

'Grow Your Own' Workforce

Health Industry Traineeships

GISP Forum - October 2021



"The best, because we care."

Presented by:
Adam Stephen
Care Manager
Health Traineeship
Programs



Who are OSMAC Apprenticeships?

“The best, because we care...”

OSMAC Apprenticeships is an employer of apprentices and trainees – a Group Training Organisation (GTO)

- Operational since 2013
- QLD’s largest GTO - currently employ over 540 Apprentices and Trainees across most industries

OSMAC School-based Health Traineeship Programs

- Current annual intakes of school-based health traineeship programs across QLD (usually term 3 year 11)
 - Nursing (AIN), Allied Health, Patient Support Services, Pathology, eHealth (IT), Business & Administration
- Health traineeship program statistics since 2017:
 - Over 180 successful completions
 - 96.5% completion rate
 - +90% post traineeship transition to employment rate
 - +85% post traineeship transition to further education in Health (Cert IV, Diploma, Bachelor)
 - Aboriginal and/or Torres Strait Islander program representation: 18.5% overall since 2017

Healthcare Partners:





GYO Case Studies...

Four (4) of the programs listed above can be found on the CheckUP GYO Workforce website as 'outside-in' workforce Case Studies:

Bayside Health Service - Redland Hospital school-based AIN traineeship program

<https://www.gyoworkforce.com.au/case-study/bayside-health-service/>

Logan Beaudesert Health Service - Logan and Beaudesert school-based AIN traineeship program

<https://www.gyoworkforce.com.au/case-study/logan-beaudesert-health-service/>

Queensland Health School-based Traineeship Program

<https://www.gyoworkforce.com.au/case-study/queensland-health/>

Vacanti Aged Care School-based AIN Traineeship Program

<https://www.gyoworkforce.com.au/case-study/vacanti/>





CYO Personal Stories...

Four (4) trainees who have participated in our Traineeship Program have shared their personal stories on the CheckUP CYO Health Career website:

IT Officer: QLD Health eHealth Traineeship Program *(includes video)*

<https://www.cyohealthcareer.com.au/story/trainee-it-officer/>

Assistant in Nursing - Aged Care - ATSIChS Jimbelunga Nursing Home

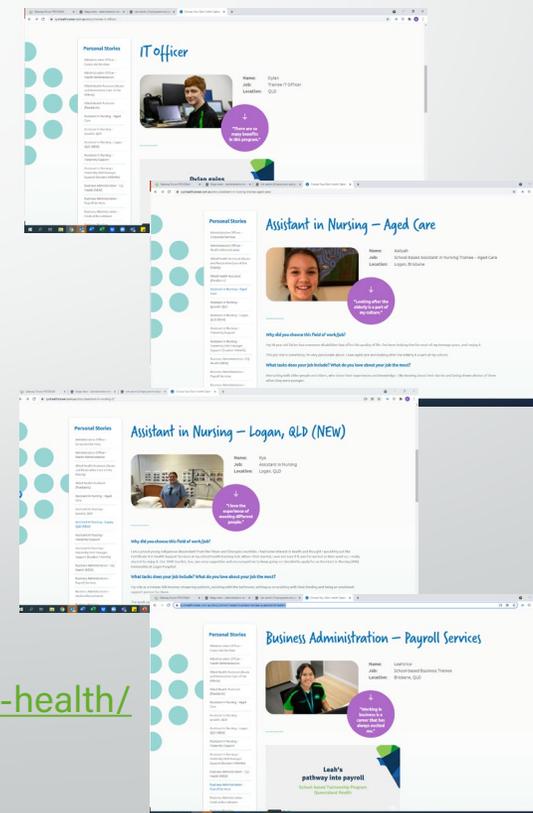
<https://www.cyohealthcareer.com.au/story/assistant-in-nursing-trainee-aged-care/>

Assistant in Nursing - Logan Hospital - Logan Beaudesert AIN Traineeship Program

<https://www.cyohealthcareer.com.au/story/assistant-in-nursing-3/>

Business Administration - Payroll - QLD Health Traineeship Program *(includes video)*

<https://www.cyohealthcareer.com.au/story/school-based-business-trainee-queensland-health/>

