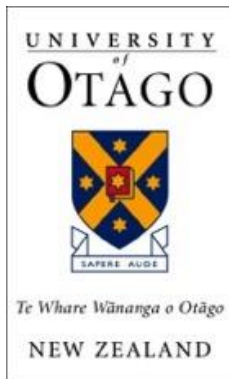




Growing the Māori Health Workforce – challenges, opportunities and impacts



July 2017

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Māori Health Workforce Development Unit

Division of Health Sciences

University of Otago



OVERVIEW

- ▣ Context
- ▣ Māori Health Workforce Development Otago
- ▣ Outcomes
- ▣ Questions/ Discussion

Why?

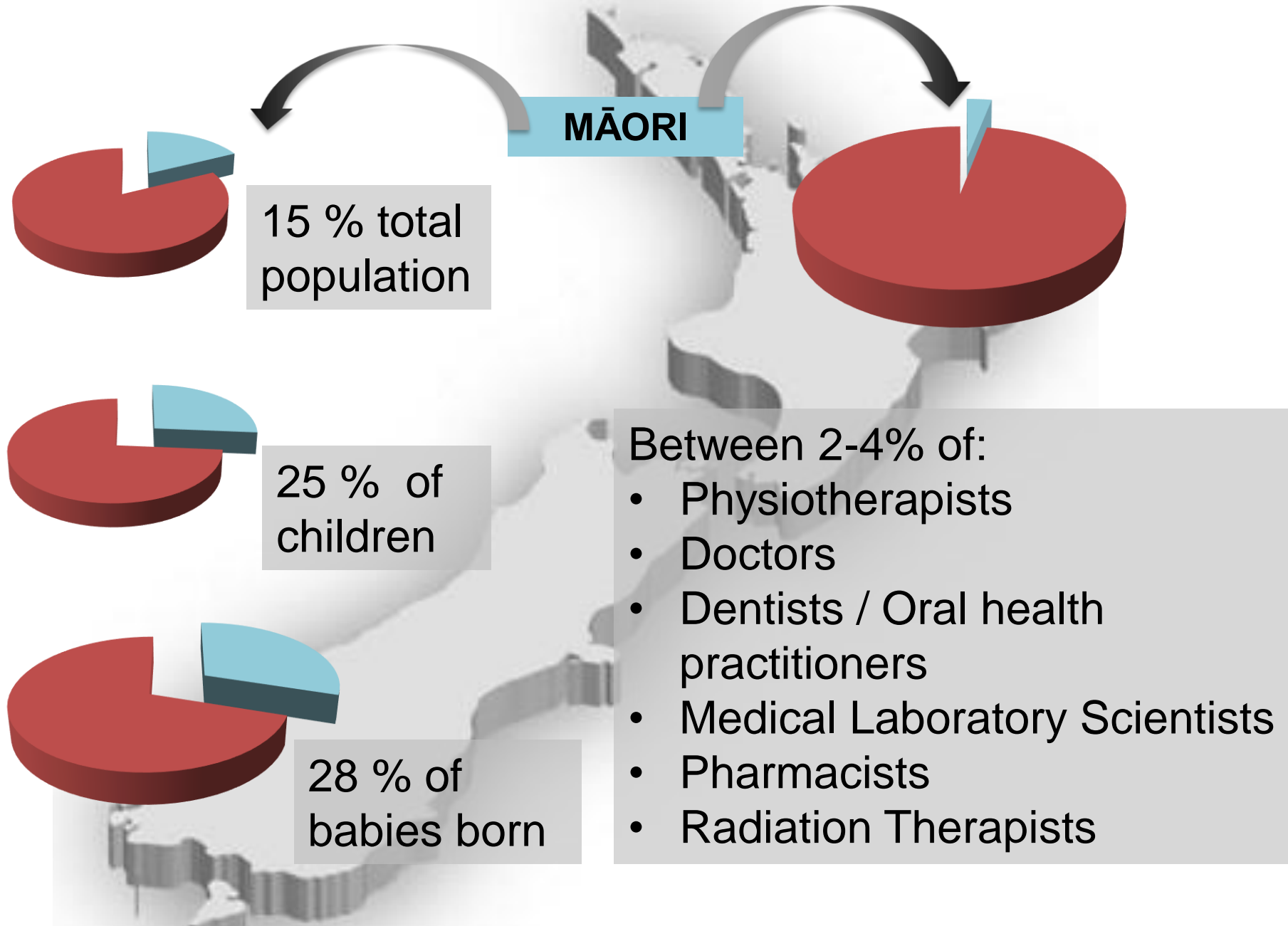
Treaty Rights

Tackling Inequity

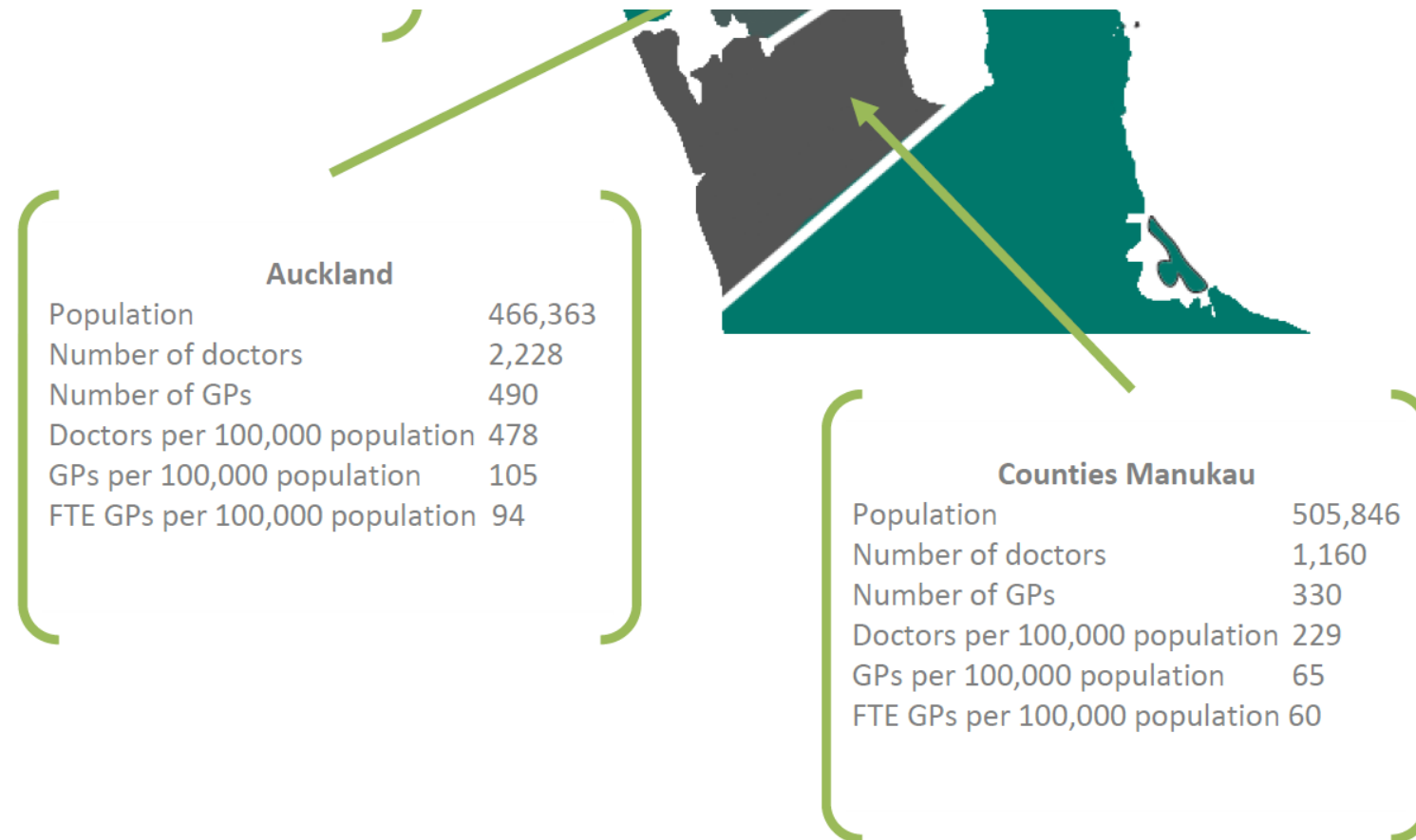
Between 2-4% of:

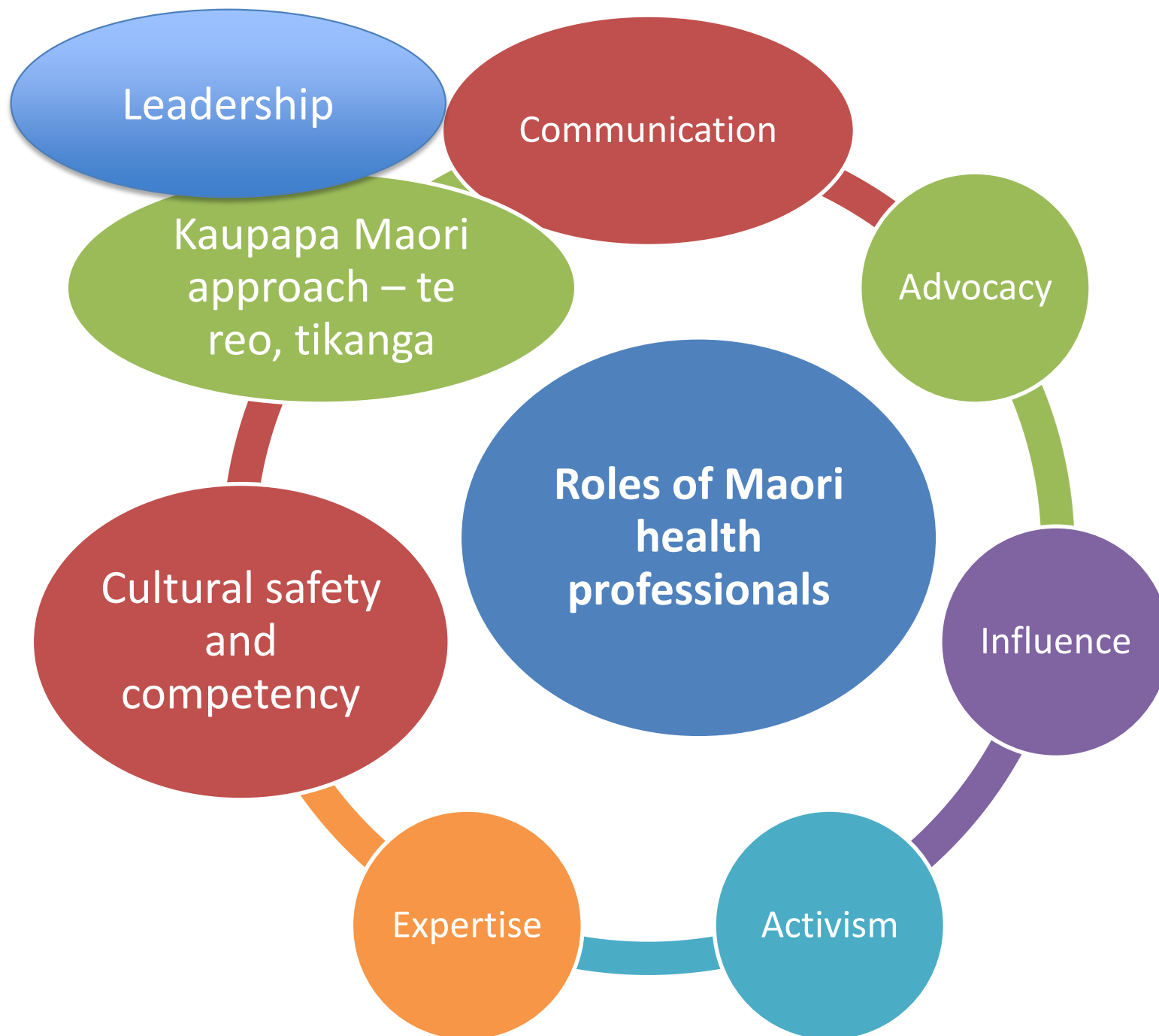
- Physiotherapists
- Doctors
- Dentists / Oral health practitioners
- Medical Laboratory Scientists
- Pharmacists
- Radiation Therapists

