

Addressing Workforce Scarcity – Growing Frangipani in a Cold Climate

Growing a Pacific Health Workforce

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Why?

Reducing inequalities in health is everyone's responsibility. Having a workforce that is representative of the community or population, who provide services that are responsive to need, in the language of that community is a smart and effective way to improve health.

CMDHB Vision and Values

Vision

To work in partnership with our community to improve the health status of all, with particular emphasis on Māori and **Pacific** peoples and other communities with health disparities'

Our Shared Values

Care and respect
Teamwork
Professionalism
Innovation
Responsibility
Partnership

Key Themes from NZIER 2006

- Pacific = 21% of CMDHB population compared with 6% nationally
- CMDHB Pacific population young with rapid growth and also aging
- Service needs greater than share of population
- Service needs projected growth 75% vs 50% for rest of population
- Pacific under-represented in current workforce – all services
- Need to grow four-fold by 2021 in order to be represented

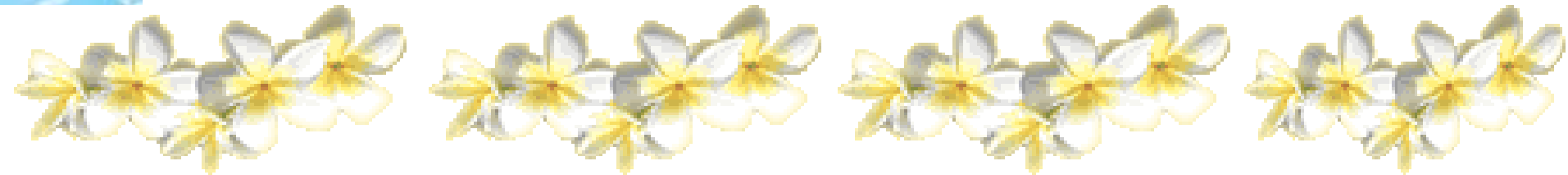
CMDHB Pacific Workforce Development - Vision

Increase the Pacific Workforce in priority occupational groups in CMDHB and the wider Pacific provider arm through supporting Pacific workforce activities, access to training, retention and recruitment

