# Video transcript - Interview with Riana Manuel, Te Aka Whai Ora, Chief Executive - Health Workforce NZ Dialogue

I think often it’s really practical, to be able to let people see, in real time what those numbers truly represent.

So I kind of you know, thought to myself what's the best way to do this? Other than just sort of rattle off numbers to people as they sit there and listen? And the other thing too.

I'm a big believer in interactive communications.

So I think the more you get to participate, the more you stay engaged in what we're trying to Say.

And my main point obviously was that you know, we want to build the health workforce overall.

But we have this major issue to tackle around building a Māori workforce.

And the reason why is because this is the representation of it.

The other thing I was trying to make a point of though, was that we have this, you know, so if you looked at those really little numbers that I portrayed and then we had this kaimanaaki workforce who are about 25% of the overall Māori workforce and that's something that we need to really build on.

So it was both a ‘look at this’ and ‘here's the opportunity’ at the same time.

Absolutely, and it painted a brilliant picture that everyone could relate to and take on, thank you.

What is the one outcome that you'd like to see from today? Okay, so I think that part of building a workforce is a real collaborative kind of exercise.

So what I need to see, is that from everything from the institutions that we train in, to the places where we actually go to do our kind of mentorships and precept during and all the rest of it, to the way we fund these things, being really deliberate about the way we do it, and then reaching down into where our school age children are and making sure that they're prepped and ready to go in these spaces.

Those are the things I think practically we need, so there's kind of ‘the what do we do right now’ kind of summary, which I think kaimanaaki workforce to help relieve some of the system.

So let's get them trained to do a number of other things in those Spaces.

And then there's about how do we build the workforce for tomorrow, understanding that here in Aotearoa, across all of the Whether you’re a kaimanaaki or a registered nurse or a doctor - we don't do planning of our national workforce very well.

And so one of the things I want to leave here with is that real clear determination that we're going to do that, we can promise that we're going to do that.

But we need all of the parts from regulation to training institutions to the preceptors on the ground who are going to mould and and take care of these people, to the organisation s who will then fund and pay for these people to come into the system.

All of that needs to be really fleshed out and we need a really good plan around That, that will then create the more sustainable workforce.

And as I said the major benefit of doing this, and being really specific around raising up Māori Workforce are the social determinants we’ll also influence.

And for some of our families, these people will represent first time in the health workforce, first time getting through tertiary education facilities, and that changes generations thereafter.

That's what I'd like - just that! Do you think we have the right people today? I think we, you know what? I was really rapt to see such a huge turnout, and I've got to tell you it is a very diverse turnout.

I can see people from the rural sector and there I can see people who are kaimanaaki as I pointed out.

I showcased that! I can see that we've got, you know, our medical colleagues and all the rest of it.

So I think it's a good starting point, but I'd like to see more of this happen elsewhere.

So if we could do another like this, maybe down in the South Island, I'd love to see something go up into the North and really stretch our feet a little bit because ultimately what they're doing right now is about co-design.

You know, it's getting all the great thoughts into a room and saying actually this is what we'll all collectively commit to because that's what it's going to require.

That's how you build the workforce out from now on in, is by you know, being really collective and purposeful.