

TE RAU MATATINI

WORKFORCE DEVELOPMENT OUTCOMES FRAMEWORK

This framework was designed from the input of over 2000 key stakeholders who defined their aspirations and vision for a workforce. The framework provides Te Rau Matatini and the health sector with guidance to develop Māori and non Māori workforce development and service improvement plans.

SUCCESS INDICATORS

OUTCOMES

Strong Māori workforce across all levels of health, disability and social service sectors

“The Māori workforce will be visible, strong, skilled & resilient”.

- Positive Māori role models, who will lead from the front, create change in the sector and foster skills in Te Ao Māori (Māori worldview) and Te Ao Hurihuri (contemporary worldview).
- Career pathways to increase recruitment and retention of the Māori workforce.
- Increased numbers of multi-skilled and visible Māori health professionals across levels of health, disability and social services.
- Effective responses to Māori health and social issues based on whānau needs and aspirations.
- Increased numbers of Māori nurses, doctors, psychologists, social workers, therapists, managers, funders, leaders, policy analysts.
- More Māori organisations than mainstream services, providing a range of support options in addition to accommodation, employment, economic and whānau development.

A youthful Māori workforce

“The Māori workforce will be youthful”

- More young people in the workforce who will be well supported and skilled.
- Rangatahi in leadership roles encouraging others to enter the sector.
- Rangatahi based programmes that foster access to kaumātua, kuia and mentors.

Strong Kaupapa Māori & Māori centred options and services

“Matauranga Māori is valid, recognised and seen as common”.

- Validation of Mātauranga Māori for its importance to Māori.
- Matauranga Māori based career pathways for Māori.
- More Māori employed for their cultural knowledge and skills.
- Increased visibility of indigenous practice, dual competencies, wairuatanga and karakia in practice.
- Easy access to Māori models of practice, services and therapeutic options for whānau including kaupapa Māori models of health, rongoa, kaumātua kōrero.
- Wānanga for Māori health professionals to deepen te reo me ona tikanga (language & customs), to foster Māori development strategies, and to embed practices such toi whakaari (creative arts), whakairo (arts), waka ama, raranga (weaving), waiata.

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OUTCOMES

All workforces address & provide solutions to address Māori inequalities

“To achieve quality Māori health gains”

Improved systems, resources and approaches

“There is success & effectiveness in systems & methods”

Increased Māori autonomy & control.

“Māori will be self managing, healthy, prosperous and in control of their resources”.

- Increased opportunities for non-Māori in cultural competency development to work differently, to improve practice with Māori and for holistic health practices.
- Service delivery and workforce approaches make efforts to transform systems and models of care.
- Increased strategies and programmes to reduce health inequalities and improve health and social equity.
- Improved support, to help the recognition and understanding amongst Non-Māori of Māori cultural competencies, frameworks and service models.

- New Models of Care: that shift from a disease focus to whānau wellbeing and whānau ora; have flexibility and support alongside other needs.
- Increased Iwi responsibilities for addressing Māori health needs.
- Improved whole of continuum pathways and connections between grassroots communities, and Māori that reaches across sectors and services.
- Improved equity in funding and resource to ensure Māori health and social issues are met in communities.
- Increased Marae based options to support people and their whānau.
- Improved interagency collaboration and stakeholder relationships.
- Improved data collection, monitoring and storage options.
- Increased Māori research and evaluation in Māori health that inform practice, training, education, and service delivery.
- Combining strategies and building on evidence to support programmes designed to enhance Māori health.
- Increase evidence base to support funding, implementation and development of strategies, workforce and services.
- Increased Māori development and direction in national policy.
- Increased national advocacy and voice for Māori with lived and whānau experience of mental illness and addiction.

- Little need for mental health, addiction and social services.
- Whānau will make decisions and take care of themselves.
- Historical Treaty claims will have provided significant Māori developments, such as enabling a workforce to work for Iwi, and not in a westernised paradigm.
- Vibrant whānau, hapu, iwi and marae.
- Māori control over funding and resource.
- Well informed and educated whānau in regard to recovery.
- Alcohol and drug free nation.
- Full control over whenua, education, health services.
- Māori managing their futures, with easy access to housing, financial wealth, health and wellbeing.

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