

Māori Nutrition and Physical Activity Workforce Training Plan 2009/10

This section of the plan outlines how the funding provided via the Māori HEHA Community Obesity Action Project (Māori COAP) will be invested in training and education for the Māori provider workforce and the wider Māori community. The plan links to the Waikato DHB Māori Health Workforce Development Plan 2009-2012.

The obesity rates for Māori within the Waikato are higher than for non Māori. To address this health inequality it is crucial that there is a capable workforce with the capacity to assist in improving nutrition and increasing physical activity to reduce the prevalence and incidence of obesity currently experienced. To achieve this outcome the Waikato DHB needs to invest in workforce development opportunities for Māori providers, and the workforce employed by mainstream providers who focus on working within the Māori community.

The Lakes, BOP and Waikato DHB's have agreed to collaborate to develop Māori community capacity to address this need for their respective DHB's. As a first step, a training needs analysis was carried out to identify priority training areas for investment. The analysis report highlighted a number of training priorities for kaimahi Māori including:¹

- Hauora Māori
- Project management
- Nutrition
- Physical activity
- Coping the recession
- Cultural training
- Leadership & business skills
- Report writing
- Computer skills
- Evaluation

The report highlighted the need for training to incorporate both hands on academic components in which Māori approaches and models are considered. Accredited training programmes are preferred.

Job sharing and rotation with mainstream providers and networking with the *whole* workforce was also identified as an opportunity to broaden the scope of kaimahi.

The major barriers in accessing training are costs, time constraints and work commitments. The lack of sustainable funding to release staff for professional development is a key issue for managers.

Based on the findings of the report, the MRG have set the following training priorities for the 2009/10 financial year:

- Nutrition
- Physical activity
- Hauora Māori
- Evaluation and project management

¹ Digital Indigenous.Com Ltd. (2009) *Training Needs Analysis. Kaimahi Maori & Pacific Health Workers involved in Nutrition and Physical Activity (NPA) & HEHA programmes.* Hamilton: Digital Indigenous.Com Ltd.

The approach for delivering any training within this plan will be tailored to meet the needs of the kaimahi and where possible utilise existing programmes and training providers. Where appropriate a regional approach will be taken to training with the delivery to be provided locally where possible.

Māori Education and Training Programme

The programme is based around three approaches:

1. Developing the Māori provider workforce by providing opportunities to attain recognised qualifications, and training around specific skills needed to carry out their work in the areas of nutrition and physical activity.
2. The second part of the programme targets the wider Māori community including providing skills training to groups who run programmes within this community
3. The final component is to provide opportunities for students currently training as nutritionists or dieticians to gain work experience, as part of a recruitment strategy to attract new graduates to the Waikato.

Māori Health Provider Workforce

The following outlines the courses that will be offered:

- Obesity Prevention Course - Deakin University, Geelong
This five day course is designed for managers and practitioners working in physical activity and/or nutrition promotion including health promotion, community health and public health staff, GP's, dieticians, nurses, teachers, physical activity practitioners and government staff. The course provides
 - A fundamental understanding of the obesity epidemic and its impact
 - The evidence base for obesity prevention
 - Best practice principles
 - Frameworks for understanding the determinants of obesity and strategies for action
- Evaluation Course - SHORE Whariki
A five-day course for people who have completed evaluation work of have project planning experience. The course is mix of theory, practical skill development and application to workplace situations.
- Kai Totika me Whakapakari Tinana - Te Hotu Manawa Māori
A train the trainer course designed for individuals working in the Māori health sector committed to promoting healthy lifestyle changes. The course is Auckland-based and runs over three blocks of three days.
- Get Cooking –Waikato Primary Health
A community based food project that aims to get 'back to basics' and teach people the skills of cooking healthily and on a budget. Get Cooking is delivered over six practical workshops.
- Vibrant Living – Waikato Population Health Services
The online Vibrant Living toolkit allows and supports community groups to deliver the practical programme within their community to assist families with:
 - parenting
 - family care and relationships
 - healthy low cost cooking
 - keeping active; and
 - money management.Support is available from Waikato Population Health and Sport Waikato to deliver the programme.

