Aged Care Graduate Nurse Program

An Industry Partnership
The context

• The ageing population is increasing in numbers
• Complex care needs are higher
• Specialist skills in aged care with career pathways is essential
• We need to appropriately support young people who want to make a career in aged care
LASA Victoria Vision

A vibrant and capable workforce that can provide a quality of care that enables older Australians to experience a fulfilling life.
The GNP - a continuum

• Understanding and articulating career pathways in aged care.
• Quality training at all levels along the continuum
• Assessing, monitoring and filling skills gaps
The GNP - a continuum

• Supporting quality placements in aged care
• Creating Communities of Practice
• Growing Industry Partnerships
• Building, evolving, strengthening our workforce
• Defining the Nurse Practitioner Role in Aged Care
Funding

• LASA Victoria was successful in gaining Commonwealth funding under the Department of Health and Ageing - ‘Supporting a Professional Aged Care Workforce Program’.

• LASA Victoria is funded for:

  70 Graduate Nurse placements over 2 years.

  o 28 in 2012,

  o 42 in 2013

• Specialist Graduate year (Aged Care) curriculum developed and run by Monash University

• Placement providers

• Two LASA Victoria Placement Supervisors
The Pilot

Aim:

• to provide quality graduate nurse placements AND to support those nurses who choose a career in aged care
The Pilot

Objectives:

• to provide clinical & professional placements in residential and community aged care services

• to build partnerships across the aged care sector and education providers

• to promote good practice in graduate training in aged care

• to further develop career pathways for nurses in aged care
Participants

- **LASA Victoria** - Lead advocacy role, co-ordination, supervisors
- **Monash University** - specialist education in aged care
- **Early Graduate Nurses**
- **Aged Care Organisations** - clinical placement providers, preceptors
- **Industry Reference Group** – from aged care organisations
- **Recruitment** process is underway for 2013
LASA Victoria role

• Co-ordinate clinical placements for 70 GRADUATE NURSES
• Monitor the placements, programs & retention rates
• Ensure clinical placement Supervisors
• Ensure appropriate teaching/supervision & training in aged care is relevant to further post graduate qualifications e.g. Masters Degree
• Raise awareness of the role & function of the Graduate Nurses
• Provide reports to DoHA
Monash University

Provides:

• 1 day training for Preceptors
• 7 single weeks for the Graduate Nurse – clinical and theoretical content
• Assignments
• Assessments
• Reflective practice
• 12 points toward a Master’s Degree in aged care nursing
Graduate Nurses 2012

• 28 > 25 Graduate Nurses
• 58% previously worked in residential care
• **WHY AGED CARE?** – unique program, compassion, passion, rewarding, meaningful, challenging, want to make a change
• **CHALLENGES?** – slow to join in the real world, alarmed at not being able to handle emergencies, management of people and time, communication
Graduate Nurses 2012

5 Stages in transition:
1. Novice
2. Advanced beginner
3. Competent
4. Proficient
5. Expert in advanced practice
Feedback after 6 months

• Only 3 have left the program of 28 Graduate Nurses
• 90.5% satisfied with the program to date
• Supervisor satisfaction 90.5%
• Preceptor support satisfaction 80.9 %
• 90% would like additional clinical training in the workplace
• 65% would like to rotate to other facilities or those that provide other aspects of aged care
• 42% will continue the Masters program – advanced nursing program,
Graduate Nurses 2012

Anticipated Career Paths:

• Clinical expertise
• Management
• Nurse education
• Aged care provider
• Nurse practitioner
Placement Providers

Employers for 2012—across 17 Facilities

• Andrina, Blue Cross, Benetas, Baptcare, Emerald Terrace, Hesse Rural Health, Jewish Care, Lend lease, Lyndoch, MECWA Care, Park Lane Croydon, Ruckers Hill, TLC, Villa Maria, Western District Health Service

Employers for 2013—21 organisations across 45 Facilities

• Blue Cross, Benetas, Baptcare, Hesse Rural Health, Jewish Care, MECWA Care, Villa Maria, Western District Health Service, TLC, Tongala, North Eastern Health - Wangaratta, & Benalla, Alexandra, Port Fairy, Outlook Gardens, Craigcare, Andrew Kerr Aged Care, Edith Bendall, Fronditha, Uniting Aged Care, Eventide Lutheran Homes - Hamilton, Wintringham
Industry Reference Group (IRG)

Industry Reference Group

- Representatives from the participating providers – good cross section
- Regular meetings to plan and shape the GNP – administrative support from LASA Victoria
- All prepared to contribute to the workforce capacity of the industry
- Rostered salary with 7 weeks of training at Monash University
- Preceptors with one training day - essential to the success of the Graduate Nurse
- From Guidelines to Handbook -
Recruitment

• Group recruitment panels

• IRG representatives participated in the selection process through

• Graduates were referred on to locations of preference, interviewed again and employed in the workplace as any other RN
IRG & Shared Experience

• IRG members had the opportunity to share what worked and what didn’t
• The program was excellent in supporting the Graduates and the Preceptors
• Providers needed more ‘nuts & bolts’ information up front – a handbook has now been developed
It is essential to have the …

• Dedication of a preceptor on site
• Commitment of the manager on site
• Open communication with all parties if there are issues…and there will be issues!
• The regular off site support of Supervisors from LASA Victoria
And finally…

We’re doing it again next year!
For further information:

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