NATIONAL CONTEXT

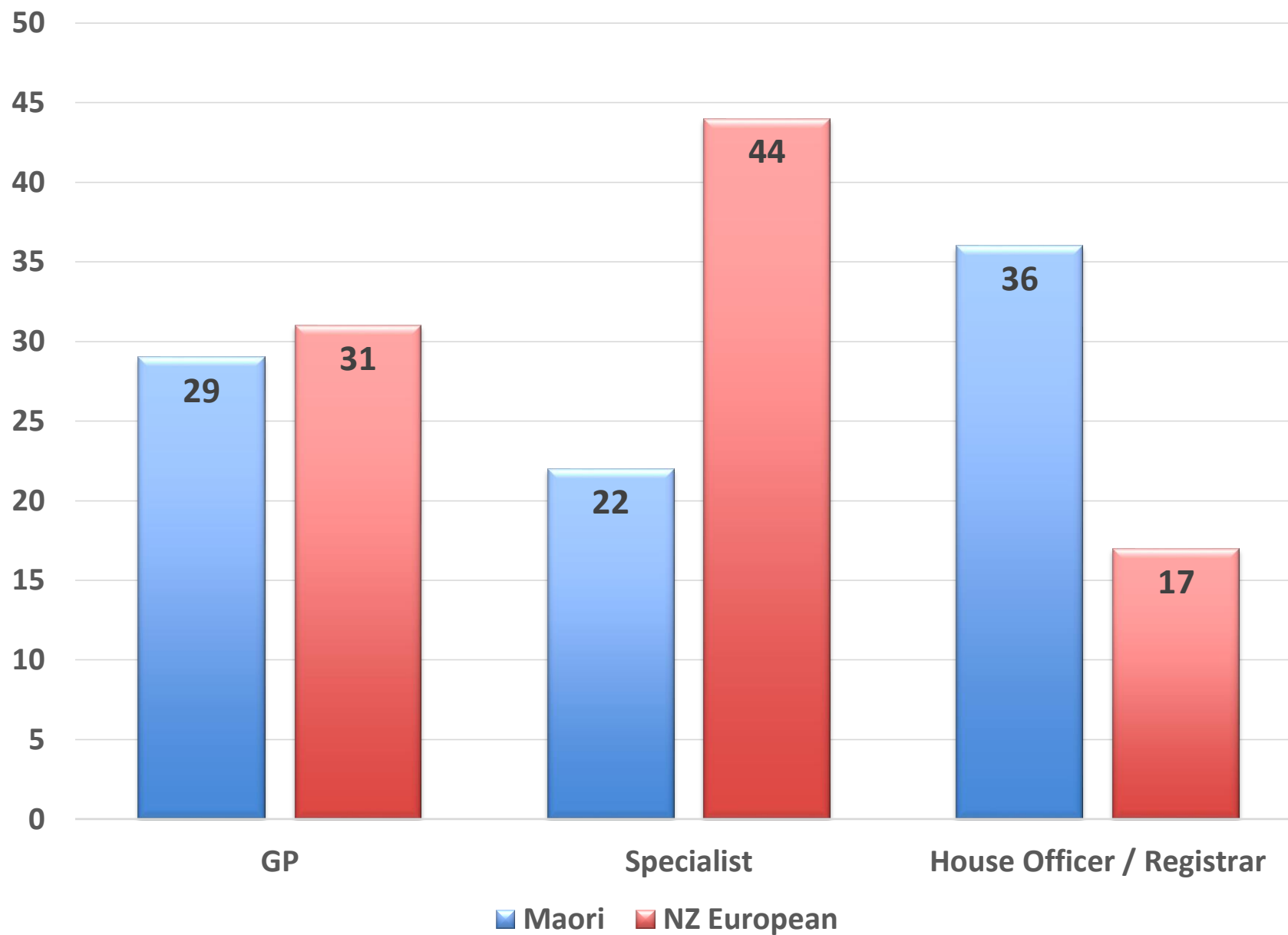


Inverse care law – GPs per population 2013/2014



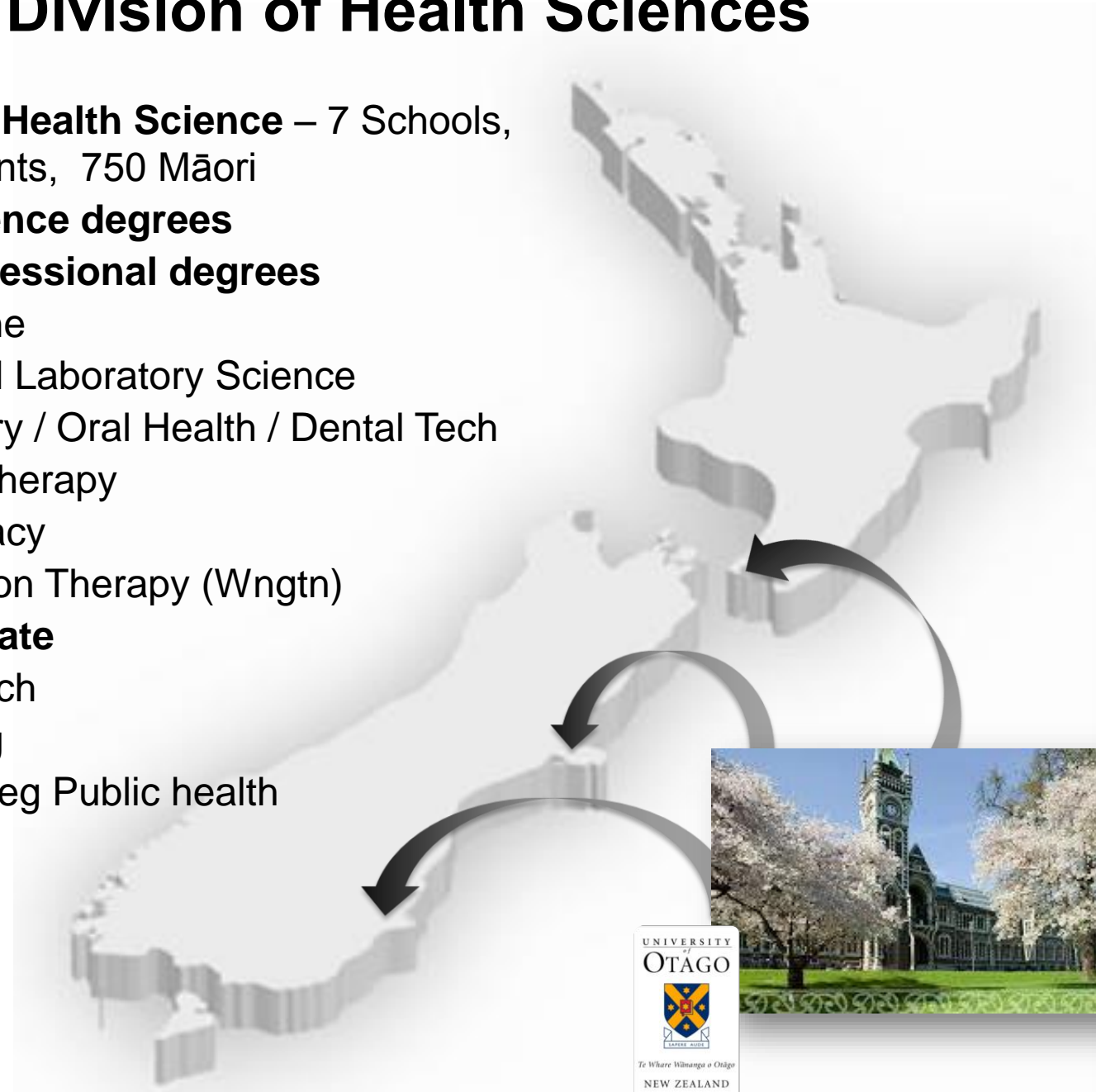


% of Maori and NZ European doctors by work role 2013 and 2014



Otago's Division of Health Sciences

- ❑ **Division of Health Science** – 7 Schools, 6,000 students, 750 Māori
- ❑ **Health Science degrees**
- ❑ **Health Professional degrees**
 - ❑ Medicine
 - ❑ Medical Laboratory Science
 - ❑ Dentistry / Oral Health / Dental Tech
 - ❑ Physiotherapy
 - ❑ Pharmacy
 - ❑ Radiation Therapy (Wngtn)
- ❑ **Post-graduate**
 - ❑ Research
 - ❑ Nursing
 - ❑ Taught eg Public health



MĀORI STUDENTS: HEALTH SCIENCES FIRST YEAR (HSFY)



PRIOR TO 2011...

