

Health/Education Future Vision Workshop

Date:	Monday 6 March		
Start Time:	9:45am	Finish Time:	2:30pm
Location:	Front + Centre, 69 Tory Street; Zoom		

Attendees	Listed page 3
Apologies	Jane Duncan; Kate Rawlings; Hayley Semenoff; Verity De Joux; Ngaira Harker; Alexis Cameron

Minutes
1. Welcome and Karakia [Ailsa]
1.1 Ailsa welcomed everyone to the meeting and Rawiri led a karakia to open the meeting.
1.2 A round of introductions were completed for all meeting attendees.
2. Outline of the Strategic Vision for the Future of Health Education and Training [Ailsa]
<p>2.1 Ailsa provided the background context for the workshop and current focus areas for development of strategic vision.</p> <ul style="list-style-type: none"> • Current education and training systems for health have failed to provide support and appropriate training for Māori and Pacific communities. Addressing these failures means moving to a training and education system based in Māori context. Creating a culturally safe and inclusive training system important to address current rates of attrition for Māori and Pacific students. • Increasing the flexibility of changing career paths within the health workforce to adapt and acknowledge that career changes now occur more frequently. • Acknowledging that studying with limited funds available / taking on a student loan is not a viable option for many and working towards increasing availability of Earn as you Learn programmes across the sector. • Increasing the availability of learning in place / E-Learning to increase education and training for those who are based rurally. • Development of clear career pathways – lack of common job descriptions creating barriers to access into workforce between institutions. • Flexibility for regulated workforce to become dual registered – e.g paramedics and anaesthetic techs – increasing additional modules during training so that it is easier to gain dual-registration. • Development of general management and administration pathway, gaining formal recognition and training for general management. • Ailsa acknowledged the work that Jamaine has done to develop a Māori workforce strategy and the importance of applying this framework across all future education initiatives. <p>2.2 Representatives from each organisation had the opportunity to discuss concerns and interests regarding future vision and strategic development of health and education training programmes.</p>

- Caitlin (Whaikaha) - Focus on increasing the accessibility of training programmes. Discussed the current Kaiāwhina workforce– many people are limited by lack of qualifications and forced to work at a level below their skill. Hard to acknowledge lived experience – qualifications as a barrier to entering the workforce.
- Attendees discussed the issue of qualifications acting as a barrier to the workforce within the current framework that are not fit for purpose. Currently there are issues with those who have gone through formal qualifications that are then considered overqualified for a role due to the job band and other factors. Need to address qualifications that are creating barriers to enter the health workforce.

3. Micro Credentialling [James]

3.1 James outlined the current process for current skill standard development and current funding system between health and education providers (pictures attached on p4 outlining current systems).

3.2 Attendees discussion on current framework.

- Marg – raised the importance of the role of regulators – regulators must be considered and included in the discussion to ensure that any changes made to training programmes are not in conflict with regulatory requirements.
- Sue – raised current issues with graduate profile outcomes and how training programmes become ‘formally’ recognised. There is a need to address current inequities between different education providers as some qualifications are not recognised e.g., from Wānanga and other Māori providers.
- Pauline – many of those who are educating and working in health for Pacific communities have no way to be recognised formally in NZ system - e.g older people’s health courses taught in pacific languages – no formal way to recognise these roles that demonstrate lived experience and knowledge of Pacific health.
- Sue – raised current issues with graduate profile outcomes and how training programmes become ‘formally’ recognised within current qualification system.
- Ailsa – considering roles such as future vaccinator workforce and the skills that we want to recruit to and recognise – for certain workforces the skills needing to be recognised are connection and mana within the community.
- Pene – need to ensure that students are doing qualifications in the wananga can be for– as many wananga quals. Also need to consider how qualifications can be awarded outside of institutions to recognise lived experience. There is a need to address current inequities between different education providers as some qualifications are not recognised e.g., from Wānanga and other Māori providers.
- James – if Te Whatu Ora was to increase credentials - equivalency is the fastest pathway but GTE pathway creates the best long-term solution for credentialing.
- Ailsa – Development of a single national framework a work programme that needs to be needs to be progressed formally with cross-sector involvement this work formally to develop a single national framework

4. Flexible learning models [Rod Bentham]

4.1 Rod presented an update on current flexible learning models in development within Te Pūkenga (slides sent out with minutes).

- National organisational regions have been developed to form four ‘delivery hubs’ across the regions. Each region is co-lead by two executive directors to deliver Te Tiriti partnerships as well as equity and inclusion for Māori. Eight proposed Ako delivery networks to support delivery of vocational and on-the-job education.
- Ailsa –need to ensure that Te Whatu Ora regional directors are engaging and involved with four regional delivery hubs.