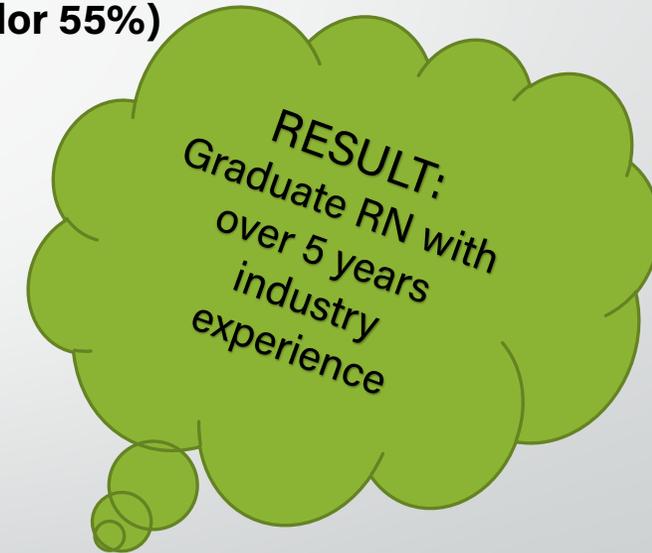




The Nursing Pathway...next step data

Since 2017

- 96.5% completion
- 92% transition to employment within health industry (as AIN)
- 87% transition to further studies in health (**Diploma 45%, Bachelor 55%**)
- Program composition: 60% Vocational v 40% ATAR students



Facts:

- School-based AIN trainees are 'work ready' upon exiting year 12 = MORE EMPLOYABLE
- Earning potential:
 - AIN (\$36.65 - \$40.13/hour casual*)
 - EN (\$39.66 - 42.09/hour casual*)
 - RN (\$46.07 - \$59.10/hour casual*)

**Source: <https://www.health.qld.gov.au/hrpolicies/wage-rates/nursing>*



QLD Health Administration & eHealth Program...

Introduced in 2019 as a 'pilot' program has now grown to become a state-wide traineeship program

- **Administration (AO3)**
 - Health Support Queensland | Forensic & Scientific Services | Queensland Ambulance Services | Health Contact Centre
- **eHealth Technical Officer (AO3)**
 - Metro North | Metro South | West Moreton | South West | Central Queensland | Far North

The journey:



Upon completion trainees can apply for available AO3 positions with QLD Health and/or enrol in further studies.



School-based Traineeships work....

Since 2017 OSMAC has seen a 580% increase in school-based traineeship opportunities within the Healthcare Industry...in 2021 we have 56 AIN and 14 non-clinical trainees.

Some of our very first Metro South Health AIN trainees are in their final year of RN studies and will graduate in 2021...they have been working in the Hospital & Health system since July 2017....

In 2021 Logan Hospital employs AINs, ENs and RNs who have all been part of the school-based AIN traineeship program – they have all been working there since they were in year 11 - since 2015 they have successfully trained 71 AINs... 18 new trainees commenced in 2022

The Health Industry: Investing in its future....using vocational education to engage, train, retain and grow its future workforce....





Thank you for your time...

Introducing:

Gina Rambold-Dent	Stephanie Straton
<p>Logan Hospital AIN Traineeship Class of 2019/20 Mabel Park SHS (ATAR) Currently employed: AIN - Logan Hospital, Birthing Suite Currently studying: Bachelor of Biomedical Science (Bridging to Medicine)</p>	<p>Logan Hospital AIN Traineeship Class of 2019/20 Rochedale SHS (non-ATAR) Currently employed: AIN - Logan Hospital Currently studying: Bachelor of Counselling at Griffith (Bridging to Nursing)</p>