- ▣ Small Māori HSFY cohorts 2007 - 2010 - <1/2 made it to Semester 2 with all papers
- ▣ More likely to be first in family to come to University, have science gaps, have gone to low decile schools

MĀORI HEALTH WORKFORCE DEVELOPMENT UNIT

DIVISION OF HEALTH SCIENCES (Est 2010)

Purpose: To increase Māori recruitment, retention & achievement in Health Sciences study & directly increase the number & diversity of Māori in the NZ health workforce

10 YEAR GOAL: By 2020 at least 20% of students across the Division of Health Sciences are Māori

- ▣ Māori led & directed
- ▣ Clear strategic plan, programme logic, targets & 'line of sight'
- ▣ Underpinned by Māori values, strengths-based & evidence-informed approach
- ▣ Strong social justice agenda (equity targets)



MĀORI HEALTH WORKFORCE DEVELOPMENT UNIT



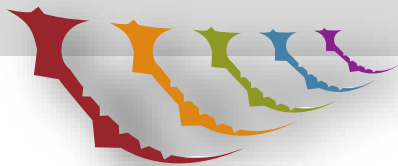
Te Ara Hauora:
Outreach & Recruitment
Programmes Yrs 9 -13

Tū Kahika:
Foundation
Year
Scholarship
Programme

**Te
Whakapuāwai:**
Māori HSFY
Support
Programme

**Tū Tauria
Hauora:**
Māori Health
Sciences
Degree Support
Programme

RESEARCH & EVALUATION



‘From Inspiration to Graduation’

TE ARA HAUORA



- Secondary school science engagement and university literacy for Māori students and whānau
- Te Rauawa o te Pahī (Yrs 9 & 10)
- Rangatahi o te Moana (Yrs 11 & 12)
- REACH Otago Scholarship (Yr 13)

TŪ KAHIKA

Foundation Year Scholarship Programme (Est 2010)



Students are provided;

- ▣ A meeting with whānau (family) in their home region (prior to selection)
- ▣ Accommodation in residential colleges
- ▣ Foundation Year fees paid in full
- ▣ *Comprehensive* additional pastoral, cultural & academic support

TE WHAKAPUĀWAI: MĀORI HSFY STUDENT SUPPORT PROGRAMME (Est 2011)



- ❑ Māori Centred
- ❑ Strengths-based & evidence informed (by student voice and research)
- ❑ Guidance with transition to Otago prior to arrival
- ❑ Timely, tailored & accurate information about HSFY
- ❑ Regular group and individual meetings with staff
- ❑ Academic workshops
- ❑ Whakawhanaungatanga (sense of family & belonging)



Tū Tauira Hauora

- Supports Māori Bachelor of Science degree (health major) students &
- Health Professional Programme students
- Comprehensive advising / Academic advising/ tutorials
- Professional development & leadership
- Whakawhanaungatanga
- Career guidance & support

- 177 Māori students are enrolled in BSc health science majors
- 315 Māori students are enrolled in health professional programmes 2017
- > 95% retention rate of Māori in health professional programmes since 2010.

Research and evaluation

Programme effectiveness and quality improvement:

Process and Outcomes evaluation – all programmes
Qualitative feedback from students, whanau, community, staff

Specific projects

Factors impacting on successful transition to University
Impact of financial hardship on HSFY students
Survey of graduates – roles in Māori Health
Longitudinal tracking
Hauora / Wellbeing of Māori HSFY students
Student experiences in HSFY
Recruitment of tane into health professions

** Weaving our worlds – strengths+evidence based programme to increase Māori student achievement in Health Science First Year – Ako Aotearoa funded

Outcomes



Te Ara Hauora - Outcomes

Students

"I learnt a lot of Maori stuff which was good! staying at the marae was really fun and by far doing research with [mentor] was really fun! I also enjoyed meeting lots of new people and gaining friendship"



Whanau

"Real world applications of sciences, from our perspective - Te Ao Maori, disguised as fun (hopefully :) delivered on the marae"



REACH OUTCOMES – Year 13 Students



- 125 students since 2012
- 74% of all REACH students have enrolled at Otago
- 94.5% of these enrol in health sciences study
- Many REACH students are now enrolled in health professional programmes

» Article continued from page 1

The magnificent voices of the Kai-Chorus entertained the 500 plus crowd of locals and officials who turned out to celebrate the opening. After so many years in the making, days like last Friday, where we can celebrate a project that was delivered on time and on budget with the full backing of the local community are one of the highlights of my role.



David Meates
CEO Canterbury District Health Board



Hineari Kahu and Tammy Smith-Kerr, two promising young health care professionals in the making help to cut the ribbon to the new facility with the Minister of Health.



Left: The Minister of Health chats with a 98 year-old resident of the Kaikoura's Health Centre's long-stay ward. She credited the secret to her longevity as keeping active every day. The Minister said this was good advice for people of all ages and wished her well.



Children from Kaikoura's five local primary schools grew plants for the landscaping around the new health centre.



From L-R, Programme Director, Construction & Property Brad Cabell, David Meates and Former National MP for Kaikoura Colin King.



From L-R, In full voice singing a waiata, Manager Takahanga Marae Karen Starkey, Director Māori and Pacific Health Hector Matthews and CDHB Board member Edie Moke.



