

# MICROCREDENTIALING PROGRAM





Partnering for Sustainable Health and Aged Care Solutions in Regional Australia



## THE PROGRAM

STATIM's **Microcredentialing Program** is a zero-cost workforce pipeline initiative designed to grow, mentor, and integrate locally sourced **Assistants in Nursing (AINs)** into aged care and hospital settings. This 6–8 week program combines accredited training, onsite mentoring, and real-time clinical immersion to produce work-ready AINs who are already familiar with your facility's systems, standards, and team culture.

Structured around STATIM's **"grow-your-own" model**, the program enables facilities to build a sustainable, values-aligned workforce without recruitment fees or onboarding disruption. Unlike typical workforce solutions that deploy short-term relief, this program equips new entrants to transition into long-term roles with confidence, resilience, and embedded facility knowledge.

#### Each participant undergoes:

- Core skills training in infection control, resilience, basic life support, and safe manual handling.
- Four mentored clinical shifts within a host facility, progressing from foundational tasks to advanced care (e.g., dementia management, falls prevention, and end-of-life care).
- Final assessment and structured reflection to determine readiness for onboarding or progression to further development pathways.

STATIM covers all costs associated with candidate recruitment, credentialing, education, mentoring, and support - making this a **zero-cost**, **zero-risk** proposition for facilities.

At the conclusion of the program, host facilities are given first option to employ the graduating participants. This ensures continuity and rewards facilities that have invested time in supporting participant learning. The transition is seamless - participants are already embedded in site workflows, have built relationships with staff and residents, and require minimal further orientation.

#### Facilities benefit from:

- Seamless integration of new AINs with reduced onboarding burden.
- Pre-vetted, site-experienced team members.
- Improved retention through local recruitment and targeted mentoring.
- A scalable solution for rural, regional, and metropolitan workforce needs.



## **NEXT STEPS**

#### 1. Nominate Host Facilities

STATIM seeks your support in identifying suitable facilities to host microcredentialing participants. Host facilities must:

- Permit four mentored AIN shifts over one month.
- Enable access to relevant workflows and environments for shadowing and supervised task execution.

All mentoring is provided by STATIM-employed Registered Nurses who already meet the facility's credentialing and orientation standards.

## 2. Facility Tailoring

STATIM will consult with host sites to:

- Confirm areas of clinical focus based on current workforce needs (e.g. dementia care, falls prevention, continence, etc.).
- Integrate any site-specific systems, standards, or tools (e.g. policies or documentation formats).
- Match participants to facilities based on values alignment, communication style, and future hiring intent.

## 3. Program Rollout

Each program intake follows five key phases:

- Phase 1 Onboarding (1–2 weeks): Candidate selection, compliance checks, and mentor assignment.
- Phase 2 Induction (1 day): Core training in workplace behaviour, resilience, and patient safety.
- Phase 3 Mentored Clinical Shifts (4 shifts): Structured exposure to resident care, progressing from orientation to advanced observation and support.
- Phase 4 Review & Certification: Evaluation of technical and behavioural competencies; performance summaries and competency obtainment provided.
- Phase 5 Workforce Transition: Graduates are either directly onboarded by the host facility or retained by STATIM for future shift fulfilment.

#### 4. Post-Program Reflection and Strategic Use

Facilities can use performance summaries to:

- Onboard successful participants with zero recruitment overhead.
- Allocate high-potential individuals to internal development pathways.
- Identify future candidates for RN Upskilling or HELP leadership programs.



## **ABOUT US**

STATIM is a Queensland-based healthcare solutions provider dedicated to enhancing the liveability and wellbeing of regional and rural communities. We specialise in delivering integrated workforce, operational, and strategic support to health and aged care providers across Australia.

Our mission is to foster sustainable, community-focused healthcare by addressing systemic challenges such as workforce shortages, clinical governance complexities, and infrastructure limitations. We collaborate closely with clinicians, facilities, and government entities to codesign practical, scalable solutions that are responsive to the unique needs of regional settings.

