

# Youth Health Workforce Development Framework Project

Youth Health Symposium

Friday 3<sup>rd</sup> July 2009

Tamaki Campus

Auckland University

**Supported by the**

**Vodafone Foundation New Zealand**

# Outline

- Approach
- Key Findings
- Draft Model
- Recommendations for Implementation

# Approach



# Project Participants

- A range of backgrounds and settings
- Youth workers through to specialist roles in youth health and allied professions
- Included are research and education roles

**Young People**

**KEY FINDINGS**

# Common themes from Young People

What are the Youth Health issues right now?

- Sexual health (STI's, contraception, pregnancy)
- Drug/Alcohol abuse
- Lack of self esteem
- Obesity
- Diabetes
- Smoking

# Common themes from Young People

What do you think the best possible health services for Young People look like?

- Easily accessible and mixture of services: 24/7, online, offline, text, face to face, confidential and anonymous
- One stop shop
- More accessibility to health related info:  
sexuality/gender/contraception/services
- Youth Friendly looking/Somewhere comfortable to hang out
- Info presented in 'youth friendly format
- Removing barriers : related to cost/access/transport/location and fear

# Common themes from Young People

What do you think the best Youth Workforce for Young People looks like?

- Staff: Communicate about and understand a broad range of YP issues (sexuality, transgender, culture)
- Staff: Culturally and age appropriate team & diverse workforce in terms of age/gender/sexuality/culture
- Staff: Sensitive/Compassionate/Non judgemental/Empathetic/Respectful/Approachable/Polite/Friendly/Welcoming
- Staff :Well trained to work with YP, listen to YP and specific YP training (inc culture/queer issues)

# Barriers to health care for young people

- Attitudes
- Confidentiality
- Lack of knowledge of health professional roles
- Health Professionals address disability rather than other issues

Health Professionals

- Young peoples worries about confidentiality
- Stigma around mental and sexual health issues
- Too scared/embarrassed
- Not important enough to bother
- Shame around health tests
- Fear of being judged

Personal perceptions

- Stigma around specialised services
- Health centres not being 'youth friendly' or too formal
- No first point of contact e.g.. Texting

Service design

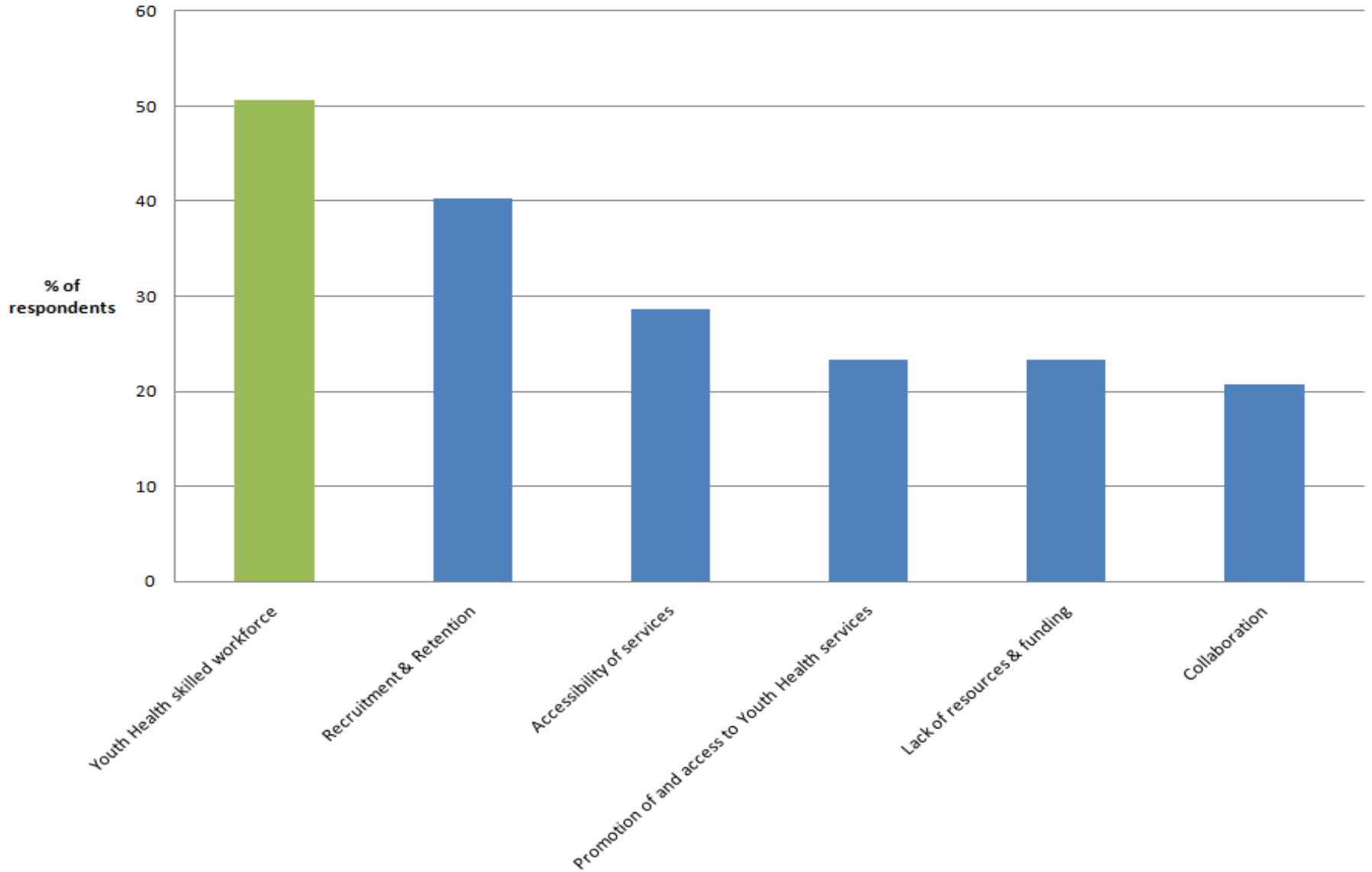
- Transport and GP costs
- Location of services
- Waiting for appointments
- Timing of appointments
- Duration of appointment
- Having to depend on parents to access services
- Choice of provider

