

## AHA EQUIVALENCY OF QUALIFICATION

Analysis has been conducted of the Certificate 3 and 4 in Allied Health Assistance qualifications to identify subjects delivered and establish key learning themes. Comparison of direct subject matching as well as comparison of key learning themes has been made with alternate Health, Disability, Mental Health and Community Services training courses. Equivalency of these courses to either Certificate 3 or 4 in Allied Health Assistance has been determined from this comparative analysis. Determination has also been made as to suitability of discipline-specific qualifications for specific AHA roles (for example, Community Pharmacy certificate for Pharmacy Assistant roles).

### Equivalency Table

QUALIFICATION	Certificate 3 in AHA / AHA 1 or 2 roles	Certificate 4 in AHA / AHA 3 or 4 roles
Disability Certificate 4	Equivalent	Equivalent with demonstration of relevant work history, skills and knowledge
Leisure & Health Certificate 4	Equivalent	Equivalent with demonstration of relevant work history, skills and knowledge
Individual Support (Home & Community) Certificate 3	Equivalent	Not equivalent (higher Certificate level required)
Individual Support (Ageing) Certificate 3	Equivalent	Not equivalent (higher Certificate level required)
Individual Support (Disability) Certificate 3	Equivalent	Not equivalent (higher Certificate level required)
Mental Health Certificate 4	Equivalent for Mental Health or SW support specific roles	Equivalent for Mental Health or SW support specific roles
Mental Health Diploma	Equivalent for Mental Health or SW support specific roles	Equivalent for Mental Health or SW support specific roles
Community Services Certificate 4	Equivalent for SW support or Mental Health specific roles	Equivalent for SW support or Mental Health specific roles
Community Services Certificate 3	Equivalent for SW support or Mental Health specific roles	Not equivalent (higher Certificate level required)
Community Pharmacy Certificate 4	Equivalent for Pharmacy Assistant roles	Equivalent only for Pharmacy Assistant roles
Community Pharmacy Certificate 3	Equivalent for Pharmacy Assistant roles	Not equivalent (higher Certificate level required)
AHP Bachelor or Masters current study (years 2, 3 or 4)	Equivalent	Equivalent

Course Details: ALLIED HEALTH ASSISTANCE				
COURSE	CORE STUDY	Learning Theme	% Match	Learning Theme Match
AHA Certificate 3 (HLT33015)  6 months	<i>Core</i> Assist with allied health program Communicate and work in health or community services Comply with infection prevention and control policies and procedures Interpret and apply medical terminology appropriately Maintain a high standard of service Participate in workplace health and safety Recognise healthy body systems Work with diverse people <i>Elective</i> Contribute to effective workplace relationships Facilitate responsible behaviour Follow basic food safety practices Organise personal work priorities and development Organise workplace information Promote Aboriginal and/or Torres Strait Islander cultural safety Provide individualised support Respond effectively to behaviours of concern Transport individuals Work legally and ethically	AH/Healthcare Communication WHS AH/Healthcare Professionalism WHS AH/Healthcare Communication  Communication Client Support WHS Professionalism Professionalism Client Support Client Support Client Support Client Support Professionalism	N/A	N/A
AHA Certificate 4 (HLT43015)  12 months	<i>Core</i> Communicate and work in health or community services Confirm physical health status Follow safe work practices for direct client care Interpret and apply medical terminology appropriately Manage legal and ethical compliance Recognise healthy body systems Work with diverse people <i>Elective</i> Assist with allied health program Assist with movement Assist with the development and maintenance of client functional status Deliver and monitor client specific physiotherapy programs Follow basic food safety practices	Communication AH/Healthcare WHS AH/Healthcare Professionalism AH/Healthcare Communication  AH/Healthcare AH/Healthcare Client Support AH/Healthcare WHS Client Support	N/A	N/A

Promote Aboriginal and/or Torres Strait Islander cultural safety Provide first aid Support client independence and community participation Support the delivery and monitoring of physiotherapy programs for mobility Support the fitting of assistive equipment Work within a community rehabilitation environment	WHS Client Support AH/Healthcare AH/Healthcare Client Support		
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## HEALTH, DISABILITY & INDIVIDUAL SUPPORT COURSES

