



Teaching and Workforce Advisory Group Meeting

Deakin+ DHS Partnership

Monday 27th July 2009
Room D4.205, Deakin Waterfront Campus

Minutes

Co Chairs: Ms Robyn Everist, Mr John Devereaux

Present:

Ms Robyn Everist , Mr John Devereaux , Professor Sue Kilpatrick, A/Prof Mardie Townsend, Mr John Hedditch, A/Prof Bernie Marshall , Ms Kay Mills, Dr Cathryn Carpenter, Mr Chris Loughnan, Mr Paul O'Connor, Mr Greg Waddell, Dr Anita Peerson, Mr David Essex, Ms Sabrina Chakman, Mr Mark Harris, Ms Sarah Milne.

Apologies:

Dr Michael Ackland , Ms Anne Somerville, Mr Matthew Ebdon, Ms Therese Gerber, Ms Karen Pritchard , Mr Matthew Chamberlain, Ms Liz Coles, Mr Peter Day, Ms Kerri Erler, , Ms Petrina Conway , Ms Chris Ferguson, Ms Yolanda Esteban, Ms Chris Faulkner, Mr Chad Foulkes, Prof David Lowe, Ms Janet Owens, Ms Irene McGinnigle, Ms Anne O'Callaghan, Dr John Rollo, Dr Adrian Schoo, Ms Andrina Mitchell, Ms Lucinda Rodrigue, Dr Darren Palmer, Ms Jan Moore, Ms Libby Mears, Ms Leanne Johnson, Prof Brendan Crotty, Dr Kathryn Von Treuer, Ms Susan Morgan.

1. Welcome and Introduction:

Robyn welcomed group members to the Teaching and Workforce Advisory Group meeting. Participants were invited to introduce themselves to the group including video conferencing participants Sue Kilpatrick (Deakin-Warrnambool) and Bernie Marshall (Deakin- Burwood). The minutes from the last meeting were reviewed and accepted by participants.

2. Proposed New Model for Student Clinical Placement Governance:

A Summary outline of a New Model of Student Clinical Placement Governance developed by the Council of Victorian Health Deans for DHS was tabled for discussion. The key tenants of this model is a **Disciplined based network** grouped together under newly established **Regional Clinical Academies** in each of the eleven Victorian regions. Under this model the responsibility for developing clinical placement policy that will serve as a framework for negotiations between education providers and health services is determined by the professional discipline. This should result in a consistent set of guidelines across the state. Additional to this all the discipline- based



Networks for a particular region would be grouped together under a "Regional Clinical Academy". This group would provide a mechanism for information sharing between disciplines; develop regional priorities for capacity building and infrastructure, as well as providing a platform for innovation and research. The transition from current arrangements to establishing Regional Clinical Academies is expected to take about 18 months moving through a stepped process to develop appropriate regional discipline councils and committees. See attached link for summary details of the proposed new model

<http://wcm.dhs.vic.gov.au/internet/health/workforce/placements/governance/placement-governance/New-model-clinical-placement-governance.pdf>

Mardie reflected that the model allows for much needed inter professional integration across disciplines although it is a very complex issue to coordinate and communicate to all key stakeholders. Sue Kilpatrick concurred adding the complicated procedure required to work through transaction costs. Mark noted that a Geelong based regional academy may need a sub regional forum to capture the inter professional requirements of the regions rural locations.

Greg reported on a new DHS Student –Trainee reporting Tool (STaRT) that can assist health and community services and training providers to plan and manage their clinical placements. See attached link

<http://wcm.dhs.vic.gov.au/internet/health/workforce/placements/governance/start>

Chris reported that DHS has developed a new clinical placement website which is intended to provide practical assistance for clinical teaching staff and placement coordinators. It includes publications, links, resources and project updates to assist educators to plan and develop clinical placements for healthcare students. See attached link

<http://www.health.vic.gov.au/workforce/placements>

Actions:

- **John Hedditch, Therese Gerber and Partnership team keep a watching brief on further developments through DHS Central to implement the new placement model**
- **John Hedditch and Anne Somerville identify local, regional Greater South Coast workforce planning and policy issues relevant to developing a new student placement model**
- **To investigate what IT models for student placements are being considered to map and monitor placements of new placement model**
- **Mardie and Bernie to discuss new placement model and its implications for Deakin**



3. Progress to revamp Workforce submissions:

A current Partnership working group (John Hedditch, Anne Somerville, Kay Mills, Chris Loughnan, Therese Gerber,) aims to revamp Partnership workforce submissions in response to the new model for Student Clinical placement. The aim is to develop a project brief to pursue funding opportunities to scope research into a Strategic Framework for Regional Workforce Planning. This framework would also provide a platform to inform the new model for student placements. A Strategic Framework for Regional Workforce planning would give voice to ongoing regional workforce issues coming out of G21, the Greater South Coast and other local workforce forums.

