

# Health and Community

## Industry Capability Development



# What's inside?

|   |    |
|---|----|
| Overview  | 4  |
| Skilling the future workforce                     | 8  |
| Training models                                   | 11 |
| Career pathways                                   | 12 |
| The Gordon's expertise                            | 14 |
| Established partnerships and industry connections | 18 |
| Teacher profiles                                  | 20 |
| Key capabilities                                  | 22 |
| Course offerings                                  | 23 |



# Overview

The Gordon Institute of TAFE (The Gordon) has a long standing and proud history as the largest regional TAFE in Victoria. For more than 130 years, The Gordon has supported people in gaining the skills and qualifications needed for employment, delivering a large range of TAFE courses including short courses and nationally accredited training across apprenticeships, traineeships, certificates, diplomas and advanced diplomas.

Training packages are under continuous review to ensure they are Australian Skills Quality Authority (ASQA) compliant and reflect current industry practices.

At the Victorian International Education Awards held in Melbourne in October 2022, The Gordon was awarded:

- Excellence in International Education - TAFE
- Excellence in International Student Experience
- Premiers Award for International Education Provider of the Year.

At the 2022 Victorian Training Awards, The Gordon was a finalist in the Inclusive Training Provider of the Year category.

Every year The Gordon trains over 13,500 students and delivers nationally accredited courses. The extensive infrastructure and facilities provide a reliable platform and depth of capability to deliver high quality training and skill development solutions to meet the needs of students, business, industry, and economic development. The Gordon partners with local and national organisations, peak bodies, key stakeholder groups and advocacy organisations to increase educational outcomes and industry advancement. These established networks and partnerships are integral to the success of the future health workforce.

The Gordon was one of the first in Victoria to deliver training to international students, with the first Japanese students starting in 1920, growing during the 1930s and 1940s to include India and China, then in the 1950s Nauru, and later into Malaysia, Singapore, Hong Kong, the Pacific Nations, the Middle East, Africa and the USA. The Gordon now has agents working in 46 countries.

On an international scale The Gordon is actively expanding its training delivery and has enjoyed a number of partnerships with various TAFEs and Colleges.

The Gordon has two major campuses in Geelong, a port city located on Corio Bay and the Barwon River, in the state of Victoria. Located 75 km south-west of Melbourne, it is the second largest Victorian city, with an estimated urban population of 274,647 (as at October 2022) and is Australia's second fastest growing city. The Gordon has also expanded into the growing Wyndham region (Werribee and Hoppers Crossing campuses), which presents a set of specific needs, including rapid population growth, increasing education attainment, a socially diverse population, and a changing economy and industries.

**13,500+**  
students annually

**550+**  
staff and one of the largest employers in the Geelong region

**60%**  
of students reside in the wider Geelong catchment region

International students from  
**60+**  
countries

**350+**  
courses, including state and nationally accredited qualifications, and short courses

**5**  
campuses throughout the cities of Geelong and Wyndham





The Gordon was officially founded in 1887 at our City campus location, operating as a Mechanics Institute and night trades' school as a result of the region's manufacturing growth and need for skills training.

It features a unique blend of historic architecture and modern training facilities, conveniently located in Geelong's CBD and opposite Geelong Train Station.



**The Gordon**  
Princes Campus

**The Gordon**  
Werribee Campus

**The Gordon**  
Hoppers Crossing  
Trades Campus

**Melbourne**

Werribee

Port Phillip Bay

Bannockburn

**The Gordon**  
City Campus

**The Gordon**  
East Campus

Corio Bay

Portarlington

St Leonards

**Geelong**

Queenscliff

Barwon  
Heads

Sorrento

Torquay

Anglesea

Colac

**Colac**  
Trade Training Centre

Lorne



# Skilling the future workforce

The Health Care and Social Assistance industry is the largest employing industry in Australia. In 2022 there were over 2.06 million people employed in this industry, which is projected to increase to more than 2.36 million by 2026. In the Geelong region, health care is the biggest employer and largest growth industry, with no signs of slowing – particularly in the post pandemic world.

The quality skilling of workers within the health and community services sector is a key priority for The Gordon. The institute partners with major employers in the health sector to support skills development within the existing and future workforce. This includes significant projects such as Future Health Skills, which was supported by the Victorian Government to develop a suite of non-accredited micro-credentials to effectively address skilling requirements of existing workers, increase the supply of job-ready graduates and improve the operational efficiency and effectiveness of workforce training. More than 1400 students were trained over a 6-month project period, with the project considered a resounding success and benchmark for future projects by the Government and Health Service Organisations involved.

