

# Supplementary paper: Access and Choice Programme workforce development funding – the first three years

This paper provides supplementary information about the workforce development funding made available through the Access and Choice Programme in Budget 2019.

When we published our [Access and Choice Programme: report on the first three years](#) in November 2022, we had received summary financial information only from Te Whatu Ora.

In January 2023 Te Whatu Ora provided us with figures reporting how funding has been allocated across three categories. This data also showed contracted expenditure up to 2021/22.<sup>1</sup>

As the mental health and addiction sector has expressed strong interest in this area, we are publishing this information as a supplement to our 2022 report.

## Background

The Access and Choice programme includes \$99.7 million over five years (2019/20 to 2023/24) to grow the primary mental health and addiction workforce.

The investment is intended to support the development of a resilient, diverse, and skilled workforce within Access and Choice services. Given that there is not a separate primary mental health and addiction workforce Manatū Hauora recognised that this work would need to include the contributing and supporting mental health and addiction workforce pathways across the wider sector.

The Ministry of Health has prioritised three areas of mental health and addiction workforce development:

- grow the existing workforce across professional groups
- create and develop new workforces
- transform the existing workforce through the development of new skills and competencies to align with new service delivery models.

## Funding has been consistently underspent

Table 1 shows the allocation of the \$99.7 million across the five financial years from 2019/20 to 2023/24. The table uses data provided by Te Whatu Ora in January 2023. The figures may differ from those we published in our 2021 and 2022 Access and

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<sup>1</sup> Allocation of funding began with Manatū Hauora before transferring to Te Whatu Ora in July 2022.

Choice reports due to Te Whatu Ora’s ‘more accurate coding into the three categories and reporting of actual contracted expenditure.’

We do not have data showing the allocated funding by development area (grow, upskill, develop). The funding has been underspent each year of the programme so far (with a total underspend of \$15.1 million across the three financial years 2019/20 to 2021/22). Te Whatu Ora has advised that, in general, underspent funding has been transferred to future years for workforce development initiatives. Note that the \$22.7 million of funding allocated in 2023/24 is intended to be sustained beyond 2024 to support workforce development.

*Table 1 Workforce development funding (\$ millions)*

Workforce development	2019/20	2020/21	2021/22	3-year totals	2022/23*	2023/24 and ongoing	5-year totals
Funding allocated	13.888	18.186	22.330	<b>54.404</b>	22.664	22.664	99.732
<b>Contracted funding</b>							
Grow existing workforces	4.699	3.390	6.460	<b>14.549</b>			
Upskill / transform existing workforces	3.563	5.270	7.579	<b>16.412</b>			
Develop new workforces	1.653	3.751	2.914	<b>8.318</b>			
<b>Total contracted</b>	<b>9.915</b>	<b>12.411</b>	<b>16.954</b>	<b>39.280</b>			
Underspend	3.973	5.775	5.376	15.124			
% of allocated funding contracted	71%	68%	76%	72%			

Source: Te Whatu Ora

\* Data for 2022/23 is not yet available

The following three tables set out what has been contracted for each development area. Note that the contracted initiatives are shown by calendar year while the contracted funding is shown by financial year.

## Grow existing workforce

The 'grow existing workforce' initiatives include funding for promoting careers, training and building networks, and placement in the workforce. The total spend on these initiatives over the three years from 2019/20 to 2021/22 was \$14,549,301 (37% of the workforce development funding for the three-year period). The additional new entry to specialist practice places (for nurses, social workers, and occupational therapists to practise in mental health and addiction) received 57% of the 'grow existing workforce' initiatives total over the three years from 2019/20 to 2021/22 (\$8,265,000).

*Table 2 Grow existing workforce - initiatives and contracted funding*

Grow existing workforce initiatives	Delivery of initiatives				Contracted \$			Delivery partners	Notes
	2019	2020	2021	2022	2019/20	2020/21	2021/22		
Additional clinical psychology internships each year		8	8	16	\$249,000	\$305,000	\$1,331,198	Health districts and NGOs that offer intern placements	The Budget 2019 funded places shown here build on the baseline funded 12 places each year. The funding also increased the price paid for the scholarships from 60% to 100% of the multi-employer collective agreement.
Additional new entry to specialist practice places each year for nurses, social workers, and occupational therapists to practise in mental health and addiction		98	103	126	\$3,910,000	\$1,600,000	\$2,755,000	Te Pou is co-ordinating a range of education providers	The Budget 2019 funded places shown here build on the baseline funded 191 places. Funding has been made available to ensure all eligible applicants receive a place.

Grow existing workforce initiatives	Delivery of initiatives				Contracted \$			Delivery partners	Notes
	2019	2020	2021	2022	2019/20	2020/21	2021/22		
Mental Health and Addiction Nursing (2-year) campaign		Campaign live				\$500,000	\$450,000		
New bursaries for Māori students pursuing a career in mental health and addiction through Te Rau Puawai programme at Massey University		46	46	70	\$240,000	\$325,000	\$457,500	Massey University	The Budget 2019 funded places shown here build on the baseline funded 80 places.
National nurse practitioner training programme to increase numbers of nurse practitioners specialising in mental health and addiction, and to lift the ability of all nurse practitioners to respond to mental health and addiction needs		12	50	50		\$360,000	\$720,000	University of Auckland in partnership with Victoria University of Wellington and University of Otago	Te Whatu Ora have committed to increasing this to 72 in 2023 and 100 in 2024 but the increase will not be Budget 19 funded.

