

“Growing confident Pacific health professionals”-The PIF experience



Esther Tumama Cowley-Malcolm



Presentation will include

1. The **drivers** for Building Pacific Capacity

- Government strategies
- Makes good business & social sense
- Health & well-being of Pacific peoples.

2. The PIF **Context**

- An overview
- The workforce capacity building experience

3. Outcome

Growth & Development of staff

- Confidence/increased knowledge & skills/leadership capacity

The Government's vision

A birthplace of world changing ideas

A land where diversity is valued and reflected in our national identity

A great place to live, learn, work and do business and a place where people invest in the future.



The Tertiary Strategy for Pacific Peoples

Educate for Pacific peoples' development and success:

“Our expectation is that Pasifika peoples will be leaders and innovators in New Zealand and throughout the world in their chosen career paths”.

AUT Pasifika staff submission to TEC



Government's Capacity Building Strategy for Pasifika Peoples 2002-2007

- **Significantly increasing Pacific students participation at all levels**
- **Significantly improving Pacific students achievement in tertiary education-closing the gaps completely with non-Pacific students completely in 20 years.**
- **Significantly increasing the opportunities for Pacific adults to access adult education and community learning.**



OUTCOMES

- | Skill mix and levels, and research output meet Pacific development needs
- | Ability to participate in governance, management and leadership roles.

Measures of progress:

- Improved research outputs
- Pacific graduate destinations and employment outcomes.



