

Training Aboriginal Health Workers for Community Health Programs

Are there opportunities?

Aboriginal Health Worker Workforce Training

- Until 1/7/2007 the training available in NT for Aboriginal Health Workers (AHW's) was in a clinical role.
- This meant that all AHW's were trained to the NT customised competencies.
- Upon completion of this training AHW's are eligible for registration with the Health Professions Licensing board and therefore registered to practice in the NT.

2002-2007

- In 2002 the Community Services Health Industry Skills council engaged technical writers from each state and territory to assist in the development of National Aboriginal Health worker qualifications.
- The new qualifications developed would sit inside a mainstream training package for the first time.
- In February 2007 the new Health Training Package HLT07 was released inclusive of the national AHW qualifications.

2007

- As of the 1/7/2007 Registered Training Organisations in the NT implemented the new AHW qualifications.
- The qualifications are called Aboriginal and Torres Strait Islander Primary Health Care qualifications
- This now provides opportunity for Aboriginal people to access training in both a clinical/practice stream and/or a community care stream.

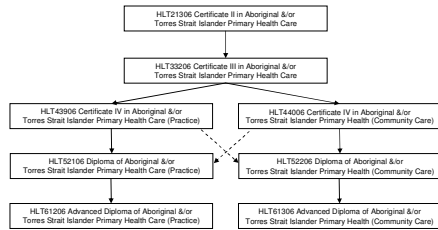
Employment pathways

- Currently there are very few job roles for Aboriginal Health Workers in a community care context.
- AHW's are mainly employed to provide clinical care in a health care setting.
- AHW's are not employed to provide health education, health promotion or prevention strategies in a community care context.

- There is no employment pathway to date for AHW's to move from the clinic into community based job roles where qualified AHW's can assist the health centre staff to implement and monitor self management health care strategies related to improving and maintaining health.

Scope of Training

Aboriginal &/or Torres Strait Islander Primary Health Care qualification pathways



Training

- The new qualifications are generic at Certificate 11 and Certificate 111 **NATIONALLY**.
- **At Certificate 1V level the qualifications branch out into the Community and Practice stream.**
- Whilst the core units of competency cannot be altered, there is great opportunity to customise the training to meet the identified needs of the community and industry.

Training for Job roles in the Community

- Aboriginal health education officer
- **Aboriginal health worker — community health**
- Aboriginal health worker (specialist)
- **Community health worker (Aboriginal and/or Torres Strait Islander health)**
- Coordinator (Aboriginal and/or Torres Strait Islander health)
- **Primary health care worker (Aboriginal and/or Torres Strait Islander health)**
- Stolen generation worker

Sample training program at Certificate 1V (keeping Obesity in mind)

- **PACKAGING RULES**
- 14 competency units are required for award of this qualification, including:
- 9 compulsory competency units and
- 5 elective competency units.

Compulsory units 9— Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health (Community Care)

- [HLTAHW408A](#) Address social determinants of Aboriginal and/or Torres Strait Islander health
- [HLTAHW303A](#) Advocate for the rights and needs of community members
- [BSBCM205A](#) Use business technology
- [HLTAHW402A](#) Assess and support client's social and emotional well being
- [CHCCM2C](#) Establish and monitor a case plan
- [HLTAHW409A](#) Deliver health promotion programs for Aboriginal and/or Torres Strait Islander communities
- [CHCCS301A](#) Work within a legal and ethical framework
- [CHCAOD2C](#) Orientation to the alcohol and other drugs sector
- [CHCMH1B](#) Orientation to mental health work

Electives -5

- [HLTAHW407A](#) Provide nutrition guidance for specific health care
- [HLTAHW412A](#) Provide information and strategies to promote nutrition for good health
- [HLTAHW415A](#) Provide information and strategies in chronic disease care
- [HLTAHW429A](#) Provide healthy lifestyle programs and advice
- [HLTAHW416A](#) Provide information and strategies in maternal and child health

- Community based health workers could have many roles to play if industry embraced the job role.
- Aside for the job roles already identified other essential roles CHW's could provide
 - Validation of the Health Services treatment and planned care
 - Monitoring self management related to chronic disease
 - In home support and care
 - Assistance with strategies to improve lifestyle in the home or community
 - Brokerage

Finally

- Without employment pathways and clearly defined job roles related to community health and development it is unlikely that the uptake of this new qualification pathway will be high.
- It is essential that industry consider the current workforce and they way in which it operates.
- If we are to promote true primary health care then CHW's can play an essential role in prevention and in assisting communities to develop strategies to improve and maintain their own health.