

Toitū te Waiora

Health and Wellbeing Qualifications Survey Summary

A skilled and qualified workforce for Aotearoa New Zealand



TOITŪ TE WAIORA

Community, Health, Education
and Social Services

Workforce Development Council

toitutewaiora.nz

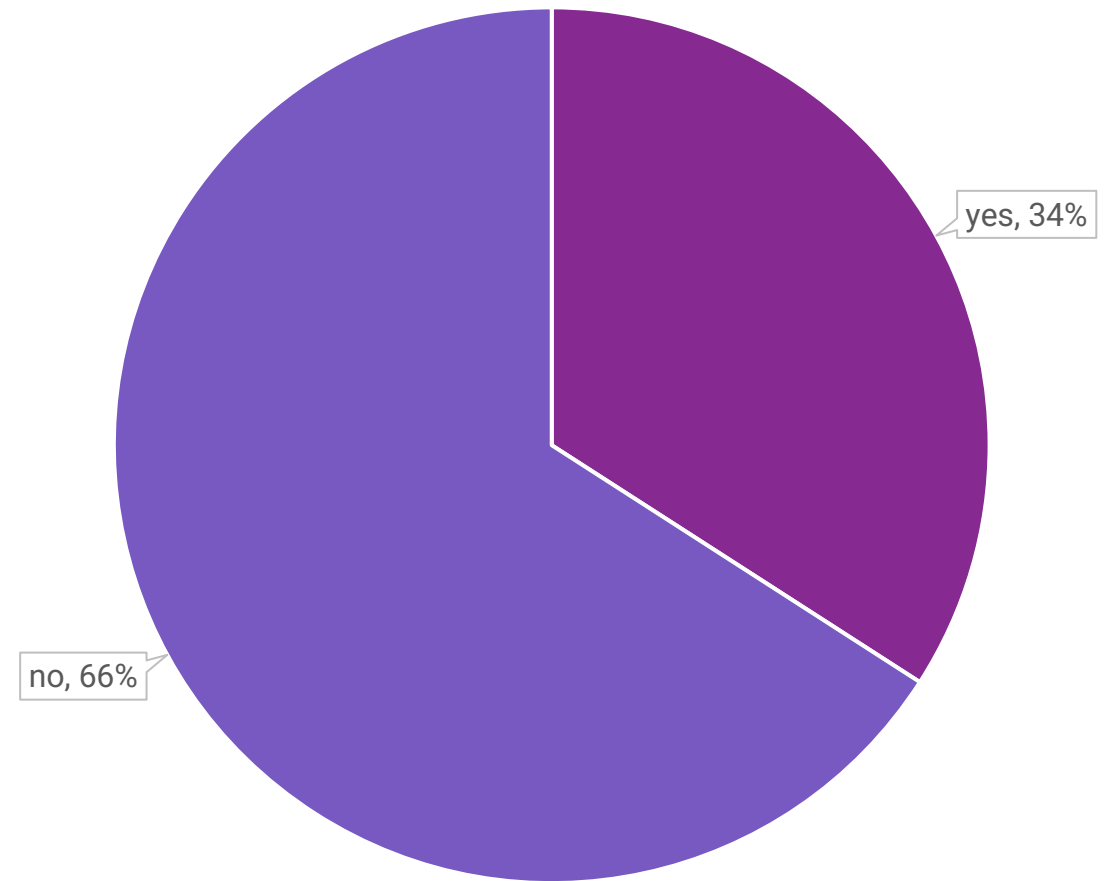
Our survey

In January 2024 Toitū te Waiora launched our Health and Wellbeing Qualifications Survey.

We had a great response with over 200 representatives within sector peak bodies, industry, providers, iwi, and other stakeholders getting back to us.

We have pulled together the highlights from all eight surveys to summarise what we heard. The following are those highlights.

Are current qualifications meeting workforce needs?



■ yes ■ no



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What is meeting the needs of the workforce?

Our overwhelming feedback from across respondents was the need for improved pathways that reflect the appropriate roles, sectors and environments.

We heard that baseline skills and knowledge in current qualifications are working for a few sectors; adjustments have been made to provide tailored qualifications for Disability and Hospital sectors to improve specialised care.

Lastly, benchmarks for competencies have also been outlined in the Family Violence and Sexual Violence workforce capability frameworks.