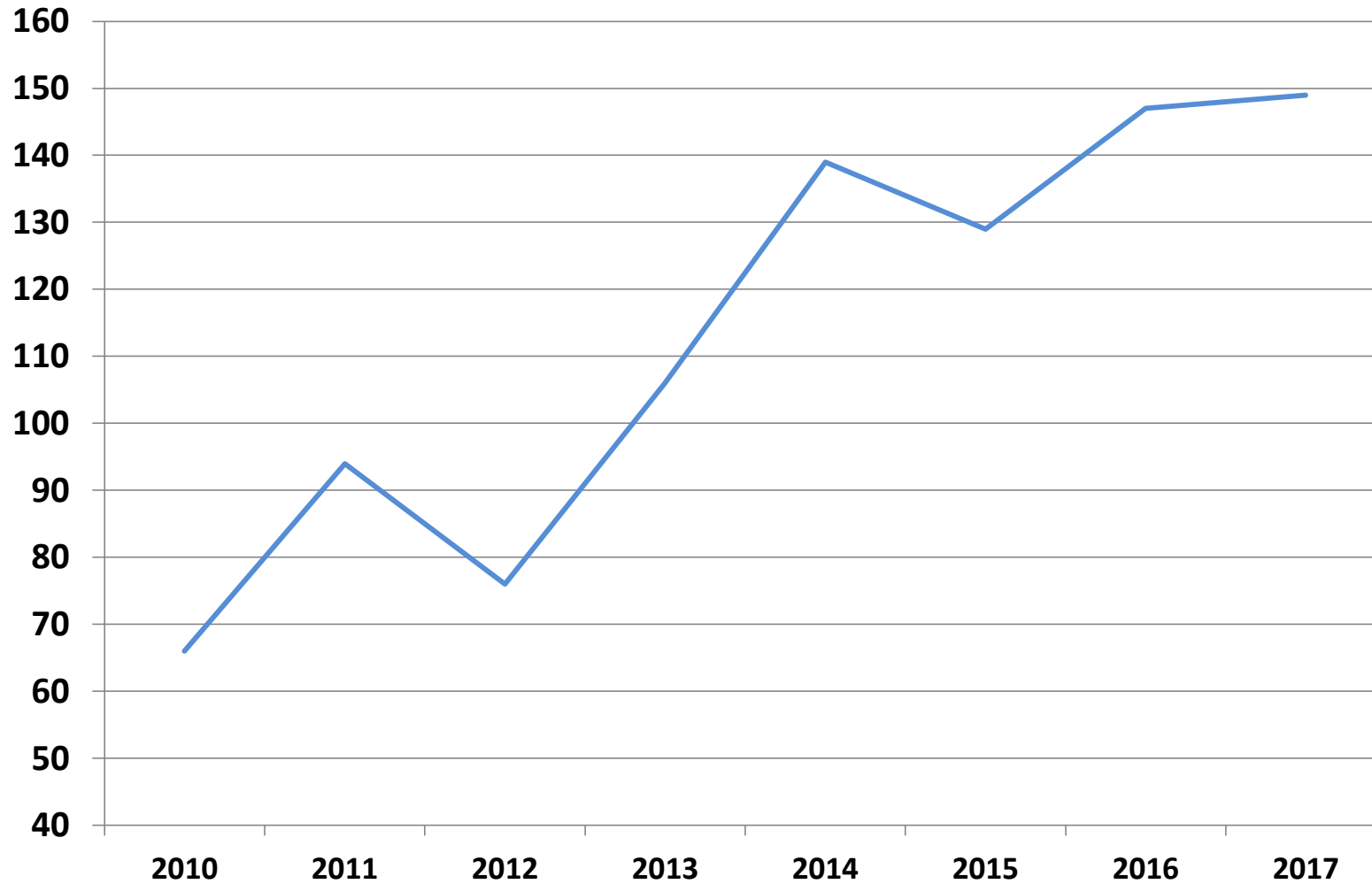
Above: The opening of the Kaikoura Health Te Hā o Te Ora on 15 April 2016.



Above: The opening of the original Kaikoura Hospital in 1912.

Recruitment outcomes

Māori Students Entering into HSFY 2010-2017



TŪ KAHIKA OUTCOMES



- 133 TK students since 2010
- 95% of all TK students complete Foundation Year
- 85% of all students enroll at Otago the following year (2010-2016 cohorts)

“The feeling that you are part of something bigger than yourself and important is priceless. The support is amazing and everybody is made to feel like they matter in terms of the bigger picture.”



TŪ KAHIKA STUDENTS IN TRAINING 2017

18 Foundation
16 HSFY
24 BSc
1 Pharmacy
1 Radiation Therapy
1 Oral Health
6 Dentistry
23 Medicine

“It [TK] reminds individuals that your part of a movement and how increasing Māori health professionals will help all our whanau. It also helps us know that everyone in TK are going through the same struggles as you and...gives us background on why we need this and why we should do this for our whanau”

TŪ KAHIKA RECENT GRADUATES



Nadine Houla-Ashwell - BSc
(2nd Year Medicine)



Grant Kingi - BSc
(Psychology)



Luke Barnsley - BSc
(Physiology)



Aroha Upritchard BSc
(2nd Year Medicine)



Reina Subritzky
Radiation Therapy



Witana Petley - Physio
(Southern DHB)



Witana, Ramari & Judy



Judy Brown - Physio
(Hawkes Bay DHB)



