)	Measure our engagement rate Likes, comments, shares
Use paid advertising for recruitment targeting on our LinkedIn during the recruitment campaign timeline– with links to HSE Website (more audience). Increase website visits to our careers page to increase download of application forms.	 Measure engagement rate on our ads (impressions, Clicks) Measure the click through rate on Ads Measure downloads on our page Measure page visits

Persona One – HSE Employees

PROFILE

Name : Juliana Moore

Gender : Female

. 43 Age

Address: Woodlawn,

Limerick City.

Job Title : Clinical Nurse

Specialist

Industry: Health Care,

Public Sector



SOCIAL NETWORKS











BIOGRAPHY

Juliana is a. mother of two. she works as a HSE Clinical Nurse Specialist in University Limerick Hospital. Not tech savvy but would like to learn more.

Tools needed to Do their Job

- Cloud-Based Storage & File **Sharing Applications**
- Employee Scheduling Software
- HealthIRL Cloud software
- Reporting Software
- Business Intelligence Dashboards

They gain Information from:

- Conferences
- Webinars
- Lunch & Learns
- Training Courses

FRUSTRATIONS

- Heavy workload
- Time constraints for bedside clinical nurses
- Lack of resources
- Lack of collaboration between hospitals data sharing
- Not confident in the digital structure of the HSE

MOTIVATIONS

- Job satisfaction
- Finding tools to help do the job better with patients care at the core
- · Having the right data available

WHAT WE CAN DO

- Have a dedicated website with up to date information on the ongoing programmes being developed within eHealth
- Have training portals and training videos available to help staff
- Development of webinars

Persona Two – Senior Recruit





PROFILE

Name: Brian Dawson

Gender: Male

Age: 39

Address: 28 Adare Street.

Tullammore

Job Title: Project Manager **Industry: Private Sector**

BIOGRAPHY

Brian is a father of two, active in coaching kids sports. Has a college degree. He currently works for a Tech company as a project manager and works from home 2 days of the week.

SOCIAL NETWORKS













GOALS

- Promotional Opportunities -Senior Level
- Professional Development
- Work / life Balance

CHALLENGES

- Lack of Promotional Opportunities in current workplace
- · Job security in current climate
- Return to fulltime office location required

MAIN OBJECTIONS

- Difference in PayScale
- Career Progression
- Location of available Jobs

WHAT WE CAN DO

- Job Security
- Internal Promotions Senior roles
- Investment in professional Training (Prince 2)
- Flexibility of geographical location (offices across Ireland)
- · Hybrid working options
- Specialist leave entitlements
- Pension Scheme



Persona Three – New recruits



PROFILE

Name: John Dillion

Gender: Male

Age: 32

Address: Ballyfermot, Dublin 10

Job Title: Junior Software

Developer

Industry: Private Sector

BIOGRAPHY

John is a new father of one and works as junior software developer for a American Company based in Dublin City. He is tech savvy and has recently completed an online Masters in Software Development

SOCIAL NETWORKS













GOALS

- Promotional Opportunities
- Work-Life Balance
- Hybrid Working
- · Investment in professional Training for certifications
- Leading a Team

CHALLENGES

- Promotional Opportunities
- Work-Life Balance
- Location of main office
- Cost of living
- · Lack of investment in training
- · Job security in current climate

MAIN OBJECTIONS

- Difference in PayScale
- · Business goals are different to private sector - not for profit
- Career Progression
- Location of available Jobs

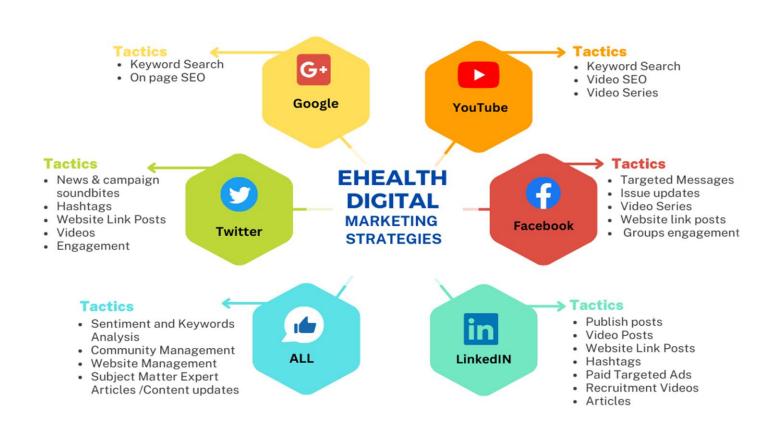
WHAT WE CAN DO

- Job Security
- Internal Promotions career advancement
- Training & Development Dept
- · Flexibility of geographical location (offices across Ireland)
- Hybrid working options
- Specialist leave entitlements

