



Unlock your potential and grow your career

Graduate Group Participant Guide

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Marathon Health pays respect to the traditional custodians of the land we stand upon.

This seal represents our commitment to working with our communities for a better future for all.

Graduate Program

Joining our Marathon Health Graduate Program is your first step to a rewarding career – because we believe that the organisation you start your graduate journey with is crucial in determining your professional growth and future.

This comprehensive Graduate Group Participant Guide is for staff participating in a Marathon Health Graduate Program such as the Allied Health Graduate Program and CoreConnectPlus. It's designed to ensure you have the support, knowledge and clinical experience needed to excel in your chosen field.

Within this program, you'll be part of a multidisciplinary team – learning from experienced clinicians and leaders in their profession. You'll also receive on-the-job clinical training and guidance, giving you the confidence and tools to learn, grow and step into your career.

Graduate pathways are available in:



**Occupational
therapy**



**Speech
Pathology**



Psychology



Social Work

Who we are

Marathon Health is a not-for-profit, registered charity with a vision of empowering communities to thrive through equitable health and wellbeing. We're passionate advocates for equal access to quality health services for people wherever they choose to live.

Over the last 10 years we have grown to become one of the largest not-for-profit employers of allied health professionals in regional NSW.

Our aim is to support country Australians to access the healthcare they need, closer to home. We do this by listening to community need, investing in our team, building pathways for a sustainable regional health workforce, and partnering with organisations that share our values.

From our sites in Albury, Bathurst, Cowra, Dubbo, Orange, Lithgow, Queanbeyan and Wagga, we provide services that are client-centric, culturally safe and inclusive. This means the people we work with have choice and control over the decisions that affect them – ensuring their voice is heard and respected.

Our services cover all ages and span:

- Aboriginal and Torres Strait Islander health, emotional and social wellbeing
- Allied health such as occupational therapy, speech pathology, dietetics and diabetes education
- Early-intervention, prevention and screening services
- Mental health (including headspace)
- Research programs
- NDIS planning, allied health, positive behaviour support and after hours crisis services
- Peer work programs that promote a lived-experience approach to care
- Specialist care coordination and case management
- Supporting people experiencing homelessness
- Supporting people to understand and navigate the health and aged care system
- Training, education and upskilling opportunities for people who want to understand mental health

Our team

Our staff represent some of the best in their field and pride themselves on making a difference in people's lives. They understand what country Australians need, because they live and work regionally too.

We foster an environment of continuous education/upskilling and exploring staff passion projects, to ensure our team can meet the needs of the communities we work in – everything we do is underpinned by our values.

Our ICARE values

	Integrity and trust Be real
	Collaboration and innovation Make connections
	Achievement and excellence Be proud
	Respect and empowerment Demonstrate equality
	Empathy and understanding Open compassion



Our vision

Empowering communities to thrive through equitable health and wellbeing



Our purpose

To collaborate with communities to create the services they need to improve their quality of life



Graduate Program overview

The program is slightly different depending on your area of study, to ensure what you're learning is relevant and built on a practical and supportive approach to your chosen field.

NDIS graduates (speech pathologists and occupational therapists)

This program focuses on three key areas that aim to boost your confidence and develop essential skills during the first few months in your role.



Creating a successful work life

- Self-care and accessing available supports
- Time management and budgeting
- Understanding the NDIS
- Multidisciplinary practice at Marathon Health
- Learning from past graduates
- How to get the most out of supervision



Supporting participants

- Person-centred practice
- Having initial conversations
- Understanding consent
- Goal setting and outcome measures
- Motivational interviewing
- Understanding intellectual disability and communication



Supporting our work (policies, models and clinical tools)

- Home visits, de-escalation and mandatory reporting
- Introduction to Talking Mats
- Introduction to Key Word Sign
- Models of service delivery

5+1 Provisional psychologists internships

If you're a provisional psychology intern, you will join our CoreConnectPlus Pathway and have the opportunity to work in one of our mental health programs – like Strong Minds Western or one of our headspace centres, or within one of our host employers in the region.