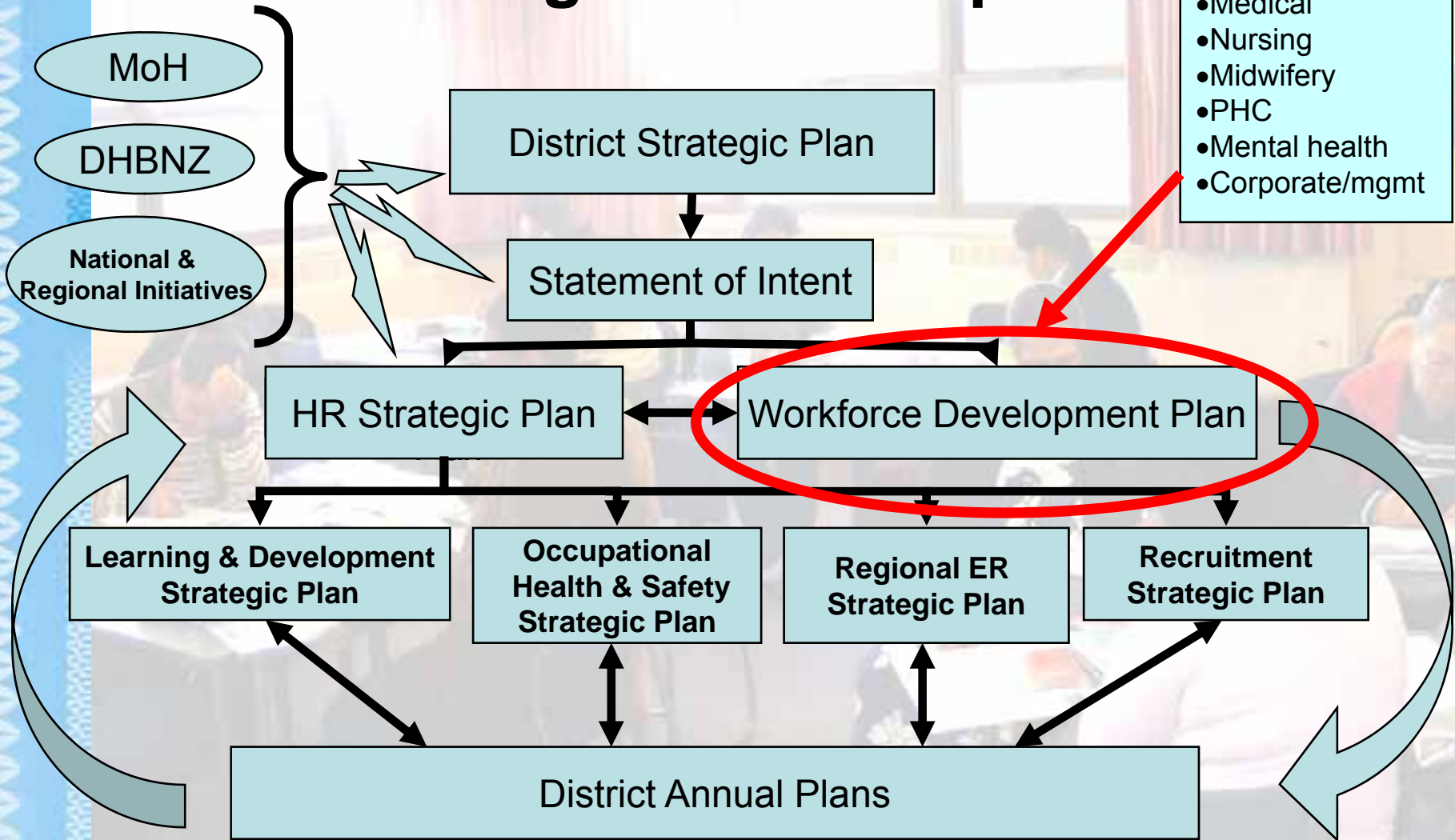


Question?

How do you grow a tropical plant in a cold climate?