Overarching Digital Marketing Strategy for eHealth

Mission:

Delivering streamlined digital communications to engage our range of segmented audiences; enhancing trust and confidence in our work; managing our online reputation and promoting our role as eHealth subject matter experts. Ensuring we have the best talent working within eHealth to implement our objectives.



Content Strategy

We understand that we need to interact will all of our audience at each stage of the digital marketing funnel. This requires content for each personas as outlined above.

Content Pillars	Personas	Channel	Content Format	Hashtags	SEO/Keywords
eHealth Podcast SeriesPlaylists- Backstage with eHealth	Persona 1, 2 and 3	YouTube, Twitter, LinkedIn	Video, Graphics, Link Posts, Newsletter, Transcribed to articles for website	#eHealth4all - eHealth brand hashtag Use relevant hashtags for more reach (https://hashtagify.me/)	captions added, ALT Text Relevant Keywords
 SNOMED Webinar Series Monthly recorded Webinar 	Persona 1	Facebook, LinkedIn, Twitter	Text posts with links.	#eHealth4all - eHealth brand hashtag Use relevant hashtags for more reach (https://hashtagify.me/)	captions added, ALT Text
 Recruitment Videos Series Video brief explanation of function in eHealth, Benefits of working in eHealth 	Persona 2 & 3	YouTube, website, LinkedIn, Facebook Groups, Twitter	Video Content, graphics/visuals. Text posts with links to website	#eHealth4all - eHealth brand hashtag Use relevant hashtags for more reach (https://hashtagify.me/)	captions added, ALT Text
 Website Updates Monthly Series of Newsletter from subject matter experts – Update of current vacancies on webpage 'A day in the life' webpage for information Update events page 	Persona 1, 2 & 3	YouTube, Twitter, Facebook & LinkedIn	Soundbites with links News Articles, Video Content Event Links Text posts with Links to landing pages. Visuals, Infographics		We will use on-page SEO – mobile friendly, internal hyperlinks ensuring pages are accessible captions added, ALT Text Use of Google Keyword search to ensure delivery the right content.

Platform Strategy

Tone of Voice for eHealth: We will speak in a consistent tone of voice reflecting our agreed media personality; we want to be the trusted source of information in regards to eHealth in Ireland. We will consider our audience when we write and change our tone to reflect this. We will also ensure we follow HSE Digital Branding Guidelines

	f	You Tube	y	Linked in	eHealth Ireland
Goal	General Public targeted messages to specific demographics / Groups	Curious and informed (search engine optimisations)	Thought leadership, Industry specific commentators, Media	Business Sector Specific Professionals Employee Advocacy	Where our social media Audience arrive for more information
Objective	Engagement & community advocacy	Reach, Website	Reach and engagement	Reach and Engagement, Recruitment metrics	Webpage metrics, eHealth Function pages metrics, career page metrics, new /returning visitors
Audience	35-44 Female (current followers high level HSE /eHealth employees)	18-34 year olds	24+ year olds, similar industry types	25+ year olds, Business, Academic, student	All for mentioned
Content Format	Videos Content, News Articles, Web link posts, Visuals	Recruitment Videos Webinars recordings Podcast Playlists Training Videos	News article, recruitment links Infographics, YouTube links video	Recruitment Ads, Recruitment Videos, Articles, Web link posts	Subject matter expert Articles, Go-live updates, Monthly webpage updates, Event page updates Recruitment videos Training Videos

