### NURSING EDUCATION, ARTICULATION AND RECRUITMENT WITHIN AUSTRALIA





"The growth in organisations is the capacity generated by relationships" M. Wheatly (1999.p.39).

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### Workshop

- Introduction
- Overview of Initial project
- Development of project
- Digital story
- Collective solution discussion and data collection from workshop participants
- Potential for future projects- closure

# Working together to optimise the culture of Nursing

### Collaborative Model of Nursing Education, Articulation and Recruitment

Who:
HSC students
through UAC
to
Bachelor of
Nursing-(RN)

### **SCHOOLS**

- School liaison with Principal, Careers Advisors, teachers
- Promotional information for schools to provide to students targeting Yrs 8 - 12

### INDUSTRY to support through:

- clinical placement
- trainees
- recruitment

### **UNIVERSITY**

- Liaison and partnerships
- Clear and sustainable RPL system
- Clear careers articulation system for nursing students

### **POTENTIAL PATHWAYS**

- Cert III in Aged Care (AIN)
- Cert III in Acute Care (AIN)
- Cert IV in Aged Care (AIN)
- Cert IV Enrolled Nursing (EN)
- Diploma of Nursing (EN)

School Based
Trainees
TVETs
Early School
Leavers

Who:

**TAFE** to expand partnerships with industry through:

- staff education and support – reward system
- Set up of a quality clinical placement site data base.
- team approach to educational opportunities and enrichment days for industry and all students within Nursing

### **Marketing**

- Market at Information sessions for students and parents.
- Community promotion
- Utilise Marketing Dept. at TAFE & Uni for their student projects
- Possible partnerships b/w schools and other VET providers to further support schools

I.e. Interview panels.

### Communication

- Liaise with Principle, School Advisors and teachers to promote possible courses for TVETs and SBT's and School leavers.
- Support and information systems in place to support schools.

### **SCHOOLS**

### What can School Aged People bring to Industry?

New ideas
Energy
New technologies
Innovative ways of looking at things
New ways of doing things
Motivation & enthusiasm
Cultural influence

### **Articulation**

- Potential to engage students into nursing
- Clear pathways for students
- Access to fee help options
- Potential for diverse course options
- Gives school aged students a taste of various career options
- Possible employment during and post training.

### Recruitment

- TVET & SBTs in yr. 11 & 12 enter the HCS via courses.
- Students learn within Industry and can be facilitated as a future employee
- Students can then work as they study in TAFE/ Uni post HSC
- Effects of cultural change, PD opportunities act as a magnet for future staff.

### Communication

Liaison model with Schools, TAFE & Uni for:

- Student placement
- Course pathways/ articulation
- Recruitment of students
- Educational opportunities for students and staff.



### Retention

- Staff incentives through mentor system *I.e. RDO, qualification, recognition.....*
- Culture changes in attitude and behaviour
- Education opportunities
- Pathways career advancement
- Focus on management styles and communication.

### **Further Education**

- Mentoring system
- Staff
   development
   in exchange for
   clinical
   placement
   hours.

I.e. management

- Mentoring students catalyst for best practice
- Helps to minimise 'practice theory gap'
- Positive effect on culture

### TAFE Course Provision

- Target TVET & SBTs
- Work with new school age legislation
- Offer taster courses such as Health & Community Services package
- Marketing of all TAFE courses

### **Partnerships with University**

- Access grants and work with the university to offer PD courses for industry
- Mapping of courses for articulation I.e. EN & RNallows fee help options for students
- Access interdisciplinary teams such as Marketing and Media for students' projects to create marketing resources (within University & TAFE).
- Research opportunities- joint/individual

### **TAFE**

### **Partnerships with Schools**

- Staff incentives through mentor system *I.e. RDO, qualification, recognition.....*
- Culture changes in attitude and behaviour
- Education opportunities
- Pathways career advancement
- Work with schools: break down any "us & them" barriers.