Action:

- **Partnership Working Group to continue to progress the Workforce submission to scope a Strategic Framework for Regional Workforce Planning.**

4. Report on engagement between DHS HR and Deakin Student Life (Careers and Employment):

Sarah, David and Robyn reported on continued engagement between these teams including:

- Increased links with recruitment with DHS jobs now listed on jobshop site. These are mainly in Health and Community Care but links to a wider range of positions will develop over time.
- Deakin wider promotion of DHS including "Jobs make a Difference".
- DHS has provided support for Deakin's Health Career Weeks and website content support including DHS employer profiles and DHS brochures. This is proving a very popular site with 4000 hits last year. DHS "Our Stories" promotion could also be included on Deakin website.
- Deakin Careers and Employment are currently developing a brochure and information on a range of options for employing students ranging from FT, PT to casual and internship opportunities.

Sue noted a Health Road Show into Rural areas being coordinated by the Faculty of Health, Medicine, Nursing & behavioural Science. DHS may be able to link into this program with "Our Stories" information and local DHS representation.

Bernie and Sue noted workforce issues being developed by Deakin in Warrnambool and the South West Region including:

- "Deakin at your doorstep" program offering Associate degrees as a wider option for the Warrnambool community
- Deakin wider engagement with South West TAFE to improve pathway and articulation links and to identify how best to engage with disadvantaged students
- John noted the Great South Coast push to explore liveability issues to promote a local orientated workforce rather than imported outside labour.



Actions:

- **DHS HR and Deakin Student Life continue to expand engagement opportunities**
- **Cathryn to facilitate potential links between Joe Graffam's Roadshow and DHS support (Therese Gerber)**

5. Report on Student Placement and Research enquiries facilitated through the Deakin + DHS Partnership:

Chris provided a summary outline of student placement and research activity facilitated by the partnership over the last 12 month period. This provides membership with a snapshot of the range of requests presenting from both DHS and Deakin representatives. ([See attached facilitation summary](#))

6. Evaluation of Partnership Report:

Dr Kathryn Von Treuer and Celisha Earl (School of Psychology, Deakin) have been engaged to undertake a formal Evaluation of the Deakin + DHS Partnership. They have commenced a Stage One Evaluation mid way through our three year Business Plan. The team has meet with the co-chairs of our four advisory groups to map out key advisory group contacts. They have developed an online questionnaire to evaluate the effectiveness of partnership activity to date. This questionnaire will soon be sent to core members for your comments and feedback. The evaluation will provide a valuable summary on how the partnership is travelling, its strengths and weaknesses for members and help us develop our next Business Plan for 2010 onwards.

7. Deakin Human Service Major progress report:

Anita tabled a report on the progress to date regarding the roll out of Deakin's new Human Services major and developing student placement and volunteering opportunities for students. Overall planning is progressing well with increased engagement and promotion of the Human Services major to DHS staff and relevant metropolitan and regional agencies. On going challenges include finding sufficient placement opportunities and the need for a designated placement co-ordinator position. ([see attached report](#))

Paul advised that Bellarine Community Health is happy to consider taking on volunteers if approached by students. He noted that the Deakin policy where students are not allowed to approach an agency directly for a placement position could be frustrating and limit placement capacity.

Mardie is currently investigating developing a database of Deakin partnerships to map partnerships from major research to external guest lecturers. This should lead to better channels to optimize partnership connections and student placement opportunities.