The Health and Community programs at The Gordon are highly regarded within the sector and are designed to give people from all backgrounds the opportunity to pursue rewarding and fulfilling careers in acute health, aged care and community health. Part time, full time, online and traineeship options are available across the program delivery.

The Gordon – the largest vocational education and training provider in the region – has long had a significant role in skilling the healthcare workforce, significantly evolving, expanding and enhancing its vocational education and hands-on training to remain at the forefront of training providers in this field.

In 2022 the Victorian State Government announced financial support to significantly expand Health and Community Services at The Gordon, further highlighting our credentials as an industry leader and education provider of choice.

## Spotlight on Aged Care

- Australia is facing a shortage of at least 110,000 direct aged-care workers within the next decade unless urgent action is taken to boost the workforce - Committee for Economic Development of Australia (CEDA), 2022.
- In 2022, Aged care providers cared for more than 1.3 million older Australians, employing more than 430,000 workers.
- By 2050, the aged care workforce is expected to grow to more than one million people to meet forecast demands for services. The aged and disabled carers segment of the workforce is projected to grow by 24.7 per cent, experiencing the highest growth rate of all occupations in the health care and social assistance industry.
- The Gordon has experienced teachers delivering Aged Care courses including Certificate III in Individual Support (Ageing) to prepare individuals for work in the community and/or a residential setting, with the elderly.

The Gordon can develop a high-quality, applied, immersive and engaging, blended (mix of face-to-face and online delivery) course for your organisation, adhering to the qualification and unit framework created. Each unit (subject) contains training and assessment materials to deliver the qualification through a local workforce. The Gordon can provide consultancy for the delivery, train local trainers, perform quality audits and advise on educational practice to ensure the course is of the highest standard.



### RESIDENTIAL CARE:

217,145 available places  
845 providers



### HOME CARE:

920 providers



### HOME SUPPORT:

1,452 providers



1 in 5 in Australia is  
**65+**



More than  
**1 IN 4**

(27%) of 65+ Australians used aged care services in 2020





### CUSTOMISED OFFERING



### INTERNATIONAL PARTNERSHIP



### COURSE DEVELOPMENT AND MENTORING



### STANDARD TRAINING

# Training models

## Different ways of partnering with The Gordon

The Gordon is a trusted partner of many organisations, both locally and internationally, delivering bespoke education and employment programs that meet business goals and objectives. The institute builds collaborative partnerships to ensure ongoing successful outcomes through open and clear communications and a thorough understanding of the requirements expected.

### Overview

#### Option 1. Customised offering

Work with The Gordon to develop training and determine if the training can be accredited.

#### Option 2. International partnerships

The Gordon can develop non-accredited training mapped to Australian qualifications to allow pathways to onshore qualification.

#### Option 3. Course development and mentoring

Assist with developing internal training and provide delivery and quality guidance.

#### Option 4. Standard training

Enrol students and/or employees into The Gordon's public courses.

## Traineeship model

- Learning pathway combining paid on-the-job training and formal study with a registered training authority.
- Supports employees seeking recognition for their learnt skills and knowledge.
- Valued by employers for the relevance to actual industry standards.
- Training can be tailored to the workplace.
- Minimal loss of time for employees required to attend day release training.

