



University of
South Australia

Job Readiness of unregulated care workers: Concept Analysis

Preliminary Findings Presentation for the
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Study Overview

Study Aims

- to explore industry understandings of a job ready graduate from the Certificate III in Aged Care qualification;
- to define the characteristics of job readiness from an industry perspective;
- to compare the definition with an existing graduate specification to identify whether the qualification meets industry needs.



Study Overview

Research Questions: From an industry perspective,

- what are the characteristics of graduates of Certificate III in Aged Care for entry into a personal care worker role?
- What are the characteristics of a job ready graduate as required by industry? and
- How do the industry defined characteristics of a job ready graduate compare with a current graduate specification for a Certificate III in Aged Care qualification?



Background – Poor Quality Training

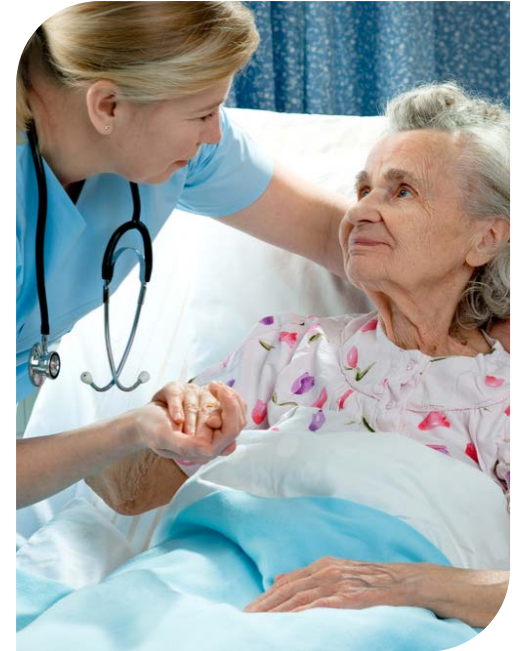
There have been 5 federal and state government reviews of Certificate III in Aged Care since 2011.

The main issue raised throughout the reviews, was poor quality training.



Why do the research?

- State review aged care training
- Industry expectations
- Training providers not delivering
- Job readiness not defined
- Accreditation issues
- Limited research in training outcomes



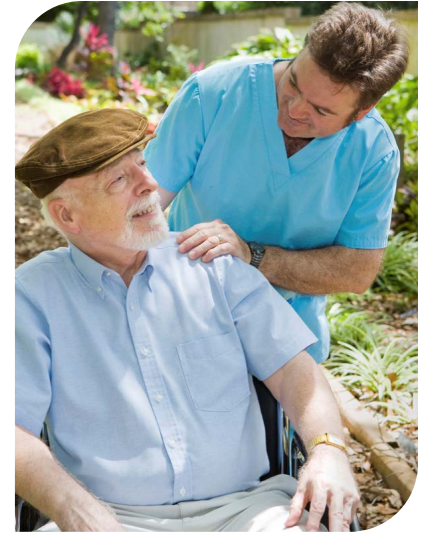
Literature Review

No research defining job readiness in Aged Care

- Concept analysis
- Evidence-based method
- Structured and systematic

Government review

- Graduate specification
- Industry and student consulted
- No accredited research/peer review
- Inconsistent data



Purposeful Sampling

State

Australian state – local SA

Sector

Aged Care providers in SA

Organisations

2 large Not-for-profit providers, in metro area with multiple sites

Participants

Staff who work with Personal Care Workers



Data Collection Methods

Focus Group

Structured, discussion, open questions, participants experience, opinions and knowledge

Interviews

Semi structured, specific questions, depth of information, opinions and specific examples

Questions

What is the knowledge, skills and attitude that makes care workers job ready to carry out the care worker role in your organisation?

Analysis

Thematically identify patterns, code & de-identify, interpret & deduct, collate and compare



Preliminary Findings Consistent Themes

about job readiness clustered around 8 main themes

1. Ageing context and the client group
2. Service provision in aged care
3. Personal care provision
4. Diversity identity
5. Communication strategy
6. Safety of consumers and staff
7. Teamwork and inter-professional roles
8. Grief & loss, death and palliative care



Findings – Job Readiness Characteristics

Level defined	Attributes
Defined	<ul style="list-style-type: none">• Personal Care provision tasks• Safety of consumers• Dementia (Ageing Context and the client group)
Somewhat defined	<ul style="list-style-type: none">• Service Provision in Aged Care – job role• Diversity identity - consumer, staff and workplace• Communication strategies• Death and palliative care
Unclear or limited	<ul style="list-style-type: none">• Ageing Context and the client group• Safety of staff• Teamwork and inter-professional roles• Grief and loss
Not mentioned	<ul style="list-style-type: none">• Ageing Context – lifespan of older people• Ageing Context – characteristics of older people

Next Steps

1. Finish the data analysis
2. Develop recommendations
3. Write the thesis
4. Publish the findings
5. Plan the PhD



Surprising Findings

- Participants not familiar with the Certificate III qualification
- Experienced PCW buddy with a new PCW
- Unconscious competence (Burch 1970)
- Couldn't describe the micro tasks in the PCW role
- Standards not associated with practice principles
- Apathy and limited choice of new workforce
- Having to adapt to a transient workforce





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Thank you

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