

Program Prospectus

May & August 2023

Nursing
Transition
to Practice
Programs



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About ACCPA

Aged and Community Care Providers Association (ACCPA) is the national Industry Association for aged care providers offering retirement living, seniors housing, residential care, home care, community care and related services.

ACCPA exists to unite aged care providers under a shared vision to enhance the wellbeing of older Australians through a high performing, trusted and sustainable aged care sector. We support our members to provide high quality care and services while amplifying their views and opinions through an authoritative and comprehensive voice to the government, community and media.

Our sector serves to make better lives for older Australians, and so do we.



About the transition to practice programs

ACCPA coordinates the nursing Aged Care Transition to Practice Programs on behalf of and for aged care organisations. The programs are designed, developed, and owned by organisations that choose to participate.

The programs are designed to support nurses who are new to the Aged Care Sector to become confident, safe, and competent professionals, through online education and organisation-based mentoring.

Research strongly indicates that the key to a successful Transition to Practice Program is the provision of strong support for all stakeholders, and ACCPA has developed five key pillars as crucial to organisations and participants alike.





Three programs on offer

Graduate Registered Nurses (<2years – first year of practice)

May & August 2023

This innovative **12-month program** provides guidance to Graduate Registered Nurses in their first year of clinical practice through mentorship, online professional development sessions presented by expert clinicians, and portfolio development.

The aim of this program is to ensure graduate nurses become confident, safe, competent, and professional practitioners within the organisation and choose to stay working within the Sector.

Graduate Enrolled Nurses (<2 years – first year of clinical practice)

May & August 2023

This innovative **12-month program** provides guidance to Graduate Enrolled Nurses in their first year of clinical practice through mentorship, online professional development sessions presented by expert clinicians, and portfolio development.

The aim of this program is to ensure graduate enrolled nurses receive the support and education they require as they enter the workforce.

Transitioning Registered Nurses (>2years- first year of practice in Aged and Community Services)

May & August 2023

This innovative **6-month program** recognises prior knowledge and experience and provides support to Transitioning Registered Nurses as they enter clinical practice in the aged care sector. Participants will undertake a mix of set professional development activities as well as selecting electives.

The program would be ideal for Registered Nurses wanting to take on additional leadership responsibilities e.g., Clinical Nurse Managers, Facility Managers or go on to further studies.



Key elements of the programs

The ACCPA Aged Care Transition to Practice Programs:

- Delivers Professional Development led by industry and clinical experts. Monthly themes are delivered to participants through 90-minute online weekly sessions.
- Self-assessment activities for participants to gauge their level of knowledge (simple quizzes or reflection activities).
- Includes intensive induction sessions for mentors, prior to the commencement of the program and monthly Community of Practice Forums.
- Connects participants to the private learning management system, Moodle, allowing for easy access to professional development resources, participation in forums, and networking activities.
- Supports successful completion of individual's professional portfolio.
- Provides pastoral support to participants to keep them connected and actively engaged in the program by the ACCPA RN Facilitators.
- Provides organisations with information on how the transitioning nurse is progressing in the program.
- Organisations are responsible for undertaking clinical assessments of the nurses using the nursing standards.

Roles and responsibilities

Aged care organisations

Aged care organisations actively participate in the Transition to Practice Programs by:

- Promoting the programs.
- Provide APHRA and NMBA compliant staff to participate in the programs.
- Identifying experienced Registered Nurses to mentor, guide, and support the transition nurse from the start to the completion of the programs.
- Preparing the workplace for new nurses to enter.
- Ensuring the participating nurse is available to attend professional development sessions.



- Supporting on-the-job learning and development through the creation and implementation of individual support plans and clinical assessments.
- Attending national reference group meetings.

ACCPA's coordination role

As Coordinator, ACCPA has an overall role in directing the program, including:

- Facilitation of the ACCPA Transition to Practice Reference Group
- Promote the program to potential applicants and be the conduit between organisations and nurses who want to work in the industry via the ACCPA Workforce Hub.
- Design, develop and deliver a robust and contemporaneous online program.
- Provision of experienced RN Facilitators who are responsible for participant and organisation engagement and content delivery experts.
- Supporting mentors through training and networking opportunities.
- Organising induction and Community of Practice forums for participants.
- Programming and building the learning management system, Moodle, as a warehouse for resources and learning assessments.

Organisational costs to participate

The following fee (including GST) applies to the general intake for each participant.

\$1430 per participant (GST inclusive)

- Price for each participant is \$1430 (GST inclusive)
- Partnering organisations are required to pay a deposit, equivalent to the cost of one participant being \$1430 (GST inclusive) at enrolment and
- For more than one enrolment, the remaining participants/s, enrolment fee is due 4 weeks prior to the commencement of the Program.
- Invoice to be paid within 14 business days.



Withdrawal from Program

The following schedule will apply:

- 100% reimbursement of funds 4 weeks prior to commencement less 10% administration fee for each enrolment (extenuating circumstances may be considered).
- Between 4 weeks and the start of the Program, 50% of funds will be reimbursed.
- No reimbursement once the Program has commenced, but organisations are able to add a replacement nurse within the first four weeks.

The fee is **INCLUSIVE** of:

- ACCPA coordination of the Aged Care Transition to Practice Programs
- Advertising costs through channels such as SEEK, social media, ACCPA news, and Universities
- Marketing materials and collaterals
- Development and delivery of professional course content
- Facilitation of education sessions by invited guests and industry experts

More information

ACCPA will be hosting [online information sessions](#) for organisations that are interested in participating in the programs and would like to learn more.

We look forward to working with you in developing our future aged care workforce.

Kind regards,

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