

ADHB Cadetship Programme – May 2010

Over the last three years the Auckland District Health Board (ADHB) has started a number of initiatives to promote health careers to Maori. These include:

- Establishment of a scholarship programme for secondary students interested in studying towards a career in health;
- The Rangatahi Maori Mentoring programme that works with Year 12 & 13 students with an interest in a career in health, and supports these students through their chosen course of study and into the health workforce. The first graduates from the programme are anticipated in 2011.
- ADHB introduced a cadet programme in 2008 with four cadets. In 2009/10, ADHB expanded this to 21 (part-time/ casual) cadets (including 6 cadets) supported with one-off funding from Te Puni Kokiri.

These workforce initiatives all include work experience and cadetships. Cadetships are practical opportunities to gain a wider and more in depth understanding of the health care sector. Cadetships expose cadets to a range of career options; provide an opportunity to assess readiness for learning and transition to tertiary education; provide motivation and build resilience; establish relationships within the work setting and lead to employment.

Cadetships are part of a range of 'soft' starts that expose potential trainees to a range of health care environments and introduces them to Maori health professionals who may share similar characteristics (and stories) to potential trainees. These 'soft starts' include introduction days and work exposure weeks. These options are part of the ADHB Rangatahi programme now, which recruits Maori Yr 12 & 13 students interested in a health career into the ADHB clinical environment and introduces them to Maori health professionals and role models.

Cadets may be secondary school students or adults. Cadets are recruited into ADHB's cadet programme and use a dedicated position description. Cadets are employed by the Director of Nursing on an individual employment agreement for the term. The cadets are subject to the same policies and procedures as all new employees.



ADHB Cadets Leeza Karaitiana (Rangitane; Te Arawa) and Michelle Clarke (Ngati Porou; Ngapuhi) with the Hon John Key.

Cadetships are usually paid work experience where cadets are formally inducted into a service that offers experiences that match the cadet's area of interest and capability. Each cadet is assigned a supervisor and completes tasks/ activities as part of a negotiated work programme. Training for these tasks is usually on the job. The length of the cadetship is variable based on the goals and availability of the cadet and funding.