

Healthcare Heroes

Evaluating Pacific Healthcare Heroes in New Zealand

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PMA Pacific Health Workforce Pipeline Goal: Improved Pacific Health Outcomes

1. Healthcare Heroes

*Pacific Secondary
Students, their schools,
parents and
communities*

Pacific students
participating,
engaging and
achieving in NCEA
science;

Pacific school leavers
choosing health
science;

Pacific students
successfully entering
Health Science
degrees;



2. Students are Our Future

*Pacific Tertiary
Students in Health
Science*

Pacific students
entering, progressing
and completing
health science
degrees;

Pacific health science
students engaging in
professional
networks

Increased numbers
of Pacific health
professionals



3. Pacific Health Professional Organisations

*PMA & Pacific Health
Professional Organisations*

Networking &
collaboration amongst
Pacific health professional
organizations

Increased responsiveness
& quality of Pacific health
services to Pacific
communities

Increased responsiveness
& quality of services
delivered by Pacific health
professionals

Improvement in Pacific
health outcomes





Goal: Increased numbers of Pacific Health Professionals

Issues

Pacific students are not participating or achieving in science, this is a barrier for tertiary study and consequently limits the pool of potential health professionals.

Pacific students (their teachers and families) have limited exposure to health careers and Pacific health professionals.



Inputs

Staff: Healthcare Heroes navigators, mentors, advisors, management

Funding: MOH Pacific Provider Development Fund, ASB Trust, Todd Foundation

Resources: Study skills books, Health Science Career Pathway Resources, networks of Pacific health professionals, Pacific tertiary students



Goal: Increased numbers of Pacific Health Professionals

Outputs: ACTIVITIES

Mentoring, conferences & work experience/career-shadowing

Career & science promotion; and NCEA navigation presentations

Professional development & best practice workshops for science teachers and career advisors

Health Science Academies (at 3 of the 15 schools – 1 PMA – 2 CMDHB)



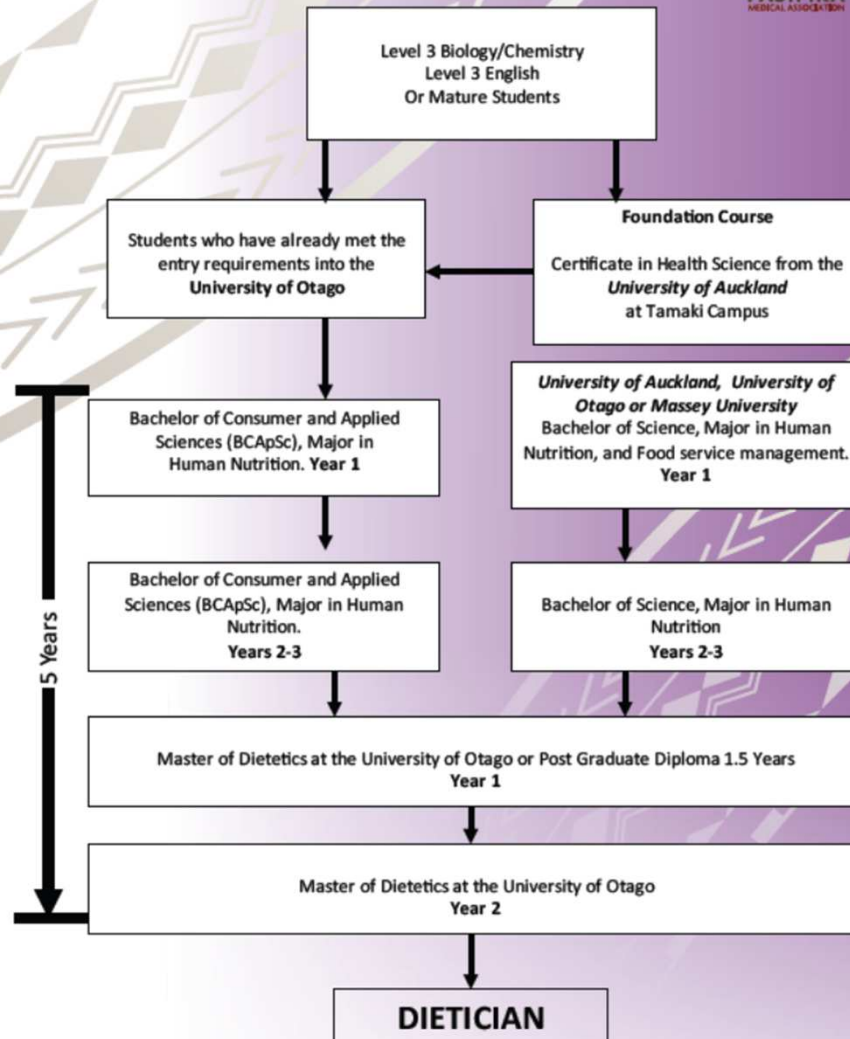
Outputs: PARTICIPATION

Pacific students and their parents and teachers at 15 low decile Auckland Secondary schools