TEC 2002-2007

WHOLE OF GOVERNMENT APPROACH

**Recognising capabilities
that exist in a tertiary
system contribute to
a wide range of national
development goals**

TEC 2002-2007



Building Pacific Capacity Is about Relationships



HRC Guidelines on Pacific Health Research 2004

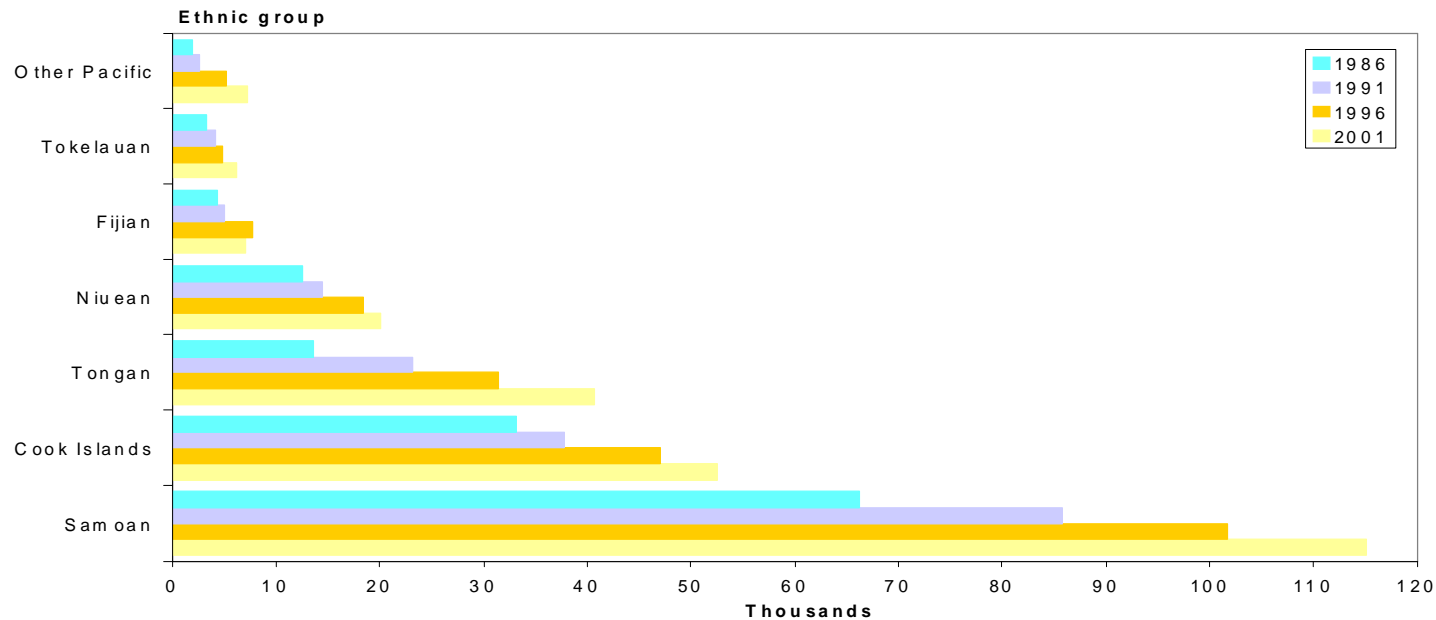
Active involvement of Pacific Peoples

“Pacific research requires the active involvement of Pacific peoples (as researchers, advisors, stakeholders) and demonstrates that Pacific people are more than just the subjects of research. Pacific research will build the capacity and capability of Pacific peoples in research.”

***HRC 2004
Building Pacific Capacity***



Pacific Diversity statement: What constitutes 'PACIFIC'?



Growth of Pacific ethnic groups, 1986-2001

Source: *Pacific Progress, Statistics New Zealand 2002*

Building Pacific capacity

- | Cultural Competency
- | Language
- | Networks
- | Protocol
- | Pacific Values
- | Beliefs
- | Socio-and Economic and Cultural context of Pacific families in NZ



AUT Research Objective 1

- | **To engage in research that**
- | **addresses critical elements**
- | **of NZ's development**
 - **To increase the number of**
 - **research projects that focus**
 - **on social, economic or**
 - **Environmental issues facing**
 - **New Zealand.**

 - **Number of new research projects**
 - **involving collaboration with**
 - **Pasifika organisations.**



AUT Research Objective 2

To increase student engagement with research.

- **The number of Post Graduate EFTS increases each year.**
***Number of Pasifika Postgraduate students (enter)**
- **The number of postgraduate completions increases each year.**
***Number of Pasifika Postgraduate students (complete)**

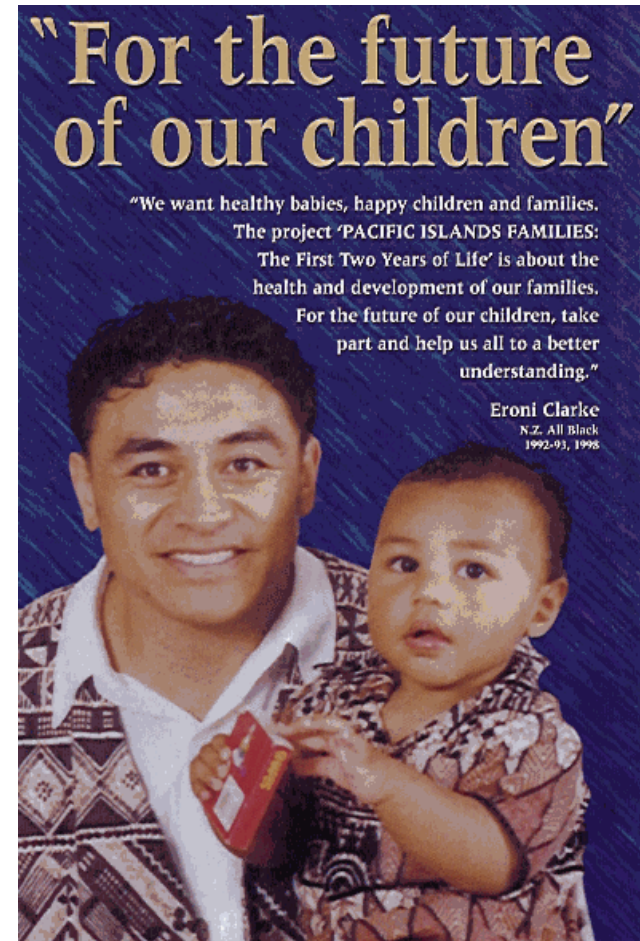


The PIF Study? A Launching Pad and garden for growing Pacific Research Leaders?

