

## Charting New Paths:

**“Cultivating Our Own First Nations Primary Health Care Workforce in Challenging Cape Communities Through a Remote Work-Readiness Program”**

# Acknowledgement of Country

I would like to acknowledge the lands on which I am presenting from today – the **Gimuy Wulubara Yidinji** traditional custodians and pay my respects to those past, present and emerging.

I would also like to acknowledge the country on those that are here today from around the state or country, whether it is tuning in, presenting or one the many deadly organisers.

# About Apunipima Cape York Health Council



## CENTRES



our health in our hands

Apunipima operates:

\*6 PHC centres

^4 Wellbeing Centres

1. Mapoon\*
2. Napranum\*
3. Aurukun\*^
4. Kowanyama\*
5. Coen\*^
6. Mossman Gorge\*^
7. Hopevale^
8. Lockhart River
9. Laura
10. Wujal Wujal
11. Pormpuraaw



The services include  
GP, allied health,  
health promotion  
and SEWB.

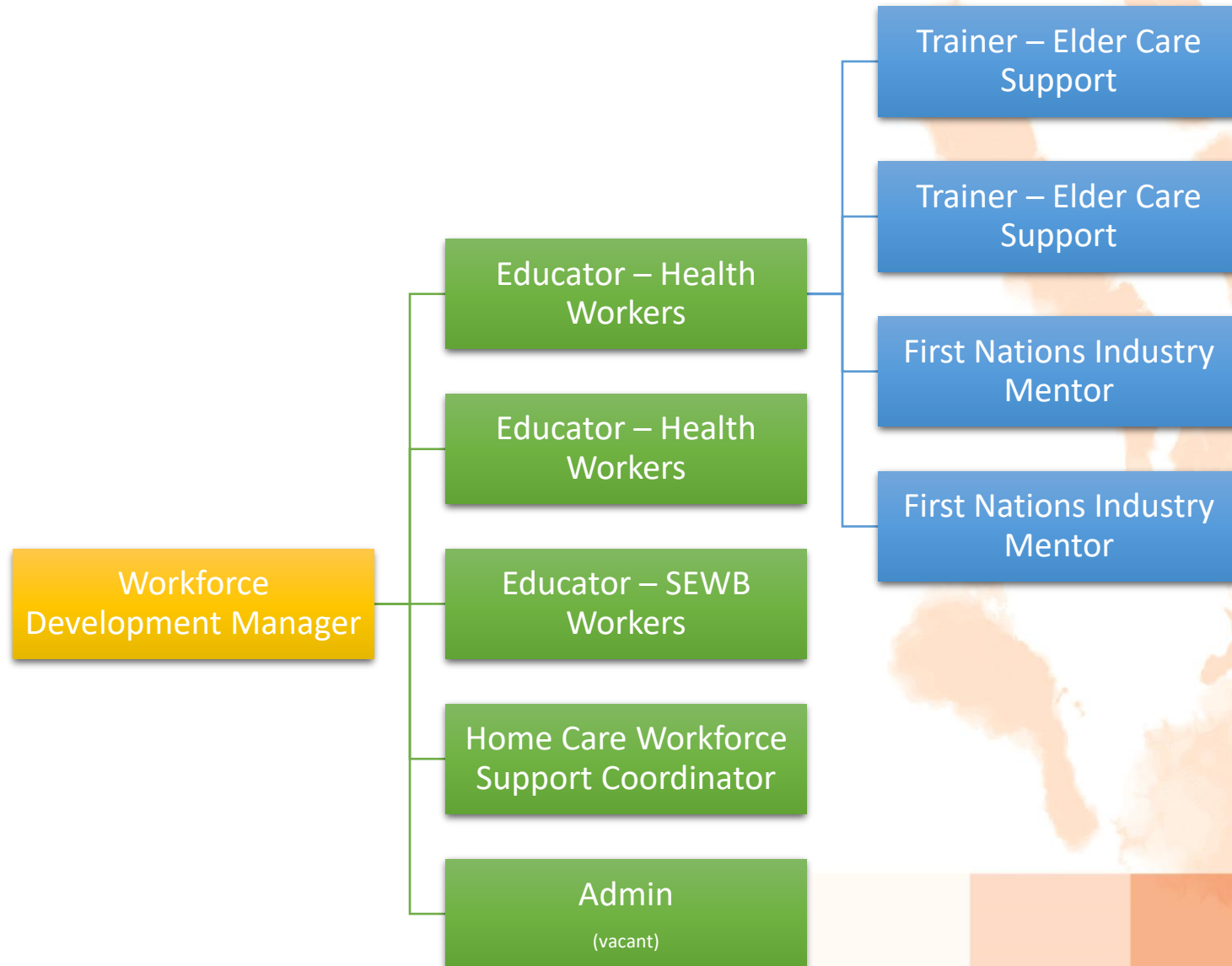
Apunipima centres are  
staffed with both  
community-based and fly  
in/fly out (FIFO) staff.