Ramari Reid - Oral Health
(Hawkes Bay DHB)



Dr Ashley Insley
(Bay of Plenty DHB)



Dr Leah Pihama
(Tasman DHB)



Dr Carla Hodgkinson
(Tasman DHB)



Dr Hinewaiora McCleery
(Mid-Central DHB)



Turoa Gallagher - Dentist
(Tasman DHB)

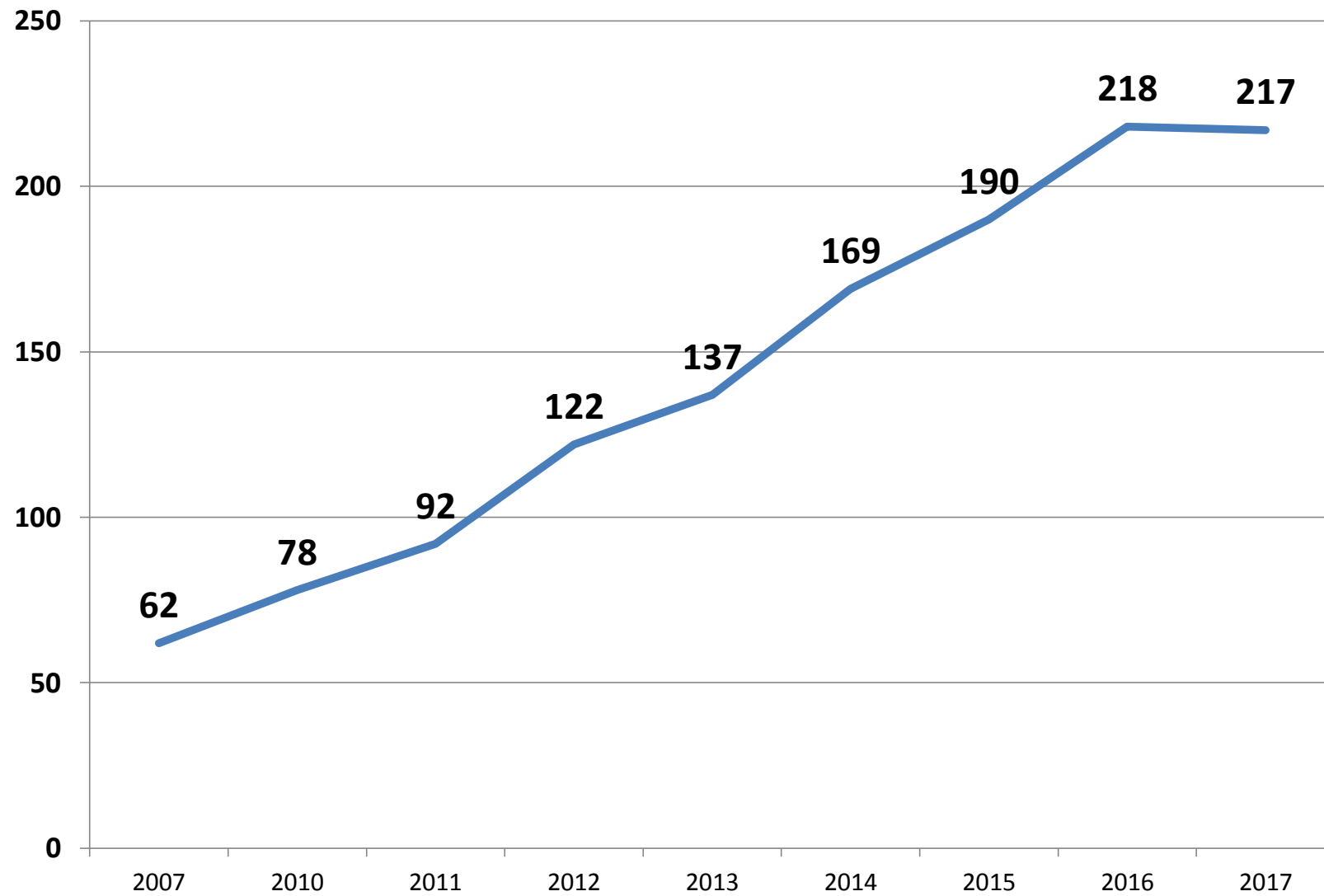
TE WHAKAPUĀWAI OUTCOMES



“Everyone always talks about how hard the course is so I was dreading it at the beginning but with the help and support of the programme, I felt more calm and confident about the course which made it a lot easier as a HSFY student.”

“MHWDU have given advice, looked after us, and just been there when we need help. Pointing us in the right direction and given me the confidence I needed to continue doing health science”

Number of Māori in across all years in Medicine 2007 -2017



Where did the 2016 medical graduates go?

