

PROFESSIONAL PRACTICE PROGRAMS FOR PARAMEDICINE

GRADUATE YEAR OF PRACTICE

For graduate paramedics entering the workforce

Step confidently
towards a
rewarding career
in paramedicine

COURSE GUIDE

www.paramedics.org



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PROFESSIONAL PRACTICE PROGRAMS FOR PARAMEDICINE

The transition to university-based education for paramedics has led to the development of a more professional role, and to a desire to adopt a more traditional approach to professional career pathway development. Undergraduate education provides a professional baseline, but future career development depends on the acquisition and maintenance of enhanced competencies.

As the peak professional body for paramedics in Australasia, the **Australasian College of Paramedicine** provides a respected voice in determining how changes in health service provision, legislation and clinical practice are shaped and implemented to enhance the quality of patient care.

The College's **Professional Practice Programs** provide paramedics with ongoing training and continuing professional development throughout their careers, to demonstrate the highest commitment and standards for quality paramedic care.

GRADUATE YEAR OF PRACTICE



The **Graduate Year of Practice** further develops the clinical, personal and professional skills that form the basis of future practice.

The program integrates the relevant skills, knowledge and attitudes to provide graduates with a thorough grounding in professional paramedic practice and is designed to recognise, support and enhance workplace learning.

PROGRAM DESIGN

The **Graduate Year of Practice** supports graduate paramedics and those close to graduation to successfully transition to the workforce.



The program's curated curriculum is designed to provide comprehensive learning relevant to graduate paramedics.

Content is based on the professional capabilities required for the safe and effective practice of paramedicine and focuses on the whole practitioner. Each level builds on pre-existing knowledge and skills to enhance the expertise of the graduate paramedic.

Pre-employment 4 weeks	Grad Start 8 weeks	Applied Practice 14 weeks	Consolidated Practice 26 weeks
<i>End of university, pre-employment or early employment</i>	<i>Early employment or preparing for employment</i>	<i>Early career</i>	<i>Developing practice</i>
Guided online learning	Guided online learning	Self-paced online learning	Integrated case-based learning
Focus on: <ul style="list-style-type: none"> professional preparedness 	Focus on: <ul style="list-style-type: none"> Domain 1: Professional and ethical conduct Domain 2: Professional communication and collaboration 	Focus on: <ul style="list-style-type: none"> application of the Code of Conduct Domain 2: Professional communication and collaboration Domain 4: Safety, risk management and quality assurance Domain 5: Paramedic practice 	Focus on: <ul style="list-style-type: none"> lifelong learning Domain 3: Evidence based and professional learning Domain 4: Safety, risk management and quality assurance Domain 5: Paramedic practice

OVERVIEW

The **Graduate Year of Practice** is designed with the dynamic workplace environment of a graduate paramedic in mind. A range of learning activities is integrated throughout the year to consolidate and build on the knowledge acquired through undergraduate training. Learning and self-assessment activities complement on-the-job experiences while challenging graduates to develop their skills, professionalism and confidence as working paramedics.



1

PRE-EMPLOYMENT PROGRAM

- **4 weeks**
- Newly or nearly graduated students
- January and November intakes



2

GRAD START

- **8 weeks**
- Early employment or waiting to start work
- Demand-driven intakes throughout the year



3

APPLIED PRACTICE

- **14 weeks**
- Early first year of practice (3 – 6 months)
- Demand-driven intakes throughout the year



4

CONSOLIDATED PRACTICE

- **26 weeks**
- Late first year of practice (6-12 months)
- Demand-driven intakes throughout the year

Your College.
Your crew.

join us on





PRE-EMPLOYMENT PROGRAM

Pre-employment Program

OVERVIEW

The College's **Pre-employment Program** offers newly graduated or nearly graduated students the opportunity to transition from university to the workforce with support and guidance from experts and professionals in paramedicine.

An elective module within the Graduate Year of Practice, this low-commitment, highly interactive and supportive program runs for four weeks.

Duration	4 weeks
Intakes	November and January
Audience	Newly or nearly graduated
Delivery	Online learning <ul style="list-style-type: none">• eLearning• live interactive symposiums
Eligibility	College membership



Successful course completion guarantees acceptance into **Grad Start**

Key learning outcomes

- Master interview preparation skills to showcase your potential
- Deepen understanding of workplace dynamics to improve your effectiveness
- Translate non-technical skills to practical workplace applications
- Implement time management strategies to optimise productivity
- Develop and maintain wellbeing practices for a sustainable career



Some really great advice that I had not heard from paramedics on placement or uni teaching staff.