Learning Themes Comparison Matrix: HEALTH, DISABILITY AND INDIVIDUAL SUPPORT							
Key Learning Theme	AHA Certificate 3	AHA Certificate 4	Disability Certificate 4	Leisure & Health Certificate 4	Individual Support (Home & Comm) Certificate 3	Individual Support (Ageing) Certificate 3	Individual Support (Disability) Certificate 3
Allied Health & Healthcare	3 modules	7 modules	3 modules	3 modules	3 modules	3 modules	2 modules
Communication	3 modules	2 modules	2 modules	2 modules	3 modules	3 modules	3 modules
Work Health Safety	3 modules	3 modules	2 modules	2 modules	4 modules	4 modules	3 modules
Professionalism	4 modules	1 modules	2 modules	3 modules	1 modules	1 modules	2 modules
Client Support	5 modules	5 modules	8 modules	8 modules	7 modules	5 modules	5 modules

Course Details & Match to AHA Programs: HEALTH, DISABILITY & INDIVIDUAL SUPPORT				
COURSE	CORE STUDY	Learning Theme	% Match	Learning Theme Match
Disability Certificate 4 (CHC43115)  24 months	<p><i>Core</i></p> <p>Develop and provide person-centred service responses</p> <p>Facilitate community participation and social inclusion</p> <p>Facilitate ongoing skills development using a person centred approach</p> <p>Facilitate the empowerment of people with disability</p> <p>Follow established person-centred behaviour supports</p> <p><b>Follow safe work practices for direct client care (IV)</b></p> <p><b>Manage legal and ethical compliance (IV)</b></p> <p><b>Provide individualised support (III)</b></p> <p>Provide person-centred services to people with disability with complex needs</p> <p><b>Recognise healthy body systems (IV)</b></p> <p><b>Work with diverse people (IV)</b></p>	<p>Client Support</p> <p>Client Support</p> <p>Client Support</p> <p>Client Support</p> <p>Client Support</p> <p>WHS</p> <p>Professionalism</p> <p>Client Support</p> <p>Client Support</p> <p>AH/Healthcare</p> <p>Communication</p> <p>AH/Healthcare</p>	<p>33% subject match with Cert 3 AHA</p>	<p>High match to Cert 3 AHA</p> <p>Moderate match to Cert 4 AHA.</p> <p>Recommend as equivalent to Cert 3 AHA for appointment to AHA 1 or 2 roles.</p> <p>Can be considered equivalent to Cert 4 AHA in conjunction with suitable prior workplace experience or other demonstrated</p>

