Aboriginal Nursing Cadetships and Graduate Nurse Programs
Implementation within a public health service

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Aboriginal Cadetship and Graduate Programs

• Overview
• Aims of the programs
• Outcomes from the program
• Perspectives from the cadets and graduates
• How it works within a public health service
Program aims

- Build confidence and skills
- Career pathways
- Networking
- Facilitate relationships
- Improve access and quality of care for Aboriginal people
Outcomes from the programs

Cadetships

<table>
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<th>Nurse</th>
<th>Midwife</th>
<th>Nurse/Midwife</th>
<th>Total positions filled</th>
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<td>2013 - 2016</td>
<td>38</td>
<td>7</td>
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Graduate

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<th>Nurse</th>
<th>Midwife</th>
<th>Nurse/Midwife</th>
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Perspectives from the cadets and graduates
What Does an Aboriginal Cadetship Look Like?

Second and final year full-time Aboriginal nursing, midwifery and allied health students

Shying away from structured approach, organic model designed to adapt to students’ needs

Scope of practice limited to ADLs, hygiene, house keeping and therapeutic and interdisciplinary communication

CATSINaM and other professional development/networking opportunities

Different health services offer different experiences for cadets

Cadets undertake usual orientation programs and adhere to all staff mandatory training and uniform requirements
Governance

Different health services have different approaches to governance

Some areas where Cadetships sit include:

- Aboriginal Health Team
- Nursing Education
- Individual wards/managers
- Allied Health departments

All health services funded via Koolin Balit for this program report back to DHHS via the Aboriginal Graduate and Cadetships Network (AGCN)

Monash Health is the current project lead organisation for this network and coordinates the health service reporting
Overview - Aboriginal Graduate Nursing and Midwifery Program

Pilot project launched in 2014 by St Vincent’s Hospital Melbourne, Royal Women’s Hospital, Monash, Bendigo and Latrobe Regional Health Services.

Alfred, Western, Eastern, Barwon, Austin, Mercy and Echuca Health Services joined Network in 2015

Aboriginal Graduate Program aims to provide:

• Continued support from cadetships into early career
• Professional development opportunities and career planning
• Networking opportunities with Aboriginal students and professionals
• Aboriginal mentor and cultural safety training for educators
What Does an Aboriginal Graduate Program Look Like?

Recently graduated Aboriginal Nurses and Midwives who meet the selection criteria to obtain a graduate position within the organisation

Same education program and expectations for performance, professional conduct as Non-Indigenous graduates

Scope of practice limited to ADLs, hygiene, house keeping and therapeutic and interdisciplinary communication

CATSINaM and other professional development/networking opportunities, including 3 additional Professional Development days per year

Different health services offer different supports
Governance

Aboriginal Graduate Nursing and Midwifery Programs sit within the existing Nursing Education team in all health services. Some also engage closely with other parts of their organisations or external services for advice and support, such as:

- Aboriginal Health Team
- Aboriginal Employment contact
- Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM)
- Victorian Aboriginal Community Controlled Health Organisation
- Local Aboriginal Community Controlled Health Organisation
- Aboriginal Elders

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Why do we run these programs?

Aboriginal people still struggle with increased burden of disease and lower life expectancy of up to 17 years.

An increase in Aboriginal health workforce has been identified as a major contributing factor to Aboriginal people accessing health services.

Completion rates for Aboriginal and Torres Strait Islander Nursing students across Australia is only 36.3%.

Completion rates for Aboriginal and Torres Strait Islander Nursing students in SVHM cadetship program is 94%.

Retention in the health workforce of Aboriginal Graduate Program is 100%, SVHM has been able to support 5 Aboriginal Nurses to work directly with the Aboriginal Community.

SVHM views this as an opportunity to be part of a future Aboriginal Nurses career development.
Further information

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