



The success of an industry lead Traineeship Partnership, Perseverance and Promotion

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BACKGROUND/INTRODUCTION

About Us

- Ballarat Health Services has been providing health care in this region for more than 150 years
- A tertiary health care provider: That means we care for patients and the community with a comprehensive range of general and specialist care, across every key medical and healthcare discipline
- BHS is the largest employer in Ballarat with a staff of over 4500 of which 2000 are nursing staff



THE WORKFORCE CHALLENGE



Four Big Drivers

- ◆ Ageing population
- ◆ Increased options
- ◆ Redefined work life
- ◆ Recruitment, Retention and Reform

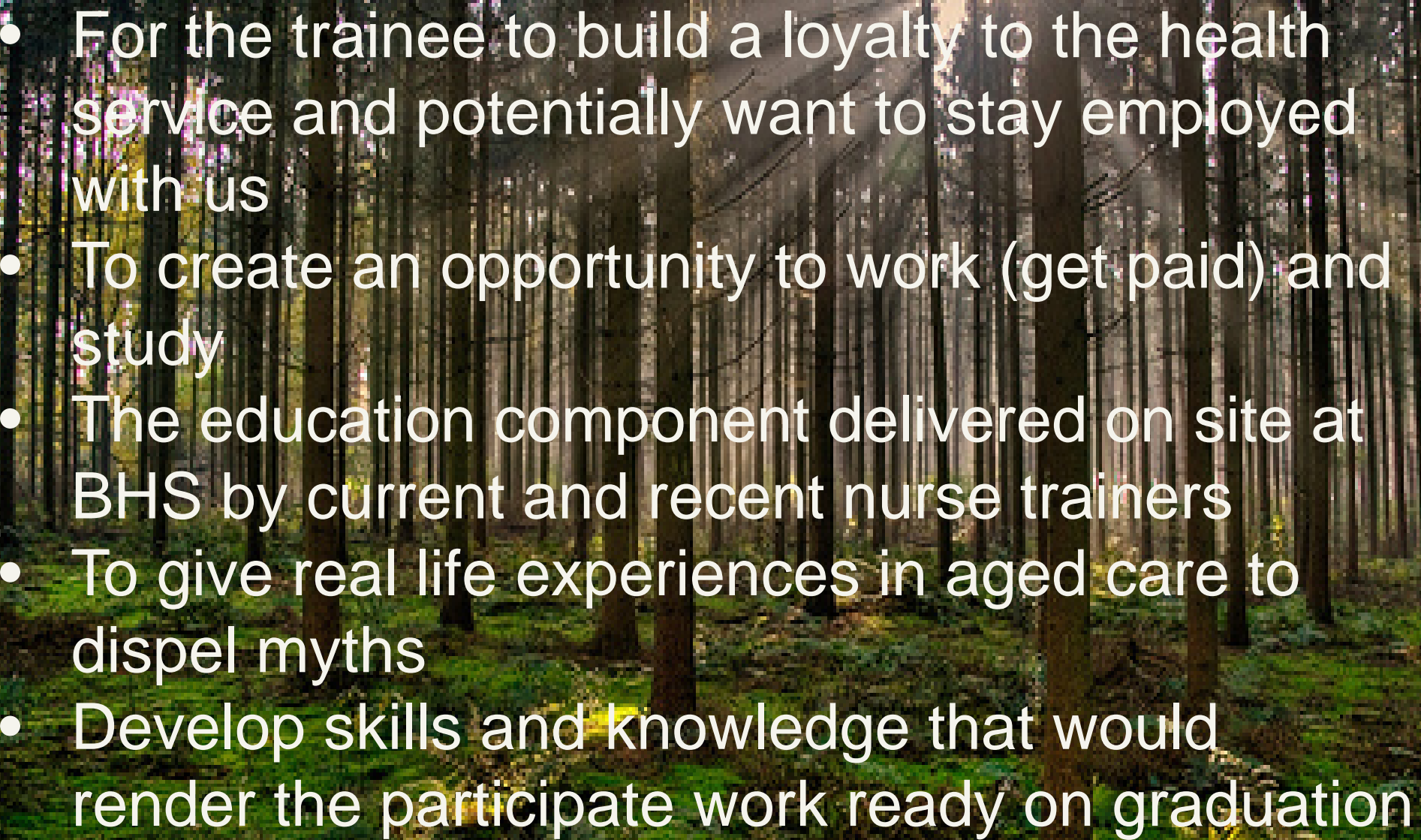


In short, without nationally co-ordinated reform Australia is likely to experience limitations in the delivery of high quality health services as a consequence of:

