

Partnerships That Work

Cabrini- Holmesglen

Presenters:

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Introduction - Cabrini

- Cabrini Health – 5 hospital sites + aged care
- AHA's employed across 5 disciplines and the 5 hospitals
- ❖ Occupational Therapy
- ❖ Physiotherapy
- ❖ Social Work
- ❖ Speech pathology
- ❖ Dietetics
- Career structure



Introduction - Holmesglen

- Holmesglen is the largest Victorian TAFE with 5 campuses and over 600 programs
- Specialists in building, engineering, design, health sciences, hospitality and business
- Partnerships and alliances are a core business strategy, particularly in the health sciences



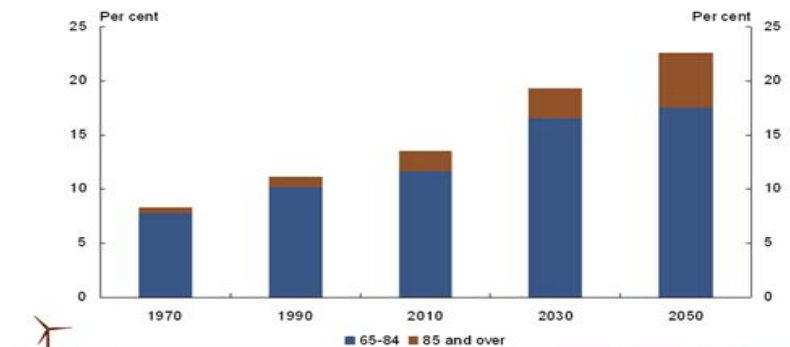
What is an Allied Health Assistant?

- HLT42507 Cert IV in AH Assistance (1st implementation)
- Run as 12 month course – 2 contact days/ week
- Course covers Allied health discipline specific units as well as generic units required by all staff working in healthcare settings
- Work under the clinical oversight of an Allied Health Professional who maintain responsibility for assessments and clinical decision making
- Assist with therapeutic and program related activities as well as administrative tasks
- Cert IV TAE – required for teaching AHA course

Influences on the Skills Required and opportunities for Allied Health Assistant graduates

- Ageing population
- Increasing healthcare costs
- Chronic conditions – cancer, stroke, diabetes
- Trend to provide health care and services for people to enable them to stay in their home
- Workforce trends
- Changes in technology
- Changing healthcare system

Proportion of the population aged 65 and over



Meeting Workforce Requirements

Holmesglen	Cabrini Health	DHHS
Cert IV AHA course	Growing AHA workforce	Recognition of AHA Workforce
Current – positioning itself as an innovative leader in AHA education	Increasing demand on AH services	Development of AHA Workforce Model
Enhanced quality of curriculum development and delivery	Changing patient demographics – aging patients with complex needs	Building Workforce Capacity
Industry connected and relevant	Development of career opportunities for AHA's	Defining scope of practice of AHA workforce

VET/Industry model

- A partnership needs to benefit both parties
 - Holmesglen would gain industry current teachers with desirable expertise
 - Cabrini was able to provide a career path for AHAs and opportunities for recruitment of graduates
- Terms of Reference were established that identified the purpose of the partnership as well as
 - Governance
 - Communication
 - Placement
 - Intellectual property etc

VET/Industry model

- Steering Committee
 - This includes senior staff and sets the strategic direction of the partnership
 - Currently meets approximately 4 times per year
- Working Party
 - Includes the teaching staff and senior staff from both organisations
 - Currently two Cabrini teachers, one Holmesglen teacher/coordinator
 - Meets every two months

Challenges

- Staff changes
 - Strategic rationale no longer known
 - Existing staff were not involved from the beginning
- Keeping the momentum
- Different expectations of staff
 - Cabrini staff are Cert IV TAE qualified but this is not their main job



