

# North Star

## Goals and Strategies



### **1. Implementation of a two stage survey research to ascertain motivation barriers and leverages, and a needs assessment for training and service engagement.**

**Research data is needed to identify the variables affecting engagement in a career that would service the social service, behavioral health and medical health needs of the AAPI communities. Identifying the variables will assist in building supports to address training needs and retention needs, thus growing a base of knowledge to address workforce development that is fitting to the cultural and treatment needs of vulnerable AAPI communities.**

#### **Strategy:**

Professors and student leaders in academic institutions will be contacted to conduct a motivation survey and to encourage/snowball AAPI student participation. Participants are to be anticipated graduates or recent graduates of social work, psychology and medical schools with an interest in service work in the AAPI community. Participants can access the e-survey privately within a two months period and respond anonymously to a six factor survey designed with ten questions. Data will be analyzed to yield an understanding of variables impacting motivation to engage in the service work in the AAPI communities. A needs assessment will be implemented after the motivation survey to ascertain training needs and the personal as well as external barriers to efficacy and career engagement. Participants will include those indicating interest from the motivation survey as well as those attending the forum facilitated in July of 2012.

Results will be computed by September of 2012 and data will be analyzed to yield an understanding of variables impacting skills training such as mentorship, personal challenges such as familial pressures and external barriers such as economic incentivizes. Knowledge will be shared with training sites, academic partners, community service agencies and philanthropic stakeholders in the local AAPI communities. Synthesized with identified commitments towards formed action plans from the forum held in July of 2012, the North Star project will advance towards a programming of larger workforce development.

### **2. Increase access to/knowledge of varying health and social service positions, advocacy needs, and demands for bilingual staffing.**

The planning committee of the North Star project will organize a forum for July of 2012 with leaders in local organizations to identify work force development needs, service positions that are crucial to treatment access, skills levels needed and training barriers.

#### **Strategy:**

A forum, to be facilitated in July of 2012, will host leaders in the service communities, academic communities and philanthropic communities to develop a plan of action to address the service needs within the AAPI communities. Specific group discussions will

include recent changes in the AAPI communities in regards to treatment access needs, critical positions for treatment engagement, technical and culturally appropriate skill levels, and action plans to engage and retain needed professionals in the various sectors in the service communities. Commitments to the action plans will include funding supports, engagement in a survey and focus group research project, and development towards a Symposium / Career Fair to be facilitated in September of 2012.

**3. Provide educational opportunity to potential AAPIs interested in joining or building a career in the social and health service serving the local AAPI community.**

**Strategy:**

Facilitation of a symposium / Career Fair with a panel of AAPI experts who will provide an intensive understanding of various needs in the AAPI community and risk indicators that are most prevalent. With a focus on the various levels of service sectors addressing the challenges and barriers to treatment, participants will gain knowledge on ways to impact service access and the skill levels needed to successfully integrate into the profession and treatment care.

Symposium presentation will be facilitated in September 2012. Recruitment of attendees will include recent graduates and early career service providers. With the completion of the expert panelists, a health and social service Career Fair will commence with booths of local agency providers who can engage in direct contact regarding position openings and workforce training needs serving the AAPI community. Allowing time for participants to circulate, investigate and discuss opportunities and skill needs will aid in engagement and familiarizing themselves with potential employers as well as local resources serving the community.