

# ASSESSING THE IMPLEMENTATION AND EFFECTIVENESS OF A CAREER DEVELOPMENT FRAMEWORK FOR EARLY CAREER ALLIED HEALTH PROFESSIONALS

Webb, M., Holyday, M., Dunn, P., Gosch, B., Fournaris, M., Birrell, B., Lai, M., Milosavljevic, M.  
Contacts: matthew.webb@health.nsw.gov.au; Margaret.holyday@health.nsw.gov.au



## DOMAINS

Clinical Experience

Supervision

Quality & Research

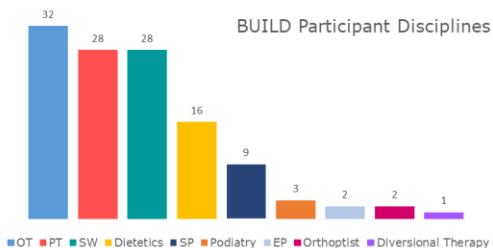
Service Planning

Teaching & Education

Student Supervision

## Background

NSW Health provides Allied Health Professionals (AHPs) and their managers numerous tools to assist in the setting of goals and career plans, however these tools do not readily identify career development opportunities specific to early career AHP's.



## Participants

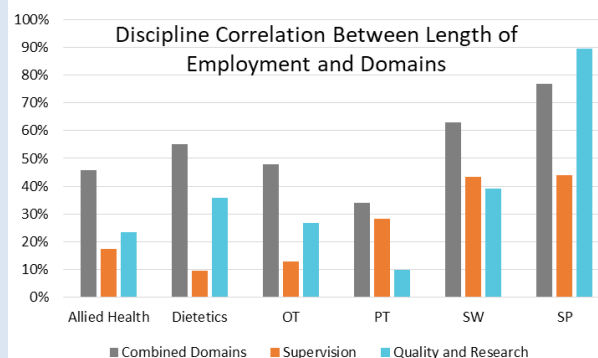
121 Level 1-2 AHPs employed in South Eastern Sydney Local Health District were enrolled.

## Intervention

The BUILD program was created as a development framework (adapted from the 'Step-Up' Program<sup>3</sup>) for early career AHPs and implemented in September 2018. The program assists in identifying opportunities to guide autonomous progression through graded challenges in 6 core domains, which have been identified as key elements in retaining and developing staff.

## Data Collection

A scored questionnaire was administered in group sessions. Baseline data collected included employment setting, length of employment, and achievements in each of the 6 BUILD domains. **Analysis** - some disciplines have a stronger correlation with career progress than others.



## Future Directions

Participants will be asked to repeat the questionnaire in September 2019. Results will be compared to initial results to determine the efficacy of the BUILD program.