### Partnership with Industry

- Establish student mentoring system with University for Industry
- Offer Industry
   FREE
   Professional
   Development ~
   Qualifications
   I.e. Management
   In exchange for
   student clinical
   placement
- Create courses to meet needs of Industry i.e.
   Ward Clerk-AIN

### **Partnerships with TAFE**

- Access grants and work with the TAFE to offer Professional Development courses for industry
- Mapping of courses for articulation i.e. EN & RN
- Access interdisciplinary teams such as Marketing and Media for students' projects to create marketing resources (within University & TAFE).
- Research opportunities-joint/independent.

### UNIVERSITY

### **Partnerships with Schools**

 School information sessions, provision of network to promote pathways and career options for students.

### Partnership with Industry

- Establish student mentoring system with TAFE for Industry
- Offer Industry
   FREE
   Professional
   Development ~
   Qualifications
   i.e. Management
   In exchange for
   student clinical
   placement
  - Joint nursing ventures with Industry i.e. benchmarking best practice.

Transparent articulation and career pathways

Fee help options available with mapped TAFE & Uni courses

Entry and exit options via TAFE & University Industry

Greater diversity of course creation and option

Opportunity to contribute new ideas and ways of doing

Broader community benefits

### STUDENT Benefits

Current Industry staff mentoring incentives and training- nurturing effects for students Current Industry staff further development opportunities

Employment options- while studying

### **ISSUES:**

- Change
- Inability to communicate across broad, diverse communities of stakeholders and achievement of co evolution
- lack of student support & mentoring
- Culture within education and industry
- Management styles
- Community perceptions
- Communication barriers/ systems/ disciplines
- Disparate belief systems/values
- Limited resource allocation
- Limited time to develop, maintain, review and implement change
- Clinical placement limitations
- Competition
- Silo's e.g. organisational structures
- 'Us and them' & 'practise theory gap'
- Government of the day

### A FORMULA FOR CHANGE

ACTIVE & EFFECTIVE COLLABORATION
BETWEEN
SCHOOLS,
TAFE,
UNIVERSITY
AND
INDUSTRY
TO ACHIEVE COOPERATIVE
SUSTAINABLE OUTCOMES

### SOLUTION

ACTIVE & EFFECTIVE COLLABORATION **BETWEEN** SCHOOLS, TAFE, **UNIVERSITY** AND INDUSTRY

## WHAT IS NEEDED TO CREATE AN EDUCATIONAL ENVIRONMENT?

## WHO WOULD DRIVE THIS COLLOABORATIVE APPROACH?

### WHAT MANAGEMENT STYLE?

PARTICIPATORY
MANAGEMENT
&/OR
SELF MANAGED TEAMS
OR?

### **USE OF** COMMUNICATION AND LINGUISTICS TO MAKE THE **PARTNERSHIPS** WORK

CAN THIS MODEL BE **TRANSFERABLE** TO **ALL SECTORS?** 

## Who: HSC students through UAC to Bachelor qualifications

### **SCHOOLS**

- School liaison with Principal, Careers Advisors, teachers
- Promotional information for schools to provide to students targeting Yrs 8 - 12

### INDUSTRY to support through:

- Student Placement
- Trainees
- Recruitment

### Who:

School Based
Trainees
TVETs
Early School
Leavers

### **UNIVERSITY**

- Liaison and partnerships with industry and TAFE
- Clear and sustainable RPL system
- Clear careers articulation system
- Team with TAFE to offer joint qualifications

### **POTENTIAL PATHWAYS**

Cert III/ IV/Diploma & Adv.
Diploma via TAFE
mapped to
University Bachelor
programs
(Entry & exit points)

**TAFE** to expand partnerships with industry & University through:

- Staff education and support reward system
- Set up of a quality placement relationships.
- Team approach to educational opportunities for industry staff students.
- Research and benchmarking best practice.

**THOSE WHO ARE INTERESTED IN BEING INVOLVED** IN A PILOT PLEASE COME AND **PUT YOUR NAME** DOWN!

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