Actions:

- **Anita to discuss internship for students with DHS (Robyn)**
- **Mardie to report back re progress developing a Deakin Partnership database.**



8. DHS People Strategy:

Robyn outlined details of the DHS People Strategy now at the action plan level. The People Strategy aims to attract the best people to DHS and to develop, support and retain them. It will help position the department as an employer of choice to meet future workforce supply and demand, as well as provide a more integrated approach to leadership and people management. See link to People Strategy

<http://www.dhs.vic.gov.au/operations/people-strategy>

Some key changes currently in progress include:

- streamlining the application process and key selection criteria;
- new marketing and logo profiles;
- a focus on recruiting, selecting and attracting people to regional areas; and
- developing a Diploma of Management which will be mandated for all people managers within DHS (Sue offered to send Robyn contacts from the Faculty of Business and Law who may be of assistance in developing the Diploma of Management).

Action: Sue/ Robyn consult re developing a Diploma of Management

9. Overview of Partnership Beacon Projects

Kay provided an overview of the Partnership's three Beacon Projects for 2009:

- **Corio Norlane Research Projects.** To continue to facilitate engagement between the Corio Norlane Development Advisory Board (CNDAB) and Deakin research linkages. Currently Sandra McClelland (Business Manager, Research Services Division, Deakin) is mapping existing Deakin engagement with Corio and Norlane projects. A Research Forum and planning workshop is planned for later in the year to develop ARC research grant proposals.
- **Farmers and Rural Health Projects.** The main focus for engagement has been to build an alliance with Prof Sue Brumby the Director of the National Centre for Farmers Health based in Hamilton. The partnership team attended the recent opening of the Centre and worked Susan to organize a symposium following the launch to discuss key farmer health issues. The work from this symposium will provide a foundation for the planning of a Farmer Health Conference for 2010. The issues for farmers and their families range from mental health and wellbeing to climate change.
- **Workforce Development research** in the Barwon South Western Region (see notes from earlier discussion).



10. "Clearinghouse" model for training and event collaboration:

The Advisory Group members discussed developing a process to facilitate ongoing sharing of training and events relevant to Deakin University, DHS and Gordon Institute staff. The recommended way forward was for a small group to convene to brainstorm a clearinghouse model to communicate relevant events, seminars, lecture series etc between organizations

Action:

- **Greg, Mardie, Robyn, John and partnership team to meet to discuss a system for ongoing notification and participation in events of common purpose.**

11. Smith Family Scholarship and Mentoring Program:

The Smith Family has developed a comprehensive scholarship and mentoring program to provide ongoing career guidance and support to post secondary students at both TAFE and University. The Smith Family targets students in disadvantaged areas such as Corio and Norlane because these students are often very limited in personal career networking resources to help them on their vocational pathways. A Smith Family mentoring coordinator has been invited to attend an advisory group meeting to give an outline of their mentoring program. It is hoped the Advisory Group can help facilitate stronger links with Deakin and DHS and help promote mentor volunteering of Deakin and DHS personnel. It is anticipated that a Smith Family representative will be able to attend the Advisory Group meeting.

Action:

- **Chris to organize and confirm Smith Family representation at the next advisory group meeting. John Devereaux recommended a Deakin Student Equity staff representative to be invited to this presentation when it is confirmed.**

12. Roundtable discussion re Liveability and Sustainability issues and their relevance to developing training agendas

John identified the increased discussion and relevance of liveability and sustainability measures in planning and mapping new community developments such as Armstrong Creek and regeneration in Corio and Norlane. Greg noted a "tipping point" threshold seems to have been reached with an increased demand for project management courses at a TAFE level and the option to offer dual diplomas with the add on of a Diploma in Sustainability. The group discussed mechanisms to bring key players together around developing liveability planning guidelines and outcome measures.

Actions:

- **John to approach Regional Development Victoria (RDV) to consider developing discussions in this space in provincial Victoria and Melbourne**
- **John and Mardie to investigate a Liveability roundtable discussion with key players including Sandra McClelland, Evelyne De Leeuw, Louise Johnson, Chris Humm, David Lowe.**



**13. Judith Ramaley Workshop: Thursday 6th August, 2 to 4.30 pm,
Deakin Waterfront campus, Geelong**

The Deakin + DHS Partnership team invited members to attend a **University/Government Partnership workshop** to reflect on partnership engagement and to increase skills and understanding in the strategies that enhance and sustain partnerships, conducted by **Professor Judith Ramaley** (President of Winona State University, USA).

Next Meeting:

Date: Monday 26th October

Time: 12 to 2 pm

Venue: Room S-AD1.122, Alfred Deakin Centre, Deakin Waterfront campus, Geelong