

Able Care Health Industry Traineeships

Purpose:

The purpose of this project was to provide students with School Based Traineeships in the health industry. By involving relevant stakeholders, students received extensive support and also the barriers to work experience in health were eliminated

Partnership Members:

- Able Care
- Diversity Education
- Busy at Work
- St Rita's
- Ferny Grove SHS
- All Hallows
- Kedron SHS

Context and Goals

Students aspiring to a career in health care and nursing are often denied access to medical environments including hospitals due to patient confidentiality, insurance liability issues and their age.

Considering the current skill shortages within Health, these issues only assist in widening the gap between supply and demand for qualified health professionals and prevent valuable pre-tertiary learning opportunities to help shape future goals.

This partnership was an opportunity to provide school students with paid industry experience within a therapeutic environment whilst completing a Certificate III in Allied Health Assistance funded under the User Choice model.

The Partnership's Approach

After approaching a number of service providers and RTO's, Ablecare (a therapeutic disability care agency) and Diversity Education (Specialist 'Health' RTO) showed the greatest enthusiasm to engage with the School Based Traineeship model and partner.

With existing links to each other, the Partners enlisted the help of Busy at Work (Apprenticeships Service) to produce a training and employment program that was easy to administer yet provided the necessary rigor to give

students the experience and knowledge required to complete their qualification.

Early planning stages included the creation of a booklet outlining the opportunity and theory component, followed by a number of information sessions to engage students, parents and schools to gain expressions of interest.

Students moved through a full and authentic recruitment process in which successful students were given a letter of offer and arrangements were then made to complete the Traineeship paperwork and supporting documents.

"Overall, it has been a positive experience for us and the students. We are looking toward another intake in 2014"

Prudence Ball (Training Manager)

Benefits

- 24 Students from 5 schools are undertaking paid, supported and accredited Health Industry Training
- Able Care increased its workforce and service area utilising the School Based Traineeship program

Next Steps

Due to the mutually beneficial nature of the program, it is seen as a viable option for continuation in 2014 and both Able Care and Diversity Education are looking at ways to improve the process once a formal evaluation takes place. A key area being considered, is approaching a number of other Health Care providers to ensure a greater variety of settings are on offer to encourage greater buy in from students and schools. If other employers are engaged, Diversity Education may offer other qualifications in Disability and Aged Care.

Support from the Partnership Broker

The Partnership Broker provided input and suggestions on best practice with regard to the schools engagement strategy and supported the schools communication with partners in the lead up to the program. Administration assistance was also given to ensure deadlines were met and that all students and school representatives had accurate information during the Trainee signup process.

TOP TIP

Don't re-invent the wheel! Build strong relationship with partners to support and link with schools and industry to achieve common goals.