

Aged Care in a Hospital



An Australian School-based Apprenticeship Case Study Industry Skills Council

Pathways to Aged Care and Nursing

Since 2004, Northern Sydney Central Coast Area Health Service in NSW has offered Australian School-based Apprenticeships (ASBAs, known as SBTs in NSW) to eight students per year from local high schools. The Area Health Service is an RTO and delivers the Certificate III in Aged Care Work. In Year 10, interested students complete at least three days work experience before applying, which allows the Program Coordinator to evaluate their appropriateness and also gives the students a first taste of what it will be like. Students attend the Hospital twice a week - once for classroom-based theory training on their school's allocated VET afternoon, and once again on Saturdays where they complete a supervised eight-hour shift in an Aged Care ward. They then put into practice the competencies they have learnt during the weekly classroom session. They are rotated through different Aged Care units each semester.

At a glance

- The Area Health Service is both the employer and RTO. It offers eight ASBAs a year (with maximum of sixteen Year 11 and 12 students combined).
- Students gain a Certificate III in Aged Care Work on successful completion as well as their HSC.
- The program runs for 1,500 hours over two years, with 1,100 hours paid on-the-job training. The off-the-job training is completed before HSC exams start.
- Besides weekly sessions in school terms students may also work additional hours in school holidays.
- Students are well prepared in theory before starting work in the Aged Care wards, they are fully supervised and have opportunities to debrief at their weekly classroom sessions.

Key outcomes

This is an excellent program that is setting students on the path to Aged Care and Nursing work. Students gain exposure to both Aged Care work and a hospital setting.

There is a high success rate with students successfully completing and continuing into Aged Care work or Nursing studies. Once students successfully complete the program they are able to continue working for the hospital through NSW Health funded Enrolled Nurse (Certificate IV) Traineeships, providing a seamless pathway to Nursing.

The hospital is pleased with the results of this strategy of building a long-term workforce from local young people and has expanded the ASBA program offering a number of places in Business Services too.



CAREER FACTS

- *ASBA qualification: Certificate III in Aged Care Work*
- *Jobs: Work as an Aged Care Worker or Assistant in Nursing*
- *Career Pathway: Aged Care Work Cert IV and Diploma or continue into Enrolled Nursing and/or Registered Nursing at University*

"The patients love the students – I have heard nothing but good reports."

Helen Gayner
Program Coordinator
Central Coast Health 2004/05

Further information

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