Access

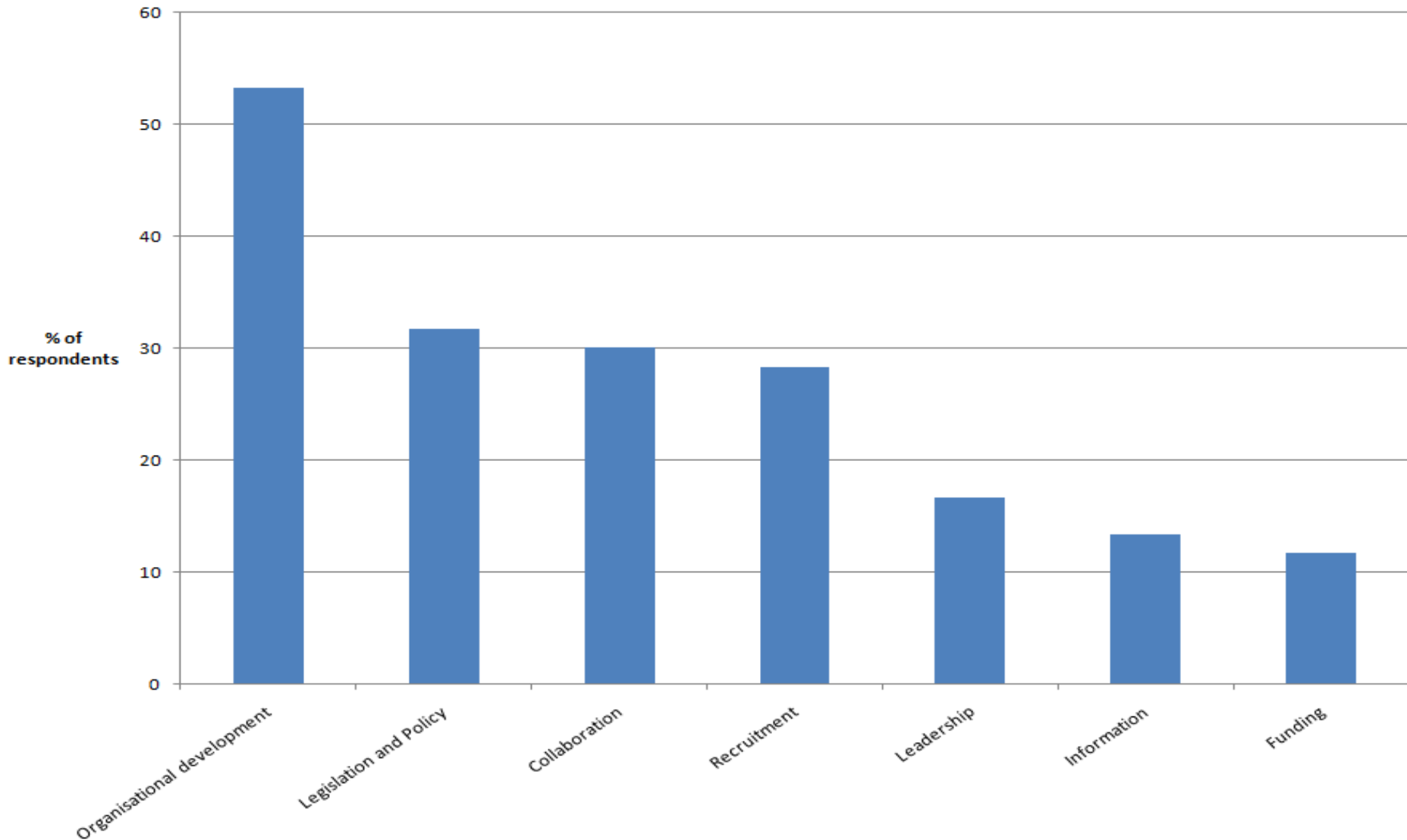
# **Health and Allied Professionals**

## **KEY FINDINGS**

# Workforce Gaps



# What is needed for the future?

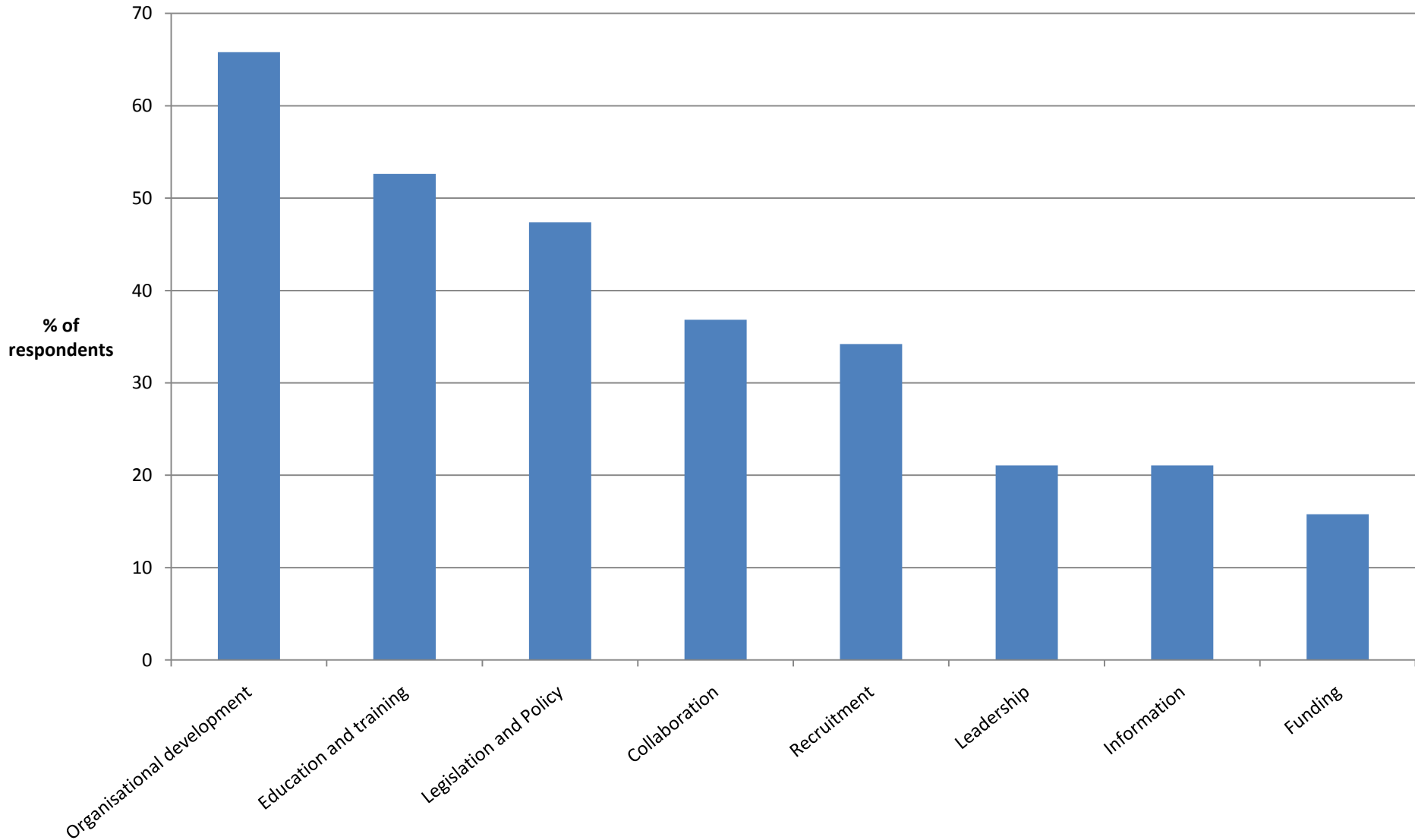


# Leadership

*“Leadership is badly fragmented nationally and there is a need for a national body”*

*“Individuals whom have a passion and interest in health; youth health leadership not readily identifiable”*

# What elements do you think a youth health framework should encompass?



- Define type of training needed
- Training in family focused approaches
- Increasing capabilities
- Undergraduate/Postgraduate training programmes
- Breadth of skills and knowledge
- Core Youth Health skills and competencies
- Youth Health developmental components in training
- Ensure training in mental health aspects of Youth Health
- Where Youth Health specific training can be accessed
- Professionals having a clear understanding of their scope of practice

## Education and training



- Where in service would professionals be most effective
- Portable services that go to the youth
- New methods of service delivery
- Creative service delivery
- Enrichment, nurturing and growth of staff
- Physically, culturally and emotionally safe working conditions
- Youth and family focused