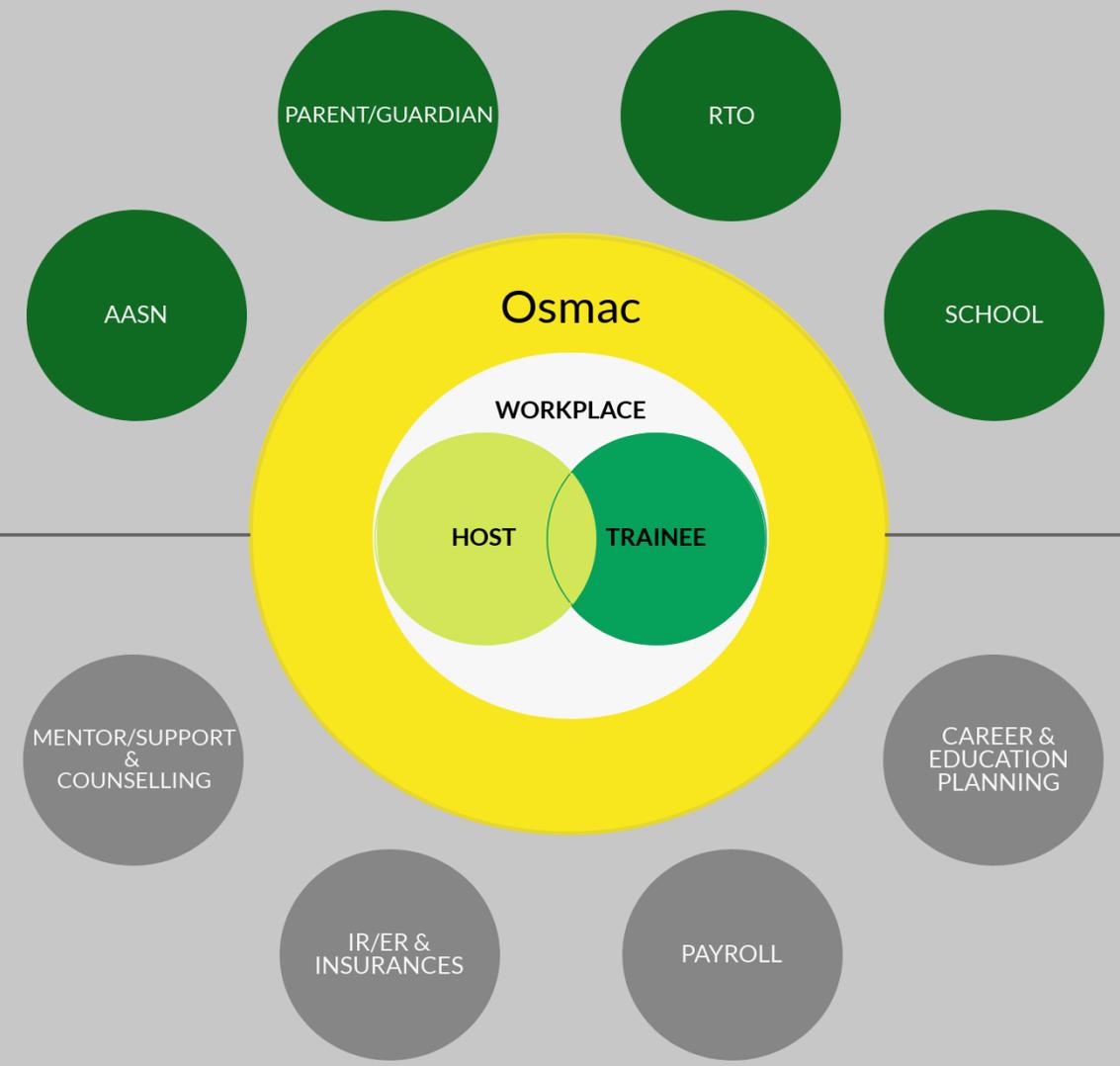
Questions Welcome

More Information pertaining to OSMAC GYO Health Workforce Programs provided in slides below – available electronically and/or from the OSMAC stand.



How the GTO model works...

Relationship Management



Service Provision



Why does the GTO GYO model work?

- | | |
|--|---|
| ✓ Experience in managing young people | ✓ Increased completion rates |
| ✓ Management & oversight of training contracts | ✓ Mentoring & support for trainees |
| ✓ Traineeship progression reporting | ✓ Recruitment and shortlisting |
| ✓ Strong relationships with schools | ✓ Knowledge of training packages |
| ✓ Relationships with SRTOs | ✓ Full payroll services |
| ✓ Full Liability & Indemnity coverage | ✓ Ability to circumvent FTE and headcount freezes |
| ✓ Workplace mentoring | ✓ Provision of counselling services |



Health Traineeship Options...