	<p><i>Elective</i></p> <p>Communicate using augmentative and alternative communication strategies</p> <p>Facilitate the interests and rights of clients</p> <p><b>Provide first aid (IV)</b></p> <p>Reflect on and improve own professional practice</p> <p>Support individuals with autism spectrum disorder</p> <p>Use communication to build relationships</p>	<p>Client Support</p> <p>WHS</p> <p>Professionalism</p> <p>AH/Healthcare</p> <p>Communication</p>		<p><i>skills/knowledge.</i></p>
<p>Leisure and Health Certificate 4 (CHC43415)</p> <p>24 months</p>	<p><i>Core</i></p> <p><b>Confirm physical health status (IV)</b></p> <p>Contribute to leisure and health programming</p> <p><b>Follow safe work practices for direct client care (IV)</b></p> <p>Incorporate lifespan development and sociological concepts into leisure and health programming</p> <p>Participate in planning leisure and health programs for clients with complex needs</p> <p>Participate in planning, implementation and monitoring of individual leisure and health</p> <p>Reflect on and improve own professional practice</p> <p>Use communication to build relationships</p> <p>Work effectively in the leisure and health industries</p> <p><b>Work with diverse people (IV)</b></p> <p><i>Elective</i></p> <p>Contribute to ongoing skills development using a strengths-based approach</p> <p>Facilitate the empowerment of older people</p> <p><b>Provide first aid (IV)</b></p> <p>Provide individualised support</p> <p>Provide support to people living with dementia</p> <p>Support community participation and social inclusion</p> <p>Support independence and wellbeing</p> <p><b>Work legally and ethically</b></p>	<p>AH/Healthcare</p> <p>AH/Healthcare</p> <p>WHS</p> <p>AH/Healthcare</p> <p>Client Support</p> <p>Client Support</p> <p>Professionalism</p> <p>Communication</p> <p>Professionalism</p> <p>Communication</p> <p>Client Support</p> <p>Client Support</p> <p>WHS</p> <p>Client Support</p> <p>Client Support</p> <p>Client Support</p> <p>Client Support</p> <p>Professionalism</p>	<p><i>28% subject match with Cert 4 AHA</i></p>	<p><i>High match to Cert 3 AHA</i></p> <p><i>Moderate match to Cert 4 AHA.</i></p> <p><i>Recommend as equivalent to Cert 3 AHA for appointment to AHA 1 or 2 roles.</i></p> <p><i>Can be considered equivalent to Cert 4 AHA in conjunction with suitable prior workplace experience or other demonstrated skills/knowledge.</i></p>
<p>Individual Support (Home and Community) Certificate 3</p>	<p><i>Core</i></p> <p><b>Communicate and work in health or community services (III)</b></p> <p><b>Follow safe work practices for direct client care (IV)</b></p> <p><b>Provide individualised support (III)</b></p> <p><b>Recognise healthy body systems (III)</b></p>	<p>Communication</p> <p>WHS</p> <p>Client Support</p> <p>AH/Healthcare</p>	<p><i>50% subject match with Cert 3 AHA</i></p>	<p><i>Very High match to Cert 3 AH.</i></p> <p><i>Recommend as equivalent to Cert 3 AHA for</i></p>

<p>(CHC33015)</p> <p>6 months</p>	<p>Support independence and wellbeing</p> <p><b>Work legally and ethically (III)</b></p> <p><b>Work with diverse people (III)</b></p> <p><i>Elective</i></p> <p><b>Comply with infection prevention and control policies and procedures (III)</b></p> <p>Facilitate the empowerment of older people</p> <p>Facilitate the empowerment of people with disability</p> <p><b>Follow basic food safety practices (III)</b></p> <p>Implement falls prevention strategies</p> <p>Meet personal support needs</p> <p><b>Provide first aid (IV)</b></p> <p>Provide home and community support services</p> <p>Provide support to people living with dementia</p> <p>Support community participation and social inclusion</p> <p>Support relationships with carers and families</p>	<p>Client Support</p> <p>Professionalism</p> <p>Communication</p> <p>WHS</p> <p>Client Support</p> <p>Client Support</p> <p>WHS</p> <p>AH/Healthcare</p> <p>Client Support</p> <p>WHS</p> <p>Client Support</p> <p>Client Support</p> <p>AH/Healthcare</p> <p>Communication</p>		<p><i>appointment to AHA 1 or 2 roles.</i></p>
<p>Individual Support (Ageing)</p> <p>Certificate 3</p> <p>(CHC33015)</p> <p>6 months</p>	<p><i>Core</i></p> <p><b>Communicate and work in health or community services (III)</b></p> <p><b>Follow safe work practices for direct client care (IV)</b></p> <p><b>Provide individualised support (III)</b></p> <p><b>Recognise healthy body systems (III)</b></p> <p>Support independence and wellbeing</p> <p><b>Work legally and ethically (III)</b></p> <p><b>Work with diverse people (III)</b></p> <p><i>Elective</i></p> <p><b>Comply with infection prevention and control policies and procedures (III)</b></p> <p>Deliver care services using a palliative approach</p> <p>Facilitate the empowerment of older people</p> <p><b>Follow basic food safety practices (III)</b></p> <p>Implement falls prevention strategies</p> <p>Meet personal support needs</p> <p><b>Provide first aid (IV)</b></p> <p>Provide support to people living with dementia</p> <p>Support relationships with carers and families</p>	<p>Communication</p> <p>WHS</p> <p>Client Support</p> <p>AH/Healthcare</p> <p>Client Support</p> <p>Professionalism</p> <p>Communication</p> <p>WHS</p> <p>AH/Healthcare</p> <p>Client Support</p> <p>WHS</p> <p>AH/Healthcare</p> <p>Client Support</p> <p>WHS</p> <p>Client Support</p> <p>Communication</p>	<p><i>50% subject match with Cert 3 AHA</i></p>	<p><i>Very high match to Cert 3 AHA.</i></p> <p><i>Recommend as equivalent to Cert 3 AHA for appointment to AHA 1 or 2 roles.</i></p>
<p>Individual Support</p>	<p><i>Core</i></p> <p><b>Communicate and work in health or community services (III)</b></p>	<p>Communication</p>	<p><i>44% subject match with</i></p>	<p><i>High match to Cert 3 AHA.</i></p>

