NACCHO is a living embodiment of the aspirations of Aboriginal communities and their struggle for self-determination
NACCHO EAR AND HEARING HEALTHWORKFORCE PROJECT FOR ABORIGINAL AND TORRES STRAIT ISLANDER HEALTH WORKERS

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&

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The World Health Organization (WHO) states that Indigenous Australians have some of the worst levels of ear infections in the world (Couzos, Melcalf & Murray 1999)
Overall measure

- The **NACCHO Ear and Hearing Training for the AHW Workforce Project** is funded under the Australian Government *Improving Eye and Ear Health Services for Indigenous Australians for Better Education and Employment Outcomes* measure.

- It aims to:
  - improve the early detection and treatment of eye and ear health conditions in Aboriginal and Torres Strait Islander people, leading to improved education and employment outcomes.
Overall measure

- The ear health components of the measure include:
  - *training* of health workers for ear health and hearing screening
  - maintenance and purchase of medical equipment for hearing screening
  - additional *ear surgery*, particularly for remote Indigenous clients
  - ear and hearing *health promotion* activities.
The NACCHO Ear and Hearing Training for the AHW Workforce Project has four phases:

- **Phase 1 - Equipment training**: Develop a training kit and professional development for equipment use
- **Phase 2 - Accredited training**: Develop, pilot, evaluate and refine a national ear and hearing accredited training program
- **Phase 3 – National training rollout**: Establish a sustainable model for national delivery of the accredited ear and hearing health training skill and professional development
- **Phase 4 – Evaluation**: Evaluate the national training rollout and refine it on the basis of the outcomes
Phase 1: Accredited training Main activities and achievements - 2010

- Met with ear and hearing health equipment experts to decide on equipment training – Professionals development
- Created the ‘Aboriginal Health Worker: Ear and Hearing Health Care Training Manual’ - the kit
- Held two national professional development days using training kit – 144 AHWs from across Australia
- Developed a promotional DVD on the project
- Held a one-day national conference on current programs and research in ear and hearing health – 100 delegates
Resources Launch & Professional Development Training

March 2011
Phase 2: Accredited training

Main activities and achievements

- Held a National Symposium (Sydney) to establish a Course Advisory Group – Oct 2010
- Held three CAG meetings to help develop, evaluate and refine the accredited training
- Determined the units of competency that create the ear and hearing health accredited skill set – linked to AHW course
- Developed draft training resources
- Piloted & Evaluated the units and training resources in 3 RTOs with AHWs from urban, rural and remote services
In August 2011, NACCHO presented the pilot training evaluation outcomes and consulted with key stakeholders regarding Phase 3, invited guests included:

- NACCHO affiliates in each state/territory
- ATSIHRTONN,
- NATSIHWA and
- Individual key ear health experts.
Directions for the future delivery of training

Phase 3 model and capacity-strengthening work reflect evaluation outcomes:

- Training resources
- Training delivery
- Access to equipment
- Support to RTOs
- Ongoing professional development
- Access to training
- Communication and promotion
- Suitably qualified trainers
- How to develop AHW confidence and competence
Phase 3: The anticipated outcomes

- Sector-supported and sustainable good practice model for national delivery of accredited training
- Understanding of and an approach to ongoing professional development and capacity strengthening for AHWs in ear and hearing health
- Strengthened capacity of Aboriginal RTOs to provide accredited ear and hearing health training so it is accessible across all jurisdictions
- Effective and sustainable training delivery partnerships with ear and hearing health experts
Phase 3: Our Agreed Training Model

- Project Advisory Group
- Mentoring and Support Model
- Ear & Hearing Health National Skill Set
- ATSIHTONN
- Trainers & Co-facilitators
- AHW Workforce

NACCHO
Phase 3: Governance Model

NACCHO

Project Advisory Group
- NACCHO
- ATSIHRTONN
- NATSIHWA
  Aboriginal health services

Involved RTOs, AHWs and Aboriginal health services
Implementation of Phase 3

6 RTOs will deliver in Year One (to June 2012)
Estimate of 9 RTOs will deliver in 2012-2013 (July-June)

• AHCWA Perth               Feb and March 2012
• Booroongan Djugun College  Feb & July 2012
• KAMSC in Broome           April and October 2012
• QATSIWEPAC in Cairns      April and June 2012
• AHC Sydney                May 2012
• AHCSA Adelaide            June 2012
Professional Development (Equipment) Training will continue during the Phase 3 period with several PD trainings being organised around the country.

3 States conducted to date and 2 are planned in 2013.
One of the evaluation objectives was to determine whether the ear and hearing health skill set extends and improves the confidence and competence of participants in ear and hearing health.
AHW ratings of change in their skills and confidence in ear and hearing health before and at the end of the training (n = 24)
“I am very keen to build more confidence in this area and work more in the field. The course and content are inspiring. This work can make a difference for the ear health of the community and focusing on this area will also give direction for my career” - AHW
Since coming back from the course, the doctor has embraced my skills and I now have the confidence to organise a clinic. My skill level improved and I am better at interacting with patients, particularly the children - AHW

While it was fresh in my head, I put it into practice immediately. I am confident and I now have the ability to identify ear and hearing issues - AHW
We would like to run the course again. There is a high demand for it already and the feedback from the communities is that this type of training is needed - RTO

We want further involvement in the national roll out. Ear and Hearing training has been left to others and now it is our responsibility to deliver. We will work together to collaborate with our NACCHO affiliate and the government agency - RTO
CONCLUSION

We will leave you with a short DVD has been produced from the second professional development training.
For further information:

Contact our Ear and Hearing Health Team at the NACCHO Secretariat on (02) 6248 0644

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