- Driven by national picture

## Organisational and Service Development



- Accountability for collaboration between services
- National, regional & local cohesion
- Multiagency working to distribute & saturate Youth Health services
- Enable existing training structures to become coordinated
- Working within a team & recognising each person's role/responsibilities
- Open and transparent so path doesn't prevent services working together
- Provider engagement
- Working with secondary schools & tertiary institutions
- Shared vision

Collaboration



- Policies and procedures specific to Youth Health
- Legislation specific to Youth Health
- Emphasis on ensuring clear boundaries

Legislation, Policy,  
work conditions  
and development



- Ownership of framework
- Team leadership in Primary Health Organisations
- Ministry of Education/Ministry of Youth Development/Ministry of Health to meet and plan at a national level
- Clinical supervision
- Clear clinical leadership
- Leadership at different levels
- Good governance and transparency

Leadership



- Needs to be supported by funding
- Recognised training programme that is fully funded
- Model that works to be funded throughout the year
- Sustainable funding

Funding



- Type of professional needed
- Promotion of Youth Health services to encourage professionals to work within Youth Health and Alcohol and Other Drugs.
- Increasing capacity
- Clear career paths
- Professional development
- Exploration of the role of non-qualified staff in the workforce

## Recruitment and Retention



- Evidence based practice
- Self assessment tools
- Evaluation of future plans
- Monitoring and reviewing staff competencies
- Research and evaluation
- Data collection

## Research and Evaluation



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## Collaboration

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## Leadership

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## Research and Evaluation

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- Legislation specific to YH
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## Legislation, Policy, work conditions and development

- Define type of training needed
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- Increasing capabilities
- Undergraduate/Postgraduate training programmes
- Breadth of skills and knowledge
- Core YH skills and competencies
- YH developmental components in training
- Ensure training in mental health aspects of YH
- Where YH specific training can be accessed