## **OUR PILLARS OF CAPABILITY:**

- 1. Workforce
- 2. Advisory
- 3. Technology
- 4. Infrastructure

## **OUR CORE VALUES:**

- **Strong Relationships:** Building lasting partnerships with clinicians, facility partners, and communities to ensure a supportive and collaborative environment.
- **Trust:** Upholding the highest ethical standards and acting in the best interests of our partners through transparent and reliable service.
- **Authenticity**: Fostering trust and openness by addressing needs with empathy and compassion.
- **Teamwork:** Recognising the collective efforts needed to deliver exceptional healthcare solutions.
- **Integrity:** Committing to ethical practices and honesty, ensuring that business and wellbeing are in trusted hands.
- **Mentorship:** Nurturing a culture of continuous learning and growth, empowering clinicians to excel in patient care and become future leaders in healthcare.



## **OUR PEOPLE**



William Mundt DIRECTOR Regional Clinical Strategy & Leadership



**Jaden Frame** DIRECTOR Regional Health Investment & Strategy



**Kathryn Frame DIRECTOR ALLIED HEALTH** Allied health Leadership & Mentoring



Suzanne Waldron **CLINICAL OPERATIONS MANAGER** Health Finance & Admin Leadership



**CLINICAL OPERATIONS MANAGER** Rural & Aged Care Nursing Consultant

**Bek Turner** 



Elissa Turner **FINANCE** MANAGER Health Finance & Bookkeeping







STATIM offers premium and flexible healthcare workforce solutions, ensuring that facilities have access to skilled professionals when and where they are needed.

We support facilities by:

- Providing workforce solutions on an ad hoc and contracted basis
- Prioritising **quality control:** credentialing, mandatory training, and health & wellness packages exceed all our competitors
- **\$0 recruitment fees** if staff translate to permanency

## **Key Services:**

- Micro-credentialing Program: A zero-cost pipeline to develop Assistants in Nursing (AINs) ready to integrate into facilities. Over 6-8 weeks, candidates receive blended training and mentored clinical shifts within host facilities, who have first option to onboard following program (again at **NO COST**).
- Mentor Accelerated Program (MAP): A 12-week initiative that fast-tracks the development of early-career Enrolled Nurses (ENs) and Registered Nurses (RNs) through high-impact clinical mentorship and structured capability building.
- RN Upskilling Program: A focused, targeted training initiative designed to elevate the clinical, operational, and leadership capabilities of aged care nurses,



aligning with the Strengthened Aged Care Quality Standards. A blend of theory and mentorship to site processes.

 Health Emerging Leaders Program (HELP): A targeted leadership development initiative for emerging clinical and operational leaders in aged care and healthcare.





Our Advisory pillar delivers strategic consultative services to address complex health system challenges. We specialise in:

- Clinical Gap Analysis: Conducting site-based audits to identify areas for improvement.
- Policy and Procedure Mapping: Harmonising policies and procedures, including version control and documentation governance.
- Clinical Care Pathway Projects: Standardising care practices to improve resident outcomes in Residential Aged Care Facilities.
- Community Engagement: Facilitating consultations to ensure community needs
- **Service Model Redesign:** Strategic review and reconfiguration of care delivery models to maximise clinical quality, staff capability, and financial efficiency. This includes aligning service structures with resident acuity, staffing ratios, funding models, and facility workflows to support safe, scalable, and economically sustainable operations. Our focus is on enabling teams to deliver







Our Tech pillar drives digital enablement and innovation. STATIM delivers three highimpact services in this area - Talius SmartCare, Predictive Analytics & Resource Optimisation, and the STATIM Score - each designed to solve critical challenges across compliance, funding, and system resilience. Together, they enable aged care and health services to plan smarter, operate more efficiently, and deliver better care.

1) Talius SmartCare Platform - Enabling Compliance and Operational **Excellence** 





STATIM has partnered closely with the developers of the Talius SmartCare Platform to support its tailored integration into acute, aged and home care settings. Originally designed as a powerful integration layer across smart sensors and monitoring tools, STATIM has applied its capabilities to develop a compliance-first, care-optimised application for health providers.