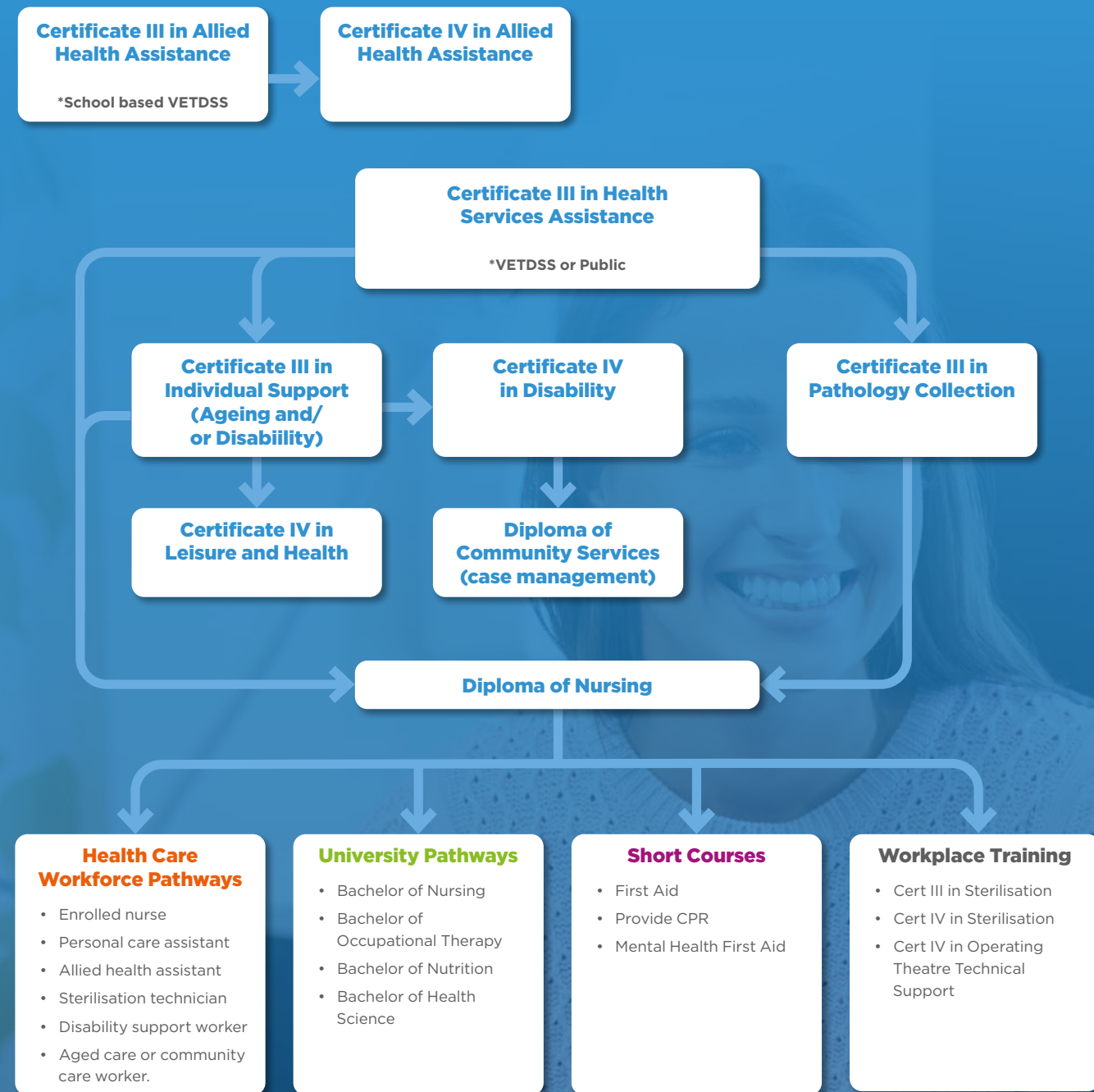
## Work placement model

- Work placement is a key assessment component of many courses at The Gordon.
- The Gordon has several partnerships with local businesses that operate as a host employer to students for this purpose.



# Career pathways

## Health pathways



Online Microcredential Suite

VETDSS - VET Delivered to Secondary Students

# Career pathways

## Community services pathways



VETDSS - VET Delivered to Secondary Students



# The Gordon's expertise

## Future Health Skills – Building the capability of our healthcare workforce

Industry is opting for “micro-credentials” which are short courses designed to meet an organisation’s specific needs. In 2019 this led to the creation of the Future Health Skills project after The Gordon received funding to develop industry specific micro-credentials for the health sector.

Working with Barwon Health, The Epworth Geelong and St John of God Geelong as the project partners, The Gordon developed a suite of micro-credentials for staff and students in the health sector. The micro-credentials were co-designed by health professionals, schools, technology experts and instructional designers and delivered by The Gordon and health service organisations.

Using innovative learning modes and the latest technology, the project achieved:

- The development of 25 co-designed, fit-for-purpose micro-credentials over 24 months. The platform featured 360-degree learning-based scenarios and an integrated digital badging system.
- Support for up to 760 clinical and non-clinical staff and 430 future workers to complete one training module.
- Expansion into other areas including a new cohort of year 9 and 10 students which was highly successful.
- Created strong industry relationships with major organisations in the Geelong region.
- Over 700 units completed, and 26 Super Badges awarded.
- All 25 micro credentials were completed by at least 9 people.
- Creation of best practice training to meet the core skills gaps that were recognised by industry.
- Creation of industry network that identified students’ pathways from secondary school age, through the TAFE network and into local healthcare sector.
- Utilised by employees across 80 different departments in healthcare organisations.

*Working with project partners Barwon Health, The Epworth Geelong and St John of God Geelong, The Gordon developed a suite of micro-credentials for staff and students in the health sector.*

## Increase work efficiencies and the ability to meet patient-centred care standards

Future Health Skills micro-credentials provide an opportunity to upskill both clinical and non-clinical staff. Future Health Skills offers the perfect training solution for your organisation and employees.