ASSISTANT in NURSING (AIN)

Certificate III in Individual Support (Ageing or Disabilities)
Certificate III in Health Services Assistance*

**Cert III Health Services Assistance can also be used for Patient Support Services (Porters)*

Aboriginal and/or Torres Strait Islander Primary Healthcare

Certificate III in Aboriginal and/or Torres Strait Islander
Primary Health Care

ALLIED HEALTH

Certificate III in Allied Health Assistance

COMMUNITY SERVICES

Certificate III in Community Services

DENTAL ASSISTANT

Certificate III in Dental Assisting

PATHOLOGY

Certificate III in Pathology Collection
Certificate III in Pathology Assistance

ADMINISTRATION & IT

Certificate III in Medical Administration
Certificate III in Business Administration
Certificate III in Information, Digital Media &
Technology

CATERING/LAUNDRY/ENVIROMENTAL

Certificate III in Health Support Services
Certificate III in Laundry Operations
Certificate III in Catering Operations
Certificate III in Kitchen Operations

PHARMACY

Certificate III in Community Pharmacy

PARKS & GARDENS

Certificate III in Parks & Gardens

WAREHOUSING & LOGISTICS

Certificate III in Warehousing Operations

TRADES

Engineering; Electrical; Plumbing, Carpentry;
Refrigeration/Air-con; Painting; Plastering etc



Student engagement and recruitment...

Relationships with catchment schools

- Meeting with school representatives who manage the vocational education options within the campus (Senior School HODs, Industry Liaison Officers, VET Coordinators, Indigenous Liaison Unit)
- Discuss the program, identify suitable and interested students, and arrange a suitable time to address the students
- **Target Schools:** Schools with Health Hubs, DESBT heat mapping of students currently enrolled in Cert II Health Support Services

Health Industry Career Pathways Presentations

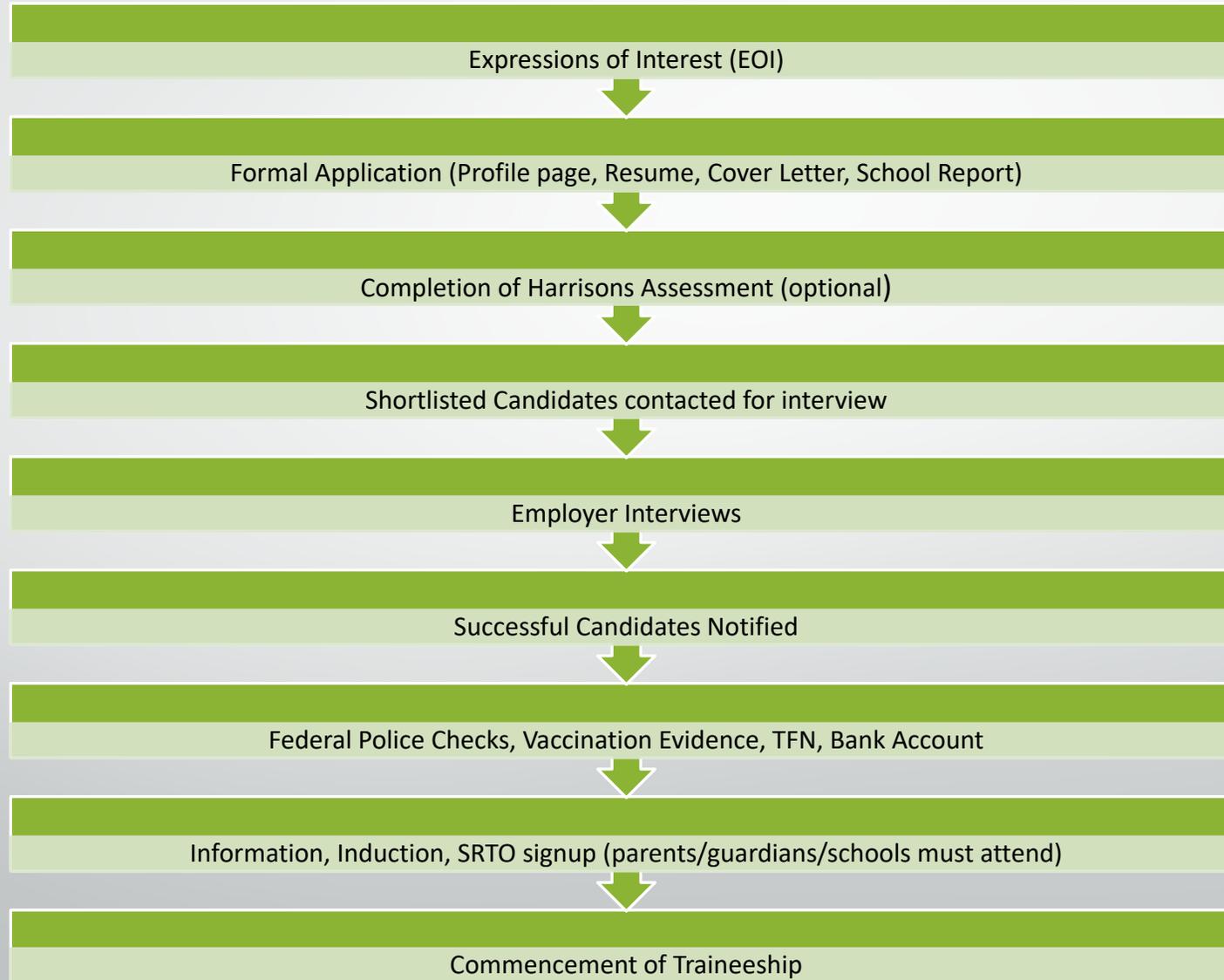
- Health Career Pathways presentations are delivered at schools by our Health Specialist Apprentice Care Manager and provide national employment data, visual graphs and insight into future Health career pathways.
- Presentations delivered at school assemblies, health hubs and targeted class groups interested in Health Careers including parent information sessions.
- Career Pathways Presentations also provide GTO with an opportunity to explain the Traineeship opportunities available and generate interest amongst students – Q&A sessions are always encouraged either as a whole group or in small groups of students who have expressed interest in Traineeship Opportunities.