5. E-learning – Current and Future State [Miriam Laidlaw and Dena Cowen-Willis]

5.1 Dena and Miriam provided an update on the current nationalisation programme of E-Learning.

- Current nationalisation of E-Learning programmes aiming to address existing duplication of qualifications. Focus on national approval processes for training and moving towards a single pathway for training programme approval – currently districts are requesting E-Learning programmes through different providers.
- Development of representative group to review training proposals. Unclear whether process for review is internal or external. Whether process for review is internal or external. Dena – not everyone is going to be able to get their whole education online – recognition of prior learning process.

5.2 Discussion on current and future state of E-Learning Models

- Ailsa – focus on recognition of prior learning and integration of this into a national system – needs to be a stocktake of national E-Learning and prior recognition models. Dena to send Ailsa model that the team has produced and current flowcharts for appraisal processes.
- Allison – need to develop a governance group for progression of this work in co-governance with Te Aka Whai Ora in order to develop a consistent national approach.
- Ailsa – importance of involvement with professional groups involved in the process of credential development.
- Pauline – data collection needs to be part of review and consideration – importance of ensuring Māori learners are included and represented.

6. Closing Karakia [Pene]

6.1 Pene led a karakia to close the meeting

Action Item	Responsible	Status
Jeff, Dena and Miriam to discuss further regarding E-Learning apps created for doctors during Covid	Dena/Miriam/Jeff	In progress
Appraisal flowcharts developed for quality improvement scopes. Dena to send flowcharts to Ailsa and to share Stocktake of E-Learning Modules and Programmes	Dena	Completed
Ensure that regional directors are engaging and involved with regional groups	Ailsa/ Rod	In progress
Arrange date for follow up workshop	Lily	Completed

