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NAHGOT

Nursing & Allied Health
Graduate Outcomes Tracking

Methods and preliminary findings



Background

- Inequitable distribution of health workforce in rural Australia
- WHO recommends **tracking** health professionals from university onwards
 - Can identify factors that influence workforce outcomes
- Tracking studies mostly in medical profession. Three predictors of graduate rural practice:
 - rural origin
 - exposure to rural settings during training
 - rural practice intention as undergraduate
- Much less known about nursing and allied health workforce
 - Few studies, limited scope
 - Evidence gap about why graduates work in rural or metro location



Background: The NAHGOT study

A longitudinal study, links data from:



University datasets

- Enrolment & course data
- Students' rural origin
- Clinical placement data



Surveys of students & graduates

- Intentions re rural practice
- Reasons for practice location



Australian Health Practitioner Regulation Agency (AHPRA) data

- Current practice location
- Over 10 years

- Targets entire student cohorts in multiple disciplines, across multiple universities
- Overall aim to explore factors influencing NAH health graduates' choice of metro or rural location



Aims of this analysis

- To explore whether nursing and allied health students' rural origin and rural clinical placements are associated with their practice locations as first year graduates
 - Demonstrate the feasibility of the data linkage components of the methodology



Methods – steps

- Inclusion criteria**
- UON or Monash student
 - Domestic student
 - Completed in 2017
 - Single degree, pre-registration course



University data

- Rural origin
- Placement location & duration



AHPRA data

- AHPRA ID
- Used to extract 2018 practice location from AHPRA

Analysis

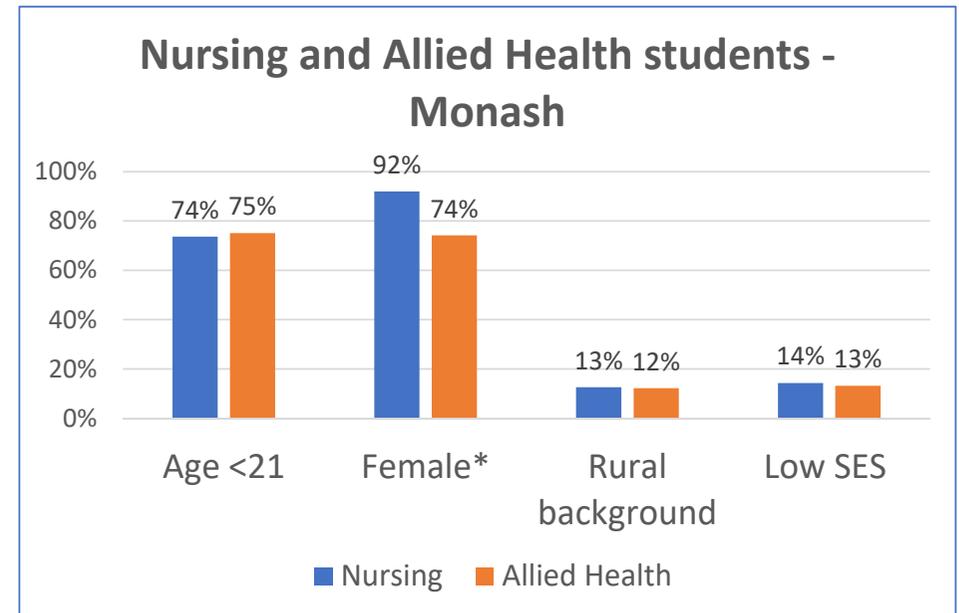
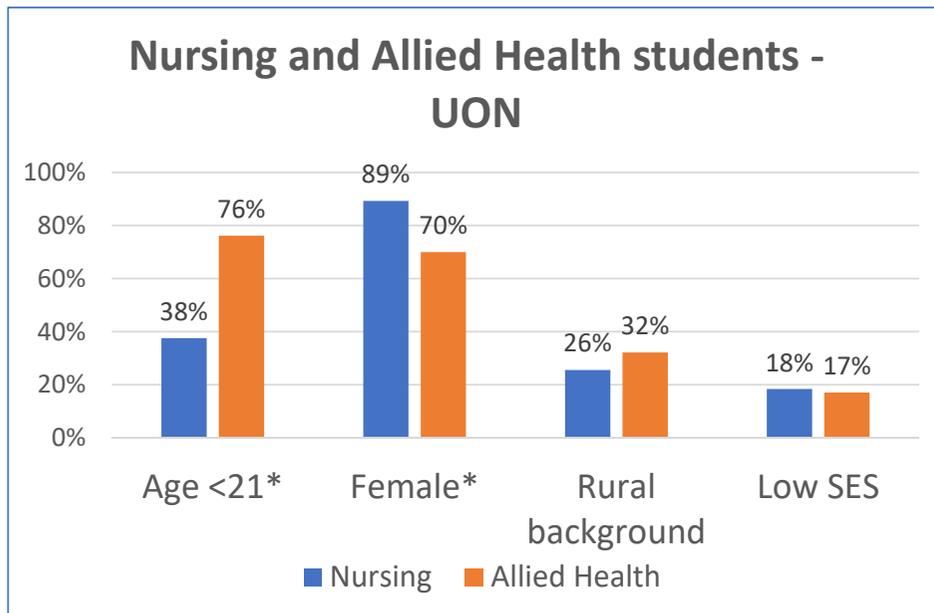
Logistic regression to identify student-level predictors of graduate practice location

- Are rural origin or rural clinical placements associated with location of practice after graduation?