### Key Benefits

- Opportunity to provide continuous learning in your organisation.
- Attract and upskill employees with professional eLearning.
- Short, sharp sessions.
- Relevant and engaging content.
- Employees keep abreast of new skills.
- Supported online learning.

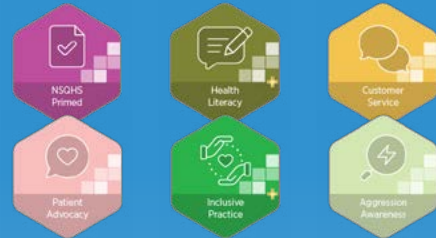




## Future Health Skills micro-credentials



Improve your employability skills by gaining fundamental skills across six key areas of:



Complete all 6 micro-credentials to gain your Super Badge.

### SB001

**Length:** 6 x 4 hour online micro-credentials



Increases your skills to understand how to better manage people and teams, work within a team and manage stressful environments. You will look at five key areas of modern leadership:



### SB004

**Length:** 5 x 30 minute online micro-credentials +1 peer discussion microcredential



Learn the core skills to be able to communicate confidently and effectively across five key areas::



### SB002

**Length:** 5 x 30 minute online micro-credentials +1 peer discussion microcredential



Learn how the NSQHS standards relate to patient-centred care, identifying strategies to advocate and communicate for patient safety across these key areas:



### SB005

**Length:** 8 x 30 minute online micro-credentials +1 peer discussion microcredential



Improve your employability skills by gaining fundamental skills across six key areas of:



### SB003

**Length:** 5 x 30 minute online micro-credentials +1 peer discussion microcredential



# Future Health Skills



# Established partnerships and industry connections

A key foundation of The Gordon is in partnering with local and national organisations, peak bodies, key stakeholder groups and advocacy organisations in the endeavour to increase educational outcomes and to ensure a basis of skills available for industry to grow and advance.

The Gordon is committed to creating a sector-wide model to identify current and future skills and a sustainable model for developing and delivering efficient, engaging training.

## Collaborations

Our networks and partnerships are integral to the success of the future health workforce. The Gordon's partnerships with Deakin and Torrens Universities recognises the importance of pathways into higher education, enabling students to gain entry and credits towards a number of degrees, such as health sciences, nursing, nutrition science, public health, occupational therapy, and psychological science, after completing a Diploma or Advanced Diploma qualification at The Gordon.

The Gordon has delivered Vocational Education and Training (VET) to secondary students for more than 20 years. In 2022, The Gordon offered 28 VET programs, each providing pathways into higher level Certificate and Diploma courses. More than 1,800 students took part in the programs - including 170 students studying Health and Community Services courses - conducted in partnership with 74 secondary schools throughout Geelong, Wyndham, Colac and Otway regions.

The Gordon has established relationships with the health care sector across the Geelong and Wyndham regions and has a demonstrated capacity to leverage relationships across the education, community, government and business sectors. Key stakeholders from across Geelong and Wyndham regions include:

- Australian Clinical Labs
- Barwon Child, Youth & Family (BCYF)
- Barwon Health
- Barwon Neighbourhood Houses
- Deakin University
- Dorevitch
- Epworth Geelong
- G-Force Recruitment
- G4S
- Geelong Region Local Learning and Employment Network
- Great Ocean Road Health
- Human Service Skills Organisation
- IPC Health
- Melbourne Pathology
- Melbourne Royal
- Mercy Health
- MyClinic
- St John of God Healthcare
- St Vincent's Private hospital
- Wathaurong Aboriginal Cooperative
- Western Health
- Wyndham City Council.



# Teacher profiles

## Lela Olaogun – Diploma of Nursing Teacher

*“It is awesome working within a team that contribute to the recovery and well-being of people at different stages of their lives.”*

“The healthcare industry is a constantly evolving industry with opportunities to make a difference in people’s lives,” says Diploma of Nursing teacher Lela Olaogun. “I love the fast-paced nature of the healthcare industry and the diversity of client base we encounter on the job. The Gordon provides excellent working platforms for students’ training, and I find it satisfying that our graduates are well sought after by industry recruiters.”

Lela joined the healthcare industry 10 years ago, starting as an aged carer in Melbourne nursing homes, an experience she says developed her passion and inspired her to become a registered nurse and subsequently, a trainer and assessor in the nursing industry.