Facebook

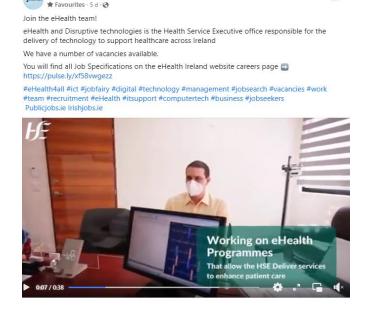
• Share education-based content from our eHealth programmes to gain extra web traffic and visibility

eHealth Ireland

- Use Facebook Groups to reach potential recruitment candidates
- Use Facebook as a sign-posting channel to direct people to longer form content such as articles, case studies, and website landing pages
- Harness the power of video content to gain increased engagement with our messages and information (Facebook gives positive bias to native and live video)
- Using our analytics to see which content is performing well and which is not









Twitter

- Use twitter to raise the profile of eHealth Programmes in the form of links to articles and website landing pages.
- Sharing of upcoming training
- Use multi-media content comprising of graphics imagery & videos.
- Use our branded hashtag #eHealth4all & tagging to get more engagement on our tweets
- Using our analytics to see which content is performing well and which is not





Sample of infographics



LinkedIn

- To publish recruitment updates on the eHealth Ireland LinkedIn showcase page, using videos & imagery
- To utilise the LinkedIn recruiter platform as a complementary recruitment tactic
- Publish articles related to eHealth by subject matter experts with website links posts.
- Develop eHealth Newsletter with content from subject matter experts to share with our followers
- Share our up-coming events (training, Job- expo, upcoming webinars –SNOMED)
- Use our insights to see which content is performing well and which is not



SNOMED International Saolta University Health Care Group Beaumont Hospital St James's Hospital Dublin Theresa Barry Butler Fran Thompson





eHealth are delighted to be attending the Jobs Expo in Galway on Saturday the 18th of February 2023.

This is a great event with opportunities for those exploring their next career move, you can meet CIO Fran Thompson & other Senior Management Team members to see what opportunities there are working with eHealth.

Register here https://lnkd.in/eSwQCDGx

#eHealth4all #recruitment #Jobexpo





Website

This is where we want our platform audience to come to for the information we have.

- We will create information that is requested by doing trend research on Google Trends
- We will publish subject matter expert monthly news articles on our new item pages
- We will update our events pages with relevant events
- Develop and update our careers page with current vacancies



09 December 2022

PMI Ireland National Project Awards

eHealth were recently short-listed by the PMI Ireland National Project Awards for our role in both "The HSE's eHealth Digital Response to the COVID Pandemic" and "The HSE's Covid Vaccination Programme".

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28 November 2022

SNOMED Vendor Specifications Document for HSE procurement of new systems

The Irish National Release Centre for SNOMED have published a SNOMED Vendor Specification Document for HSE procurement of new systems



28 November 2022

Irish SNOMED CT National Release Centre attended SNOMED CT International Expo

Members of the Irish SNOMED CT National Release Centre attended the SNOMED CT International Expo in September 2022

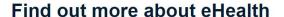


13 November 2022

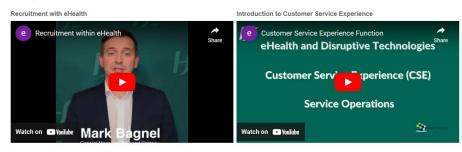
National Cancer Information Services (NCIS)

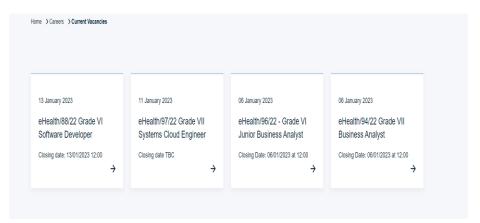
The National Cancer Information System (NCIS) rollout in St. Luke's Hospital Rathgar back in 2019 has now extended to seven of the twenty six hospitals delivering systemic anticancer therapy, SACT.