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## Funding

# How can a framework support you/your organisation?

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Framework Element	% of respondents
Legislation ,Policy Work Conditions and Development	26
Collaboration	25
Organisational and Service Development	20
Education and Training	18
Leadership	12
Funding	8

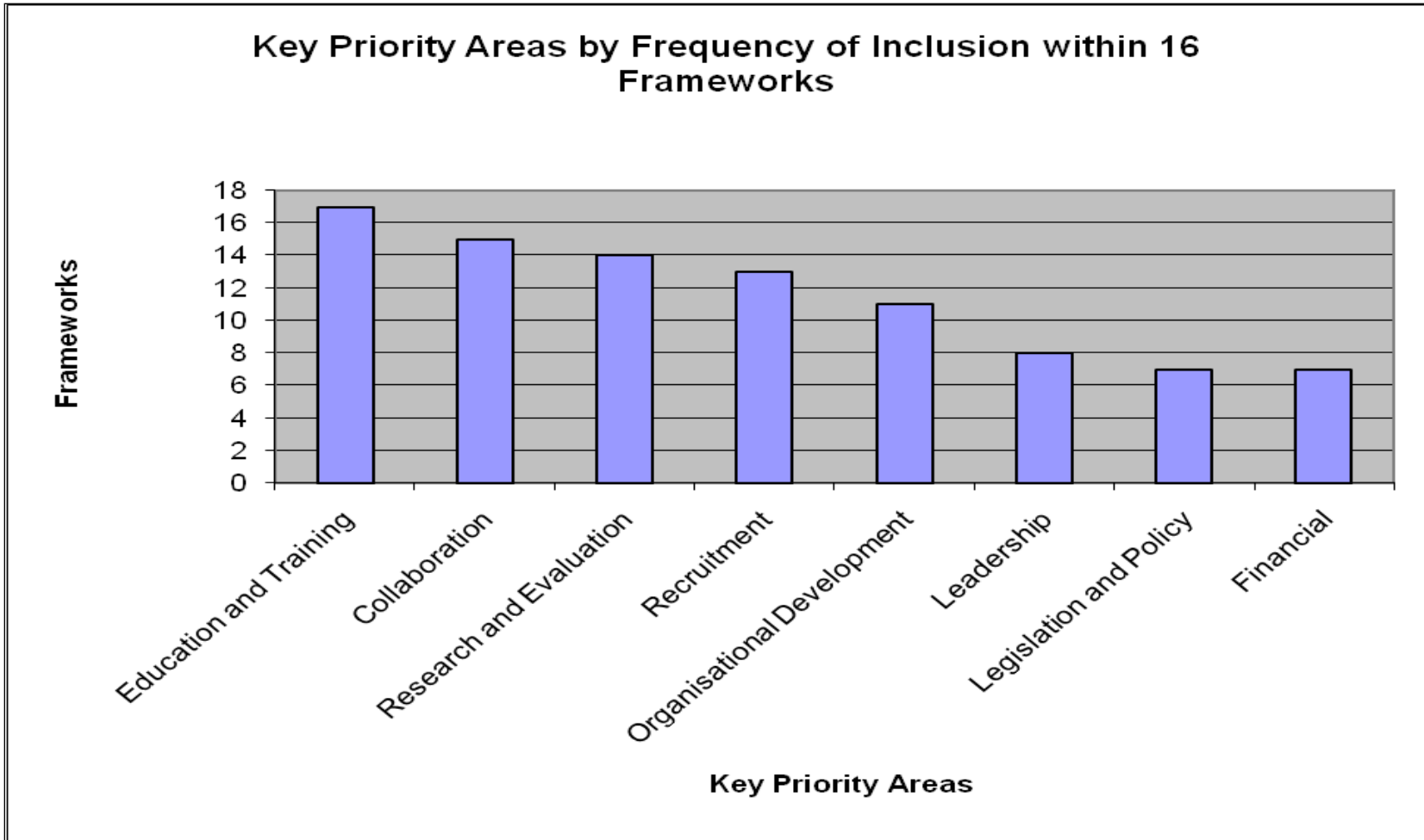
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# Barriers to implementation

