



**Overview of the Victorian Allied Health
Assistant Workforce Recommendations
for the Vocational Education Training
sector**

The Victorian Allied Health Assistant Workforce Recommendations

“The Allied health professional will meet you first, work out your plan and your goals with you and then the Allied health assistant will help you reach those goals by seeing you regularly”

Consumer

Context

All Victorian consumers have the right to access safe and effective therapy and supports. Allied health assistants have a role in this, under the delegation and supervision of Allied health professionals. The optimal utilisation of Allied health assistants enables greater access to services for a larger number of consumers, whilst allowing Allied health professionals to complete more complex work.

by the three core principles of respect, learn and grow. These eighteen recommendations and implementation resources cover the areas of pre-employment training, workforce planning and governance, consumer centered therapy and supports, recruitment, orientation and induction, workplace training, professional development and career pathways.

The Victorian Vocational Education Training (VET) sector

Students who undertake Allied Health Assistance training vary in age, life stage and background. The ‘Free TAFE’ initiative has further added to a changing profile of student cohorts.

Variation in course content and credentials of teachers exists across providers. As a result, Graduates of Allied Health Assistance training can be inconsistent in their skills-ready status, impacting on recruitment outcomes. Industry place a large focus on soft skills as technical skills can be further developed on-the-job.



Figure 1: The Department's Five Year Allied health assistant workforce objectives

Purpose

The Department of Health, in collaboration with Monash Health, have developed the Victorian Allied Health Assistant Workforce Recommendations. These aim to meet the Department's Allied health assistant workforce objectives (Figure 1). The recommendations support the optimal utilisation of Allied health assistants across the health, aged care and disability sector. They have been developed through broad consultation and are underpinned

Key messages for the VET sector

- Peak and funding body endorsement of these qualifications is required for improved graduate employment outcomes.
- Regular and broad consultation with industry to ensure the course content, delivery, placement opportunities and graduates match industry need is required to improve credibility of the Allied Health Assistance certificate training.
- Collaboration with other course providers will ensure consistency of course content and delivery.
- Partnerships with industry to create training pipelines for Allied health staff to teach will assist in sustained quality course delivery.



Recommendations to optimise the utilisation of Allied health assistants across Victoria

Seven key areas of utilisation are covered in the recommendations. While all of the eighteen recommendations are relevant to Allied health assistants, professionals and employers working in the disability sector, the most relevant recommendations are highlighted.



Pre-employment training

Recommendation 1

The Allied Health Assistance training package is regularly reviewed in consultation with the health, disability and aged care sectors at national and local Registered Training Organisation (RTO) level.

Recommendation 2

Incorporate a culturally safe pre-training aptitude interview as an entry requirement for the Allied Health Assistance course, including an assessment of communication, literacy and numeracy capabilities to ensure individual suitability for an allied health career.

Recommendation 3

The VET sector works collaboratively to ensure the certificate Allied Health Assistance course curriculum is consistent across providers.

Recommendation 4

The VET sector increases clinical exposure and placement experience in pre-employment training.

Recommendation 5

The VET sector provides clear messaging to prospective and enrolled allied health assistant students as to the role of an Allied health assistant.



Workforce planning and governance

Recommendation 6

Workplaces undertake robust workforce planning and redesign processes in relation to the Allied health assistant workforce.

Recommendation 7

Workplace governance structures define role delineation and delegation practices to ensure safe, effective evidence based therapy and supports.

Recommendation 8

The existing supervision and delegation frameworks support the training and practice of supervision and delegation between Allied health professionals and Allied health assistants.

Recommendation 9

Workplaces establish and maintain a culture of mutual respect, equal value and collaboration to promote continual learning and growth of Allied health assistants and the value of the role.



Consumer-centred therapy and supports

Recommendation 10

Consumers are provided with information about the roles of the treating team, and the benefits of having an Allied health assistant involved with their therapy and supports.





Recruitment

Recommendation 11

To improve consistency of graduate knowledge and ensure clear scope of practice parameters, the Certificate III and Certificate IV Allied Health Assistance training is the entry level qualification for all Allied health assistants in all sectors and where equivalence is required, it is transparent and defined clearly.

Recommendation 12

When recruiting Allied health assistants, the interview incorporates behavioural scenarios to evaluate candidate's aptitude and capability to provide safe and effective therapy and supports and appropriate attitudes to learning.



Orientation and induction

Recommendation 13

Workplace orientation for all new Allied health professionals and assistants provides clarity regarding the roles and responsibilities of the Allied health assistant and other professional staff to support a mutually respectful culture.



Workplace competency-based training

Recommendation 14

All competency-based training development aligns with the *Allied health: credentialing, competency and capability framework*.

Recommendation 15

Workplace competency-based training is complemented by working side-by-side with Allied health professionals to develop trusted working relationships and shared knowledge of roles.

Recommendation 16

Workplace competency based training and assessment is undertaken by supervisors who meet relevant requirements.

Recommendation 17

Competency attainment is recorded for transferability between roles and settings.



Professional Development

Recommendation 18

Allied health assistant learning needs are formally identified and addressed to instil life-long learning, maintain performance standards and support career development.

For more information

For full details of key consultation findings, activities a workplace might consider, VET sector case examples, indicators of progress and resources, please refer to the full version of the Victorian Allied Health Assistants Workforce Recommendations available at: <<https://vicahaworkforceproject.monashhealth.org>>.

Additionally further Allied health assistant workforce projects supported by the Department of Health are available at: <<https://www.health.vic.gov.au/allied-health-workforce/allied-health-assistant-workforce>>.