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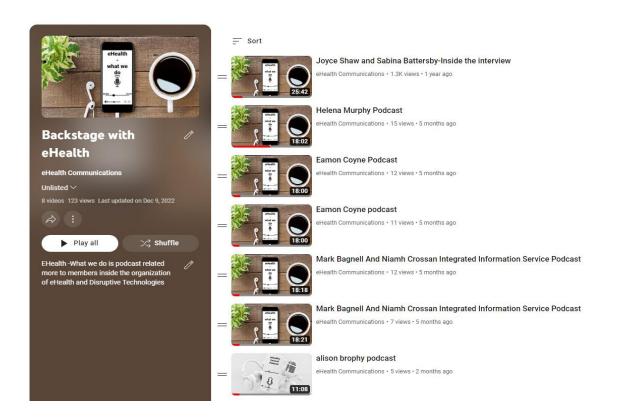
Below are short videos giving an overview of the different functions and departments within eHealth and Disruptive Technologies; and also a brief video on some of the benefits of working in the HSE and an 'Inside the Interview' Podcast with Joyce Shaw, Chief of Staff and Sabina Rattersby

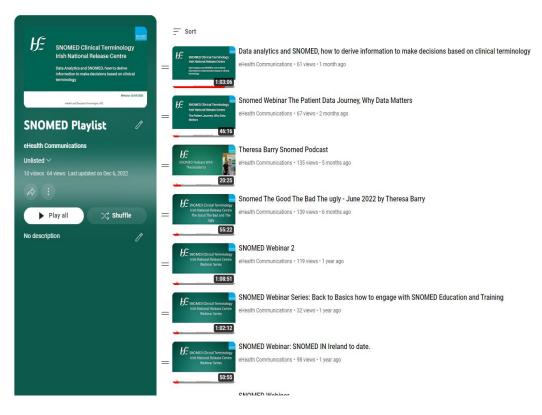




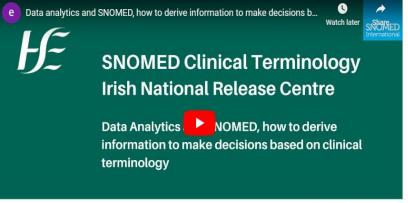
YouTube

- Use YouTube to host our Videos/Podcasts/training videos/Webinars: (ensuring these are accessible captions added, ALT Text)
- eHealth Podcast Series (interviews with eHealth Staff about their Jobs and the areas they work in)
- This content can re-purposed into articles, blogs and soundbites for our website & social platforms to garner more engagement from HSE Staff & potential recruitment candidates.
- We can use video SEO and keywords to get more reach.
- Using our insights to see what content performs better.





YouTube cont....



eHealth and Disruptive Technologies, HSE

Webinar 16/04/2021

Microsoft Teams Training

Ooclo Office 365 team

Seirbhís Sláinte | Building a | Better Health | Service



Roadmap of Execution

- We will create content on a weekly basis aimed at our audiences at different stages of the funnel which ties into our content marketing plan i.e. awareness, engagement and conversion.
- This content plan will only be fully implementable if content from relevant experts and partners is provided. Therefore, we recommend that we provide our partners with access to a shared folder to share content with us. We will develop a blog/video/podcast/webinar editorial calendar with weekly contributions from our partners on a specific topic, based on keyword research.



Reporting

The digital marketing team will provide a monthly report for the Senior Management Team. These metrics will help to ensure that we are reaching our set out objectives and staying within budget for our paid advertising. It will also highlight if we need to change tactics on our campaigns

Monthly Report Template SOCIAL METRICS

	Facebook	LinkedIn	Twitter	YouTube
# Fans				
Fan Growth				
Engagement				
Video views				
Top Post/Tweet				
Hashtag Reach				
Sentiment (when required on controversial				
issues)				

Reporting

Monthly Report Template

SOCIAL ADVERTISING

Channel	Campaign	Results	Туре	Cost/Result	Amount Spent
Facebook					
LinkedIn					
Twitter					

WEBSITE METRICS

Site visitors	
Sessions	
Bounce Rate	
Social referral	
Goals (as per your Google Analytics)	
Downloads – Job Application Forms/newsletter	

Review & Conclusion

Review and Iteration

This strategy will be a live document and reviewed quarterly. As decisions are taken to adopt new social media platforms the policy and approach to each will be included.

As team members join or leave, their profiles should be added or removed from social networks. When any iteration to our social media approach is taken, it will be reflected in this document and dated and the document version updated.

Conclusion:

To ensure we can execute this strategy we need the collaborate of our colleagues across eHealth as they are the subject matter experts and will been seen as the authority of eHealth in Ireland. This will highlight the important work eHealth is doing and will then ensure we attract the right candidate to work with us.

Signed:

Chief of Staff