Very insightful and informative with excellent advice on what to expect during paramedic employment and recruitment.

Being a great paramedic is more than just knowing your CPGs. This covered so many aspects that will support my professional and personal development.

- Pre-employment Program alumni

LEARNING

The four-week Pre-employment Program comprises two live, interactive symposiums and three self-paced online modules, all facilitated by the College Education team.

Live symposium (Zoom)

Week 1

Program launch

Expert guidance and peer networking, covering:

- Working for a jurisdictional ambulance service
- Working outside jurisdictional ambulance
- Acing your interviews.

Self-paced module (Online)

Paramedic 101: From new graduate to professional paramedic

Learn about career paths within and beyond traditional ambulance services, gain practical tips for preparing and presenting yourself at job interviews, and get guidance on packing essentials for your first shift. Explore the mindset and qualities that define a professional paramedic and start off on the right foot to grow and excel in this rewarding career.

Self-paced module (Online)

Paramedic 102: Enhancing work readiness with human factors

Explore various human factors that influence work readiness.

- **Part 1:** introduces the concept of 'work readiness' with two self-assessment activities to complete.
- **Part 2:** looks at personal human factors, such as personal values and self-awareness.
- **Part 3:** considers professional human factors, including professional conduct and accountability.

With a deepened understanding of these factors, you will be better prepared to embark on your professional career as a paramedic.

Self-paced module (Online)

Paramedic 103: Supporting personal wellbeing in the workplace

Paramedic work is demanding but, with the right tools and approach, you can enjoy a long and rewarding career. This module looks at stress, pressure, and burnout: What are they? How can we recognise them? And, most importantly, how can we manage them? We also tackle imposter syndrome – a common challenge for new graduates. Finally, we guide you through a 5-day mental health challenge and introduce you to key techniques for maintaining your mental wellbeing.

Live symposium (Zoom)

Week 4

Program wrap-up

Industry professionals provide practical strategies and advice on making the transition into professional paramedic work.



GRAD START PROGRAM

Grad Start

OVERVIEW

The **Grad Start** program provides essential support and guidance for graduates as they begin their careers. The program is ideally suited to those who have recently started working in the profession but can also be undertaken by those not yet employed or on a merit list.

Grad Start is designed to be self-paced over two months. The program is bookended with live sessions with industry professionals.

Duration	8 weeks
Intakes	Demand-driven
Audience	Early work or waiting to start
Delivery	<ul style="list-style-type: none">• eLearning• Webinars/podcasts/readings• Live interactive symposiums
Eligibility	Membership, Registration



Successful course completion guarantees acceptance into **Applied Practice**

Key learning outcomes

- Define ethical principles such as duty of care, informed consent, and mandatory reporting, demonstrating foundational knowledge through online quizzes and discussions
- Apply ethical frameworks to real-life scenarios, demonstrating ability to navigate ethical challenges
- Discuss the effects of bias and racism in paramedicine
- Apply knowledge and skills into real-world scenarios
- Analyse complex clinical scenarios through interactive, case-based learning and demonstrate effective decision-making skills in high-stress environments to enhance critical thinking
- Evaluate case studies online and adapt your approach to patient care based on findings

The program is really informative and a great extension of learning following completion of the degree.

Such a wonderful program. It was great to have something to work towards while waiting for recruitment.

Grad Start has given me a foundation to build my professional identity, and a strategy to steer my career.

- Grad Start alumni

LEARNING

Feel empowered to approach your career with confidence, equipped with the knowledge and skills to provide effective and compassionate care in any paramedic setting. Embrace the rewarding challenges of the paramedic profession as you start to refine your practice.

The professional practitioner 1 - Ethical practice and professional standards

Engage in discussions that delve into the importance of person-centred care, exploring how ethical practice and professional standards can be integrated into your daily work. Develop an understanding of essential ethical frameworks and key principles such as duty of care, informed consent, and mandatory reporting. Learn to navigate the ethical challenges that can arise in various work environments, enhancing your decision-making skills.

Career development in clinical practice

Discover strategies to excel during your graduate year, identify potential pitfalls to avoid, and receive invaluable advice on laying a strong foundation for your clinical career.

Turn biases into insight

Through engaging case studies and reflective conversations, broaden your understanding of cultural diversity in patient care and learn how to adapt your approach to effectively meet the needs of diverse communities.