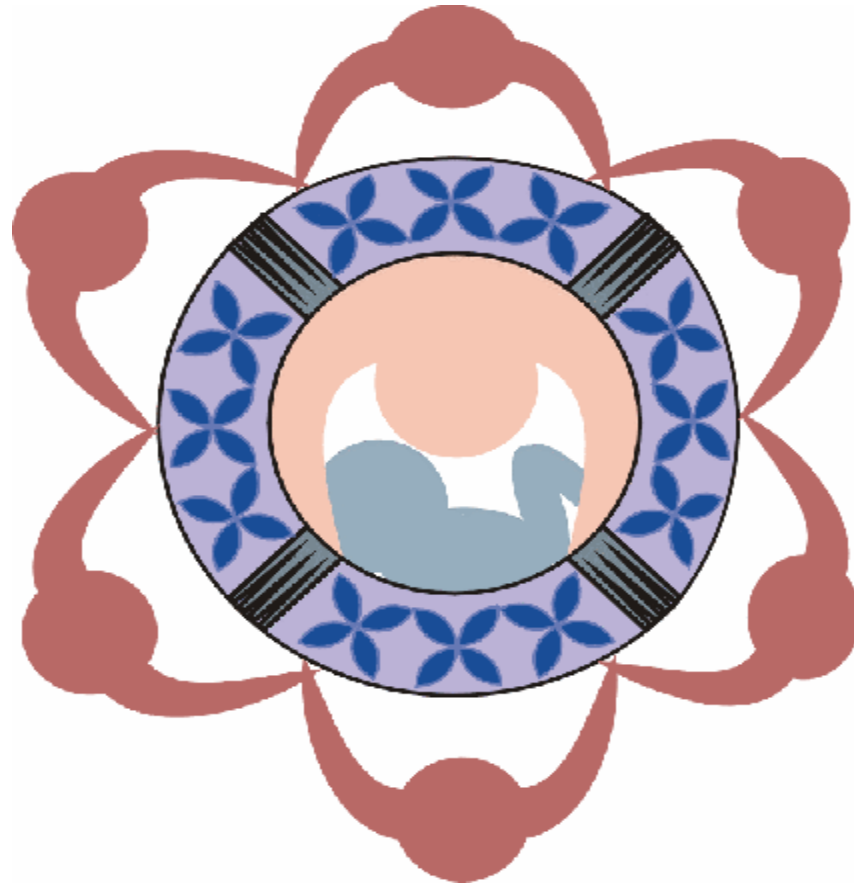
How is AUT Building Capacity and capability of Pacific Peoples in the PIF Research Study?



***Pacific Islands Families:
The First Two Years of Life & Transition to School
Studies***



Pacific Islands Families Studies



Background

- Pacific people growing sector of NZ popn.

Over-representation
in adverse social and
health statistics

little culture-specific
information

early identification of
protective and risk factors



Rationale for the study- How will PIF benefit Pacific families?

Provision of culture specific multidisciplinary data will enable:

- **A better understanding of the development of Pacific children in the context of their families**
- **Professional agencies & policy makers to make decisions closer to the needs of communities**
- **Communities to lobby for change**



Design

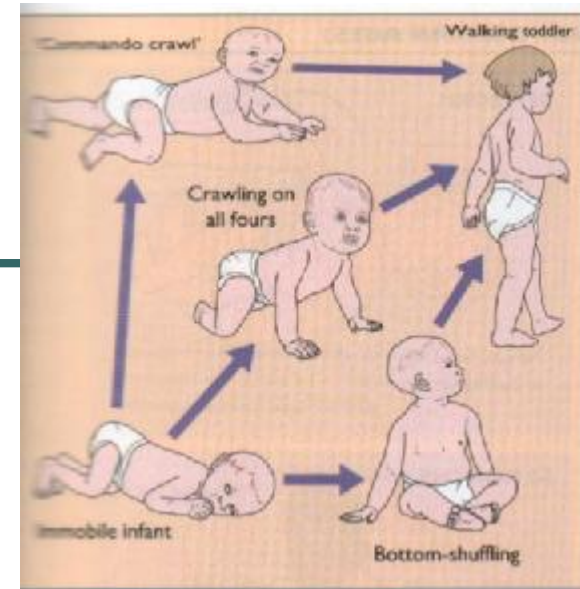
- | **Prospective cohort followed over first eight years of life**

- | **Participants**

- **1398 Pacific infants, mothers and fathers**

- | **Data collection – questions framed**

- **6 weeks, 12 months, 24 months, 4 years and 6 years**
- **Individual parent & child interviews**