Lela, who has been teaching at The Gordon for three years, has worked across different nursing specialties including surgical/medical, geriatric, cardiac and orthopaedic rehabilitation. She is highly qualified and uses her skills in instructional design to facilitate engaging and interactive sessions with students, using similar technological tools available in the health care industry. “The training we provide within our standard clinical laboratories is comprehensive and we have ongoing collaboration with the best healthcare facilities around Victoria where our students undertake their mandatory clinical placements,” said Lela, who “loves working at The Gordon”.

## Julie Young – Diploma of Nursing Teacher

*“My passion is passing on what I have learned over the duration of my nursing career to students.”*

Julie Young is a passionate Trainer and Assessor at The Gordon who brings 22 years of experience as a Registered Nurse in various areas of nursing; predominately in the primary health care setting. For the past five years, Julie has shared her knowledge with eager students, teaching various units within the Diploma of Nursing program including wound care, primary health, diabetes, medication administration and chronic health. She holds a post graduate degree in chronic care nursing practice that enables her to provide a depth and wealth of expertise to nursing students.

Julie said all health-related courses are in high demand so work opportunities are abundant, both in Australia and overseas, making it an ideal career path for those keen to work and travel.

“The nursing program at The Gordon is hands-on learning that prepares students to be work ready. It is definitely a great place to study and prepare yourself for a very rewarding career,” she said.

## Neil Klemm – Diploma of Community Services Teacher

*“I’m passionate about adult and youth education within a welfare context”.*

Neil Klemm has enjoyed more than 25 years working in community services, an industry he “accidentally fell into” while working for a small rural local government authority in the mid-90s. Since then Neil has donned many hats managing programs that support a wide range of people with complex needs, both locally and overseas.

“I enjoy working with diverse groups within society and seeing individuals and communities develop with the right support and capacity building activity,” says Neil. “When it comes to teaching, my motivation and enjoyment is quite similar - meeting people from all walks of life in new classes every year and watching students interact and develop over their learning experience.”

Neil has taught at The Gordon for 10 years, including three years as Community Services Program Manager, and has also undertaken several community services projects and programs in countries such as Cambodia, Vietnam, Fiji, Nauru and other Pacific Island nations where he lived and worked for many years.



**LELA OLAOGUN**  
Diploma of Nursing



**JULIE YOUNG**  
Diploma of Nursing



**NEIL KLEMM**  
Diploma of  
Community Services



# Key capabilities

## Our Key Areas

- Health
- Community services
- Corrections
- Aged-care and disability
- First aid.

## Our Key Capabilities

- Specialist facilities, equipment and resources
- Industry immersion
- Industry collaboration
- Consistently high-quality products and delivery methods
- Consistently high performance from our people with a focus on student satisfaction
- Flexible product suite
- Highly experienced and professional teaching staff
- Close connections with major industries in Australia and Asia
- Modern and engaging e-learning delivery to support practical training
- Nationally recognised programs with pathways to higher education.
- Supported pathways to employment.

## Our Innovation Priorities

- Engaging and flexible learning options
- Optimised course delivery
- Educator excellence
- High impact teaching strategies
- Stackable learning through microcredentialing and accredited short courses
- Creating industry-led training
- 21st Century skill development and digital literacy
- Intuitive, adaptive and responsive digital learning
- Applied and industry relevant skill and knowledge development
- Lifelong learning opportunities.

# Course offerings

## Accredited courses include:

- HLT54121 Diploma of Nursing
- CHC33015 Certificate III in Individual Support (Ageing and Disability)
- HLT37215 Certificate III in Pathology Collection
- CHC32015 Certificate III in Community Services
- CHC42015 Certificate IV in Community Services
- CHC40413 Certificate IV in Youth Work
- CHC43115 Certificate IV in Disability
- CHC52015 Diploma of Community Services (Case Management)
- HLT33115 Certificate III in Health Service Assistance
- CHC43415 Certificate IV in Leisure and Health
- HLT33015 Certificate III in Allied Health Assistance
- HLT43015 Certificate IV in Allied Health Assistance
- HLT37015 Certificate III in Sterilisation
- HLT47015 Certificate IV in Sterilisation
- HLT47515 Certificate IV in Operating Theatre Technical Support
- MSL50118 Diploma of Laboratory Technology
- MSL40118 Certificate IV in Laboratory Techniques
- MSL30118 Certificate III in Laboratory skills
- CSC30122 Certificate III in Correctional Practice
- HLTAID009 Provide cardiopulmonary resuscitation
- HLTAID011 Provide first aid
- Mental Health First Aid.

Some of the above courses are currently offered as part of the Free TAFE initiative or are eligible for Skills First Funding. Please visit The Gordon's website for eligibility details.



HEALTH



COMMUNITY SERVICES



CORRECTIONS



AGED-CARE AND DISABILITY



FIRST AID



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