

# Growing the Māori nursing workforce using a collective impact approach

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“The % of Māori nurses in the workforce should match the % of Māori in the population in each region by 2028”

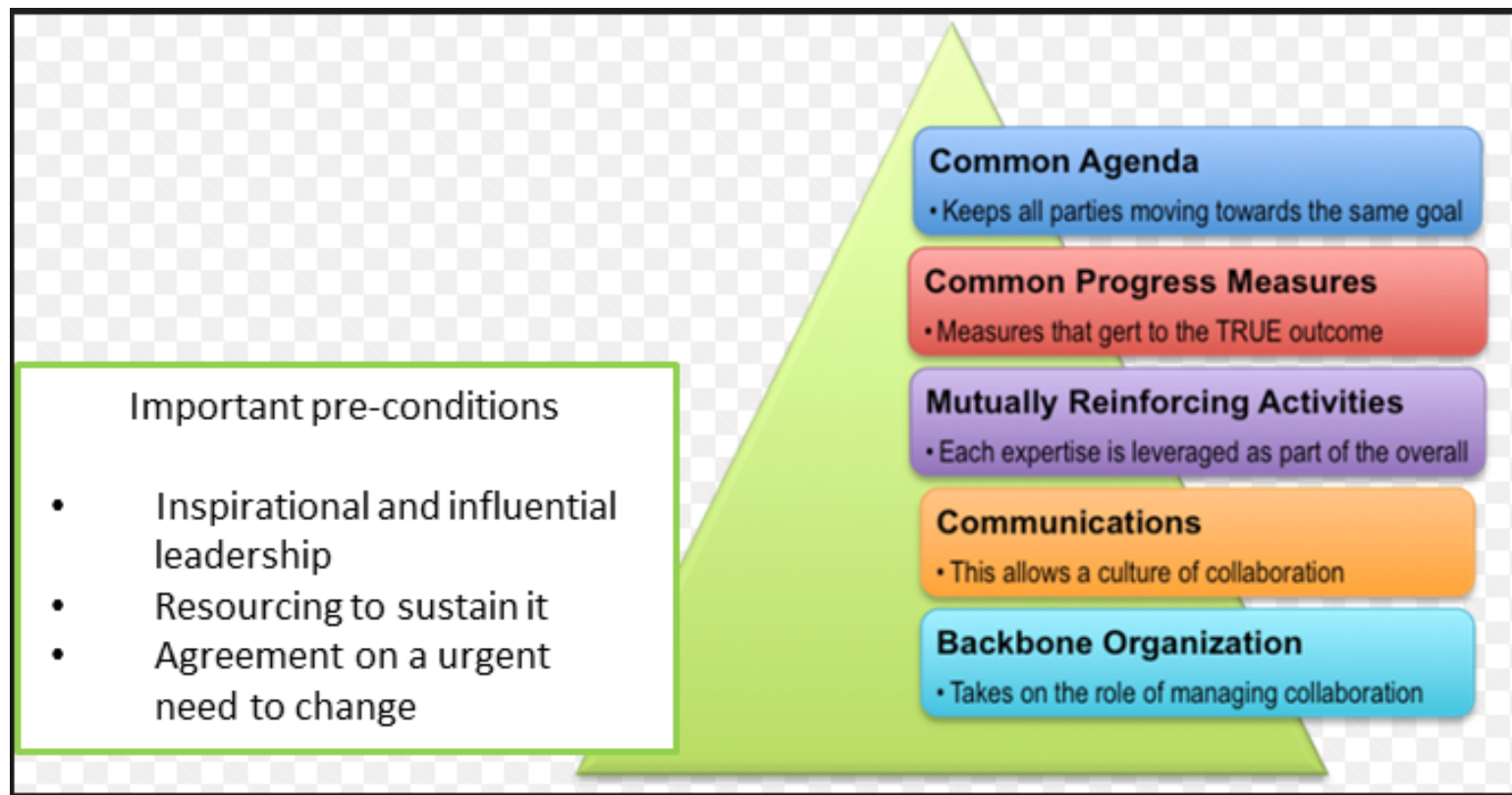
# Growing the Māori nursing workforce and Collective Impact

- Complex historical, social, economic and political issues for Māori
- Key aspects to workforce development are collaboration and partnership
- Collective impact

# Collective impact – Kania & Kramer 2011

- Collective impact:
  - a framework to tackle large scale, deeply entrenched and complex social problems
  - structured approach to collaboration
  - multiple agencies
- Isolated Impact

# Collective Impact – Kania & Kramer 2011



# Common agenda

- Grow clinically competent and confident Māori nurses
- Increase access to services, opportunities to health care and improve health outcomes for whānau, hapū and iwi

# Shared measurement

- Data collection – accurate, consistent and complete
- Measuring results across all participants – alignment and accountability
- Ministry of Health, Health Workforce NZ, Ministry of Education, Tertiary Education Commission, Education NZ, TAS

# Mutually reinforcing activities

## Focus on the 'pipeline'

- Build on current initiatives to promote nursing in secondary schools
- Support student nurses to successfully complete undergraduate training
- 100% employment of new graduates
- Building Māori nursing leadership

## Strategic narrative on building āhuatanga

- Te Tiriti o Waitangi
- Kawa whakaruruhau



# Continuous communication

- Consistent and open communication is needed across the many players to build trust, assure mutual objectives, and create common motivation

# Backbone infrastructure

Office of the Chief Nursing Officer role:

- staff and a specific set of skills to serve as the backbone for the entire initiative and coordinate participating organizations and agencies

# NNO Māori caucus



# Our approach

- Partnership with NNO Māori caucus
- Collective impact approach
  - common agenda, shared measurement systems, mutually reinforced activities, continuous communication and, centralized infrastructure with dedicated resources
- A long game

# Meitaki maata