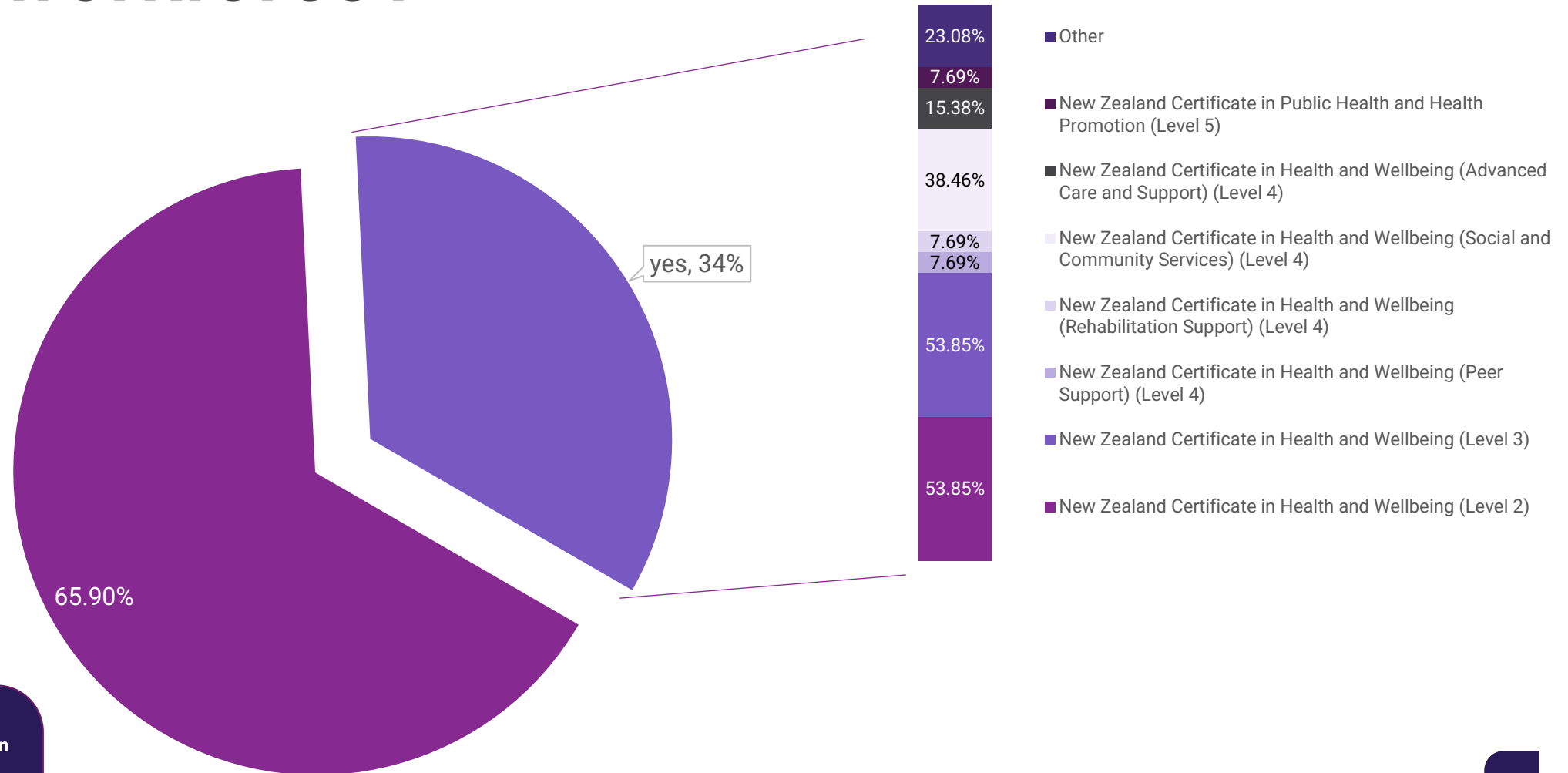
What isn't meeting the needs of the workforce?

Main points	Main issues
Mental Health and Addiction	<ul style="list-style-type: none"> • There is a need for an enhanced knowledge and understanding of Mental Health and Addiction among primary care nurses. • The establishment of more qualified and specialised roles in youth services, addressing digital addiction and body image issues. • Additionally, there is a call for the development of activity analysis and observation skills tailored to aid the recovery of patients in rehabilitation services through meaningful daily activities, specifically within mental health and addiction contexts.
Connections, Relationships & Support	<ul style="list-style-type: none"> • A crucial area for improvement revolves around fostering connections, relationships, and support networks. This entails providing guidance on how to build relationships grounded in human rights and person-centred approaches.
Social Workers Pathway	<ul style="list-style-type: none"> • There is a demand for streamlined registration processes and graduated pathways to facilitate the entry of social workers into the workforce more efficiently.