Clinical skills and critical thinking

Enhance your clinical reasoning and critical thinking abilities as you tackle complex scenarios encountered in your practice. Participate in highly interactive case-based learning in the clinical hub and examine strategies for making quick, effective decisions in high-stress environments, including:

- recognising critical warning signs and determining when advanced intervention is warranted. Hands-on practice will enhance your confidence in responding to emergencies and provide insights into managing complex presentations.
- insights into the multifaceted nature of pain. Learn how to conduct thorough pain assessments, recognise signs and symptoms in patients, and tailor pain management strategies to individual needs. Discuss common misconceptions and biases regarding pain perception.

Expert Panel and Networking Opportunities

Join experienced practitioners as they guide you toward safe, independent work as a paramedic. This is also an opportunity to network with peers and industry leaders.





| APPLIED
PRACTICE



Applied Practice

OVERVIEW

Applied Practice offers a comprehensive examination of the essential skills and knowledge necessary for success in the field.


By engaging with this critical learning opportunity, participants will integrate theoretical knowledge with practical application, fostering a solid foundation for a successful career in paramedicine.

Duration	14 weeks
Intakes	Demand-driven
Audience	Early career (3-6 months)
Delivery	<ul style="list-style-type: none">• Self-paced online learning• Clinical interactive case-based learning
Eligibility	Membership, Registration

 Successful completion guarantees acceptance into **Consolidated Practice**

Key learning outcomes

- Evaluate the intersection between mental health and physical fitness, implementing strategies for personal resilience that enhance performance and wellbeing in high-stress paramedic roles
- Apply culturally responsive care principles to effectively communicate and build trust with patients from diverse backgrounds, improving patient satisfaction and health outcomes
- Develop a comprehensive skill set for identifying and mitigating risks in emergency care environments and demonstrate effective teamwork and communication strategies that enhance safety and collaboration
- Employ a holistic approach to patient assessment and treatment, recognising and addressing the physical, emotional, and social needs across the lifespan to ensure tailored interventions
- Foster collaboration within multidisciplinary teams by understanding the importance of each member's role in achieving optimal patient outcomes
- Enhance the ability to recognise signs of clinical deterioration, enabling timely intervention and improving acute care delivery while prioritising patient safety

 *The clinical sessions are always informative and enjoyable.
Fantastic content. Subjects you need a focus on starting in your career as these are just not talked about enough.
Highlighted the need for constant learning and improvement, not just in clinical areas, but personal reflection and self-care.*

- Applied Practice alumni

LEARNING

Through dynamic sessions, including enriching podcasts and insightful discussions, sharpen your skills to deliver holistic, responsive care that truly makes a difference. Elevate your clinical proficiency and leave an indelible mark on the future of paramedicine.

The professional practitioner 2: the intersection of mental health and physical fitness in paramedicine.

Explore the essential characteristics of an effective professional practitioner in paramedicine. Delve into the critical relationship between mental health and physical fitness for paramedics, who face unique stressors in their roles. Understanding that mental resilience is just as vital as physical strength, the discussion revolves around strategies to support both aspects. Techniques such as stress management, regular physical training, and mindfulness practices are essential for maintaining overall well-being and performance, allowing paramedics to cope with the demands of their jobs effectively.

Culturally responsive care

Develop greater insights into the importance of culturally responsive care. Equip yourself with the skills to understand and respect patients' diverse cultural backgrounds to enhance care quality and build trust in the paramedic-patient relationship. This approach not only enhances communication but also builds trust and improves patient satisfaction and outcomes, particularly in diverse communities.

Working in an emergency care environment: enhancing safety through proactive strategies and awareness

This area examines the complexities of functioning in emergency care settings, focuses on implementing proactive safety measures and the importance of situational awareness in the field. It underscores the need for strong communication skills and teamwork within multidisciplinary units, as effective collaboration is pivotal for successful patient outcomes. The ability to adapt quickly, prioritise care, and remain calm under pressure are highlighted as critical skills for paramedics operating in high-stakes environments.

Holistic care across the lifespan

This topic advocates for a comprehensive approach to patient care that addresses the physical, emotional, and social needs of individuals across all stages of life. It emphasises the importance of recognising the unique healthcare requirements of children, adults, and the elderly. Investigate how interventions should be tailored to support the diverse needs of patients holistically, ensuring that every aspect of a patient's well-being is considered during assessment and treatment.





CONSOLIDATED PRACTICE



Consolidated practice

OVERVIEW

Consolidated Practice provides a thorough exploration of advanced clinical skills and comprehensive patient care strategies essential for successful practice in emergency medical services.

Through self-paced interactive learning experiences, participants will bring theoretical knowledge to life, enhancing their adaptability to the evolving challenges of the field.