Grow existing workforce initiatives	Delivery of initiatives				Contracted \$			Delivery partners	Notes
	2019	2020	2021	2022	2019/20	2020/21	2021/22		
Psychiatry Interest Forum to support growth of Aotearoa-trained psychiatrists (focus on Māori and Pacific peoples)							\$246,603		
Scholarships for Pacific students pursuing a career in mental health and addiction through Le Va Futures that Work scholarships	7	30	30	65	\$300,000	\$300,000	\$450,000	Le Va	The Budget 2019 funded places shown here build on the baseline funded 60 places.
Scholarships to grow the number of Muslim practitioner students							\$50,000		This is a new programme. In 2022 scholarships were offered to Canterbury students. In 2023 these will be nationally available. The funding includes support for the development of a Muslim Practitioner Network.

## Upskill existing workforce

The ‘upskill existing workforce’ initiatives include training in Māori, Pacific and Rainbow cultural competency, mental health and addiction education for pharmacists and practice nurses, and postgraduate skills training. The total spend on these upskill initiatives over the three years from 2019/20 to 2021/22 was \$16,411,781 (42% of the workforce development funding for the three-year period). The initiative to expand mental health and addiction literacy hours (MH101, ADD10) and the Skills Matter postgraduate training and development received the most funding within the upskill initiatives (\$5,984, 894 and \$5,500,000 respectively over the three years).

*Table 3 Upskill existing workforce - initiatives and contracted funding*

Upskill existing workforce initiatives	Delivery of initiatives			Contracted \$			Delivery partners
	2020	2021	2022	2019/20	2020/21	2021/22	
A new programme to support nurse practitioners and enrolled nurses with a substantive mental health and addiction role into employment with health providers	18 to 27	18 to 27	18 to 27				University of Auckland
Expanding mental health and addiction literacy training available to cross-sector workforces and communities with the expansion of Mental Health 101 (MH101) and Addiction 101 (A101) training programmes	80 additional MH101 workshops per year, 80 additional A101 workshops per year			\$1,395,880	\$2,294,507	\$2,294,507	Withheld <sup>2</sup>
Mental Health and Addiction Education Modules for Community Pharmacy		5 modules developed				\$100,000	

<sup>2</sup> Te Whatu Ora requested that the names of some delivery partners be removed due to commercial sensitivity.

Upskill existing workforce initiatives	Delivery of initiatives			Contracted \$			Delivery partners
	2020	2021	2022	2019/20	2020/21	2021/22	
New places for primary care nurses to achieve credentials in mental health and addiction	130	200	230	\$340,000	\$470,000	\$550,000	College of Mental Health Nurses in partnership with Te Pou
New places per year for Māori and Pacific cultural competence training	450	650	950	\$327,500	\$405,000	\$405,000	Withheld – Workforce Development Centres
New training places for mental health practitioners to upskill with post-graduate training in cognitive behavioural therapy; core skills for specialist practice in infant, child, and adolescent mental health and addiction; and assessment and management of co-existing substance use and mental health	52	71	301	\$1,500,000	\$2,000,000	\$2,211,387	Te Pou co-ordinating across a range of education providers
Pae Tata Pae Tawhiti mātauranga Māori-centred early and brief intervention framework						\$150,000	
Puāwai4Kaimahi (P4K) support programmes of educator-led modules and post-module follow-up sessions (starting 2022/23 financial year)						\$208,000	

Upskill existing workforce initiatives	Delivery of initiatives			Contracted \$			Delivery partners
	2020	2021	2022	2019/20	2020/21	2021/22	
Targeted Workforce Development Programmes for Budget19 Youth, Kaupapa Māori, and Pacific primary mental health and addiction services		3 support programmes via workforce development centres				\$1,510,000	Withheld - Workforce Development Centres
Training to support the mental health and addiction workforce to better respond to the needs of Rainbow communities			450 training hours per year		\$100,000	\$150,000	Withheld



## Develop new workforce

The 'develop new workforce' initiatives are focused on the Access and Choice integrated primary mental health and addiction services. The total spend on the 'develop new' initiatives over the three years from 2019/20 to 2021/22 was \$8,318,464 (21% of the workforce development funding for the three-year period). The initiatives directly related to Access and Choice programmes received 97% of the 'develop new' funding (\$8,034,644 over the three years).

Table 4 *Develop new workforce - initiatives and contracted funding*

Develop new workforce	Delivery of initiatives			Contracted \$			Delivery partners
	2020	2021	2022	2019/20	2020/21	2021/22	
Assistant psychology feasibility report			Report			\$20,980	
Establishing health improvement practitioner and health coach training. Funding is also provided for supervision and mentoring for these new workforces in GP settings through new 'clinical lead' roles. This programme includes work to develop training modules for support workers in primary care settings including IPMHA services.	252	358	167*	\$1,652,979	\$3,723,167	\$2,158,648	Te Pou has been leading HIP training since Feb 2020 and co-ordinates the delivery of health coach training. Training programmes are delivered through two training providers: Tāmaki Health and Health Literacy NZ, in cohorts of 10-12 people.

Develop new workforce	Delivery of initiatives			Contracted \$			Delivery partners
	2020	2021	2022	2019/20	2020/21	2021/22	
Support for youth peer and youth advisory development.						\$499,850	Withheld
Support for counselling mental health and addiction accreditation process and membership management			2 counselling associations		\$27,840	\$235,000	

\* Partial year to June 2022.