Talius consolidates real-time data from disparate systems - nurse call, fall detection, observation equipment, RFID sensors, environmental sensors - into one centralised "facility dashboard". This allows frontline and management teams to gain instant visibility into patient and resident events, automate compliance documentation, and reduce manual oversight.

#### **Benefits:**

- Automates compliance-relevant data collection and reporting.
- Improves staff response times and reduces risk exposure.
- Supports Strengthened Aged Care Quality Standards and National Safety and Quality Health Service Standards through centralised event logs.





# 2) Predictive Analytics and Resource Optimisation – Enhancing Funding and Clinical

STATIM collaborates with leading AI developers to bring predictive modelling and data science to frontline care. These tools analyse trends across documentation quality, workforce patterns, and clinical outputs to help services unlock new efficiencies, reduce compliance risk, and enhance care delivery.

## **Applications:**

- Optimisation of clinical documentation and coding for AN-ACC funding.
- Predictive staffing models to forecast and prevent resource shortfalls.
- Real-time alerts and dashboards that support care pathway adherence.
- Identification of bottlenecks, duplication, or underutilised staff capacity.

Facilities using this technology gain strategic foresight—enabling them to better manage costs while maintaining care quality and compliance.

### 3) STATIM Score – A System-Wide Sustainability Index for Regional Health

The STATIM Score is a flagship tool developed to help governments, PHNs, and aged care providers understand and improve the long-term sustainability of regional health systems. It is a multidimensional index that measures resilience and readiness across seven core domains:

- 1. **Demographic** Population trends, care complexity, and service demand.
- 2. Clinical Chronic disease burden, care accessibility, and pathway integrity.
- 3. Workforce Availability, skill mix, isolation risk, and retention outlook.
- 4. **Economic** Service viability, funding flow, and contribution to local economies.







- 5. **Education** Training pipelines and workforce development readiness.
- 6. **Community** Local engagement, intergenerational programs, and alignment of services with lived experience.
- 7. Social Inclusion, isolation risk, and meaningful aging measures.

The STATIM Score is delivered via an interactive dashboard, enabling users to explore system performance by region, compare sustainability levels, and drill down into high-impact data sets. It blends quantitative data with qualitative insights from community and stakeholder consultation.

## Why it matters:

- Identifies gaps and vulnerabilities in regional aged care ecosystems.
- Equips decision-makers with targeted insights for reform and funding allocation.
- Supports localised, future-focused planning backed by real-world metrics.
- Encourages collaboration between government, providers, and community stakeholders.

STATIM continues to invest in the refinement and expansion of the Score as a national infrastructure tool for regional health and aged care transformation.



Our Infrastructure pillar ensures that the built environment in rural and regional health settings is fit-for-purpose, forward-looking, and responsive to the evolving needs of healthcare delivery. We assess and plan physical infrastructure through a clinical and strategic lens - ensuring it supports modern care standards, innovative service models, and long-term sustainability.

## **Key Services:**

- Infrastructure Assessments: We conduct detailed evaluations of existing health and aged care facilities to determine their readiness to meet contemporary care standards. Our assessments consider safety, compliance, spatial efficiency, clinical functionality, and alignment with current and future service needs such as integrated care, palliative delivery, or dementia-specific environments.
- Facility Planning & Reconfiguration: We partner with providers to design or reconfigure physical spaces that enable innovative models of care, including subacute step-down units, multipurpose service hubs, and community-integrated care models. Our planning process is clinically informed, resident-focused, and operationally realistic ensuring facilities are not only modernised but primed for efficient and high-quality service delivery.
- Capital Pathway Partnerships: STATIM has established access to a select group of aligned private investors who are seeking to back high-impact healthcare infrastructure projects. For facilities seeking to expand, re-develop, or re-purpose their built environment, we can facilitate introductions and support business case development to unlock investment and long-term sustainability.



Whether it's aligning your facility with the 2025 Strengthened Aged Care Quality Standards, supporting a new model of care, or securing financial backing for growth, STATIM's infrastructure capability ensures your organisation is structurally positioned for the future of rural and regional health.

# **CONTACT US**

For more information or to discuss how STATIM can support your healthcare facility, please contact us:

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