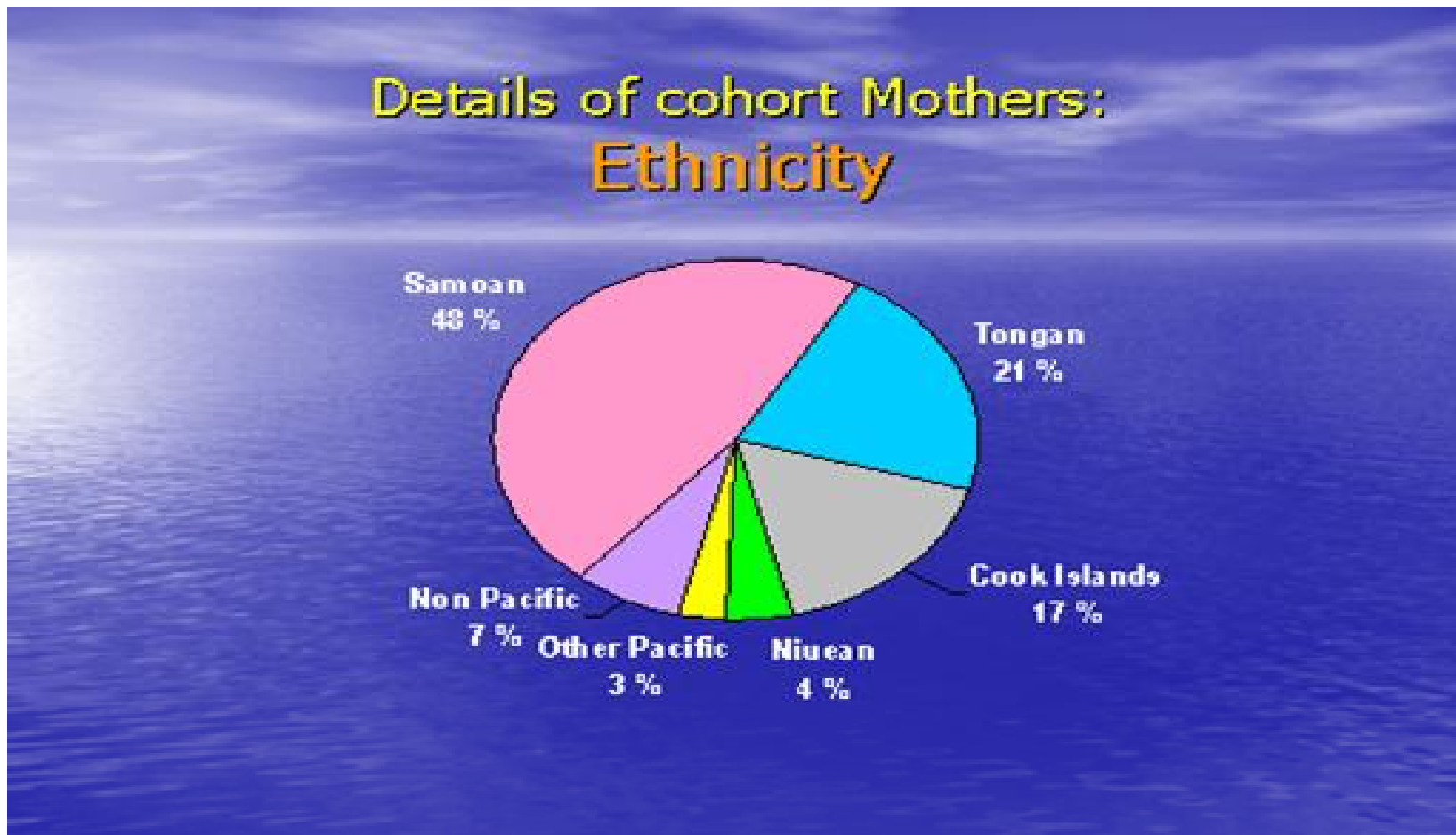
Research perspectives

- | **Epidemiological**
- | **Quantitative**
- | **Opportunities for intensive in-depth studies**
- | **Pacific research perspectives**



Details of cohort Mothers:

Ethnicity



Details of cohort mothers

- | New Zealand born:
33%
- | Mean age:
27 years
- | Married or de facto
partnerships :
80.5%
- | Had post school
qualifications:
27.4%



