

New Zealand Career Framework Workforce and Training Model

Section I: Summary

New Zealand is leading efforts to develop a health care worker "career framework" to clarify how people might advance through various career paths in the health care sector. New Zealand is in the early stages of developing the ambitious "career framework that could result in key workforce development, training, and planning for future years.

Section II: Statement of purpose

New Zealand realized it was facing many challenges in retaining health care professionals, such as the aging workforce, poor retention, high turnover, global migration, and changing population health care needs and expectations (such as increased health complexities and demographic changes), and the way services are provided and organized with federal and state governments.

In 2006, the Health Workforce Advisory Committee proposed development of health workforce career framework with the objective of providing structure to unregulated parts of the health workforce.

Concurrently, the Ministry of Health and the state District Health Boards discussed the possibility of developing a workforce career framework for both the health and social care (disability) sectors. However, due to criticism from the social care stakeholders, the federal and state governments are focusing on the health sector initially.

The health worker "career frameworks" being developed by the New Zealand Ministry of Health has two main objectives:

- 1) Support individuals and organizations in the development of careers and career pathways and
- 2) Inform and support health workforce development and planning.

The career framework will identify career pathways for different occupations and how to reach the next levels, including:

- The beginning foundation;
- Support functions;
- Advanced support functions;
- Transition;
- Proficient;
- Advanced;
- Expert; and
- Advanced expert.

The federal and state governments continue to work to develop an action plan for the health workforce career framework.

Section III: Outcomes

New Zealand hopes to establish flexibility and a sustainable health workforce to address its workforce challenges mentioned above. Through the system and financial support of the health worker career framework, they would offer a range of attractive, varied, and challenging career options. However, the key to their success will be critical stakeholder buy-in into the final recommendations.

Section IV: Contact Information and References

Contacts:

Tony Ashton, CHSRP. "A health workforce career framework." Health Policy Monitor, April 2008. Available at <http://www.hpm.org/survey/nz/a11/4> (accessed August 2008).

Other Sources of Information

Ministry of Health. "A career framework for the health workforce in New Zealand." Wellington: New Zealand Ministry of Health, 2007.

Ministry of Health. "Health workforce development: an overview." Wellington: New Zealand Ministry of Health, 2006.