'Health Inspirations Days'

- Health Inspirations Days are held at the Hospital and provide students with an opportunity to visit and tour the hospital, listen to guest speakers and hear from completed Trainees (qualified AINs) from previous years as well as Q&A sessions
- Inspirations Days also double as an opportunity for GTO and the teams involved in the traineeship program to meet the students in a more 'informal' environment to get to know the students better – it assists in the selection process
- Inspirations Days provide the GTO, Host and RTO to clearly outline what a school-based traineeship entails, the expectations, the support provided and what their future career pathways may look like



The Selection, Screening & Onboarding Process...





Trainee support is essential...



GTO provides: mentoring, support and counselling in partnership with all stakeholders (inside & outside of the workplace) including mediation.

SRTO provides: delivery of Certificate qualification, workplace facilitation of practical components of the qualification – including additional learning support and/or individual study plans where required.

HOST provides: workplace practical training within the scope of the traineeship, provide workplace 'buddies' and mentoring. Sign-off of practical components of the qualification with SRTO.

SCHOOL provides: additional learning support where required, access for SRTO to visit for individual support and conduit for school/traineeship balance.

PARENT/GUARDIAN & CULTURAL: support of trainees outside of the workplace and school is vital. External influences are responsible for 90% all mediation meetings relation to school-based trainees.



Selection of Supervising Registered Training Organisation (SRTO)

As one of the largest GTOs, OSMAC Apprenticeships has excellent relationships with many RTOs and assists host employers in selecting a training provider. There are several key criteria that underpin the success of a school-based traineeship program when selecting an RTO.

- Scope of qualifications
- Location (or capacity to deliver as required)
- Clear definition of training delivery with regular face-to-face trainee contact (essential for SATs)
- Willingness to select elective units that align with the scope of work within the traineeship
- THE TRAINER..!! Not all trainers are suited to delivering training to school-based trainees

School-based trainees are great learners but do require more contact time and flexibility in delivery methods. Unlike adult learners, school-based trainees go to school 4 days per week, carry a senior schooling study load, are often involved in school sports and other activities (including part-time jobs) are required to complete their qualification *on top* of their other commitments. Trainees respond best and progress better when content is delivered face-to-face, are set tasks with deadlines (like school assignments or homework) and receive regular feedback.

NOT ALL RTOs will provide additional support or commit to regular face-to-face contact time with trainees.



What we look for in our Health Trainees...

communication
compassion
enthusiasm
tenacity empathy
resilience
ambition honesty
care trust faith
initiative resolve
maturity passion
attention
motivation
kindness
commitment



Thank you for your time...

- Questions welcomed
- Interested in learning more about implementing a school-based GYO program?
- Interested in learning more about using a GTO for your next traineeship program? (school-based or post school)

Please contact:

Adam Stephen

Care Manager – Health Programs

E: Adam.Stephen@ogt.com.au

M: 0435 608 609