

Centre of Excellence in Paramedicine

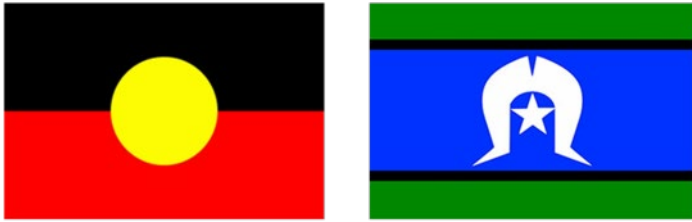
Victoria University

Program Overview prepared for
Inquiry into Ambulance Victoria Hearing
Parliament of Victoria

13 June 2025



Acknowledgement of Country



Victoria University acknowledges, recognises and respects the Ancestors, Elders and families of the Bunurong/Boonwurrung, Wadawurrung and Wurundjeri/Woiwurrung of the Kulin who are the traditional owners of University land in Victoria, the Gadigal and Guring-gai of the Eora Nation who are the traditional owners of University land in Sydney, and the Yugara/YUgarapul people and Turrbal people living in Meanjin (Brisbane).

Paramedicine at Victoria University

- ◆ **1995** Victoria's first Bachelor of Health Science (Paramedicine) degree conversion for vocationally trained paramedics
- ◆ **1999** Victoria's first Bachelor of Health Science (Paramedic) pre-employment program
- ◆ **2006** Victorian ambulance services move to a full pre-employment paramedic education model
- ◆ **2007** Bachelor of Paramedic Science course introduced
- ◆ **2022** Victorian Government and Victoria University announced the establishment of an Australian-first Centre of Excellence in Paramedicine (CoEP) at Victoria University, contributing \$10 million each
- ◆ **2026** Centre of Excellence in Paramedicine to open



Paramedicine at VU today

Student snapshot

- ◆ In 2024, VU had 980 enrolments in paramedicine related courses:
 - ◆ Certificate III in Non-Emergency Patient Transport: 131
 - ◆ Diploma of Emergency Health Care: 142
 - ◆ Bachelor of Paramedicine: 707
- ◆ VU is Victoria's largest provider of vocational Certificate & Diploma programs for the Non-Emergency Patient Transport sector
- ◆ Many students graduating each year enter go on to pathway into the Bachelor of Paramedicine program

Research snapshot

- ◆ VU are leaders in research initiatives focused on paramedicine, contributing to the body of knowledge in the field. Research areas are wide-ranging, from the pedagogy practices in paramedicine training, industry best practice and clinical research

Centre of Excellence in Paramedicine Vision

The VU **Centre of Excellence in Paramedicine** will develop a world leading paramedicine workforce delivering better health outcomes for the community.

It will focus on research led training and state of the art simulation spaces to improve Victoria's paramedicine emergency care system and result in better emergency care for Victorians, and a strong, resilient workforce.

The Centre will focus on training the next generation of paramedics, providing advanced teaching methods.

Centre of Excellence in Paramedicine - Theory of Change

Vision

World leading paramedicine workforce delivering better health outcomes for the community

End of program outcomes will enable an...

Excellently trained, diverse and sustainable paramedicine workforce in a variety of roles, ready to meet the healthcare needs of the future

AND

Victoria University (VU) being recognised as a preminent leader in paramedicine education, research and impact

End of program outcomes

Establish and foster a network of First Nations VU alumni active in the paramedicine workforce

Skilled VU educated workforce reflects the community it serves (working the communities we serve)

A VU educated world class skilled paramedicine workforce, ready to face the healthcare needs of the future

VU contributing to better health outcomes with a paramedicine workforce working beyond traditional workspaces

A diverse VU educated emergency management of the future

VU contribution to an ever growing evidence base drives ongoing enhancement to the paramedicine workforce

More flexible, inclusive and sustainable workplaces for the paramedicine workforce

Then we will...
(longer term outcomes)

Increase the number of people from First Nations backgrounds in paramedicine workforce

Increase the number of people from diverse backgrounds working in the paramedicine workforce

Have a more skilled and knowledgeable workforce, ready to successfully transition into diverse workforce pathways

Produce diverse, inclusive paramedicine leaders of the future who are highly trained in post-graduate and multi-disciplinary approaches

Increase the understanding and appropriateness of quality care based on research and industry/community engagement

Advocate for policy reforms that promote leadership equity, career progression and improved operational environments for all

We will...
(short to medium term outcomes)

Produce excellently trained graduates from a range of backgrounds who are (real-world) experienced, evidence informed and highly skilled

Ensure that a diverse paramedicine workforce is engaging in and completing further education and research

Produce world class research and translations into practical real world class solutions to inform workforce practice and behaviour that leads to better equity of care, accessibility and health outcomes

And we...