Year 11 and Year 12 Pacific students, their teachers and parents at the Health Science Academy



Dietician



Healthcare Heroes is a programme supported by:



HEALTHCARE HEROES OUTCOMES

Short

Intermediate

Long term

Increased Pacific **participation** in NCEA Science

Increased numbers of Pacific have the **aspiration** to study health science and become health professionals

Increased **knowledge** of Health Science careers & Pacific health professionals



Increased Pacific **engagement** in NCEA Science

Increased numbers of Pacific students **choose** to study health science and to become health professionals



Increased Pacific **achievement** in NCEA science

Increased numbers of Pacific **enrolled and accepted** into Health Science Degrees

Increased numbers of Pacific **complete** Health Degrees

Inc. numbers of Pacific health professionals



Case study: Health Science Academy PMA school

Outputs: ACTIVITIES

- Double Science courses at Year 11
- At Year 12 students take biology, chemistry, physics and two other subjects
- Hospital and university visits
- Professional development for Academy teachers
- Exam, study skills, tutoring workshops for Academy students
- Parent families evenings for Health science Academy parents



Outputs: PARTICIPATION

- 46 Year 11 and 12 students
- Science Teachers, careers and Principal at College
- Parents and families of the Health Science Academy students
- PMA Mentors, Pacific Health professionals



Health Science Academy OUTCOMES

Short

- Increased participation in Science
- Academy students achieve the credits to progress into level 2 & 3 science
- Academy students are selecting appropriate electives for university study
- Students have aspirations to study health science and become health professionals



Intermediate

- Increased engagement in science
- Students, their families and teachers have increased knowledge of health science careers
- Increased parent engagement in schooling
- Increased teacher collaboration
- Academy students achieve the credits to progress into level 2 & 3 science



Long term

- Academy students achieve the prerequisites needed to successfully enter health science degree at a tertiary institution
- Increased numbers of ex Academy students successfully complete Health Science Degrees
- Increased numbers of Pacific health professionals

Evaluation

- Questions:
 - How well has the programme achieved its outcomes? (short term)
 - How can the programme improve?
- Methods
 - Mixed methods
 - Including surveys of the programme components, focus groups of students, parents, Interviews with teachers, observations
 - Analysis of national and programme science participation and achievement data
 - Case study: Health Science Academy – Decile 1 school, high Pacific population