Results – demographic characteristics at enrolment

Total number of students = 1,130 (81%): UON = 742; Monash = 388

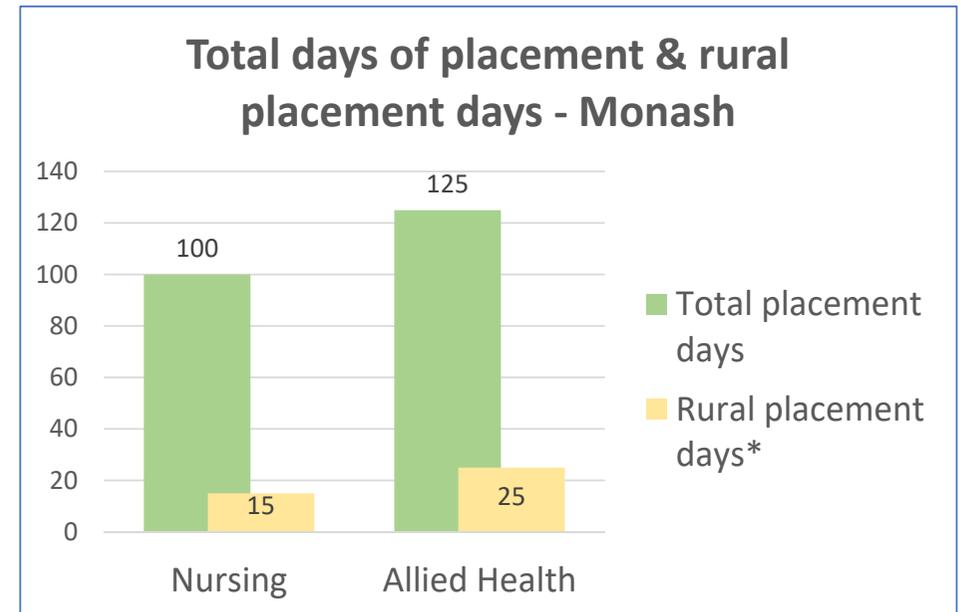
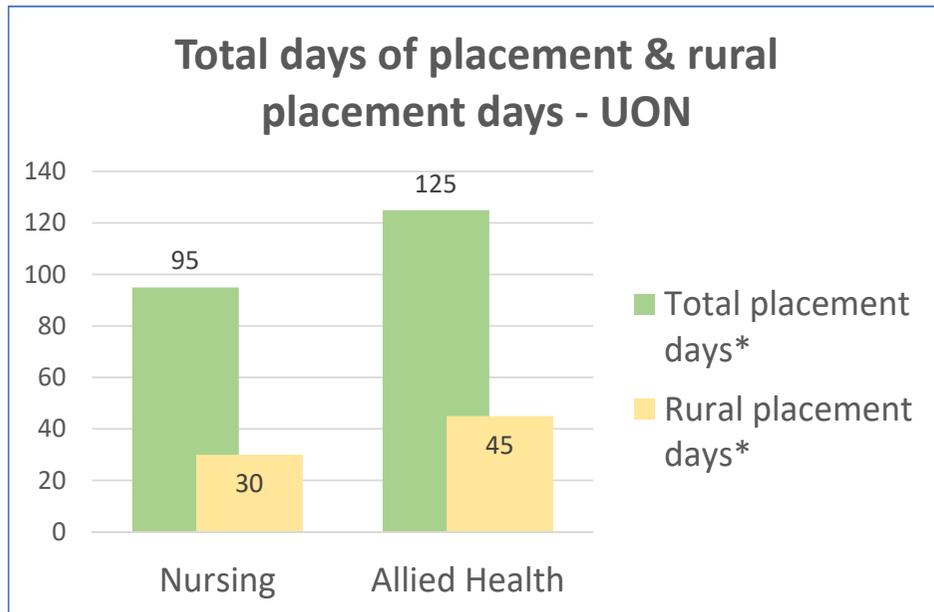


At both universities, nursing more likely than allied health to be female

Monash students younger & less likely to be rural origin than UON students (not shown)