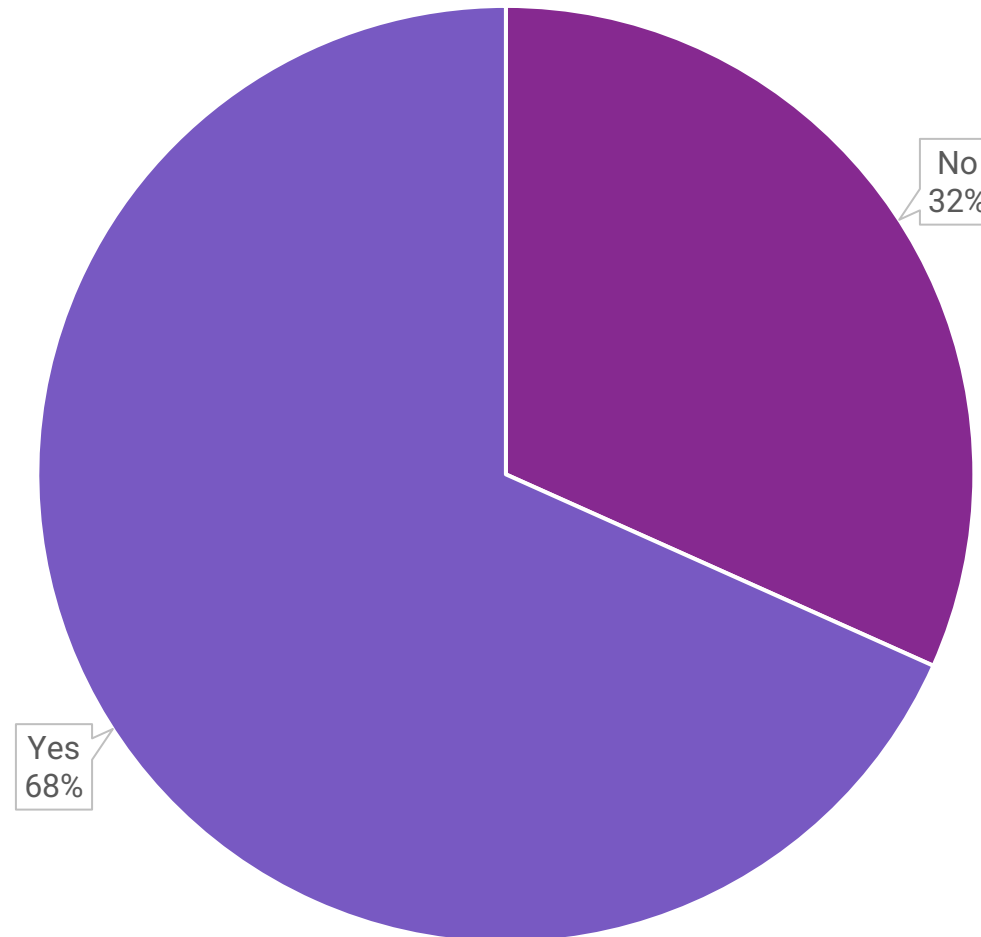
What isn't meeting the needs of the workforce?

Main points	Main issues
Accessibility	<ul style="list-style-type: none"> • Accessibility remains a significant concern, with the workforce often failing to meet diverse needs due to various barriers. • These include issues such as qualifications being perceived as too difficult or broad, limited offerings of certain qualifications in schools, excessive costs for those on work visas or residency, and a lack of availability of courses tailored to specific sectors. • Additionally, there is a need for more online options to enhance accessibility.
Matauranga Māori and Pacific	<ul style="list-style-type: none"> • Qualifications should integrate cultural knowledge, such as Te Tiriti o Waitangi principles, and incorporate Māori and Pacific content to better reflect the diverse cultural landscape of Aotearoa New Zealand and improve cultural competency across all sectors.
Whaikaha	<ul style="list-style-type: none"> • There is insufficient support for disabled individuals within the Health and Disability sectors. To promote good lives and uphold rights, it is crucial to further develop the social model approach to improve and personalise the level of care given to tangata whaikaha .
Qualification and micro-credential pathways	<ul style="list-style-type: none"> • Specialised pathways in sectors such as Mental Health and Addiction, Social Work, Disabilities, Dementia and Aged Care. Creating more specific qualifications and micro-credentials within these pathways that equip learners with more real-life experience and knowledge that is reflective of the issues they will face on the job.