Grow scholarships and financial support for VU First Nations paramedicine students across TAFE and HE to reduce barriers to participation and success

Actively recruit and support diverse students

Have world class teaching staff

Develop state-of-the-art simulation learning spaces

Create academic pathways for students and researchers interested in paramedicine

Support and undertake cutting edge research

Develop research based policy & advocacy positions with and for our partners

If we...

Establish culturally strong protocols with First Nations communities.

Have connections and engagement with diverse communities

Develop and co-design our courses

Meaningfully co-design simulated working spaces

Offer a range of quality professional development courses (micro, TAFE, Bachelors, Honours, Post-graduate)

Develop a culture of action research and innovation

Have meaningful partnerships with AV, Dept. of Health Research, other industry partners

Program Streams

First Nations

Diversity

Course Modernisation
(Immersive learning/course quality)

Simulation spaces
(infrastructure)

Leadership and Training hub

Research with Impact

Meaningful Industry Relationships

Problem statement

Australia's paramedicine workforce operates in a challenging environment with many factors impacting job satisfaction, career progression and well being.

The complexities of healthcare needs in today's environment - impacted by a breakdown in social cohesion, a rise in occupational violence, and complex health emergencies like pandemics and climate disasters, significantly add to the operational and organisational challenges for the paramedicine workforce

Centre of Excellence in Paramedicine delivery update

Infrastructure

Design work well underway with go to market for build works planned in 2025 and construction during 2026.

Course modernisation

Discovery stage across students, staff and industry experts completed. Moving into Design phase later in 2025 and implementation during 2026.

Industry partnerships

Advisory Committee established in 2025. MOU signed with AV to ensure collaboration across all streams of program.

Research with impact

First joint AV-VU research project is progressing towards internal approval and a grant funding scheme is being established to attract additional potential projects.

Diversity

Co-design work in progress to establish support, community engagement and education enhancements for diversity and inclusion.

First Nations

Working closely with AV to actively recruit and support First Nations students, increase community engagement and expand First Nations education across Paramedicine at VU.

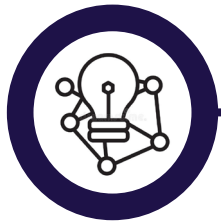


Role of Ambulance Victoria across the project



Simulation spaces

AV Operational Director involved in codesign workshops for simulation spaces and in discussion of review during conceptual and schematic design phases.



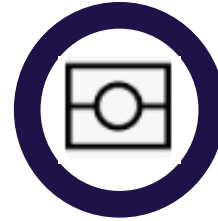
Course Modernisation (Immersive learning/ course quality)

AV plays a key role in the Paramedicine Course Modernisation Industry Expert Working Group with four representatives including Director level on the team reviewing the current state and playing a leading role in determining future state based on clinical understanding of behavioural and technical skills required for being AV ready



Leadership and training hub

AV representatives will be included at Director level assisting the development of post qualification micro credentials in occupational priority areas such as in mental health and diversity in community.



First Nations

AV's Aboriginal and Torres Strait Islander Program Lead for Diversity and Inclusion is on the First Nations working group and meets regularly with VU's course chair and teaching leads to ensure alignment across programs.



Meaningful industry partnerships embedded on site

Memorandum of Understanding between AV and VU signed in December 2024 to ensure tight collaboration across Centre of Excellence and related programs. Collaboration Steering Committee including AV executive meet 3 times a year



Research with impact focused on existing industry operational and occupational challenges

AV's Director for Research has been appointed as an Adjunct Professor at VU and works closely in collaboration with the VU senior research team to establish joint projects mutually benefitting the two organisations and the larger community and Victorian government



Diversity

AV's Senior Lead for Diversity and Inclusion is a member of the Diversity working group to ensure alignment across programs.

THANK YOU

Questions?