Current workforce is sitting at over 140 employees  
with many vacancies

Apunipima Cape York Health Council is a community-controlled health organisation that is responsible for delivering high quality, culturally appropriate, comprehensive primary health care to 11 Cape York communities.



# Learning and Development Team (L&D)



# Attract, Retain and Develop



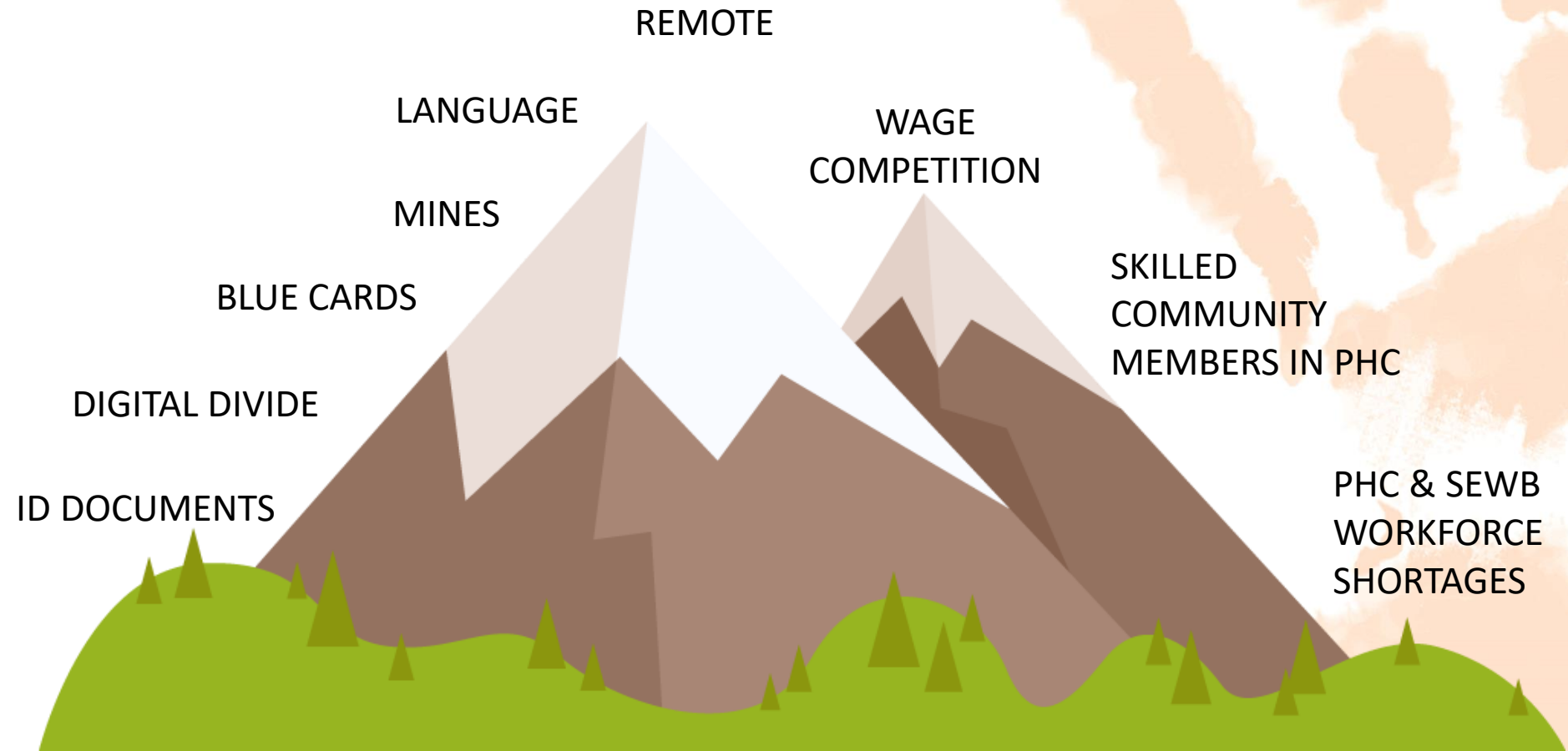
Service  
Workforce  
Development



Learning &  
Development



# Challenging landscape



We have shifted the dial on our approach and looked at ways to be more innovative in this space

# ATTRACT

## Pathways To Apunipima Employment



Work Readiness Program "Blak On Trak"

# Work Ready Program

## Introduction

Introduction to working in AMS/ACCHO, Apunipima vision, mission and values – ignite the spark to work in primary health care, Closing the Gap, social determinates..

