



## WHAT'S INVOLVED WITH OUR GRADUATE PROGRAM

At Learn Sense Grow you won't just be a number. You will join a family of therapists who are like-minded and where you will feel valued and respected, no matter your experience.

As a valued member of our 2023/24 Graduate Program, you will benefit from:

- **Our hybrid model:** Opportunity to experience work within the community, within schools or our clinic. This gives a varied experience and practise in different environments and various key stakeholders. This also allows for a good balance of autonomy and team dynamics.
- **Excellent remuneration** - \$80k base + super + car allowance +, laptop + smartphone, CPD & attractive incentive programs
- **Extensive Supervision** - Including 1-on-1 weekly supervision with Director and fortnightly mentoring with an allocated experienced senior therapist and monthly training topics, in your first year and then as needed.
- **Professional Development** – supporting your career development is critical in maintaining quality service and best practise. This is particularly important in your initial career, so is highly valued. This is guided by your goals of growth, so you get to choose your own PD with a very generous budget.
- **Industry Leading program** - Develop your clinical, business and NDIS skills with topics that give you a solid foundation for future career , whilst gradually building your own caseload of young friends.
- **Flexibility** – supporting a work-life balance.
- **Well-being incentives and loyalty programs** – enjoy our seaside retreat and self-care days off. Your work-life balance is important in living your best self!
- **Unparalleled career growth** – Opportunities through Learn Sense Grow and our partnered company Move Learn Grow, as well as, new and innovative business ideas evolving now.
- **Commencement** – negotiable. If you are a graduate who has completed their placements and are available for support work and training in Term 4 let us know!

The support you will get at LSG is unlike any other. A business that is driven by the therapy not the business....a genuine, authentic, flexible and heartfelt workplace to support your early career and to help you LEARN SENSE and GROW! Where our team culture is fun, engaging and loved!

## INTERESTED IN APPLYING

Send your resume to: [admin@learnsensegrow.com.au](mailto:admin@learnsensegrow.com.au).

Please indicate as to whether you have placement now or have finished.  
We have opportunities for shadowing and Support Work now.

Scan the QR code to register your interest.



# GRADUATE GROUP MENTORING PROGRAM

Graduate Group Mentoring Program (fortnightly, more structure/led by Senior OT):  
\*include a case study presented by Senior OT each fortnight to build clinical reasoning skills.

## PRIORITIES FIRST 3-6 MONTHS

### INDUCTION:

- Policies and procedures
- Billing
- Client information and questionnaire: how to interpret
- Reports

### INDIVIDUAL GOAL SETTING/PD – 6 MONTH GOALS:

#### SENSORY PROCESSING:

- Reinforce knowledge
- Case studies

#### INITIAL CONSULT:

- Practice reviewing initial paperwork – what to look for?
- Questions to ask parents?
- Observations – relevant to goals

#### PARENT CONSULTS:

- Preparation skills
- Questions to ask
- Goal-setting with Parents

#### WORKING WITH TEACHERS:

- Building good relationships
- Supporting implementation of strategies

#### ASSESSMENT:

- Sensory Processing Measure – administration, scoring and interpretation
- BOT-2 – administration, scoring and interpretation
- Beery VMI
- Handwriting Speed test
- Vineland Functional Capacity Assessment

#### CAUSES OF BEHAVIOUR CHALLENGES:

- As a group, develop mindmap.  
Use existing mindmap at end to add extra points

#### NDIS:

- Core vs capacity building
- NDIS progress reports
- Equipment prescription – how to write equipment prescription letter
- Alternative funding methods for private clients

#### INTRODUCTION TO BRIEF AX/COMP AX/FCA – SIMILARITIES/DIFFERENCES/PURPOSE

#### PRIMITIVE REFLEXES:

- Move to Learn
- Simple Rhythmic Movement Training exercises.  
More detailed understanding and knowledge later in the year.

#### SOCIAL THINKING METHODOLOGY:

- Simple terms and language to use to build on competency skills. More in depth later in the year
- Goal progression meetings end of Term 1 and Term 2/ 3 month and 6 month personal reflection on growth/areas to improve

## LATER THAT YEAR

- Interoception – role/purpose and how to target
- Visual Motor skills – progression and how to target
- Handwriting – progression and how to target
- Fine Motor skills – progression and how to target
- Gross Motor skills – progression and how to target
- Running a group – strategies and management
- M-FUN Assessment – administration, scoring and interpretation (later in year)
- Toileting/strategies for other functional areas
- Diagnoses
- Goal progression meetings end of Term 1 and Term 2/ 3 month and 6 month personal reflection on growth/areas to improve
- Other chosen paid PD using PD budget (up to \$1500, but negotiable pending PD)

## CHECK-IN'S

Individual mentoring with Director (less structure, led by graduate): Weekly for first year, and for as long needed by therapist

- Support with individual clients
- Managing workload/support with scheduling/admin/reports (ensuring emails, schedules all set)
- HR/wellbeing etc.
- Regular check-in goal setting
- Learning Development

Checklists to support information trained, learnt and delivered. Resource lists, journal articles, books, websites, podcasts and more to support independent learning.



## LEARN SENSE GROW'S TEAM CULTURE

Looking for a workplace with an amazing team culture and vibe? Then Learn Sense Grow requires your attention. We are small enough to offer you a personalised experience and big enough to have so much fun, you'll forget you're actually working! These are just some of the awesome aspects you'll find as a team member at Learn Sense Grow!

### COLLABORATION

Our team members are highly collaborative and work together to provide the best possible care for our young patients. They regularly share ideas, insights, and expertise to ensure comprehensive and effective treatment plans. This is seen in our regular "Toolbox" meetings, which often coincide on Donut Wednesdays!

### SUPPORTIVE ENVIRONMENT

We are a genuine and authentic team of OT's who foster a supportive and nurturing environment where everyone feels valued and appreciated. We prioritise open communication, compassion, respect, and empathy, creating a safe space for team members to express their thoughts and concerns. Where the Director not only knows your name but who you are as a person.

### CONTINUOUS LEARNING

Our team is committed to continuous learning and professional development. We encourage and provide opportunities for team members to attend workshops, conferences, and training sessions to enhance their skills and stay updated with the latest research and techniques in paediatric occupational therapy. This along with regular 1-on-1 mentoring and supervision with senior OT's and a scheduled training program for new therapists to paediatrics, ensures all OT's feel confident and comfortable in their work.

### PATIENT-CENTRED APPROACH

Our team is dedicated to putting the needs and well-being of our young patients first. We work collaboratively with families, caregivers, educators and other healthcare professionals to develop personalised treatment plans that address the unique challenges and goals of each child.

### INNOVATION AND CREATIVITY

Our team embraces innovation and creativity in our approach to paediatric occupational therapy. We encourage team members to think outside the box, explore new techniques, and adapt interventions to meet the evolving needs of our patients. At Learn Sense Grow we have a number of exciting opportunities to enhance your creative juices and are always excited to support innovative ideas to add to our evolving practise and client-centred focus.

### POSITIVE AND FUN ATMOSPHERE

Our team believes in maintaining a positive and fun atmosphere in the workplace. We understand that a happy and engaged team, leads to better patient outcomes and a thriving work environment. We celebrate achievements, organize team-building activities, and encourage a healthy work-life balance. Your well-being is our priority and we foster opportunities to support this.

Overall, the team culture at Learn Sense Grow is characterized by collaboration, support, continuous learning, patient-centeredness, positivity, and innovation. These aspects contribute to a highly effective and fulfilling work environment for our team members and exceptional care for our young patients.

