

It is institutions that need to
change, not just young
people -
supporting young people
into health careers

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WAIHOI TE TOKA TILMOANA

THE QUESTION IS?

Why aren't more young
people undertaking
training and study
towards health careers?



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Key Influences:

- Schools – Career advisors, curriculum teachers
- Parents, caregivers and community
- Peers – what they say and what they know
- Own perceptions – media, their experiences etc.



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Messages from Schools:

- Qualifications – remain to Year 13
- Options for future: tertiary or employment
- Aiming high – degree courses
- Scholarships
- Small range of health careers



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Parents and Community Influence:

- Common misconceptions about careers in health sector
- Own experiences of health sector – Pasifika and Maori communities
- High expectations of young people – prestige of studying medicine



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What peers are saying:

- Desire to earn money
- Health sector not seen as providing high income
- Not seen as glamorous
- Not seen as a youth orientated area



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Own Perceptions:

- Industrial action
- Poor working conditions
- Media portrayal – Shortland Street
- Media messages about Pasifika and Maori – negative messages



WAIHŌ, TĀTOKA, TILMOANA

Suggestions to consider:

- **Change the perception of these key influences –**
 - Work on the attractiveness of the profession
 - “It isn’t about sick people – it’s about promoting Health: it’s not about blood or ‘crumbly old people’ – its about making a difference”
 - Use the media to give positive messages
 - Promotion
 - Other than medicine and nursing – what are the other careers out there in health?

Suggestions to consider:

- **Work with Schools – they could be your biggest champion**

- Once a year DHBs could invite curriculum heads to a 'big picture' planning day
- Roadshows in school – not with your middle aged HR person, but with Young Grads; be interactive; be challenging; be specific about what careers are out there
- Open up your institutions – hospitals/other health organisations and local secondary schools could have partnerships, recruitment initiatives
- GATEWAY – Industry/School partnerships

Suggestions to consider:

- **Financial Support**

- Scholarships and more scholarships
Congratulate South Auckland Health Foundation

- **Pathways – Cadetships, apprenticeships**

- Who said these were just confined to the 'trades' industries?

- **Training/Study Flexibility –**

- Look at different models

- **Mentoring –**

- Auckland University do this well with med. Students and secondary school science programmes – Why not extend this?



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