## PHASE 1

### Needs Assessment & Goal Setting

Self-Assessment, skills inventory, identify barriers, identify resources, goal setting, action planning and career planning specific to Primary Health Care.

## PHASE 2

### Technical Skills Development

Self-Assessment, technology review, practical application.

## PHASE 3

### Soft Skills Enhancement

Pre-work morning routines, commuting, work ethic, communication, teamwork, problem solving, time management, active listening, workplace etiquette, code of conduct, conflict resolution, emotional intelligence, innovation, critical thinking, applying for a job at Apunipima, steps to studying a qualification, assist obtaining birth certificate and more!

## PHASE 4

### Integration & Practical Experience

Confidence building, facilitate on the job practical experience to apply both technical and soft skills in real-world settings that is supported with mentorship and guidance.

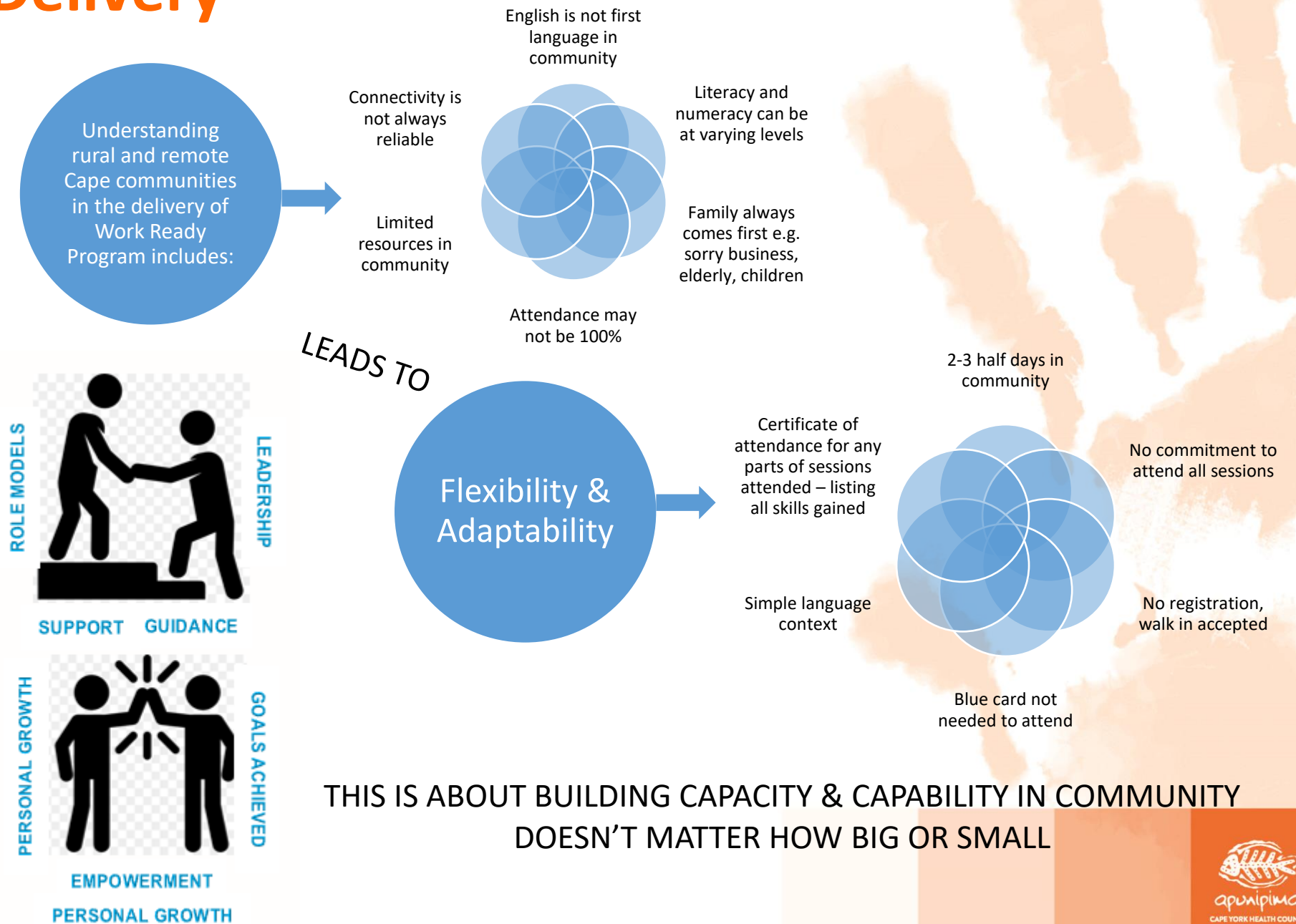
## PHASE 5

### Evaluation & Transition

Assess experience, negotiate placement, assist transition to employment, engage in study to gain qualification if desirable.