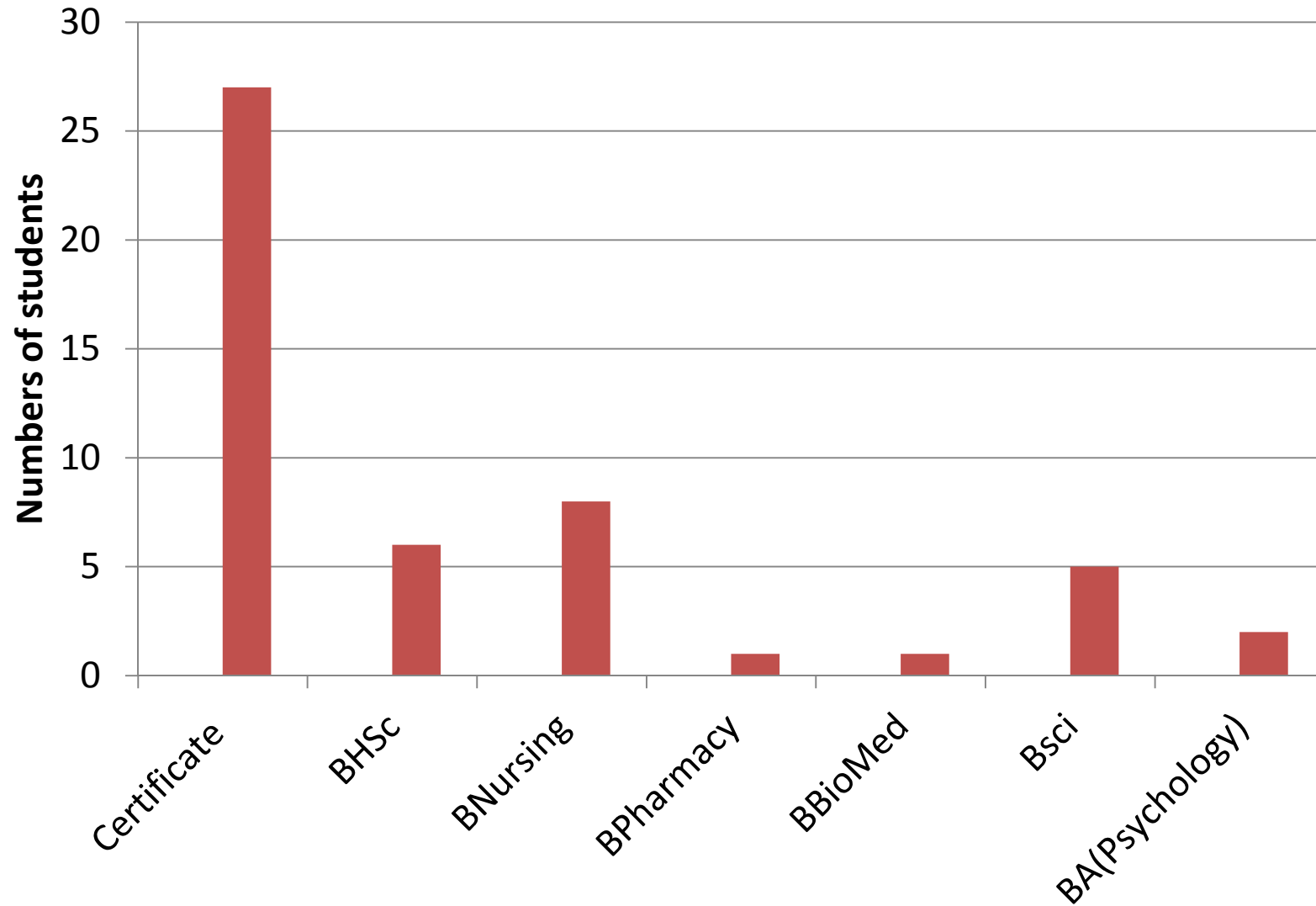


Healthcare Heroes Outcome: Choosing Health Science

The programme is effective in encouraging students to choose health science.

- Programme components encourage students to choose health science (work experience/career shadowing, mentoring, conference)
- 75% (n=50) of Year 13 students in the School Leavers survey chose to study health science
- ➔ however 54% (n=27) of those that choose a Health science course were going to be studying at certificate level.

Health Science Courses Chosen





Health Science Academy Results

The Health Science Academy is effective in increasing participation, engagement and achievement in science. Key factors in supporting this:

- The career focus and connection to real world experiences;
- Leadership, dedication and high expectations of the teachers;
- Increased amount of time learning about science;
- Social cohesiveness of the cohort – students, their families and their teachers;
- Parent, teacher, school and community partnership

Science Participation: National Certificate of Educational Achievement Level 2 (Year 12)



Science achievement data

Method:

- Science achievement data (2011) extraction
- Comparisons to national samples
- Biology, Chemistry, Physics and Science

Results:

- 10 out of 11 standards cohort performed better than counterparts
- 3 out of 11 standard cohort performed better than national cohort

Science 90944: Demonstrate understanding of aspects of acids and bases											Externals: 4 credits	
Achievement Grades	Academy		College		Decile 1 (Pasifika)		Decile 1 (Pasifika co-ed)		Pacific National		National	
	n	%	n	%	n	%	n	%	n	%	n	%
Not achieved	3	13.0	61	57.5	197	54.1	140	60.1	807	46.9	7223	26.7
Achieved	12	52.2	34	32.1	129	35.4	69	29.6	650	37.8	10422	38.5
Merit	4	17.4	7	6.6	26	7.1	18	7.7	67	3.9	6188	22.9
Excellence	4	17.4	4	3.8	12	3.3	6	2.6	196	11.4	3247	12
Totals	23		106		364		233		1720		27080	

Evaluation Results

- ➔ Healthcare Heroes programme is encouraging Pacific students to choose health science careers and participate in science; importance of lifting achievement to match aspirations
- ➔ Challenges: varying levels of commitment, leadership, expectations – not strongly academic
- ➔ Health Science Academy is a strong element of the programme and is effective in supporting Pacific students to participate, engage and achieve in science

Lessons learnt for the programme

- Academy model working (measuring against the goals)
 - Engagement and partnership with schools – community connection and commitment
 - Relationships – teachers, students, families
 - Early intervention – Y10/Y11
- Challenges – internal evaluation
- Strengths – Ethnic specific (by the people for the people)
- Exportability – partnership model