

Trainees Fact Sheet

Program Overview

Health Workers and Health Practitioners are the very heart of your community's ACCHOs. Becoming a health worker or practitioner is a very rewarding career. You will play a central role in an ACCHO's primary health care team, in clinical practice, and illness prevention and health promotion. Importantly, these roles ensure continuity of care for our communities, which is a critical part of comprehensive primary healthcare.

The First Nations Health Worker Traineeship Program is helping 500 people to become an Aboriginal and/or Torres Strait Islander Health Worker or Health Practitioner to support their community to get well and stay well.

This program, led by NACCHO, recognises that everyone has different skills and experiences they may bring to the program. If you have studied before, or have relevant health work experience, you may be able to fast-track your training through 'Recognition of Prior Learning'.

You will be supported by your ACCHO during your traineeship, as well as your Aboriginal Community Controlled Registered Training Organisation (ACCHRTO) and your Affiliate's Jurisdictional Traineeship Coordinator (JTC). They are funded to help you complete your training and work placement. This can include covering the costs of travel and accommodation for training, childcare, tutoring and mentoring, cultural and clinical support or other types of help to make your traineeship easier.

You can choose to study one of the following three qualifications:

- ▶ Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care (12-month duration)
- ▶ Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care (24-month duration)
- ▶ Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care (Practice) (24-month duration)

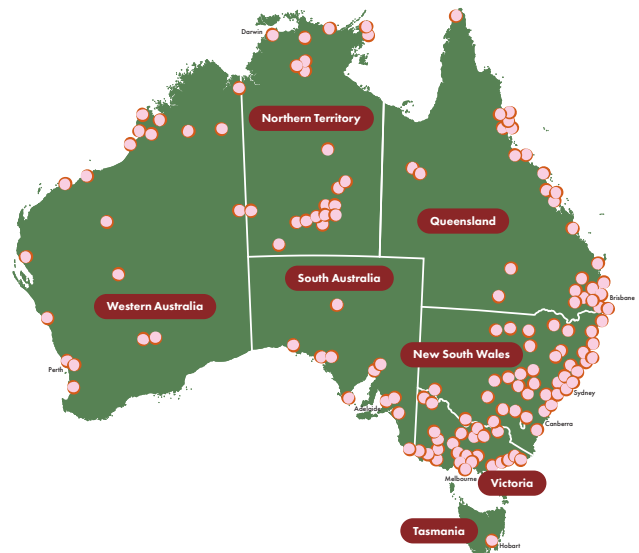
When you finish your traineeship, you will be a qualified Aboriginal and/or Torres Strait Islander Health Worker/Practitioner and we hope you choose to work in the ACCHO sector.

Why should I become a trainee?

The traineeship can offer you the opportunity to begin a respected career and help your community improve health outcomes.

Successfully completing your traineeship will enable you to work as a Health Worker or Health Practitioner in an ACCHO or other primary health care setting.

Image 1 NACCHO Member Service Location Map



Trainee Program Requirements

As the Trainee, you will be required to:

- ▶ attend training induction and study blocks, complete self-paced learning and structured ACCHO clinical placements to practice your new skills and knowledge;
- ▶ perform your job requirements as agreed with your ACCHO/employer;
- ▶ sign an agreement with your ACCHO/employer and RTO about your training (Trainee Partnership Agreement); and
- ▶ work with the RTO and ACCHO/employer to develop an individual learning plan.

Registered Traineeships

You will need to talk to your ACCHO and RTO about whether your traineeship should be formally registered with the Government. This may entitle you to extra funding and support, but you may need to undertake extra activities to meet the Government rules (compliance requirements).

You can discuss this with your Affiliate JTC, ACCHO and RTO to understand your options.

Frequently asked questions

I am currently employed by an ACCHO and I'm interested in undertaking one of these qualifications what do I do?

Speak to your Practice Manager and/or HR Manager to discuss your options. Each ACCHO will have different requirements to participate in this program so make sure that you meet those requirements

Can I join up if I'm not currently employed at an ACCHO?

Yes – you can speak to your local ACCHO, RTO or Affiliate JTC who can help you sign up.

What is a work placement?

Work placement is more than work experience. It involves structured learning in an ACCHO workplace, which links to students' coursework. Work placements help link theory with practice and are a mandatory part of becoming a Health Worker or Health Practitioner.

What support will I get to become a health worker or health practitioner?

The program funds your ACCHO who will ensure your clinical placement requirements are met, and the RTO, to support you to successfully complete your qualification and start your career. During the program, you will be able to access tutoring and mentoring, help with English literacy, travel and accommodation, as well as other supports. You will not receive money directly from NACCHO.

Do I have to travel to study?

It depends where you live. We are partnering with our community-controlled RTOs (ACCHRTOs), who deliver culturally safe and specialised training as close as possible to where you live. We are also working with our member services to ensure you are supported if you do need to travel.

What if I already have some skills, knowledge or experience being a health worker?

You should speak to your RTO to see if you're eligible for Recognition of Prior Learning, which may fast-track your qualification.

What if something happens and I need to stop studying for a while?

You will be able to pause your traineeship for up to 12 months but should speak to your ACCHO/employer and RTO about this.

What is a Jurisdictional Traineeship Coordinator?

Affiliates under this program have been funded to employ a Jurisdictional Traineeship Coordinator (JTC). The JTC will support you, ACCHOs and ACCHRTOs in your jurisdiction to help you find out if you're eligible for extra support through your state or territory. Their contact details will be advertised when they are available.

When can I enrol?

This will be specific to the RTO however the majority of RTOs normally offer 2 enrolment periods per calendar year. Contact your JTC who can help you.

Where can I get more information?

Please contact the Workforce and Training team via traineeship@naccho.org.au.

Steps to becoming a Trainee

The following diagram steps you through the process of becoming a trainee. Everyone's journey and pathways are different, so this may change depending on your previous skills, experience and knowledge.

Steps to becoming a trainee

Consideration

- Do I want to become a First Nations Health Worker/Practitioner?

- What does the job involve, what will I be learning and doing while I'm working and learning?

- Am I able to commit to the traineeship, especially where I may need to leave community for periods of time.

- Am I looking for a career change, can my previous skills and experience count towards my traineeship?

Recruitment

- Talk to the ACCHO in your community to see whether they're taking on trainees.

- Speak to other health workers to get more information about what the job and the organisation is like to work for.

- Prepare and submit your resume/application and prepare for any interviews or meetings you may have with your potential employer by doing research about the organisation.

Agreement

- Once it has been confirmed that you were successful in your application, you will need to sign an employment and/or traineeship agreement.

- Work with your chosen ACCHRTO to start a training plan and schedule to ensure that you're aware of what you need to do for classroom-based and on the job training.

Support

- You will need to work with your employer & ACCHRTO and Traineeship Coordinator to discuss the support you need for both on-the-job and in classroom training.

- Work with the Jurisdictional Traineeship Coordinator to ensure that you're meeting all of your contractual agreements for the traineeship.

- There will be the opportunity to meet other trainees so you can help each other through the program.