

Realise your abilities

New starters

As a new graduate, we know it is important to have a range of learning experiences and to feel well supported as you transition into the workforce.

At Ability WA, our new starter framework combines an intensive support, supervision so you can thrive as a new starter in the disability sector.

What is the new starter framework:

- A two-year learning journey that provides a multilayered learning for new starters at Ability WA.
- It provides new starters with clear expectations to help them thrive and feel supported.
- It is a combination of informal, formal, contextual and 'in the moment' learning opportunities.

First year focus:

- Orientation and induction support and intensive supervision and support from a variety of experienced clinical team members.

Second year focus:

- Building and developing specific discipline skills and competencies.



Supports and opportunities

- **Work shadowing** Intensive opportunities over the first two weeks and then ongoing as required.
- **Clinical lead catch ups** Opportunity to meet with Clinical Leads for professional development sessions in line with the two year clinical topics learning schedule.
- **Supervision with team leader** Intensely over the first six weeks and six weekly ongoing.
- **New starter round table** Opportunity to connect with other new starters/ graduates at Ability WA to share learnings and problem solve together.
- **Discipline-specific round table meetings** Come together with therapists of your own discipline to access professional development on a monthly basis.
- **Mentor** Connect with an experienced clinician in your discipline, to access timely clinical support and inspiration in your career pathway.
- **Buddy** Connect with another new starter for shared learning and support as you commence your career together.

| | 6 MONTHS | 12 MONTHS | 18 MONTHS | 2 YEARS | ONGOING |
|--------------------|---|---|-----------|---------|---------|
| New starter | Individual supervision with team leader at hub level | | | | |
| | Discipline-specific round table meetings at hub level | | | | |
| | Formal clinical lead catch up | | | | |
| | | New starter round table meeting (monthly) | | | |
| | Mentor | | | | |
| | Buddy | | | | |

Experience, exposure and professional development

- Access a structured outline of key clinical and transdisciplinary learning areas, to guide your learning and upskilling over your two year new graduate journey.
- Celebrate your learning journey with your team, at points throughout and at the completion of the two year program.
- Multiple connections within the team to help ensure success.
- Further pathways for career development.

Learn more:
 1300 106 106
 info@abilitywa.com.au
abilitywa.com.au

