



## Aged Care Transition to Practice Graduate Nurse Program

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# OVERVIEW

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*As we are meeting online from all around the nation, I would like to acknowledge the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples here today.*

# Aged Care Services Workforce Outlook

A snapshot into the future



The number of people requiring aged care is set to **double** by the year 2050



**+** In 2044 the average Australian will live **5 years** longer than today

By 2044 there will be **14 times** as many people aged 85+



Average age of the combined Aged Care Services Workforce is **50**



**50%** of our current workforce will reach retirement age in **15 years**



The Aged Care Services Workforce will need to grow from around 350,000 people to **980,000** by 2050



Over the next **5 years**, there will be **2983** job openings each month

# About the Program

- Research strongly indicates that the key to a successful Transition to Practice Program is the provision of strong support for all stakeholders.
- ACSA coordinates the Aged Care Graduate Nurse Transition to Practice Program on behalf of Aged & Home Care Organisations.
- The Program is designed, developed and owned by organisations who choose to participate in the program.
- The 12-month Program is designed to support newly graduated nurses who are transitioning to work to become confident, safe and competent aged care nurses.
- Mentors will be supported through mentor training and a Community of Practice approach.

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## Aged Care Transition to Practice Graduate Nurse Program

Attraction &  
Recruitment

Planning

Induction

Professional  
Development

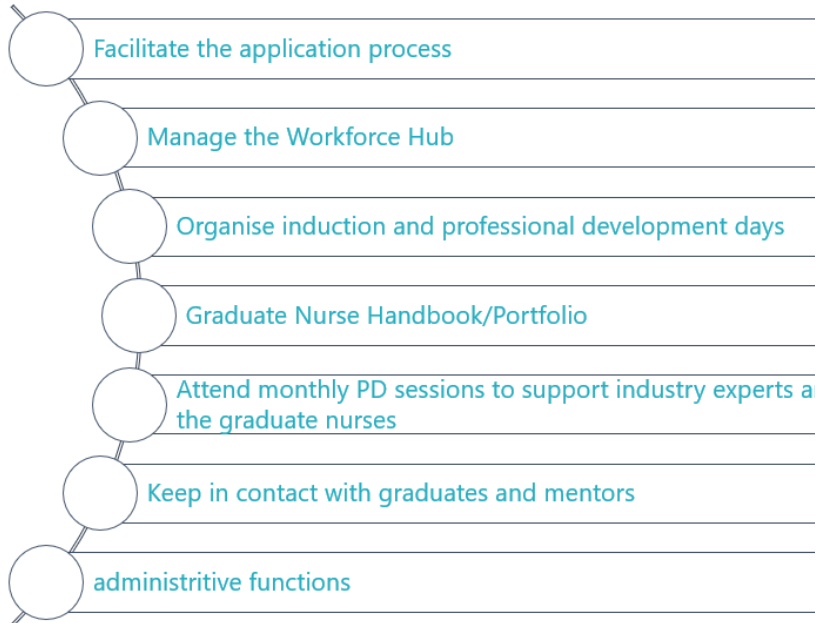
Graduation

- The ACTTP Program is co-designed with industry, and adapted to ensure Graduate RNs are supported and developed as they transition to aged care work settings
- Collect registrations of Graduate RNs looking for a career in Aged Care
- Provide a source of suitable Graduate RNs for Aged Care organisations to choose from for recruitment purposes
- Promote Aged Care as a career and pathway of choice
- Deliver 12-mths of professional development for graduates focusing on the key core development areas to build knowledge, skills and career confidence
- Deliver training and support to mentors throughout the Program
- Commitment needed to make it successful

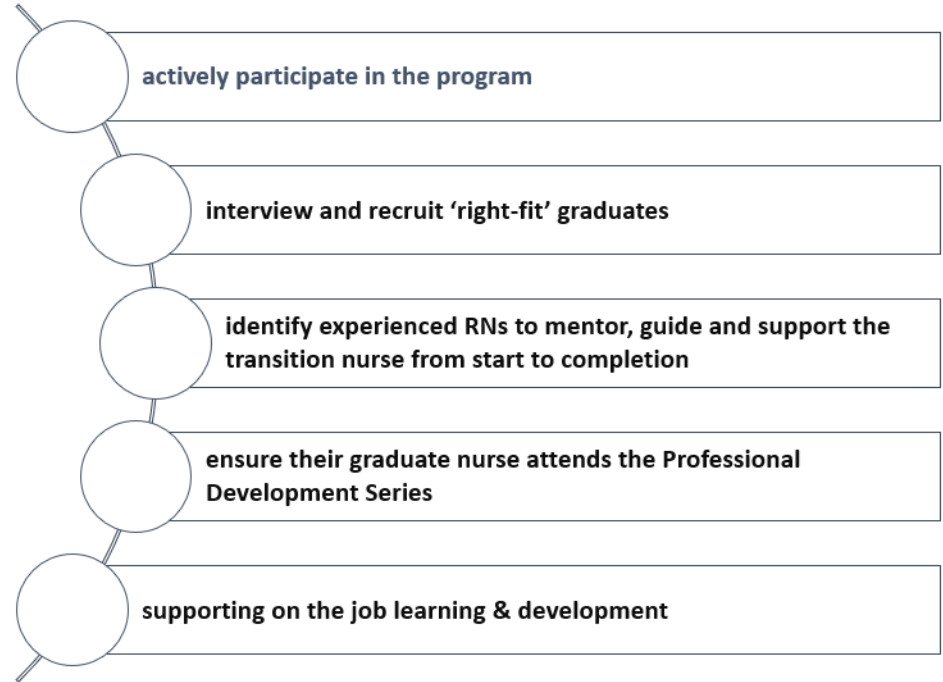


# Roles and responsibilities

## ACSA's overall coordination role in the program



## Aged and Home Care Providers



# Key Dates

## August to September

- Promotion and Recruitment

## September to October

- Interviews and Selection

## November

- Finalise details of the Program – core competencies to be covered

## March

- Program commences with Induction days held during the month

## April onwards

- Professional Development Series commences

## Guest Speakers

- Shirley Shaw – Nurse Unit Manager –  
Baptcare Karingal
- Lucas Scott – 2020 Graduate and In-charge  
Leadership role - Meercroft Care



# Cost to participate



## Next steps – *where to from here..*

- A link to an Eol form will be circulated to Aged Care Organisations shortly – *this initial Eol is not a commitment but allows us to frame the Program.*
- Promotion of the Program commences (ACSA Weekly, SEEK, social media, Universities etc)
- Information sessions for nurses looking for a graduate position will take place over September



**Thank you.**

**Any final questions?**