(Disability) Certificate 3 (CHC33015)  6 months	<b>Follow safe work practices for direct client care (IV)</b> <b>Provide individualised support (III)</b> <b>Recognise healthy body systems (III)</b> Support independence and wellbeing <b>Work legally and ethically (III)</b> <b>Work with diverse people (III)</b> <i>Electives</i> Contribute to ongoing skills development using a strengths-based approach Facilitate the empowerment of people with disability <b>Follow basic food safety practices (III)</b> Follow established person-centred behaviour supports Meet personal support needs <b>Provide first aid (IV)</b> Support community participation and social inclusion Support relationships with carers and families	WHS Client Support AH/Healthcare Client Support Professionalism Communication  Client Support Client Support WHS Professionalism Client Support WHS AH/Healthcare Communication	<i>Cert 3 AHA</i>	<i>Recommend as equivalent to Cert 3 AHA for appointment to AHA 1 or 2 roles.</i>
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## MENTAL HEALTH & WELFARE COURSES

Learning Themes Comparison Matrix: MENTAL HEALTH & WELFARE						
Key Learning Theme	AHA Certificate 3	AHA Certificate 4	Mental Health Certificate 4	Mental Health Diploma	Community Services Certificate 4	Community Services Certificate 3
Allied Health & Healthcare	3 modules	7 modules	6 modules	4 modules	5 modules	0 modules
Communication	3 modules	2 modules	1 module	2 modules	2 modules	2 modules
Work Health Safety	3 modules	3 modules	1 module	1 module	3 modules	2 modules
Professionalism	4 modules	1 modules	1 module	1 module	2 modules	2 modules
Client Support	5 modules	5 modules	2 modules	3 modules	5 modules	2 modules
MH Support	-	-	5 modules	7 modules	4 modules	1 module
Welfare	-	-	1 module	1 module	13 modules	1 modules

Course Details & Matching to AHA Programs: MENTAL HEALTH & WELFARE				
COURSE	CORE STUDY	Learning Theme	% Match	Learning Theme Match
Mental Health (CHC43315)	<i>Core</i> Assess and promote social, emotional and physical wellbeing Establish self-directed recovery relationships	AH/Healthcare AH/Healthcare	22% subject match with Cert 3 AHA	<i>Low match with AHA Certificates.</i>