We'll provide you with the full package of a job, supervision and training and support you to meet your mandatory requirements and pass your registration exam. By completing your internship with us, you can expect:

- Accelerated learning via Headstart, our intensive orientation and training program
- Access to Board approved primary and secondary internal supervision
- Support to meet core competency requirements and pass your registration exam set by the Psychology Board of Australia, through our CoreConnect workshops – fortnightly workshops covering the core competencies as well as a professional support network, including peer-to-peer connections and social opportunities via our Community of Practice
- Genuine employment opportunities following the internship period
- Support to connect you to local communities in country NSW
- Financial incentives to support relocation and establishment costs for those moving to regional areas
- Quality clinical supervision, peer support and strong professional development
- Training to support culturally-appropriate service delivery

“I feel like I have grown so much as a clinician since starting the internship. I’m a completely different clinician – in a good way.”

Charlotte

Mental Health Clinician





Social work graduates

As a social work graduate, you're supported to work in a diverse range of programs including mental health programs like Strong Minds and headspace, psychosocial support programs like the Commonwealth Psychosocial Support Program, intensive family therapy programs like MST-CAN and various other programs. There is an emphasis on continuous professional development (CPD), a supportive practice environment, and pathways to specialised AASW credentials.

The practice experience of social workers across Marathon Health is immense, which means as part of this program you'll have invaluable opportunities to:

- Enhance your practice frameworks
- Apply theoretical frameworks to practice
- Foster critical reflection frameworks to practice
- Navigate ethical dilemmas in practice
- Build a professional network with AASW members across Marathon Health

Continuing Professional Development (CPD)

Marathon Health supports your ongoing professional growth by providing opportunities to engage in CPD activities across the three AASW CPD domains:

- Practice and Service Delivery: Enhance your clinical skills and service delivery through hands-on experience and training.
- Professional Identity and Ethics: Engage in reflective practices and ethical decision-making to strengthen your professional identity.
- Workplace and Workforce Development: Participate in workshops and training sessions to develop your workplace skills and contribute to workforce development.

These CPD opportunities are designed to support your journey towards AASW credentials, such as the Accredited Mental Health Social Worker (AMHSW) and Accredited Disability Social Worker (ADSW).

Supportive practice environment

Marathon Health offers a supportive practice environment that fosters professional growth and wellbeing, ensuring that you are supported throughout your career journey.

We ensure that you receive appropriate clinical supervision, a vital component of professional development.



Clinical supervision and support

Ongoing support to develop your clinical and interpersonal skills are essential to your professional growth – and as each of us are unique, the way it's delivered needs to be tailored to your needs.

Which is why we provide individualised clinical and organisational support covering:

- Individual clinical supervisor for support and development
- Organisational supervision to assist with caseload and career development
- Support to gain specialised practice and accreditation
- Access to peer support and group supervision
- Regular clinical review meetings and support from senior clinicians and external providers

The graduate journey with us

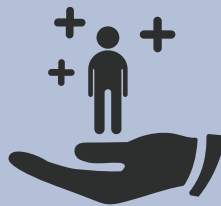
You are at the centre of our Graduate Program, designed to support your growth beyond the graduate year. Here's an overview of your journey with us:



Learn and grow

Graduate year

- Meet the team and get to know us
- Familiarise yourself with your role and responsibilities
- Connect with your clinical supervisor, develop a supervision agreement and development plan
- Start working with clients and receive weekly clinical and/or operational supervision
- Participate in regular clinical review meetings, team meetings and social events
- Access a \$1,500 professional development allowance annually, including access to a wellbeing allowance of up to \$500
- Access up to 5 days of study leave annually, available from commencement
- Access to a BONUS \$500 of professional development allowance, available from commencement



Develop and master

Second year

- Review your annual development plan
- Take ownership of your caseload and clients
- Receive monthly clinical and operational supervision
- Ongoing operational support
- Access a \$1,500 professional development allowance annually and up to 5 days of study leave annually
- Access an annual wellbeing allowance of up to \$500



Excel your career

Where to from here?

- Mentorship and clinical supervisor opportunities
- Practice and Clinical Lead opportunities through our Clinical Leadership Program
- Management and Leadership opportunities through our Leadership Program
- Support to complete specialist training
- Involvement in monitoring, evaluation and research through our MECI Framework
- Opportunity for passion projects through our PitchFest funding

Our Graduate Program Alumni

Hear from our graduates and learn how they have grown and developed their careers since joining Marathon Health.

Their experiences showcase the opportunities and support available to you.



“The scaffolding of the new grad program and the approach to the caseload was what was best for me. There’s always something to do, without feeling overwhelmed or like things need to be achieved quickly.”