- Introduction to Project Management – Waikato DHB
A one day introductory course to project management developed for Waikato DHB staff and open to other organisations.
- Project Planning and Evaluation - Waikato Population Health Service
A three day course provided for external organisations.

The option of developing a mentoring programme to staff attending training will also be considered.

For Get Cooking and Vibrant Living, this plan aims to have a minimum of two staff per organisation trained to deliver either programme or both. Organisations will then be invited to apply to the Māori COAP for funding to deliver the programmes within their community.

Current Kaimahi workforce

There are approximately 45 nutrition and physical activity kaimahi within the Waikato Māori health provider organisations who will have access to training programmes as implemented under this plan. The organisations are:

- Nga Miro Health
- Ngati Maniapoto Marae Pact Trust
- Rauawaawa Charitable Trust
- Te Ahurei a Rangatahi
- Te Kohao Health
- Te Korowai Hauora O Hauraki
- Te Rohe Potae Trust
- Te Runanga o Kirikiriroa
- Raukura Hauora O Tainui
- Raukawa Health Services
- Te Hauora O Ngati Haua
- Taumarunui Kokiri Trust
- Waahi Whanui Trust

Māori Community

Training will be made available to the wider Māori community to increase knowledge and practical skills through existing programmes run by local agencies. Proposed courses are:

- Get Cooking – Waikato Primary Health/Community health coaches
- Vibrant Living – Waikato Population Health Services/Sport Waikato/Community health coaches
- Māori health provider programmes
- Sport Waikato programmes

Following training in Get Cooking or Vibrant Living, organisations will be invited to apply to the Māori COAP for funding to deliver the programmes within their community.

Future Workforce

Development of the Māori health workforce will include supporting tertiary level students to strengthen the number of Māori dietitians and nutritionists in the Waikato district.

Opportunities will be provided to Māori students studying nutrition and dietetics to gain work experience within the community. This may be through working on a specific project or accompanying staff at work. Work experience will be of particular benefit to those nutrition students applying to study dietetics as they are required to provide evidence of any experience they have had in the field. Timing for this initiative will be during the three week break in June, or over the summer break.

Dietetic students are required to complete a project as part of their study. To date the HEHA project has been involved with two projects which have supported the project's work. The MRG will seek opportunities to engage students in project work that meets the students learning goals and supports the implementation of the Māori COAP.

The plan proposes investigating the option to establish a scholarship to support Māori students who seek a tertiary qualification.

Workforce Training Plan 2009/10

The following table outlines the training that will be provided during 2009/10.

	Target Audience	Date	Numbers	Cost
<p><i>Nutrition</i></p> <p>1. Kai Totika me Whakapakari Tinana - Te Hotu Manawa Māori</p> <p>2. Get Cooking</p>	Provider staff	April and/or May allocations As per applicants timeframe	TBC	No cost As per applicant
<p><i>Physical Activity</i></p> <p>1. Community coach - Netfit²</p> <p>2. Traditional Māori Games Workshop - Sport Auckland</p>	Provider staff/community groups Provider staff/community groups		TBC	TBC \$1250.00 for programme per day + travel, venue, car hire, food, internet access accommodation costs.
<p><i>Nutrition & physical activity</i></p> <p>1. Vibrant Living</p>	Provider staff/ community groups	As per applicant timeframe	TBC	As per applicant
<p><i>Project Management</i></p> <p>1. Population Health</p> <p>2. Waikato DHB</p> <p>3. Deakin University</p> <p>4. SHORE/Whariki³</p>	Provider staff Provider staff Provider staff	March 2010 6/7 Oct and 16&17 Nov 2009 June 2010		No cost \$250 per person \$3000 per person TBC

² To be developed for delivery within a Maori context

	Provider staff			
<i>Evaluation</i> SHORE/Whariki ⁴	Provider staff			
<i>Dietician/Nutrition tertiary study</i> ⁵ 1. Scholarships 2. Student work placements	Māori workforce/ Otago students	Summer 2009/10	break	TBC

³ Pending discussions with SHORE/Whariki

⁴ Pending discussions with SHORE/Whariki

⁵ Subject to availability of students and placement positions