

Program Prospectus for Nurses 2024

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 Nursing Transition to Practice Programs

ACCPA coordinates the Aged Care Nursing 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 a robust, supportive program for organisations and nurses alike.

Three programs on offer

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

February, May & August 2024

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 Registered 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)

February, May & August 2024

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 Care)

February, May & August 2024

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. Nurses will undertake a mix of set leadership topics as well as updates on complex clinical care matters. The program is 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 Nursing Transition to Practice Programs include:

- Professional Development led by industry and clinical experts. Monthly themes are delivered to nurses through 90-minute online weekly sessions.
- Self-assessment activities for nurses to gauge their level of knowledge (simple quizzes or reflection activities).
- Intensive induction sessions for mentors, prior to the commencement of the program and monthly Community of Practice Forums.
- Access to the private learning management system (Moodle) for professional development resources, participation in forums, and networking activities.
- Support to successfully complete individual professional portfolios.
- Pastoral support from ACCPA Nurse Educators for nurses to keep them connected and actively engaged in the program.
- Updates for organisations to inform them of participant progress.
- Clinical assessments of the nurses using the nursing standards and undertaken by their organisation.





Roles and Responsibilities

Participating Nurses: Learners

Nurses participating in the Transition to Practice Programs are requested to:

- Be registered with APHRA prior to the commencement of the programs.
- Attend the live weekly Professional Development Sessions for 90 minutes or watch the recording.
- Engage and actively participate in the weekly activities whilst touching base with their ACCPA Nurse Educator either weekly during the scheduled drop-in sessions and/or reach out when assistance is required.
- Maintain a professional relationship with their paired mentor (workplace) and set goals to achieve.
- Participate and apply their weekly learnings in their workplace and consult their line manager on how to be successful in their role (workplace).

Minimum commitment per week: 90 minutes

Aged & Community Care Organisations: Employers

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

- Providing APHRA and NMBA compliant nursing staff to participate in the programs.
- Providing 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.

ACCPA's Coordination Role: Program Provider

As coordinator, ACCPA has an overall role in delivering the program, including:

- Promotion of the programs to potential applicants and as 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 Nurse Educators 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 nurses.
- Programming and building the learning management system (Moodle) as an online platform for resources and learning assessments.

Costs to participate: Nurses

Free for nurses undertaking the program.

Organisations who have partnered with ACCPA to employ Nurses will contribute a fee to ACCPA when enrolling their nurse participants.

How to apply and gain employment with a partnering organisation

To apply you will need to [register](#) on ACCPA's Workforce Hub as an individual user and [be logged in](#) to the Workplace Hub to complete your application.

Once you are logged in to the Workforce Hub, [Apply online](#) using our application form. You can save your progress and return to complete your application over time. You will need to identify the State/location/region you would like to work in and you will be required to upload a complete CV and academic transcript.

After completing the application form, your application will be available for our partnering organisations to view. Organisations will contact you directly and invite you to interview if they feel you are the right fit for their organisation. All conditions of employment are negotiated between you and the employing organisation.

You will find a list of the current [Partnering Organisations who may employ you HERE](#).

You may also obtain your own employment in the aged and community care sector and be eligible to join our program. Please discuss this with your employer.

For additional information, please go to ACCPA's [Nursing Page](#) and apply.

We look forward to working with you in developing your future career in the aged and community care sector.



**Bronwyn Doyle, RN, M. Mid
Program Leader**

Nursing Aged Care Transition to Practice Programs

nursing@accpa.asn.au

www.accpa.asn.au