

In2Health

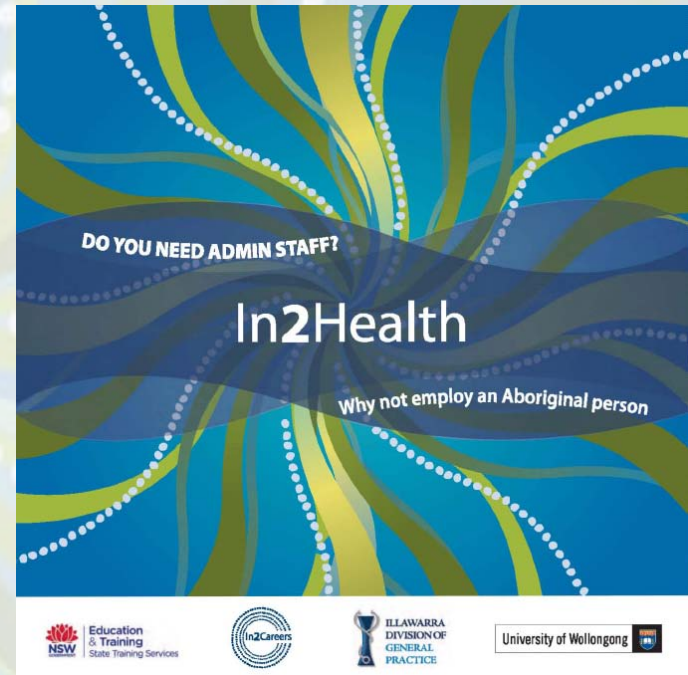
Creating employment opportunities in Health



Estela Gimenez – IDGP IHPO
Annelies Voorthuis - In2Careers
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Overview

- Our community and the partners
- *In2Health*
- Background
- Steps to success
- Outcomes
- What made it work?
- Our challenges and learning's
- Where to from here?



Illawarra – Our community



2 Local Government Areas Wollongong and Shellharbour

Key suburbs - Bellambi, Lake Heights, Coomaditchie, Berkeley, Shellharbour city, Blackbutt, Dapto, Warilla, Koonawarra

n5500 / 300,000 Aboriginal and Torres Strait Islander population (ABS, 2006)

The Illawarra



**1.6–2.3% Aboriginal popln
(Wgong & Shellharbour)
15% unemployment
34% yr12 attainment**



The Partners ...

- Illawarra Division of General Practice
- University of Wollongong – Graduate School of Medicine
- In2Careers
- DET – State Training Services
- DEEWR



In2Health

.. is a training and employment program focused on placing Aboriginal and Torres Strait Islander people in employment in medical and allied health services.

In2Health works with Aboriginal people and the potential employer.



How did it start?

In2Careers and Graduate School of Medicine wanted to develop a project that provided careers opportunities and improved Aboriginal people's access to health services.

MUTUAL PRIORITIES



PROGRAM OBJECTIVES

Reflected IDGP priorities to:

- **improve practice environments**
- **address workforce shortages**
- **Address social determinants of health (education/employment)**

In2Health steps for Aboriginal clients

- Recruitment and selection of Aboriginal job seekers
- Pre-Employment training
 - 4 weeks, 3 days per week
 - modules from Cert II Bus Admin
 - additional training First Aid,
 - ‘Drab to Fab’
- Work experience placements
 - up to 2 weeks
- Job placement
- Ongoing mentoring for trainees and employer



**Aboriginal
Employment**

Are you interested to work in the Medical and Allied Health sector?
We have employment opportunities.

We will be running a four week pre-employment course to prepare Aboriginal people to work in this sector in the Wollongong and Nowra areas.

For more information contact **Oriella on 0409 857 530** or send your resume and cover letter to in2careers@exemail.com.au

In2Health - Steps for practices

- **Information session for Practice staff**
 - Identifying keys skills
- **Marketing materials**
 - Information
 - Recruitment- Supporting through employment process
- **Ongoing support**
 - mentoring and delivery of cultural awareness



Outcomes

Training

23 Interviewed

18 Information Session

15 Selected for
pre-employment course
(funded for 12)



Employment

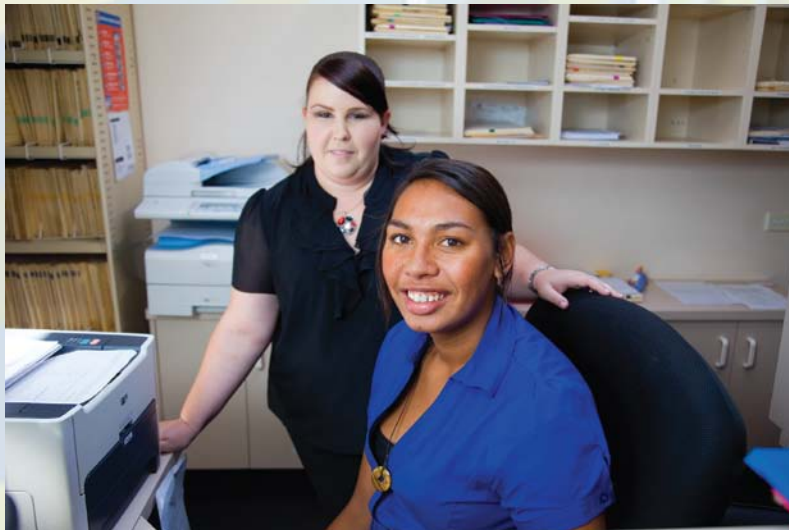
15 people completed

10 in employment

5 further training

Employed in:

- General practice
- Allied health
- Child care



What made it work?

- ✓ **Community trust of stakeholders**
- ✓ **Partnerships**
- ✓ **Selection and delivery of training and provider**
- ✓ **Ongoing trainee and employer support**
- ✓ **Timely - Aboriginal health is everyone's business**
- ✓ **Funding**



Financial incentives for practices – Estimate for one year Cert III traineeship

INCOME	GST Exclusive	
DET Trainee Incentive - start	\$	1,500.00
DET Trainee Incentive - finish	\$	2,500.00
DEEWR Wage Assistance	\$	6,000.00
Job Services Australia - Est ONLY	\$	4,000.00
Total	\$	14,000.00
Cost - Annual		
Gross wage 35 hr week - National Training Award (approx)	\$	23,150.40
Workers Comp	\$	416.71
Annual Leave	\$	311.64
Superannuation	\$	2,083.54
Wages - Total	\$	25,962.28
Cost	\$	11,962.28

Challenges and learnings

Low awareness of traineeships among practices

- ✓ Practice information sessions
- ✓ one on one visits

Lack of Aboriginal people's belief employment in the sector

- ✓ pre-employment training

Partnerships

- ✓ right people in right place at right time

Phase 2 - Where to from here?

- ➔ **Extend to Shoalhaven and other regions**
- ➔ **TAFE partnership to offer Cert III AHW**
- ➔ **Conversion of traineeship into ongoing employment**
- ➔ **Additional opportunities in allied health**
- ➔ **Tertiary education entry pathways**

Thankyou

Estela Gimenez – IDGP IHPO

Ph: (02) 4220 7600

Annelies Voorthuis – *In2Careers*

Ph: 02 42733177

Your Questions