Details of cohort mothers

■ Religion

Catholic = 18.5%

Mormon = 13.5%

Methodist = 10.9%

Congregational Church (PIC) 10%

Other = 12.7%

Details of cohort Mothers:

Household Income



Mean = \$26,178

Median = \$24,440

Measures

- **Cultural identification**
- **Household composition**
- **Family Planning**
- **Pregnancy & Birth Services**
- **Childcare practices**
- **Maternal childhood experiences**
- **Religious practices**
- **Traditional practices**
- **Child temperament**
- **Child health**
- **Immunisation**
- **Infant feeding & sleeping**
- **Parental Health**
- **Partner Relationships**
- **Family Finances**
- **Housing & Transport**
- **Leisure Activities**

I. Workforce Development: Fund Postgraduate Scholarship

Stephanie Erick-Peleti

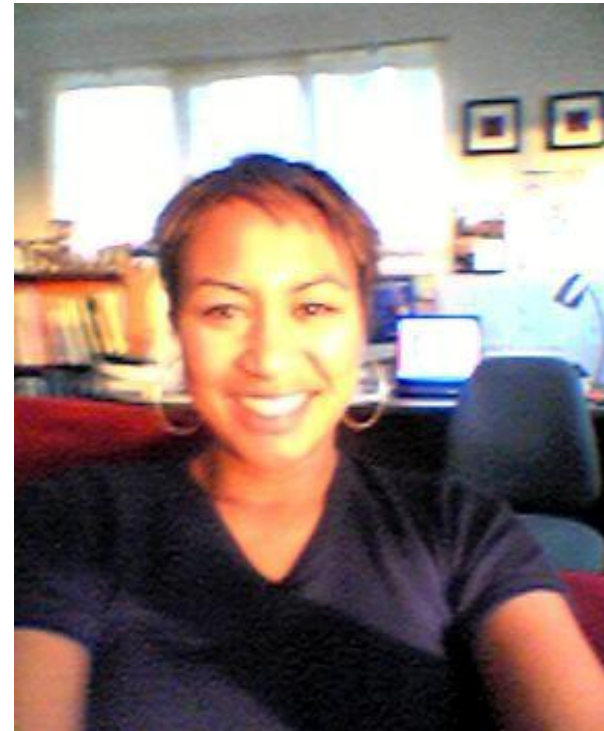
Stephanie is the first recipient of the PIF Study Masters Scholarship Grant.



2. Job Opportunities

Lana Perese

**Research Fellow
P/T PIF Study &
Gambling Centre,
AUT.**



3. Job Opportunities

Junior Tutagalevao



**Junior is a research officer
for PIF Study**

Leon Iusitini



**Leon is a research assistant
for PIF Study**

4. Workforce Development- Leadership

Esther Tumama Cowley-Malcolm

Manager of

- | PIF Pacific Research**
- | Workforce Development**
- | Co-ordinator, Centre for Pacific research and development**



4. Workforce Development- Building Networking Capacity

- | Building inter-sectoral liaisons/alliances**
- | Dissemination skills training Key stakeholder information/knowledge sharing.**
- | Presentation and publications/Conferences-nationally/internationally**

5. Professional Development for PIF Pacific staff

- | Consistent up-skilling and development for staff**
- | Governance and management experience and training**
- | conference presentations**
- | paper authorship**
- | public speaking- media**
- | Coaching**

Growing confident Pacific health professionals.



- | Mentor/coach
- | Provide credible leadership
- | Provide financial post grad scholarships/grants
- | Offer employment opportunities to grow and extend.
- | Provide on-site training
- | Offer practical hands-on experience and skill-full supervision.
- | Extend and prepare for succession planning
- | Encourage
- | Empower



- Support
- Knowledge
- Resources



Acknowledgements



- | **The participants:**
 - **Pacific children, mothers, fathers, and families**
 - **Our communities & stake holders**
- | **The PIF field staff**
- | **The PIF Pacific Advisory Board**
- | **The AUT PIF Research Team**
- | **Foundation for Research Science and Technology, Health Research Council, and Maurice & Phyllis Paykel Trust**



**FA'AFETAI LAVA
SOIFUA, MA IA MANUIA**