Lilly
Graduate Occupational Therapist

“We have so many different disciplines, but it’s not segregated. We have a really collaborative environment where you can approach anyone to ask them a question.”

Marley
Graduate Speech Pathologist



“The graduate program allowed us to learn first-hand from people who have worked in the field for years.”

Lauren
Graduate Occupational Therapist

The benefits of working with us

We value our graduates and offer a range of benefits to support their wellbeing and professional development, including:



- Salary packaging options (up to \$15,900 living expenses and \$2,650 meals/entertainment)
- Competitive starting salary with annual increases
- Up to \$2,500 relocation assistance for rural NSW moves (conditions apply)
- Receive tangible benefits and save money on everyday purchases through Marathon Health Employee Savings (MesH) program
- Exclusive corporate partnership with Westfund, Westpac and St George to help you work towards your health and financial goals



- Flexible working arrangements
- Participate in the Annual Staff Satisfaction Survey
- Opportunity to make a genuine impact in health and wellbeing of rural communities
- Office culture aligned with our ICARE values



- Kick-start your learning with a BONUS \$500 professional development allowance on your first day, as well as access to \$1,500 professional development allowance annually
- Access to online training with up to 85,000 topics on our GO1 Training platform
- NSW RDN Rural Health Workforce Scholarship up to \$10,000 bursary for further studies (requires eligibility and application to RDN)
- Collaboration and learning within a multidisciplinary team



- Access to our free 24/7 Employee Assistance Program (EAP)
- Annual wellbeing allowance of up to \$500
- Regular clinical and operational supervision with senior experienced staff
- Additional team of Practice and Clinical Leads for support



- Up to 5 days of study leave annually, available on commencement
- Additional paid leave between Christmas and New Year
- 5 weeks (25 days) of annual leave accrued per year
- In addition to standard leave in accordance with the National Employment Standards, other types of leave available, include study and professional development, paid parental, cultural, and community service leave



- Use of Marathon Health fleet cars for client visits and travel needs
- Novated lease option for car and associated expenses, available from commencement when participating in a Graduate Program
- Outreach opportunities to rural locations

Benefits are outlined in more detail in our Marathon Health Enterprise Agreement 2022. Some benefits apply only to Graduate Program participants and can be confirmed on commencement. Based on full-time employment, pro rata for part-time employees.

Who we look for

We are looking for passionate and inspiring individuals committed to learning and making a positive impact on people's lives.

Someone who values the vibe of their workplace and working in a mutually respectful team.

To be eligible for the Graduate Program, you should have:

- Completed a relevant tertiary qualification
- A desire to offer quality services and improve the health and wellbeing of communities
- A growth mindset and willingness to seize opportunities for personal and professional development

You will be part of a team that's transforming the landscape of healthcare solutions. Take the next step and apply now to join us on this inspiring journey.

How to apply

To apply for our Graduate Program, simply complete and submit our application form. We will review your application and contact you to arrange an interview.

If you have any questions or would like to learn more about the program, please reach out to us via email at graduates@marathonhealth.com.au.



1. Shortlist suitable applicants



2. Interview with panel



3. Preferred candidate chosen



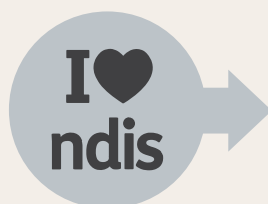
4. Referee checks



5. Offer of employment



6. Police and Working with Children checks



7. NDIS Worker check (where applicable)



8. Onboarding and induction

Top tips for success

We want to see you succeed, and we're here to support you throughout the application process.



Read our tips on writing a great job application and preparing for interviews – Get that job!

So, what are you waiting for?

At Marathon Health, we believe in building a strong country allied health workforce.

Our Graduate Program plays a vital role in achieving this vision by nurturing passionate individuals, offering them opportunities to learn, grow, and make a positive impact in their chosen fields. We're excited to have you as part of the team, and to support your growth as a professional.



Join our Graduate Program and unlock your potential with Marathon Health!

Albury | Bathurst | Dubbo | Wagga Wagga

ABN: 86 154 318 975

Marathon Health is a not-for-profit, registered charity delivering high quality health and wellbeing services to people wherever they choose to live.

1300 402 585

marathonhealth.com.au

**marathon
health**
Better healthcare, closer to home