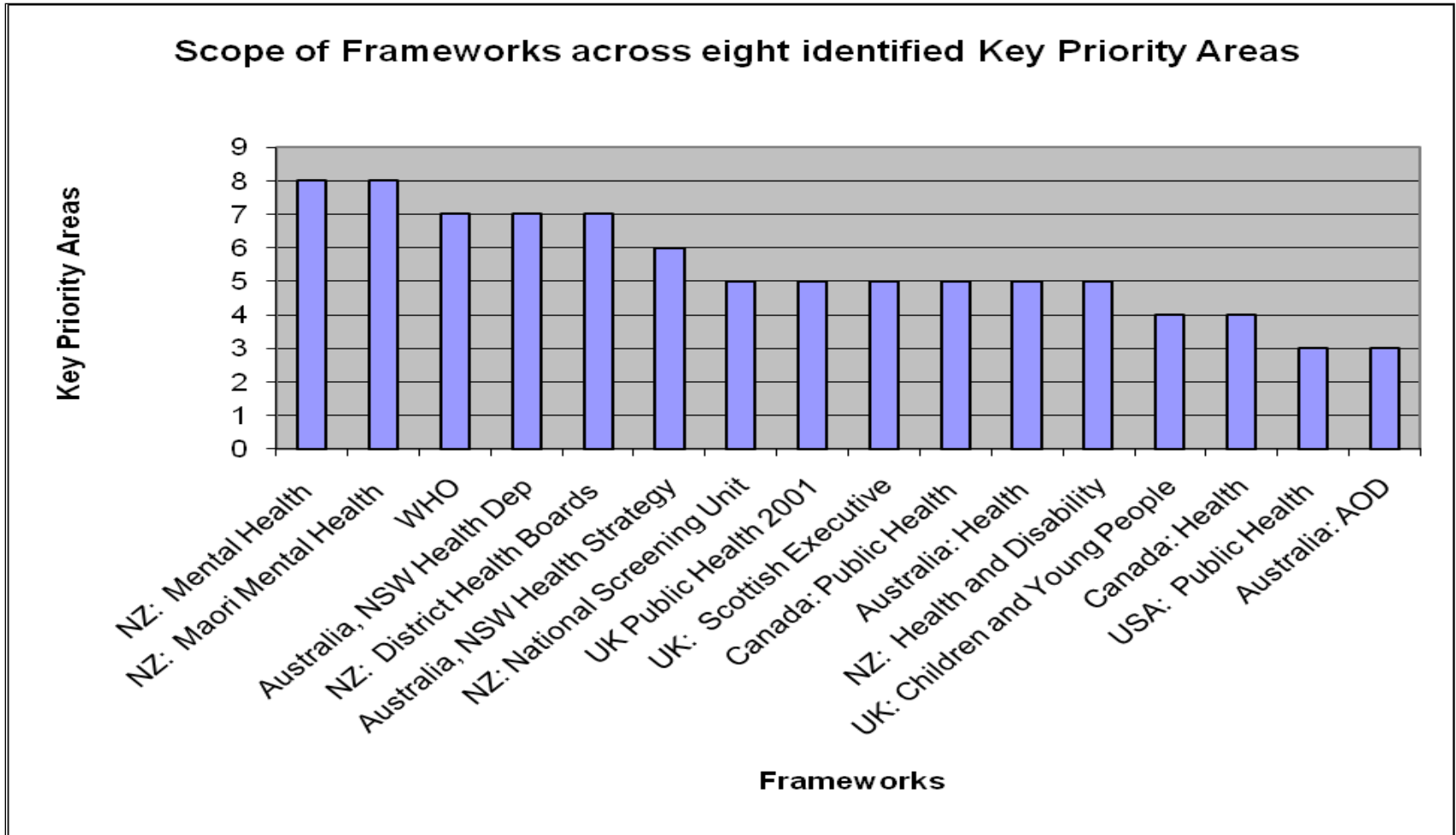
- Resistance to change within organisation
- Lack of 'buy in' by professionals
- Disagreement as to a common framework
- Professional competitiveness between providers/disciplines