- ◆ workforce shortages – highly significant in the case of nurses (109,000 by 2025)
- ◆ mal-distribution of the health workforce resulting in less accessible services for Australians living in rural, remote and outer metropolitan regions;
- ◆ bottlenecks, inefficiency and insufficient capacity in the training system, especially for doctors; and nurses

Introduction/Background

- **BHS faces constant challenge for filling or maintaining EFT – across all sites**
- **7 years ago workforce gap of 50 EFT Residential Services**
- **CET in partnership with Fed Uni TAFE developed EN traineeship as an avenue of new workers to address the ongoing shortages**

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- For the trainee to build a loyalty to the health service and potentially want to stay employed with us
 - To create an opportunity to work (get paid) and study
 - The education component delivered on site at BHS by current and recent nurse trainers
 - To give real life experiences in aged care to dispel myths
 - Develop skills and knowledge that would render the participate work ready on graduation



The Program

Overview

- **2010 - Extensive scoping and stakeholder engagement**
- **Two years of negotiation**
- **New curriculum for accreditation**
- **Delivered over 2 years**
- **Embedding trainees into the workplace culture**

Benefits

Organisation

BHS

- Providing additional EFT in Aged Care
- Recruitment of additional staff
- Retention of staff after 2 years employment

Fed Uni TAFE

- Increase student numbers
- Potential students for Bachelor of Nursing
- Cross pollination of knowledge and skills
- Strong industry links

Benefits

Individual

- Nationally recognised qualification
- Customised training and resources
- Employment
- Pathway to further qualifications



The Traineeship

The Program

- BHS had input into the program; including electives based on workplace needs
- Contract for 2 years
- Three days theory/class work
- EN Trainees employed by Ballarat Health Services – full entitlements (and responsibilities) in Residential Services two days per week which is paid and students of Fed Uni TAFE

The Program

- **Supernumerary for 9 months – ensuring, trainees safe and competent and able to practice within scope**
- **This period of time allowed for Residential staff to become involved in the program, as facilitators and as mentors.**
- **Then moved to two days working in residential services per week (part of EFT/roster)**
- **Program delivered totally on site, including 400 hours of clinical placement**



Living the curriculum

- 26 Modules
- 1 lead trainer/teacher per unit, ranged from 6-32 sessions - delivery of unit shared between BHS and Fed Uni TAFE
- BHS utilised specialised clinicians - transfusion nurse, continence nurse, diabetes educators, allied health, clinical nurse educators, hospice
- Validation process 4 times a year to review assessments & direction of units One trainee progress meeting annually
- Monthly meetings with Fed Uni TAFE

Living the Curriculum

- Innovative – video link to theatre, accessing BHS on line learning modules, simulation
- Access to current & relevant practices combining learning with BHS Professional Development program
- Became easier to educate as schema developed
- Key area of education focused on clinical assessment
- Developed critical thinking & reflective practices

A photograph of a tea plantation. The tea bushes are in the foreground and middle ground, showing vibrant green leaves. A black ruler is placed vertically in the center of the frame to provide a sense of scale. The ground is covered with reddish-brown soil and mulch. The text "Work Readiness" is overlaid in white at the bottom left.

Work Readiness

Work readiness - goals

- Establish and consolidate skills in Aged care over 2 yr period
- Performance appraisal after each clinical rotation to set goals for next rotation, identify needs
- Access to all clinical areas to broaden scope of practice with complex skills and become flexible

Work Readiness

- **Expose trainees to shift work, 24/7 job, weekend work, build up resilience**
- **Ward intricacies, time management, routine difference routines in different areas and with different staff – learning strategies to manage ‘self’ in different situations**
- **Person centred care and communication**

Work Readiness

- Develop problem solving skills, recognising when and who to ask for help
- Expose trainees to different EN roles, assist them to map out a future in nursing

Work Readiness

- **Building professionalism –uniform even in class**
- **Educators conduct clinical placements to reinforce classroom learning, role model behaviours**
- **Assist with recognising individual scope of practice and skill development**





Results

Results - Organisational

- Financial benefits to the organisation – fill deficient in EFT
- 110 (140) trainees have completed the program
- 94% graduates retained on staff at BHS
- 23% have graduated now from the Bachelor of Nursing at Fed Uni
- 3 past trainees are now entering specialty practice

Promotion

Applications outweigh positions
Advertise once every 18 months for 20
positions
24 hours ago we advertised for the first time
through social media platforms and have
received over 8000 hits!

Future developments

- Expanding the program beyond BHS to the Grampians region
- Public health facilities employ a trainee who will attend the academic component at BHS
- Provides EFT at a local level, considers workforce opportunities where gaps have been
- Fed Uni TAFE benefits - more students enrolled
- With the recent success of our WITF submission we are replicating this model at the Cert II and Cert III level





Our Graduates – Class 2012

The things that are most valued are the ones we place value on

(Anonymous)

