



Guidestar Graduate Program

At Guidestar we support people with complex needs. Many are vulnerable and may have experienced trauma. Our practice involves cultural responsiveness and safety and a commitment to human rights based, evidence informed, strengths based, person-centred approaches. We seek out people that share our values, are highly ethical, collaborative and want to make a real difference. There are many opportunities for career pathways involving learning, clinical development and leadership.

About the Graduate Program

At Guidestar, we understand that graduating from university studies and entering the workforce is an important milestone, and we are committed to facilitating a positive transition from university to part-time or full-time employment.

Our Graduate Program has been specifically designed for graduates who want to work within a community and/or clinical setting.

- Reporting to one of our highly skilled Managers, our graduates become part of a passionate, dedicated, talented and enthusiastic team of allied health professionals.
- Our program has a gradual increase in billable hours over 6 months because it is important to us to do everything possible for new people to build confidence and develop skills over time without additional pressures.
- We provide a comprehensive orientation plan including shadowing experienced therapists in different settings and with different clients.
- You will receive training and professional development designed to provide invaluable learning as you progress through the program along with a annual training budget.
- We offer fortnightly supervision with your manager of the same discipline, group clinical supervision, regular team specific meetings and monthly whole of organisation meetings.
- You are always able to discuss specific clinical questions related to your caseload in a supportive team environment.

Graduate Pathways

Guidestar offers pathways for early career psychologists or provisional psychologists, occupational therapy, art therapy, health sciences, social sciences, forensic sciences and justice and criminology graduates.

Type of Graduate	Area of Practice	What does this involve?
Early Career Psychologists Please note – to be eligible for this program you must have full APHRA registration (or soon to be fully registered).	Guidestar Clinic	Working with children, adolescents or adults with a variety of clinical presentations. Gain practical experience and valuable exposure to all aspects of practice, client centred therapy, clinical services & assessments. We also offer therapy services to NDIS participants. Individual and group supervision provided.



Type of Graduate	Area of Practice	What does this involve?
	Positive Behaviour Support (PBS)	<p>Working with children, adolescents or adults with complex disabilities, neurodiversity and/or mental health concerns/ psychosocial disability.</p> <p>Practical experience developing functional behavioural assessments, behaviour support plans and training the person's support network in implementation of strategies. Supervision provided to move through the NDIS PBS Capability Framework.</p>
	Specialist Support Coordination	<p>Working with children, adolescents or adults with complex disabilities, neurodiversity and/or mental health/ psychosocial disability.</p> <p>Practical experience with a focus on reducing complexity in the person's support environment and helping the person overcome immediate and/or significant barriers that affect their access to supports. Supervision provided.</p>
Community Psychology Registrars (Guidestar has on-site Board Approved Supervisors)	Guidestar Clinic	<p>Working with children, adolescents or adults with a variety of clinical presentations.</p> <p>Gain practical experience and valuable exposure to all aspects of practice, client centred therapy, clinical services & assessments. We also offer therapy services to NDIS participants. Individual and group supervision provided.</p>
Provisional Psychologists, Psychology Interns (e.g. 5+1 pathway) (Guidestar has on-site Board Approved Supervisors)	Positive Behaviour Support (PBS)	<p>Working with children, adolescents or adults with complex disabilities, neurodiversity and/or mental health/ psychosocial disability.</p> <p>Practical experience developing functional behavioural assessments, behaviour support plans and training the person's support network in implementation of strategies. Supervision provided to move through the NDIS PBS Capability Framework.</p>
Occupational Therapy Graduates	Positive Behaviour Support (PBS)	<p>Working with children, adolescents or adults with complex disabilities, neurodiversity and/or mental health/ psychosocial disability.</p> <p>Practical experience developing functional behavioural assessments, behaviour support plans and training the person's support network in implementation of strategies. Home modifications, assistive technology, paediatrics. Supervision provided to move through the NDIS PBS Capability Framework.</p>
	Guidestar Clinic	<p>Working with children, adolescents or adults with a variety of clinical presentations.</p> <p>Gain practical experience and valuable exposure to all aspects of practice, client centred therapy, clinical services & assessments. We also offer therapy services to NDIS participants. Individual and group supervision provided.</p>



