Fresh growth—training and development in the ‘field’ of community rehabilitation

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Aim

The Community Rehabilitation Workforce Project (CRWP) is a Queensland Health project funded by the Australian Government’s Pathways Home program. The project aims to optimise the capability of the current and future workforce to develop, implement and evaluate community rehabilitation programs to meet the current and emerging health needs of the Queensland community.

Background

The project commissioned Griffith University to conduct an audit of the training and education needs of staff working in community rehabilitation in Queensland. The audit included 190 participants in focus groups, interviews and questionnaires. Results revealed 10 key competency domains that were relevant to good community rehabilitation practice in Queensland. These 10 competency domains for CR are: frameworks of understanding; consumer engagement; holistic focus; service continuity; networks; cultural awareness; community engagement; boundaries and safety; reflective practice; and systems advocacy.

Methods

Four (4) Training and Development Officer (TDO) positions were established in order to develop and deliver training and education around these CR competencies. Training has been delivered through videoconferences; workshops; and face to face team visits. Training topics have included: goal setting with clients; motivational interviewing; professional boundaries; community engagement; and the International Classification of Functioning, Disability and Health (ICF). Training and Development Implementation Grants have been also developed in order to assist workplaces to implement training.

Participants

Training and development initiatives were targeted towards nursing, allied health and support personnel working for government and non-government organisations in community rehabilitation or community-based services in Queensland.

Results

It is anticipated that over 2000 participants will have engaged in training and development provided by the project. Outcomes in terms of changes at the workplace and in knowledge levels are being measured, including a three month follow-up of participants. The results of these evaluations will be reported as a part of this paper presentation.

Conclusions

Initial feedback indicates that project training and development activities are having an impact on clinical services in the form of more goal-oriented and holistic care that has the International Classification of Functioning, Disability and Health (ICF) as a framework of practice; enhanced uptake of evidence based practice; and an increased commitment to outcomes measurement.
Presenter

Rachael Byrne is a born and bred Rockhampton-ite, who studied Speech Pathology at the University of Queensland and has been working for Queensland Health in and around Rockhampton since 2004. She is currently in a project position as the Central Area, Training and Development Officer for the Community Rehabilitation Workforce Project. In her project position her role is to “Beef up” the training and development opportunities available for health professionals working in community rehabilitation!