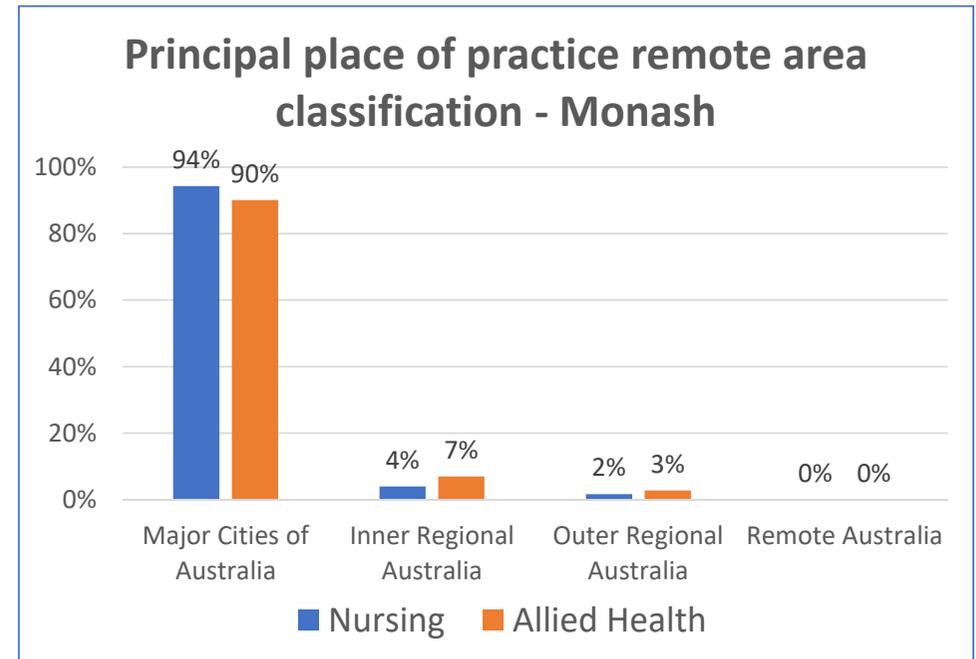
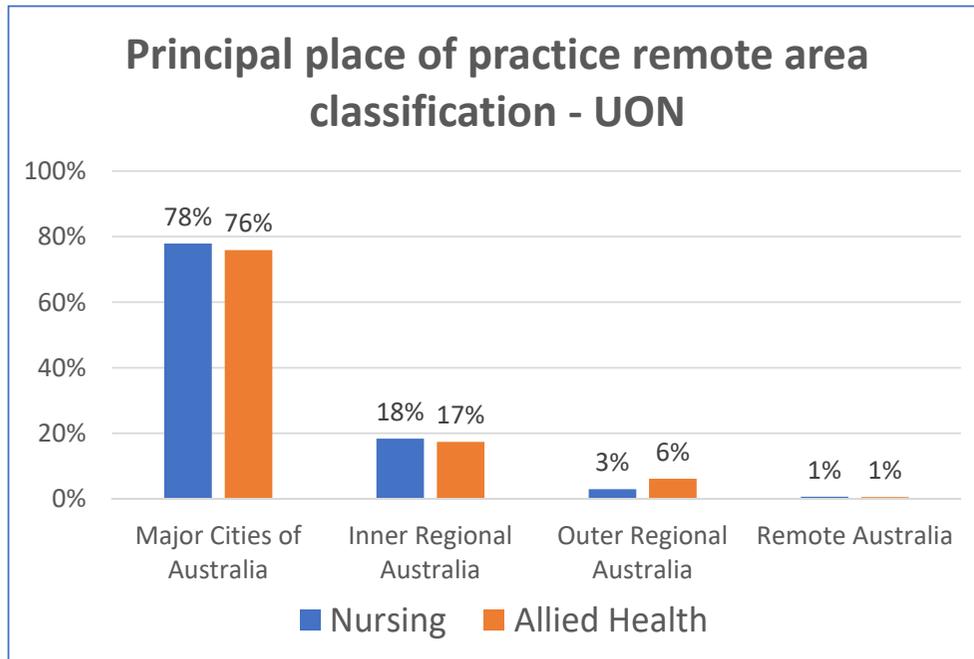
Results –Placement days overall & rural



At both universities, allied Health had more rural placement days than Nursing students
UON students had more rural placement days than Monash students



Results – Principal place of practice (AHPRA)



At both universities, no differences between Nursing and Allied Health graduate rural practice location
Graduates from UON more likely to be working in a rural location than Monash graduates



Results – logistic regression

Predictor variable	Adjusted Odds Ratio (95% confidence interval)	Key finding
Rural origin	3.93 (2.73, 5.66) ¹	Students of rural origin had nearly 4 x the odds of practicing in a rural location after graduation
Number of rural clinical placements	1.62 (1.43, 1.83) ²	For every X1 increase in rural placements, graduates had 1.6 greater odds of practicing in a rural location
Days of rural clinical placements	1.02 (0.56, 1.85) ²	No association between ≤ 20 days of rural placement and rural graduate location
	2.98 (1.91, 4.65) ²	>20 days of rural placement was associated with almost 3 times the odds of practicing in a rural location

¹Adjusted for university and number of rural placements; ²Adjusted for university and student rural origin



Summary & next steps

- Limitations
 - Missing placement or AHPRA data
 - Two universities only
- A positive impact of rural placements and origin on rural practice for Nursing and Allied Health graduates
- Demonstrates feasibility of data linkage
- NAHGOT may help address workforce maldistribution by identifying those most likely to practice in a rural location
 - Support universities in recruitment and selection processes
 - Improve targeting of student subsidies & support high quality rural placements



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