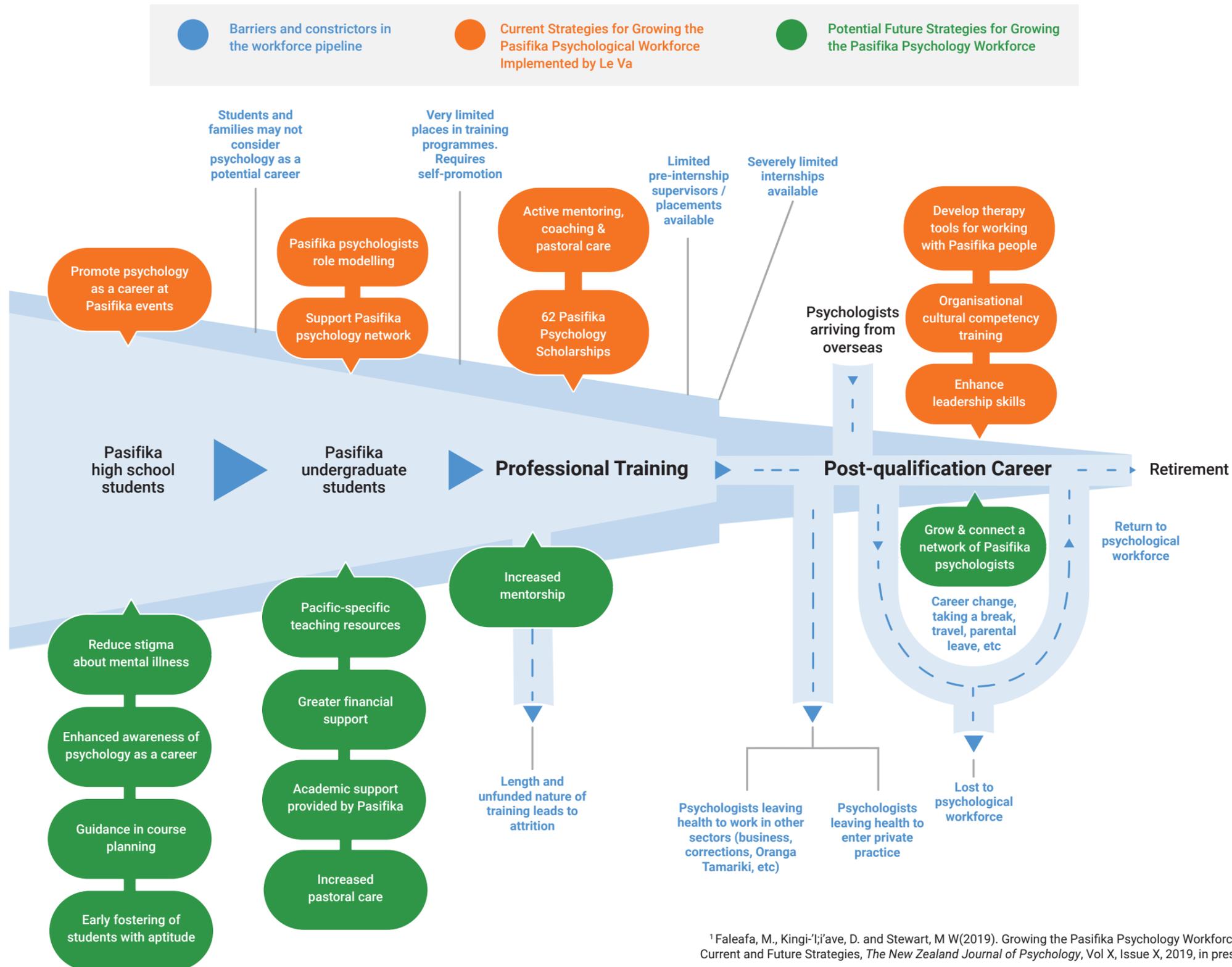


# Strategies for Increasing Pasifika Psychologists in the Workforce<sup>1</sup>



<sup>1</sup>Faleafa, M., Kingi-'i'ave, D. and Stewart, M W (2019). Growing the Pasifika Psychology Workforce; Current and Future Strategies, *The New Zealand Journal of Psychology*, Vol X, Issue X, 2019, in press

## Overview

- Aim: Identify effective strategies for growing the Pasifika psychology workforce
- Method: Explorative mixed methods study utilising national workforce data sets, key informant interviews & surveys of all NZ professional psychology programmes, and focus groups with Pasifika psychologists & students
- Pasifika communities have inequitably high rates of mental distress and suicidal behaviour, with low rates of access to mental health and addiction support services
- Increasing the number of Pasifika psychologists and other mental health and addiction workers is an enabler to address inequitable health outcomes
- Pasifika psychologists have potential to provide culturally responsive therapeutic interventions, integrating cultural and clinical competence.
- Le Va has identified barriers and constrictors to growing the Pasifika psychologists at various points along the training and career pipeline and implemented a range of strategies at these intervention points.
- This study also identified new strategies for future interventions to further grow the workforce.

## Key Findings

- From 2008 to 2019 anecdotal evidence suggests that Le Va's multi-level recruitment and retention strategies have contributed significantly to growing the Pasifika psychological workforce.
- In 2019, there are 34 practising Pasifika psychologists out of the 2,745 registered psychologists with Annual Practising Certificates.
- However, the proportion of practising Pasifika psychologists is still less than 1%, which remains substantially below the 7.5% proportion of the population who are Pasifika. There is still more work to be done to achieve equity.
- The wide range of strategies identified in this study underlines the complexity of growing the Pasifika psychology workforce, but also demonstrates that if a targeted, culturally responsive and multi-dimensional approach is taken, progress can be made.

## Where we are now



## Real Results

Number of Registered Pasifika Psychologists with Annual Practising Certificates and Pasifika Professional Psychology Students, 2001-2019