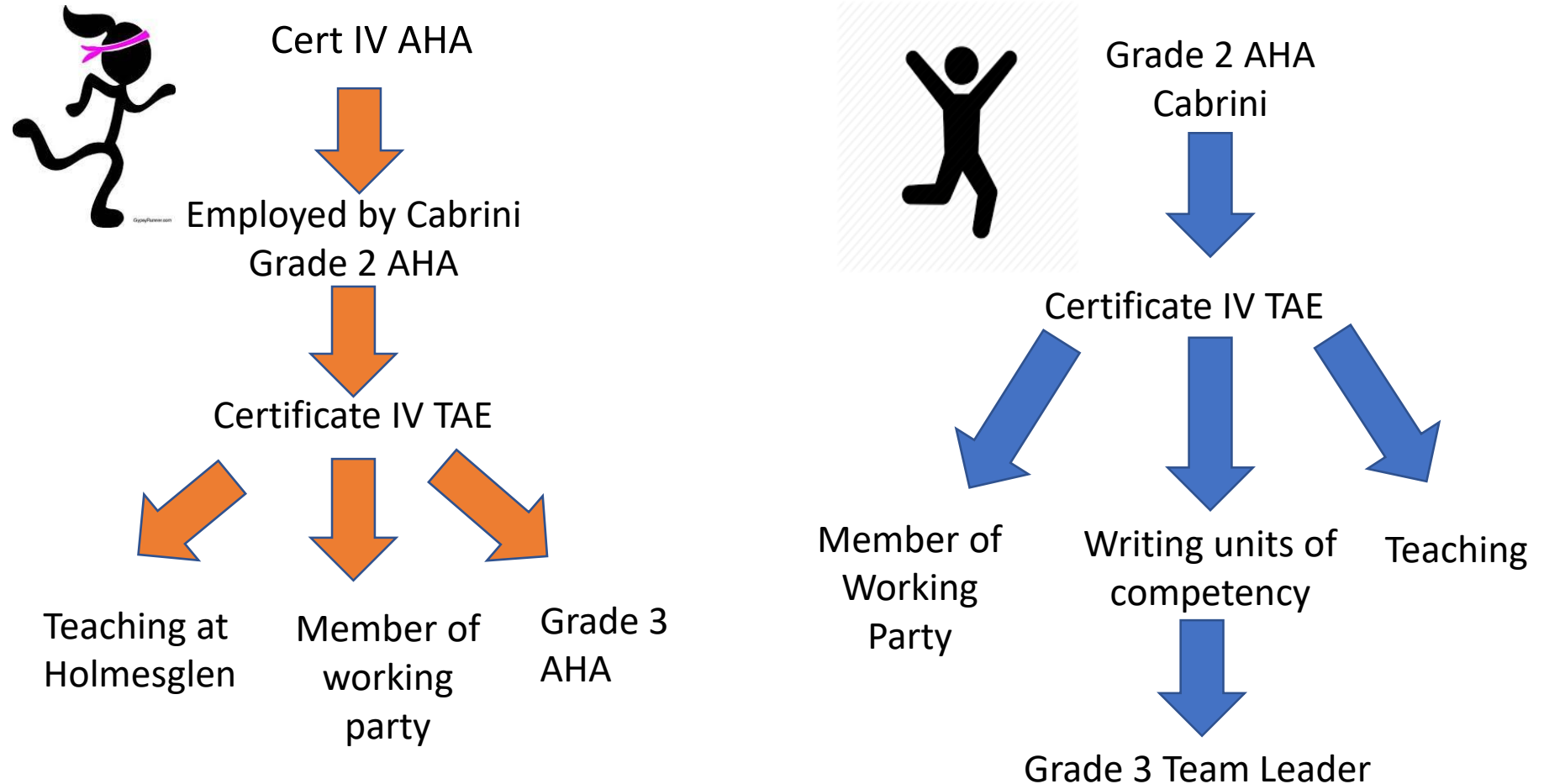
Challenges

- As the program matured, elective streams changed
 - Cert IV TAE qualified Cabrini staff no longer needed but unable to teach the new stream
 - Looking for alternative teaching options
- ASQA Standards changing to require Cert IV TAE prior to teaching
 - Staff turnover at Cabrini, time required to undertake the TAE
 - No longer able to team teach
- Holiday periods (within teaching semester)

Success stories

- Opportunities for AHA staff across 4 disciplines at Cabrini to teach – adjunct teaching positions offered
- Clinical placement opportunities
- Employment of students into the Cabrini workforce
- Enrolment in further study
- Increased enrolments at Holmesglen
- Interest from other healthcare providers

Individual Staff Career Progression



Future Directions

- The partnership is five years old, anecdotally we believe it is working but we need to formally evaluate the outcomes
 - Graduate employment
 - Career opportunities for graduates employed at Cabrini
 - Publish and present at conferences
- Opportunities to offer skill sets
 - Upskill past graduates in various disciplines
 - Possibility of a leadership program
 - Use Cert IV TAE expertise of Cabrini staff not currently teaching in alternative units

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