# Delivery



# EXAMPLE - Workbook

## JOB SPECIFIC SKILLS

What kind of jobs would you find in the primary health care industry/sector?

Write them below:



What kind of skills would you need to work in some of these jobs in the primary health care industry/sector?

Write them below:



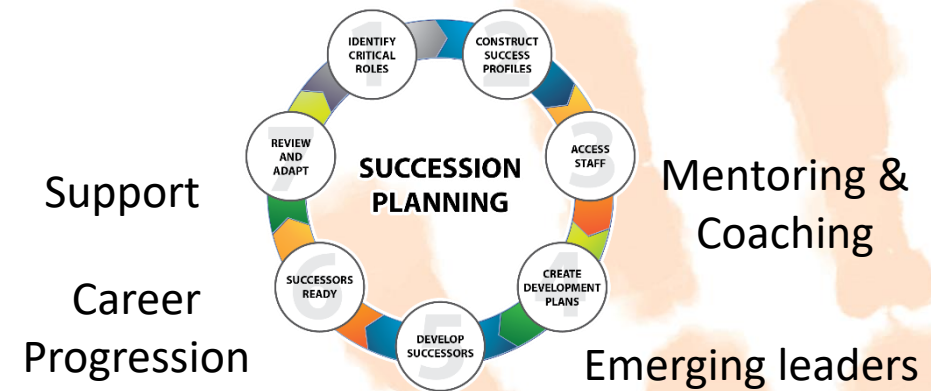
Simple language and  
images

No wrong answer

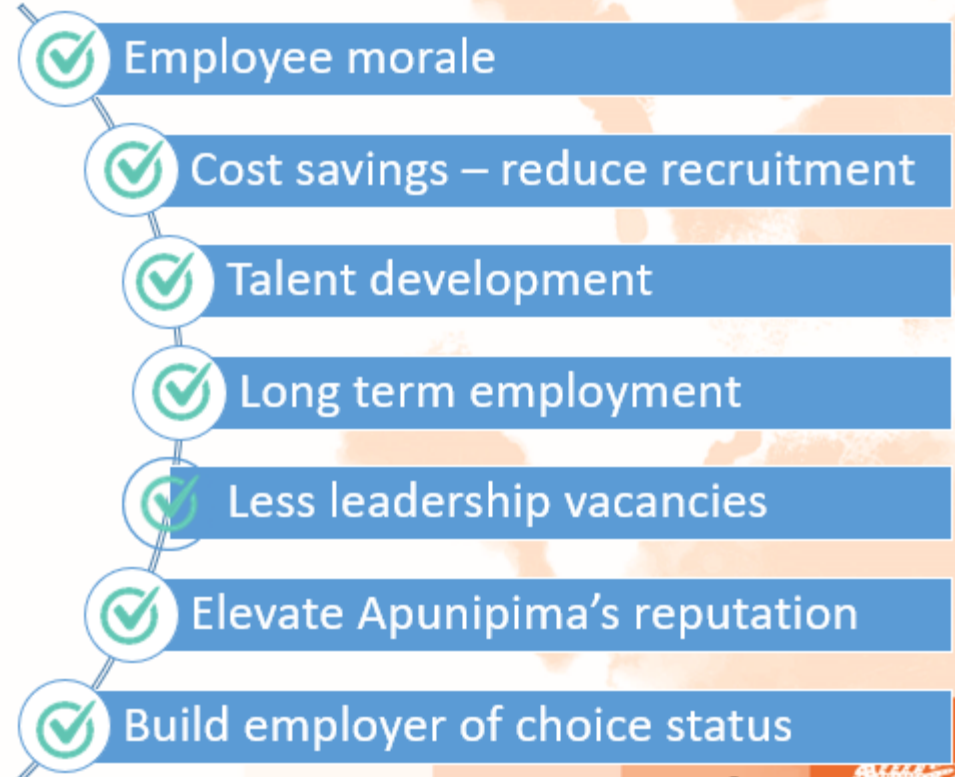
Encourage group  
discussion for  
demonstration of  
learning

# RETAIN & DEVELOP

Once employed, how do we keep them?  
How do we develop them?



## What are the benefits?



**Thank You**

