

## HEALTHY PRACTICES PROGRAM

### FUNDED TRAINING FOR EXISTING AND FUTURE WORKFORCE

The **'Healthy Practices Program'** supports your organisation to better manage the challenging side of workforce planning, the time and costs associated with developing professional development plans for existing workers and recruiting and providing training to new employees.

The Healthy Practices Program provides an employment first approach and assists your organisation and staff realise untapped potential.

#### EXISTING WORKFORCE STRATEGY – THE HEALTHY PRACTICES EXISTING WORKFORCE SOLUTION

The **Healthy Practices solution for existing workforce** has been modelled to take advantage of the Skilling South Australia funding.

Existing employees will be offered funded training under the Skilling South Australia's traineeship model. For an existing worker, this model provides flexibility in the Healthy Practices delivery model to include 'on the job' training and individualised worker support.

Would your employees and organisation benefit from being offered upskilling? If so, now is the time to discuss this your employees reading for commencing in 2022.

#### FUTURE WORKFORCE STRATEGY- THE HEALTHY PRACTICES PRE-EMPLOYMENT SOLUTION

As the community services and health sector is complex and recruitment demand driven, a large percentage of health services employers within South Australia find it difficult to find the time to address their workforce planning needs.

Recruitment of new staff is a constant demand driven exercise that requires organisations to be proactive with recruiting the right people, at the right time, for the right position.

The **'Healthy Practices Pre -Employment Solution'** secures future workforce development planning for health and community services throughout South Australia.

The 'Healthy Practices' Pre-employment solution addresses the recruitment of appropriate employees by offering a suite of available traineeships which are demand driven by the respective health services employers.

The **Healthy Practices Pre-employment Solution** provides employers with the opportunity in recruiting eligible and suitable employees in participating in pre-employment screening and vetting processes for potential candidates.

Participants will be screened and selected for the program and provided with the determined work ready skills combined with accredited training.

Upon the completion of the training period, employers will be offered the opportunity to employ number of participants under a Traineeship model .

Under the traineeship model ALL trainees are supported to successfully complete the qualification which identifies with the required roles and responsibilities. The recruitment of students for the Pre-employment Project will be trained in the qualifications to secure a positive employment outcome.

## BENEFITS TO YOU AND YOUR ORGANISATION

The South Australia Government offers an extensive range of qualifications available for current and future employees to undertake as part of the Apprenticeship and Traineeship model. The major benefit to employers is the Boost funding that is available when employing a new traineeship. This wage subsidy can cover a significant percentage of the new employees' wages.

***The Healthy Practices Solution manages the paperwork and processes for employers and are the enablers to access to SA supported funding for employers.***

Flexibility of the traineeship program allows employers to:

- structure the training to suit the needs of the organisation;
  - increase both the efficiency and productivity of staff; and
  - gain an edge over competitors by having a skilled team.
1. The ability to customise the training to suit the business. Employers can have staff trained from within their work environment in areas where new skills are required.
  2. Increase in employer satisfaction – an increased drive, satisfaction, and confidence by supervisors to train staff within their workplace.
  3. Employee motivation – employees become more motivated and invested in their position as they gain new skills and knowledge and have an opportunity to grow with the business.
  4. Financial model – the financial model is designed to encourage employers to offer training opportunities within the workplace. It is intended that the funding model for the 'Pre-employer' Program which are fully funded.

## OTHER ORGANISATIONAL SUPPORT TYPES

**HEALTH INDUSTRY TRAINING** offer a range of health and community services tailored to meet different needs.

According to the Australian HR Institute, 67% of respondents believe the most effective method to retain employees is to ensure the organisations has effective management and leadership. To increase the leadership and management skills and knowledge within health organisations, Health Industry Training has developed a **'Healthy Practices' Diploma of Leadership and Management.'**

**‘Healthy Practices’ Diploma of Leadership and Management**’ is an intensive retreat-based learning program based on the professional needs of employees to be equipped for the health sector as a professional manager and inspiring leader. The program is innovative and contextualised for your real health workplace challenges.

Undertaking this program will :

- ➔ Build the emotionally intelligent leadership necessary to develop teams in the health environment
- ➔ Equip students for workplace challenges;
- ➔ Allow peer learning in a professional learning environment;
- ➔ Allow employees to work with an experienced consultant;
- ➔ Give employees toolkits for: applying a strategic approach to health, business and project planning, budgets, cash flow, stakeholder engagement, team dynamics, emotional intelligence, workplace relationships, developing teams and developing concepts and ideas.

## HOW TO ACCESS

To be part of our innovative **“Healthy Practices Program”** and to learn more about the HEALTHY PRACTICES SOLUTION to your current workforce professional development needs, please complete the **Expression of Interest form** and email to [lmarch@gppaustralia.org.au](mailto:lmarch@gppaustralia.org.au) or [kcalcino@healthindustrytraining.org](mailto:kcalcino@healthindustrytraining.org) by **COB Friday 5<sup>th</sup> November 2021**.

**Please note: Information sessions will be held in late November.** We encourage all employers to attend the information sessions to learn about the opportunities available to upskill current employees and receive support with future workforce planning needs.

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**Please confirm if you would like to attend an information session**

Yes  No

**If Yes – Would you prefer** Face to Face  or Webinar   
Morning  Afternoon  Evening