Type of Graduate	Area of Practice	What does this involve?
Art Therapy Graduates	Positive Behaviour Support (PBS)	<p>Working with children, adolescents or adults with complex disabilities, neurodiversity and/or mental health/ psychosocial disability.</p> <p>Practical experience developing functional behavioural assessments, behaviour support plans and training the person's support network in implementation of strategies. Using the creative process to assist with behaviour management, development of social skills, improve reality orientation, reduce anxiety, and increase self-esteem.</p> <p>Supervision provided to move through the NDIS PBS Capability Framework.</p>
Psychology, Health sciences, Social sciences, Forensic sciences and Justice and Criminology graduates	Positive Behaviour Support (PBS)	<p>Working with children, adolescents or adults with complex disabilities, neurodiversity and/or mental health/ psychosocial disability.</p> <p>Practical experience developing functional behavioural assessments, behaviour support plans and training the person's support network in implementation of strategies. Supervision provided to move through the NDIS PBS Capability Framework.</p>
	Specialist Support Coordination	<p>Working with children, adolescents or adults with complex disabilities, neurodiversity and/or mental health/ psychosocial disability.</p> <p>Practical experience with a focus on reducing complexity in the person's support environment and helping the person overcome immediate and/or significant barriers that affect their access to supports. Supervision provided.</p>

Graduates also have the opportunity to participate in Guidestar training activities.

What does the program involve?

The 6 month program includes an initial 3 month induction where Graduates will engage in both formal and informal learning, observational sessions, joint appointments, and team activities and events. Following the induction period, graduates continue to receive supervision and support, attend workshops, and work within defined career development plans to support their career goals at the conclusion of the program, whether it's working in NDIS services (Positive Behaviour Support, Specialist Support Coordination or therapy) or within our therapy clinic.

When selecting our graduates, we look for team members who bring different perspectives, attitudes, and qualities in line with our values and diversity and inclusion strategy. We welcome applications from people of any and all socioeconomic backgrounds, age, race, national origin or ethnicity. People with disabilities, lived experience and people who identify with the LGBTQIA+ community or Aboriginal or Torres Strait communities.



Our Program has been specifically designed for graduates and early career therapists who want to work within the NDIS, community settings or a clinic. While the Program is designed to increase your generalist skills, our unique allocations process and supervision structure enables us to tailor caseloads and education in consideration of your preferences and areas of interest.

Program Structure

1. Formal Learning

This includes discipline-specific or multidisciplinary training and workshops to build on your experiences from both lectures and placements, as well as team-based in-services. If you are on the PBS pathway, you will commence working through the NDIS Positive Behaviour Support Capability Framework with your supervisor.

2. Self-Directed Learning

All graduates have access to an online library for self-directed learning activities and access to Guidestar's elearning platforms.

3. Supervision & Support

All graduates are provided with a clinical supervisor who will provide fortnightly supervision. Graduates will also attend peer support and supervision sessions that are run within each team at Guidestar.

4. Clinical Activity

Forming part of each graduate's day-to-day role, clinical activity includes joint appointments, research, assessment, therapy planning, therapy and report writing.

Your Circle of Support

1. Your Clinical Supervisor

Guidestar is fortunate to have skilled, experienced and qualified senior people. Your clinical Supervisor will provide you with 1:1 supervision and group supervision will also be made available. They will complete reviews with you to ensure you are provided with timely feedback to ensure you successfully progress through the program and your career.

2. Your Team Leader

Your Team Leader will provide you with appropriate case allocation and workflow support.

4. Your Buddy

Each graduate is allocated a buddy to provide informal, additional support. Your buddy is your go-to for any questions or advice and as well as support your organisational skills such as scheduling, calendar management and general time management.

5. Your Team Peers

You will become an integral and valued member of your team and be provided with support, informal get togethers, fun and team building days.



Key Dates for our next Graduate Intake

Applications are currently open for our January 2024 program, so apply now. If you would like to express interest in our Graduate Program, please complete the Expression of Interest Form. For further information, please contact Ben at ben@guidestar.au.