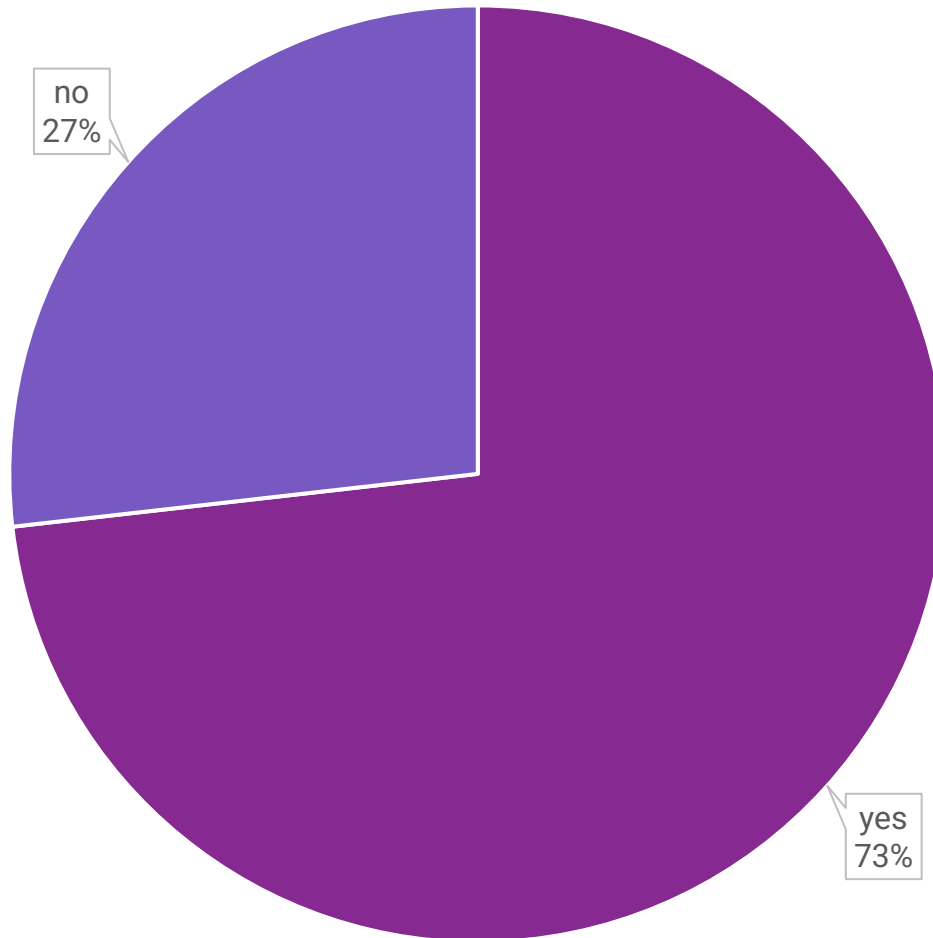
What qualifications are meeting the needs of the workforce?



Do you believe new pathways are required?



Do you think smaller micro-credential packages could address skills gaps?



What do these new pathways look like?

We heard a wide range of feedback about what the new qualifications and pathways might look like.

This included that new qualifications and pathways require a genuine integration of Pacific and Māori perspectives, emphasising the significance rather than treating them as an add-on.

You highlighted the need for general management skills, and qualifications that provide robust theoretical knowledge with practical experience.

There is also a push for the expansion of health services to include social services, with a focus to enable individuals with dementia to stay in their homes longer if they choose.

What do these new pathways look like?

There is a specific emphasis on local development of Level 6 and 7 micro-credentials, targeting addiction, mental health, elderly care, palliative care, and rehabilitation. Also, pre-employment or entry level skills credit towards Level 3 or 4.

You emphasised a real desire for addressing family and sexual violence, alongside other health, social services, and disability issues. There was also mention of the shift towards a more holistic wellbeing-focused approach rather than a disease focused model.

It is important to note that these are only highlights of the many comments and insights we heard from the 230 respondents.

All the comments can be found in each of the 8 individual surveys.

What's next?

We are listening and you chose many ways to be involved in the mahi.

- Regular updates
- Consultation groups in May and June
- On-going kōrero



Ngā mihi



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