DHB Region	Number of new Māori doctors
Auckland, Waitemata, Counties Manukau	12
Bay of Plenty	4
Canterbury	10
Capital Coast/ Wairarapa	3
Hawkes Bay	2
Lakes	1
Mid-Central	2
Nelson/Marlborough	2
Tairāwhiti	1
Waikato	4
Unknown	2

CRITICAL SUCCESS FACTORS

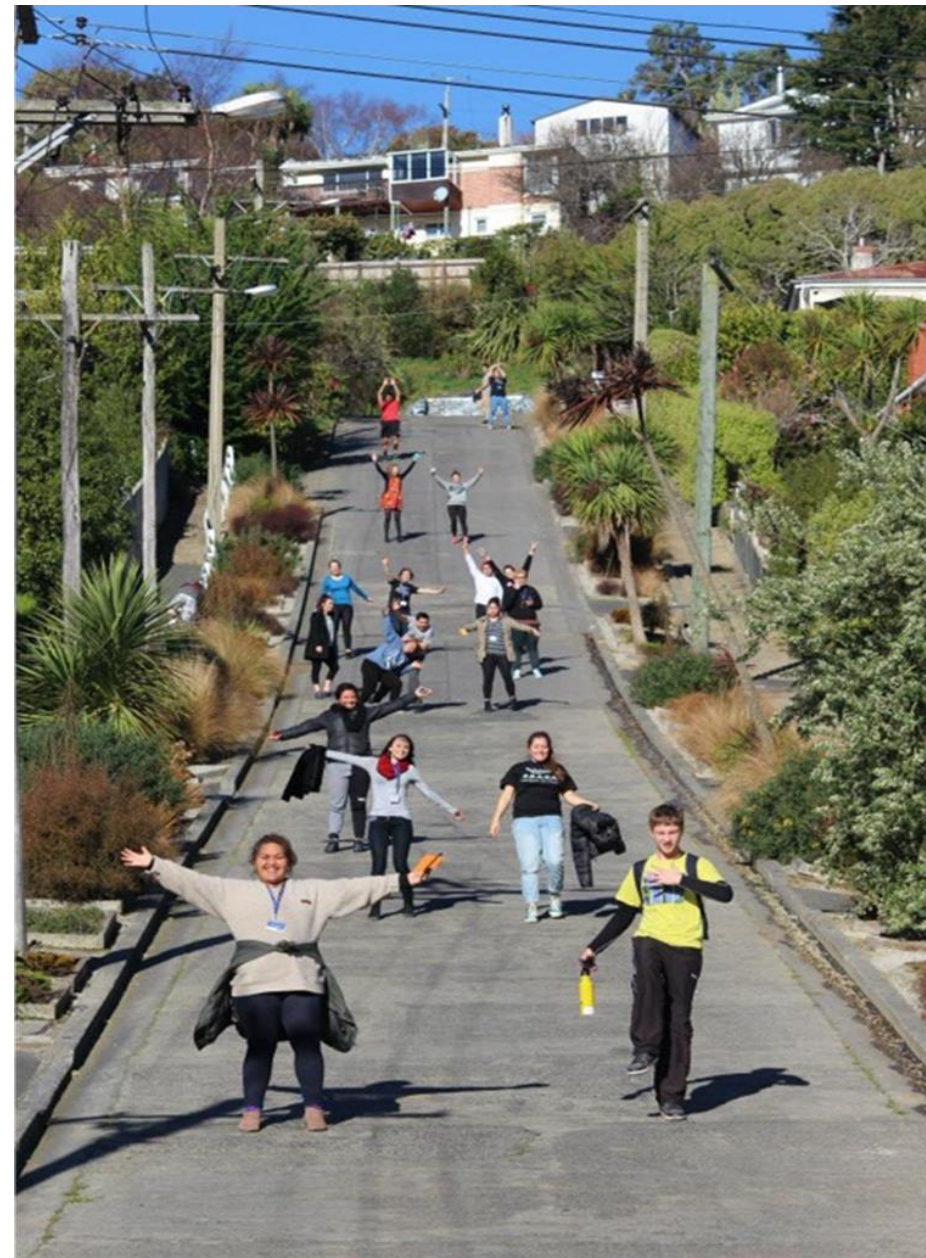


- ❑ Māori led & directed: Underpinned by Māori values
- ❑ Whanaungatanga (working together!)
- ❑ Amazing students!
- ❑ Collaboration
- ❑ Knowing each student
- ❑ Clear strategic plan, programme logic, targets & 'line of sight'
- ❑ Strengths-based (non-deficit)
- ❑ Evidence-informed approach
- ❑ Evaluative (data, data & data)



Next Steps

- ▣ Continue with programmes – continuous quality improvement
- ▣ Grow and disseminate evidence for critical success strategies
- ▣ Build on gains – student leadership, excellence, community engagement
- ▣ Workforce pathways and preparation including increase health sector engagement





NGĀ MIHI: HUGE THANKS

- ▣ Otago's Māori students!!!!
- ▣ Ministry of Health
- ▣ AKO Aotearoa
- ▣ Division of Health Sciences
- ▣ Te Huka Mātauraka
- ▣ Residential Colleges
- ▣ Funding & Planning

Thanks to all that continue to support this mahi!

Course	Year									Total in Each Programme 2017
	2009	2010	2011	2012	2013	2014	2015	2016	2017	
Medicine	16	20	27	45	37	45	49	49	60	217
Dentistry	4	2	2	2	7	5	8	9	9	30
Pharmacy	7	4	3	4	2	4	10	5	7	20
Physiotherapy	10	7	5	5	3	8	7	13	9	27
Medical Laboratory Science	0	0	0	4	1	0	0	2	0	2
Oral Health	1	4	0	7	0	1	2	5	6	11
Radiation Therapy	1	0	0	3	6	3	1	3	3	8
Total for Each Year	39	37	37	70	56	66	77	86	94	315