# **DESCRIPTIVE SUMMARY**

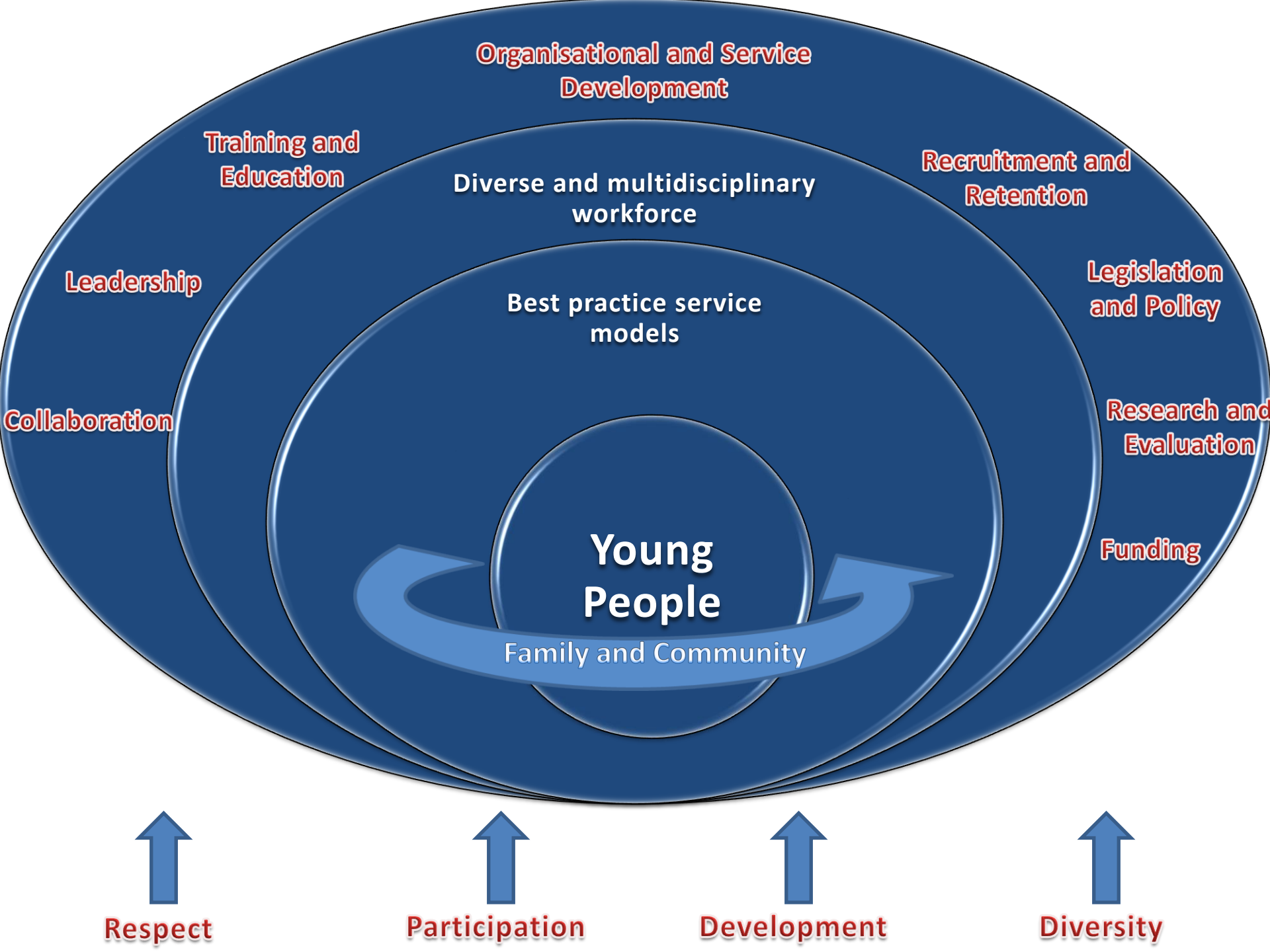
# Key Priority Areas



# Scope of Frameworks



**DRAFT MODEL**



# **RECOMMENDATIONS FOR IMPLEMENTATION**

# Regional

Convening a body through the “Alliance”



Forums for the sector



DHBs planners and funders

NDSA

# National

- Convene government inter-ministry meeting to present framework & propose priorities
- Professional body leadership development



SYHPANZ



Colleges



DHBNZ



NZAAHD

NYWA

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## Research and Evaluation