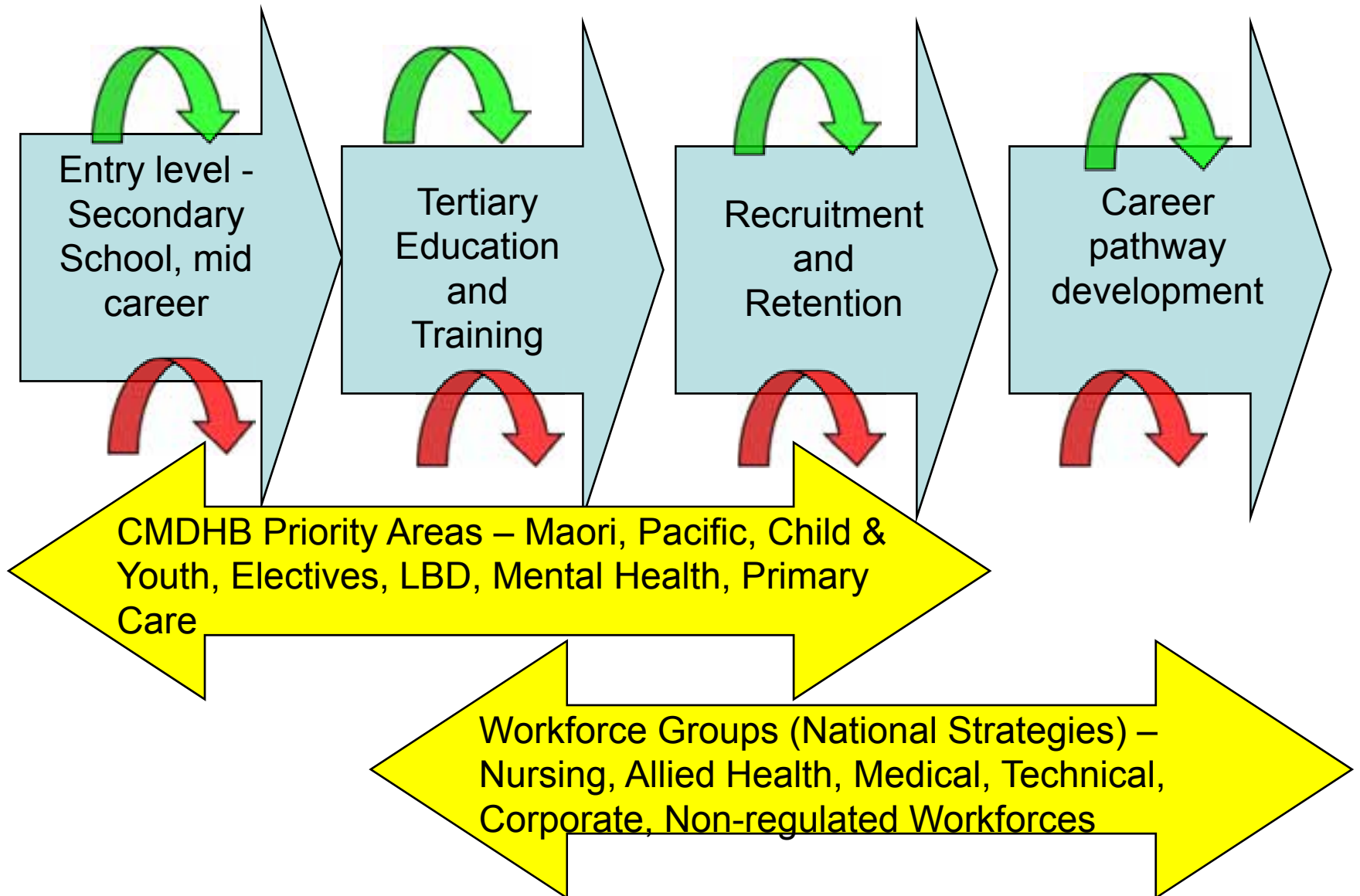


Linkages between plans

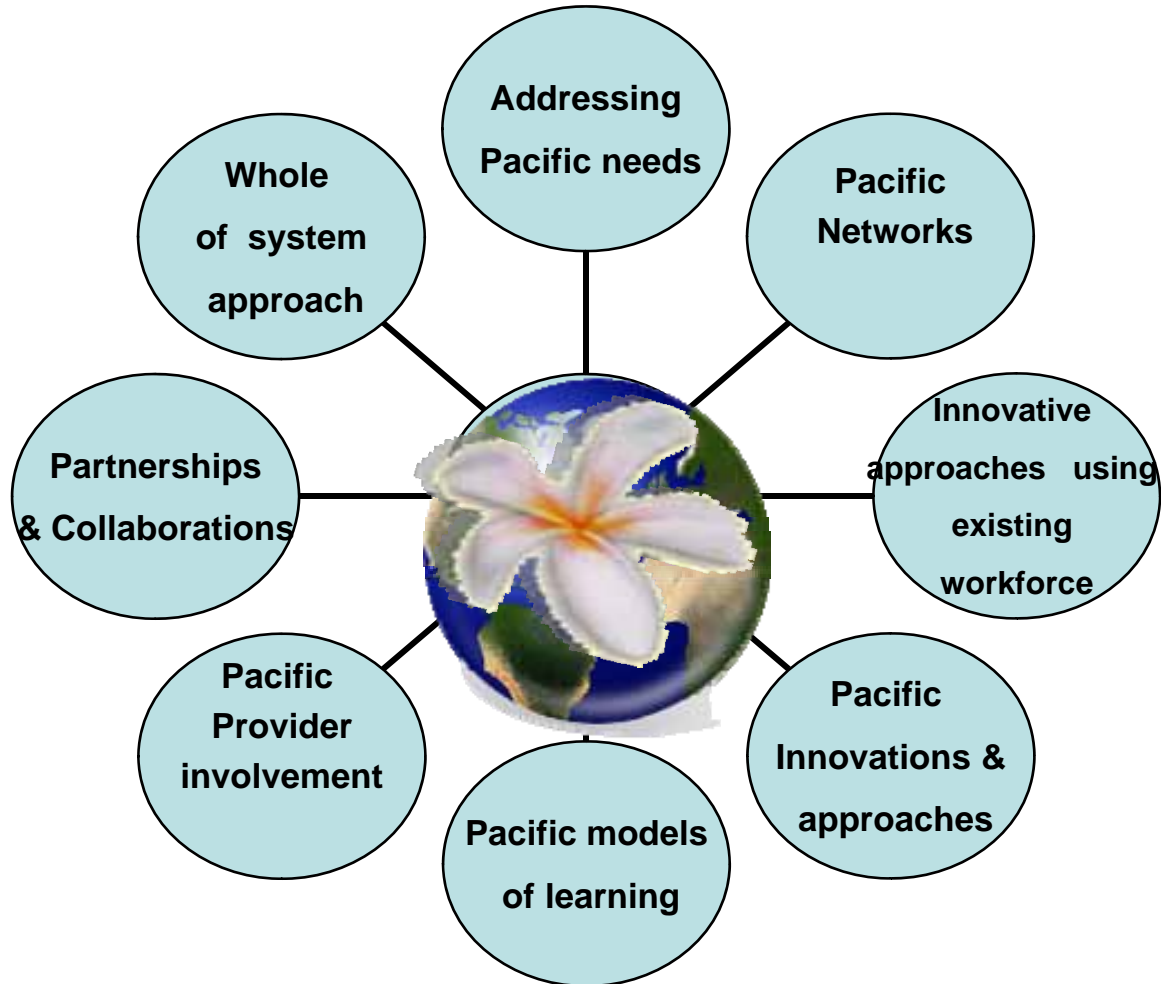


- Workforce Plans**
- Maori
 - Pacific**
 - Allied Health
 - Medical
 - Nursing
 - Midwifery
 - PHC
 - Mental health
 - Corporate/mgmt

Workforce Supply - Pipeline Approach



Pacific Perspective of the Pipeline



Entry Level Secondary School & Mid Career

ISSUES

- Visibility
- Unattractive
- Costs
- Knowledge gaps
- Targeted Resources
- Family and priorities
- Transition opportunities
- Effective communication mediums



Entry Level - ACTION

Making Career Choices in Schools

- Promotional activities using Pacific professionals
- Pacific health role models
- Provide experimental learning days
 - visiting Middlemore hospital and providers



Entry Level - ACTION

Making Career Choices in Schools cont....

- Health workforce promotions
 - PolyFest
- School visits
 - career advisors day
- Work with science leaders in schools to increase Pacific students taking science beyond years 9 and 10



Pacific Family Support

Supporting Pacific Families to be involved in curriculum choices

- Parent teacher nights
- Lotu Moui churches
- Homework centres in churches



Entry Level - Action

Addressing the Cost Barriers

- Earn as you learn – innovations funding
- Scholarship opportunities – SAHF/ CMDHB
- Growing our own – intersectoral partnerships
 - Back to the Future Nurses
 - **Pacific Return to Nursing**
 - Pacific for Pacific



Tertiary Level

ISSUES

- Entry levels low
- Retention
- Successful Completion
- Balancing priorities
- Costs
- The preferred employer

Tertiary Level

ACTIONS

- Pacific specific programmes
- Holistic approach to support and schemes
- MAPAS, PRTN pilot
- Mentoring, pastoral and academic support
- Scholarships & growing our own
- Relationship building
- Family appreciation programme
- New graduate support programmes