Duration	26 weeks
Intakes	Demand-driven
Audience	Late first year of practice
Delivery	<ul style="list-style-type: none">Self-paced online learningClinical interactive case-based learning
Eligibility	Membership, Registration



Successful completion of the **Graduate Year** is recognised with a digital badge

Key learning outcomes

- Articulate and apply advocacy strategies, and analyse cultural contexts, to uphold patient rights and needs ensuring person-centred care remains a priority
- Demonstrate effective communication skills by analysing and navigating difficult conversations with patients, families, and healthcare professionals in a compassionate manner
- Develop and implement a personalised Continuous Professional Development (CPD) plan that fosters lifelong learning and advances clinical competencies in the paramedic profession
- Evaluate and implement clinical guidelines, integrating evidence-based practices to enhance patient outcomes and inform decision-making
- Synthesise research skills that contribute to evidence-based practices and participate in clinical discussions aimed at improving patient care
- Assess and respond to emerging challenges in paramedicine, such as technological advancements and cognitive load impacts
- Participate in collaborative learning experiences, building professional networks through case-based discussions and interactive workshops to enhance clinical practice

Real dilemmas and considerations faced in practice

Great group discussions

Effective case studies that make you think about different perspectives and whole-of-patient care



4.5
STARS





Through a series of dynamic learning experiences, engaging discussions and insightful studies, enhance your ability to apply acquired knowledge in practical contexts.

This educational journey will facilitate your development into a proficient and compassionate clinician committed to making a significant impact on patient care.

Clinical practice and patient advocacy

- **Patient advocacy in paramedicine:** Exploring the integral role of paramedics in advocating for patient rights and needs.
- **Paramedic patient advocacy:** Analysing current practices and challenges in patient advocacy within the field.
- **Maintaining patient-centred care when plans change:** Strategies for ensuring ongoing patient care during unforeseen circumstances.
- **Advancing paramedicine - the impact of error, accountability, and patient safety:** Understanding the relationships between clinical errors, accountability frameworks, and their implications for patient safety.
- **Navigating difficult conversations in healthcare:** Techniques for effective communication during challenging clinical scenarios.
- **Balancing risks in resident transfers:** Insights into care home staff experiences and perceptions during critical decision-making processes.

Professional development and clinical excellence

- **Continuous professional development in paramedicine:** The importance of ongoing education to enhance clinical skills and knowledge.
- **Developing a personal CPD plan:** Creating tailored plans to ensure continuous growth in clinical capabilities.
- **Guiding the learning of others:** Mentorship and leadership in fostering clinical knowledge among peers.
- **Research skills advancement for clinicians:** Enhancing research capabilities to contribute to evidence-based practice.



Clinical guidelines and standards of care

- **The role of clinical guidelines:** Understanding the significance of guidelines in clinical decision-making and patient outcomes.
- **The clinical guideline manifesto:** A bold call for adherence to evidence-based practices in paramedicine.
- **Accurate record-keeping for health professionals:** Ensuring precise documentation to support clinical decision-making and legal accountability.

Emerging challenges and innovative practices

- **Electric vehicles in emergency response:** Addressing the clinical risks associated with lithium batteries and thermal runaway.
- **Cognitive load and decision-making in paramedicine:** Examining the effects of cognitive load on paramedic decision-making processes.
- **Mass incident applied practice workshop:** Engaging in interactive training for effective responses to mass casualty incidents.
- **Healing approaches in clinical practice:** Integrating holistic methods into paramedic interventions.

Advocacy and community engagement

- **The role of College advocacy:** Exploring how professional organisations influence clinical standards and practices.
- **Patient experiences of non-conveyance:** Investigating outcomes and perceptions of patients who do not require hospital transportation after paramedic evaluation.
- **Leading with love:** Cultural change in healthcare: Advocating for a compassionate approach within clinical and community contexts.

Resources, workshops, and collaborative learning

- **Case-based Clinical Hub:** Fostering collaboration and discussion on real-world clinical cases.
- **Webinars and interactive activities:** Engaging resources for professional growth and knowledge sharing.
- **Epigenetic contributions to health and wellbeing:** Understanding how epigenetics can influence paramedic health and performance.

Invest in your future Today

The College is leading the paramedic profession into a brighter, better future. Join us!

Your College is advocating for recognition of paramedic capabilities within the health system, greater breadth of career opportunities, workforce flexibility, and practices that support sustained health and wellbeing for all paramedics and student paramedics.

Membership fees are tax deductible. You receive:

- free high-quality, industry-informed CPD content
- self-paced eLearning, webinars and podcasts
- access to College education and research grants
- research opportunities and mentoring programs
- our free CPD tracker
- conferences and events
- a range of publications with news, advice, and developments for all stages of your career.