<p>Certificate 4</p> <p>12 months</p>	<p><b>Participate in workplace health and safety (III)</b></p> <p><b>Promote Aboriginal and/or Torres Strait Islander cultural safety (III)</b></p> <p>Promote and facilitate self-advocacy</p> <p>Provide recovery oriented mental health services</p> <p>Provide services to people with co-existing mental health and alcohol and other drugs issues</p> <p>Work collaboratively with the care network and other services effectively in trauma informed care</p> <p><b>Work legally and ethically (III)</b></p> <p><b>Work with diverse people (III)</b></p> <p><i>Elective</i></p> <p>Assess co-existing needs</p> <p>Facilitate community participation and social inclusion</p> <p>Facilitate the recovery process with the person, family and carers</p> <p>Increase the safety of individuals at risk of suicide</p> <p>Plan and conduct group activities</p> <p>Recognise and respond appropriately to domestic and family violence</p> <p>Recognise and respond to crisis situations</p>	<p>WHS</p> <p>Client Support</p> <p>Client Support</p> <p>MH Support</p> <p>MH Support</p> <p>AH/Healthcare</p> <p>Professionalism</p> <p>Communication</p> <p>AH/Healthcare</p> <p>AH/Healthcare</p> <p>MH Support</p> <p>MH Support</p> <p>AH/Healthcare</p> <p>Welfare</p> <p>MH Support</p>		<p><i>Very High applicability to MH roles.</i></p> <p><i>Recommend to be accepted as suitable qualification for MH roles at AHA 1, 2, 3 or 4.</i></p> <p><i>High applicability to SW Support roles.</i></p> <p><i>Recommend to be accepted as suitable qualification for MH roles at AHA 1, 2, 3 or 4.</i></p>
<p>Mental Health (CHC53315)</p> <p>Diploma</p> <p>24 months</p>	<p><i>Core</i></p> <p>Assess and promote social, emotional and physical wellbeing</p> <p>Establish self-directed recovery relationships</p> <p>Implement recovery oriented approaches to complexity</p> <p>Implement trauma informed care</p> <p>Manage work health and safety</p> <p><b>Promote Aboriginal and/or Torres Strait Islander cultural safety (III)</b></p> <p>Early intervention, health prevention and promotion programs</p> <p>Provide recovery oriented mental health services</p> <p>Provide services to people with co-existing mental health and alcohol and other drugs issues</p> <p>Provide support to develop wellness plans and advanced directives</p> <p>Provide systems advocacy services</p> <p>Reflect on and improve own professional practice</p> <p>Research and apply evidence to practice</p> <p>Work collaboratively with the care network and other services</p> <p><b>Work with diverse people (III)</b></p> <p><i>Elective</i></p> <p>Facilitate the recovery process with the person, family and carers</p>	<p>AH/Healthcare</p> <p>AH/Healthcare</p> <p>MH Support</p> <p>MH Support</p> <p>WHS</p> <p>Client Support</p> <p>AH/Healthcare</p> <p>MH Support</p> <p>MH Support</p> <p>Client Support</p> <p>Client Support</p> <p>Professionalism</p> <p>Professionalism</p> <p>AH/Healthcare</p> <p>Communication</p> <p>MH Support</p>	<p><i>11% subject match with Cert 3 AHA</i></p>	<p><i>Low match with AHA Certificates.</i></p> <p><i>Very High applicability to MH roles.</i></p> <p><i>Recommend to be accepted as suitable qualification for MH roles at AHA 1, 2, 3 or 4.</i></p> <p><i>High applicability to SW Support roles.</i></p> <p><i>Recommend to be accepted as suitable qualification for SW support roles at AHA 1, 2, 3 or 4.</i></p>