Meeting Close: 2:30pm

Next Workshop: Wednesday 29th March, 8:30am – 10:30am

Current Credentialling and Funding Models

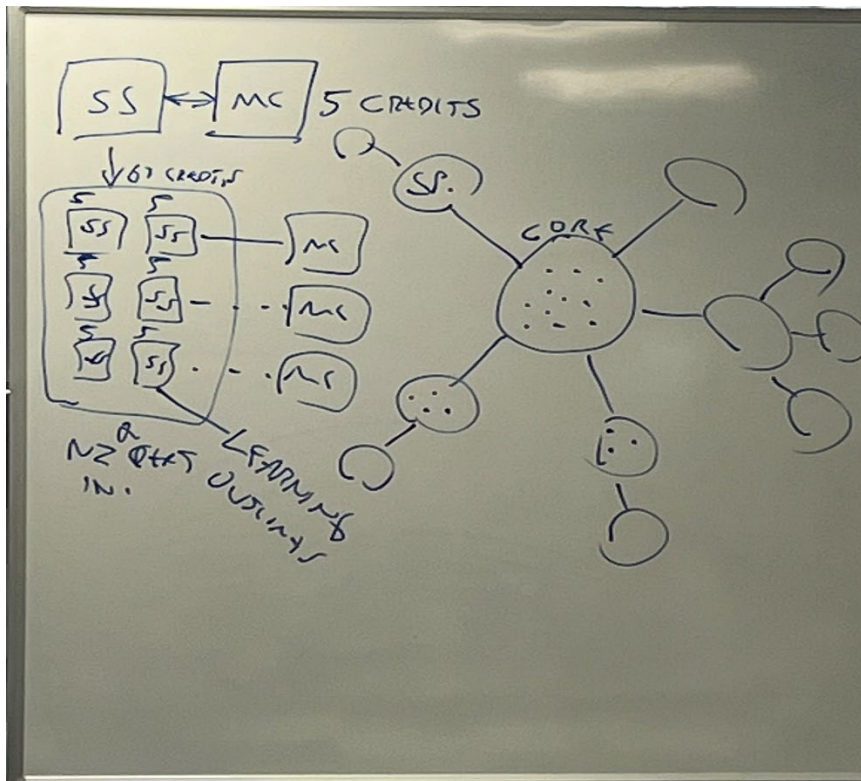


Figure 1 : Current Skill Standard / Credentialling Framework

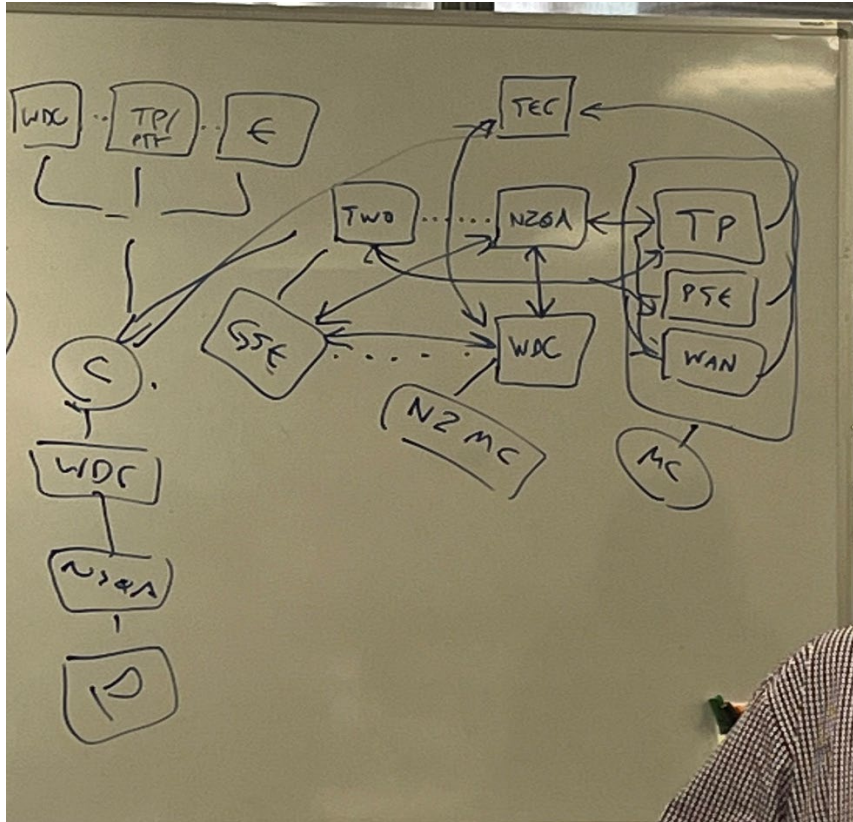


Figure 2: Current Health/Education Funding Models

Attendees

Name	Organisation	Role
Ailsa Claire	Te Whatu Ora	Workforce Taskforce Co-Chair
Alana Ewe-Snow	Te Aka Whai Ora	Director Māori Workforce Development
Alexis Cameron	Te Aka Whai Ora	Workforce Strategy Lead
Allison Plumridge	Te Whatu Ora	Director - Workforce
Anna-Marie Ruhe	Te Whatu Ora	Chief Advisor Equity, Health Workforce
Caitlin Kilborn	Whaikaha	Strategic Advisor, Strategy & Policy
Cathrine Waetford	Te Whatu Ora	Sector Engagement & Implementation Manager - Health Workforce
Dena Cowen-Willis	Te Whatu Ora	Programme Manager – Health Learn
Denise Kingi-Uluave	Le Va	Chief Executive, Le Va
Faumuina Professor Fa'afetai Sopoaga	University of Otago	Director – Va'a o Tautai, Centre for Pacific Health, Division of Health Sciences, University of Otago
James Dearnley	Toitū te Waiora	Manager Qualifications Systems
Hayley Semenoff	Toitū te Waiora	General Manager – Industry Transformation
Jade Sewell	Te Aka Whai Ora	Deputy Chief Executive - Service Development and Relations
Jamaine Fraser	Te Aka Whai Ora	Principal Advisor - Workforce
Jane Duncan	Tertiary Education Commission	Manager Strategic Investment
Jeff Brown	Te Whatu Ora	Interim District Director, MidCentral
Jennie Montague	Te Whatu Ora	Head of Executive Services – Te Toka Toumai
Joanie Sims	Te Whatu Ora	Interim National Organisational Development & Capability Lead
Julia Jones	Te Whatu Ora	Programme Manager, Medical Workforce
Kate Rawlings	Te Whatu Ora	Programme Director - Workforce
Kris Golding	Manatū Hauora	Principal Analyst - Strategy, Policy & Legislation
Laura O'Sullivan	Manatū Hauora	Manager – Policy and Strategy
Marg Dotchin	Te Whatu Ora	Chief Nursing Officer
Miriam Laidlaw	Te Whatu Ora	LMS Specialist / Administrator
Nadine Gray	Te Aka Whai Ora	Chief Nurse
Ngaira Harker	Te Aka Whai Ora	Co-Lead Kaiāwhina Workforce Working Group
Paula Birnie	Te Whatu Ora	Principal Advisor Learning and Development
Pauline Sanders	Te Whatu Ora	Interim National Pacific Health Workforce Lead - Pacific Health
Pene Delaney	Te Aka Whai Ora	Senior Portfolio Manager-Workforce
Rawiri McKree Jansen	Te Aka Whai Ora	Chief Medical Officer
Rod Bentham	Te Pukenga/ Careerforce	Executive Director
Sue Waters	Te Whatu Ora	Chief Allied Health Professions Officer
Tracy Collier	Toitū te Waiora	Social Services Lead
Verity De Joux	Tertiary Education Commission	Principal Advisor; Strategic Investment, Careers and Investment Design