Join us today
Scan the code



We're with you. All the way.

 **Australasian College of
Paramedicine**

MEET THE EDUCATION TEAM

Our team of passionate and experienced paramedic educators provides a strong and supportive foundation to develop your skills and confidence as you transition to practice.



Julie Johnson is a registered paramedic, nurse, and clinical educator. She has worked across many sectors in paramedicine and nursing, including state ambulance service, primary health care, emergency, non-emergency, and private practice in VIC and NSW. Julie has a special interest in education and holds postgraduate qualifications in tertiary and higher education.



Jeremy Kuiper is a registered paramedic and clinical educator with College. He has worked in both the public and private sectors, including a state ambulance service, as an event paramedic, and for private registered training organisations working in regional and metropolitan areas of NSW. Jeremy has a particular passion for surf lifesaving and is the Director of Education for his local surf club.



Dan O'Brien is a practising paramedic and clinical educator with the College. Dan is experienced in clinical and management roles in ambulance as well as undertaking a secondment in patient safety with Children's Health Queensland. He has an interest in primary care/community paramedicine and ensuring patients receive safe and high-quality care.

“The professionalism displayed by the team is second to none. The wealth of knowledge and experience of teachers and speakers is phenomenal.”









- Grad Start alumnus

LEARNING WITH US

In line with recognised adult learning principles, as a program participant, you are encouraged to undertake self-directed learning to meet your individual learning and development needs, by:

- participating in structured learning
- implementing a plan to meet your goals, and evaluating the outcomes
- undertaking independent activities such as researching online or in recommended texts and journals
- engaging in activities that require communication with preceptors, supervisors, experts, and peers. These individuals guide and support graduates, helping you recognise their growth and areas requiring further development.

Program learning tools

 Self-paced learning	 Desktop simulations
 Live and interactive webinars	 Case-based learning
 Recorded webinars	 Research and readings
 Podcasts	 Reflective portfolio

Program learning clusters

 Graduate transition	 Professional practice
 Professional responsibilities	 Professional communication
 Cultural safety	 Professional development

Graduates report increased confidence across all program measures:



- ☒ Developing a professional identity
- ☒ Interacting with peers and superiors
- ☒ Understanding and applying regulatory requirements to practice
- ☒ Clinical decision-making
- ☒ Safe and effective communication

PROGRAM BENEFITS

Benefits for participants

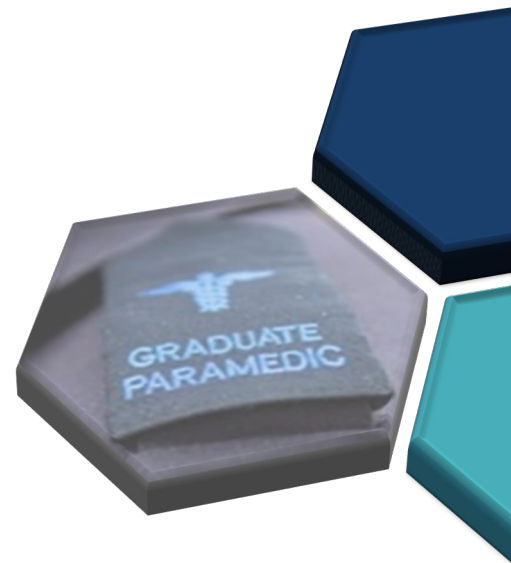
The Graduate Year of Practice allows you to maximise your postgraduate year with affordable, profession-led training that provides:

- a curated and contemporary curriculum, co-designed with key industry stakeholders
- a case-based learning approach covering practice issues including law and ethics, patient-centred care, and evidence-based practice
- access to self-assessment tools
- innovative delivery methods including a mixture of synchronous and asynchronous interactive online learning, providing flexibility and easy access
- ongoing interaction with other graduates and paramedics via online discussion forums and seminars.

Graduate outcomes

As a graduate of the program, you'll have the knowledge and skills to manage and treat patients with common emergency presentations, and consolidated knowledge and skills relating to:

- prioritisation
- risk management
- clinical reasoning
- evidence-based professional decision-making
- delivering safe patient care
- culturally safe care
- collaboration with other health practitioners
- ethical and professional practice, consistent with relevant legislation and regulatory requirements, and
- identifying ongoing professional learning.



Further learning

The Graduate Year of Practice is a profession-led, non-award program that recognises the importance of continued learning for paramedics.

The Graduate Year will provide a pathway towards additional professional programs offered by the College in the future.

CONTACT US

For queries on the **Graduate Year of Practice**, please contact the College education team:

E: education@paramedics.org

P: +61 (0)438 059 044