	<p>Increase the safety of individuals at risk of suicide</p> <p>Provide advanced interventions to meet the needs of clients with alcohol and other drugs issues and respond appropriately to domestic and family violence</p> <p>Support counselling clients in decision-making processes</p>	<p>MH Support Welfare</p> <p>MH Support</p>		
<p>Community Services (CHC42015)</p> <p>Certificate 4</p> <p>12 months</p>	<p><i>Core</i></p> <p>Assess co-existing needs</p> <p>Develop and maintain networks and collaborative partnerships</p> <p>Facilitate the interests and rights of clients</p> <p><b>Maintain work health and safety (III)</b></p> <p>Use communication to build relationships</p> <p><b>Work legally and ethically (III)</b></p> <p><b>Work with diverse people (III)</b></p> <p><i>Elective</i></p> <p>Communicate and work in health or community services</p> <p>Confirm client developmental status</p> <p>Develop and implement service programs</p> <p>Develop and provide person-centred service responses</p> <p>Develop, facilitate and review all aspects of case management</p> <p>Facilitate family intervention strategies</p> <p><b>Facilitate responsible behaviour (III)</b></p> <p>Identify and respond to children and young people at risk</p> <p>Implement case management practice</p> <p>Increase the safety of individuals at risk of suicide</p> <p>Plan and conduct group activities</p> <p><b>Promote Aboriginal and/or Torres Strait Islander cultural safety (III)</b></p> <p>Provide advocacy and representation services</p> <p><b>Provide first aid (IV)</b></p> <p>Provide parenting, health and well-being education</p> <p>Provide person-centred services to people with disability with complex needs</p> <p>Provide recovery oriented mental health services</p> <p>Provide services to people with co-existing mental health and alcohol and other drugs issues</p> <p>Recognise and respond appropriately to domestic and family violence</p> <p>Research and apply evidence to practice</p>	<p>AH/Healthcare</p> <p>AH/Healthcare</p> <p>Client Support</p> <p>WHS</p> <p>Communication</p> <p>WHS</p> <p>Professionalism</p> <p>Communication</p> <p>AH/Healthcare</p> <p>Welfare</p> <p>Welfare</p> <p>Welfare</p> <p>Welfare</p> <p>Client Support</p> <p>Welfare</p> <p>Welfare</p> <p>MH Support</p> <p>AH/Healthcare</p> <p>Client Support</p> <p>Welfare</p> <p>WHS</p> <p>Welfare</p> <p>AH/Healthcare</p> <p>MH Support</p> <p>MH Support</p> <p>Welfare</p> <p>Professionalism</p> <p>Client Support</p>	<p>27% subject match with Cert 3 AHA</p>	<p>Low match with AHA Certificates.</p> <p>Very High applicability to SW support roles.</p> <p>Recommend to be accepted as suitable qualification for SW support roles at AHA 1, 2, 3 or 4.</p> <p>High applicability to MH roles.</p> <p>Recommend to be accepted as suitable qualification for MH roles at AHA 1, 2, 3 or 4.</p>



	<p>Respond to client needs  Support people to improve relationships  Work collaboratively to maintain an environment safe for children and young people  Work in an alcohol and other drugs context  Work with forced migrants  Work with people with mental health issues  Work within a community development framework  Work within a practice framework</p>	<p>Client Support  Welfare    Welfare  Welfare  MH Support  Welfare  Welfare</p>		
<p>Community Services (CHC32015)    Certificate 3    6 months</p>	<p><i>Core</i>  <b>Communicate and work in health or community services (III)</b>  <b>Follow safe work practices for direct client care (III)</b>  Manage personal stressors in the work environment  Respond to client needs  <b>Work with diverse people (III)</b></p> <p><i>Elective</i>  <b>Facilitate responsible behaviour (III)</b>  Identify and respond to children and young people at risk  Organise personal work priorities and development  <b>Promote Aboriginal and/or Torres Strait Islander cultural safety</b>  <b>Provide first aid (IV)</b>  Use communication to build relationships  Work with people with mental health issues</p>	<p>Communication  WHS  Professionalism  Client Support  Professionalism    Client Support  Welfare  Professionalism  Client Support  WHS  Communication  MH Support</p>	<p>22% subject match with Cert 3 AH</p>	<p>Very Low match with AHA Certificates.</p> <p>Very High applicability to SW Support roles.  Recommend to be accepted as suitable qualification for SW support roles at AHA 1 or 2.</p> <p>High applicability to MH roles.  Recommend to be accepted as suitable qualification for MH roles at AHA 1 or 2.</p>

PHARMACY ASSIST				
	<p>Accredited courses are offered for Certificate 3 and 4 in Community Pharmacy and are determined to be a suitable training option specifically for Pharmacy Assistant roles.</p>			

ALLIED HEALTH PROFESSIONAL COURSES				
	<p>Current study in years 2, 3 or 4 of an Allied Health Professional Bachelor or years 1 or 2 of a Masters level university program is determined as higher qualification than the minimum qualification of Certificate 3 and 4 in Allied Health Assistance.</p>			