

Transition Support Program for Allied Health Graduates – All together now!

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Background

Graduate Allied Health Professionals (AHPs) face numerous challenges at the beginning of their careers. As they navigate the transition from professional-entry student to new graduate employee, Graduate AHPs are required to quickly learn how to manage a range of responsibilities, work within a variety of teams, and become increasingly independent within complex health care organisations. The Victorian Department of Health and Human Services (DHHS) recognises the importance of a supported transition to practice for new graduates and provides funding to support such activities. Transition activities however, particularly group activities, can be difficult to run in specialist or rural hospitals where new graduate numbers are small. To this end, DHHS awarded one-off grants in 2014-2015 to support cross-site graduate support clusters, bringing new graduates together from rural or specialist hospitals.

Methods

The *Melbourne Metropolitan Cross-Site Cluster* (MMCSC) was established in 2014 between four specialist health services (Peter MacCallum Cancer Centre, Royal Children's Hospital, Royal Women's Hospital, Royal Victorian Eye and Ear Hospital). The MMCSC was awarded a one-off project grant from DHHS to develop a cross-site Transition Support Program. The overall aim of this project was to design, implement and evaluate a program that supports transition to practice for Graduate/Intern AHPs employed across the MMCSC in 2015.

Results

A cross-site working group developed a pilot program comprising 6 modules, informed by feedback from surveys ($n=13$) and focus groups ($n=19$) comprising Graduate AHPs and final year students. The program is to be rolled out across the MMCSC between July to December 2015. Module topics include understanding organisational structures and other professions, resilience, wellness, communication, emotional intelligence, professional development and career planning.

Discussion

This paper will discuss the process of developing and delivering a cross-site Transition Support Program, including the opportunities arising from cross-site collaboration and implications for other Allied Health services.