Recruitment and Retention

ISSUES

- Attracting Pacific health professionals
- Competition for small workforce
- Cultural governance
- Managing an ethnically diverse workforce
- Unprepared employers
- Flexibility Pacific generation X & Y
- Student internships

Recruitment and Retention – ACTION

- Pacific specific focus for recruitment, retention and training
- Building brand loyalty through scholarships and fully funded workforce development programmes
- Competition for small workforce – point of difference
- Cultural governance /cultural competency
- Management ability - ethnically diverse workforce
- Flexibility as an employer
- Career pathway

Career Pathway Development

- Management ability
- Increase number of Pacific staff in management
- Career pathway with opportunities for scholarships or financial support to study
- Flexible work hours
- Career pathway

Growing Pacific Nurses

We recruit nurses from countries that have little understanding of the cultures and ethnic groups that make up the CMDHB population.

- Significant numbers of Pacific trained and registered nurses residing in NZ working as care assistants
- CMDHB employ 5,200 staff of which 9% are Pacific



Growing Pacific Nurses – Rationale

- Research supports development of Pacific health and disability workforce. Key factor to improving health outcomes for Pacific People in NZ
- Census 2021 - 1 in 5 in Counties Manukau to be Pacific
- NZIER – CMDHB requires 670 nurses by 2021 to meet 100% demand (22-33 pa)
- Nursing shortages prevalent in both CMDHB and Pacific Provider sector
- Nursing Workforce Strategy (2006) - 3% Pacific, predominantly female, average age 47 yrs

Growing Pacific Nurses – Rationale

3 pronged approach:

1. Back to the Future Nursing
- 2. Pacific Return to Nursing Pilot**
3. Pacific for Pacific

Objective

To return 20-30 Pacific nurses annually into the sector for the next three years

Pacific Return to Nursing Programme

WHAT

Two phase pilot programme that incorporates IELTS and Nursing competency

TARGET GROUP

Pacific trained and registered Nurses

PROCESS

Recruitment

Interviews

Selected students for cohort 1 of 2

Developed programme

Seek partners

Secure funding

Start date May 10th 2008

Pacific Return to Nursing Programme

Barriers to effective learning and registration:

- NZNC – IELTS level 7 (academic)
- Cost – fees, time off work, transport
- Family commitments - financial, social/community
- English as second language
- Safe learning environment
- Tutoring methods appropriate to Pacific

Pacific Return to Nursing Programme

MAKING IT HAPPEN

KEY COMPONENTS

- Intesectoral approach CMDHB, MIT, DOL, WINZ, WDHB, ADHB, WINZ, TEC, NZNC
- Pacific exclusive
- Mentoring
- Pastoral & academic support
- Role model participation
- Tracking & monitoring
- Financial freedom – fees to food
- Resources supplied
- Positive job prospects
- Class time
- Class environment
- Teacher commitment and passion

Pacific Return to Nursing Programme

- Cohort of 32 Pacific trained & registered Nurses
- Word of mouth – further 32 for next cohort
- Vast nursing experience
- 85% funding secured from DoL for first phase – completing IELTS – 55 hours
- 15% funding/resources from MIT, WINZ and CMDHB
- Mentoring programme



Pacific Return to Nursing Programme

- Delivered on Saturday as per request of students
- Delivered by tutors with experience teaching Pacific students
- Interactive, visual, fun
- Brown bag lunch provided
- Petrol vouchers provided
- Zero drop out
- Well attended study groups
- Placement programme for Phase 2



Future Challenges

- Commitment for funding - Phase 2 Competency Training =>>> Registration
- Sustainability of funding for both Phases
- Not enough support for career development and professional development
- Work environments not always supportive and flexible enough for staff development
- NGOs: poor certainty of funding to justify investment in new staff

Answer

Nurture it in an environment where it can best survive, grow and bloom..



Tasks

1. Discuss and Agree 2 recommendations for working with other sectors to address workforce scarcity in the future
2. Identify 2 issues that the Health Sector needs to be mindful of, over the next 10 to 20 years in relation to scarcity of workforce.