

More than a Classroom: HIA training in Wales

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Wales HIA Support Unit



- Established 2004, funded by Welsh Government (WG)
- Based in PHW Policy and International Health and WHO CC on 'Investment for Health and Well-being' since 2014
- Small team
- Wide ranging brief – advice and guidance; training; provision of resources; facilitation
- Over 500 HIAs in Wales since 2004
- Influenced the implementation of the Public Health (Wales) Act 2017 – HIA to be statutory in specific circumstances

WHIASU Preparations for Public Health (Wales) Act requirements

Quality Assurance Tool

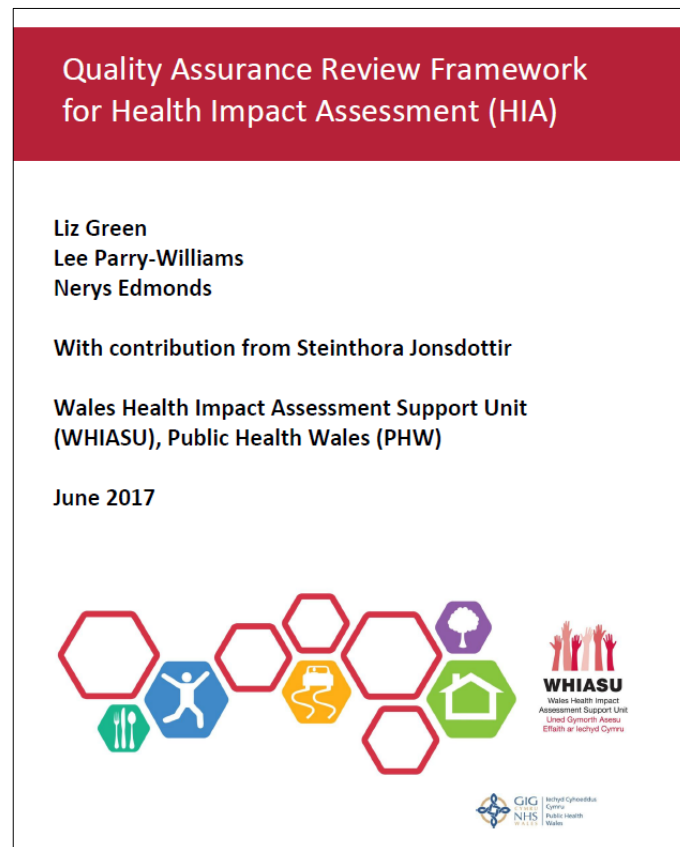
Training and Capacity Building Strategy

Will need to significantly scale up

New training and capacity building framework – to be published in Spring 2019.

Includes:

- New role descriptors in HIA
- New knowledge and skills framework for HIA
- HIA development pathway
- Skills audit tool
- Capacity building toolkit



Current provision of training and mentoring

- Chartered Institute of Environmental Health (CIEH) 'Rapid HIA' 2 day competency course
- CIEH 'Quality Assuring HIAs' 1 day competency course
- CIEH 'Comprehensive HIA' action learning 3 competency course
- PHW half day 'Introduction to HIA' course
- ELearning 'Introduction to HIA' course – Cardiff Metropolitan University
- 'Learning by doing' support and mentoring for rapid HIAs to support organisations/individuals
- Ad hoc requests for in house sessions
- Secondment opportunities within WHIASU

Aim of the Training Strategy

- To support the development of healthy public policy through capacity building and training in HIA
- To inform the development and delivery of high quality professional development opportunities in HIA
- To support Welsh Government, Public Health Wales and Public Bodies with the implementation of the Public Health (Wales) Act 2017 and Well-being of Future Generations (Wales) Act 2015.
- Update 2011 HIA Training Strategy for Wales and build on it

Objectives

- Set out the evidence, principles and values underpinning WHIASUs approach to training and development
- Provide people from a wide range of disciplines and organisations with a clear development pathway and range of learning opportunities in HIA practice
- Provide a skills and knowledge framework (SKF) for HIA
- Provide the foundation for future accreditation of WHIASU's training courses (if appropriate/value for money)
- Continually improve the quality, value and impact of HIAs

Development of the Training Strategy

- Evaluation of current training
- Scoping review of the policy and practice environment
- Literature review of training and capacity building in HIA.
- Practice based reflection on WHIASU's HIA training delivery and outcomes
- Internal development of a draft SKF, skills audit tool and Development Pathway for HIA.
- Mapping of competencies for each role and level of development
- Testing and reviewing of draft Skills and Knowledge Framework and skills audit tool via 3 workshops
- Internal PHW Quality Assurance and governance processes



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Feedback and amendments

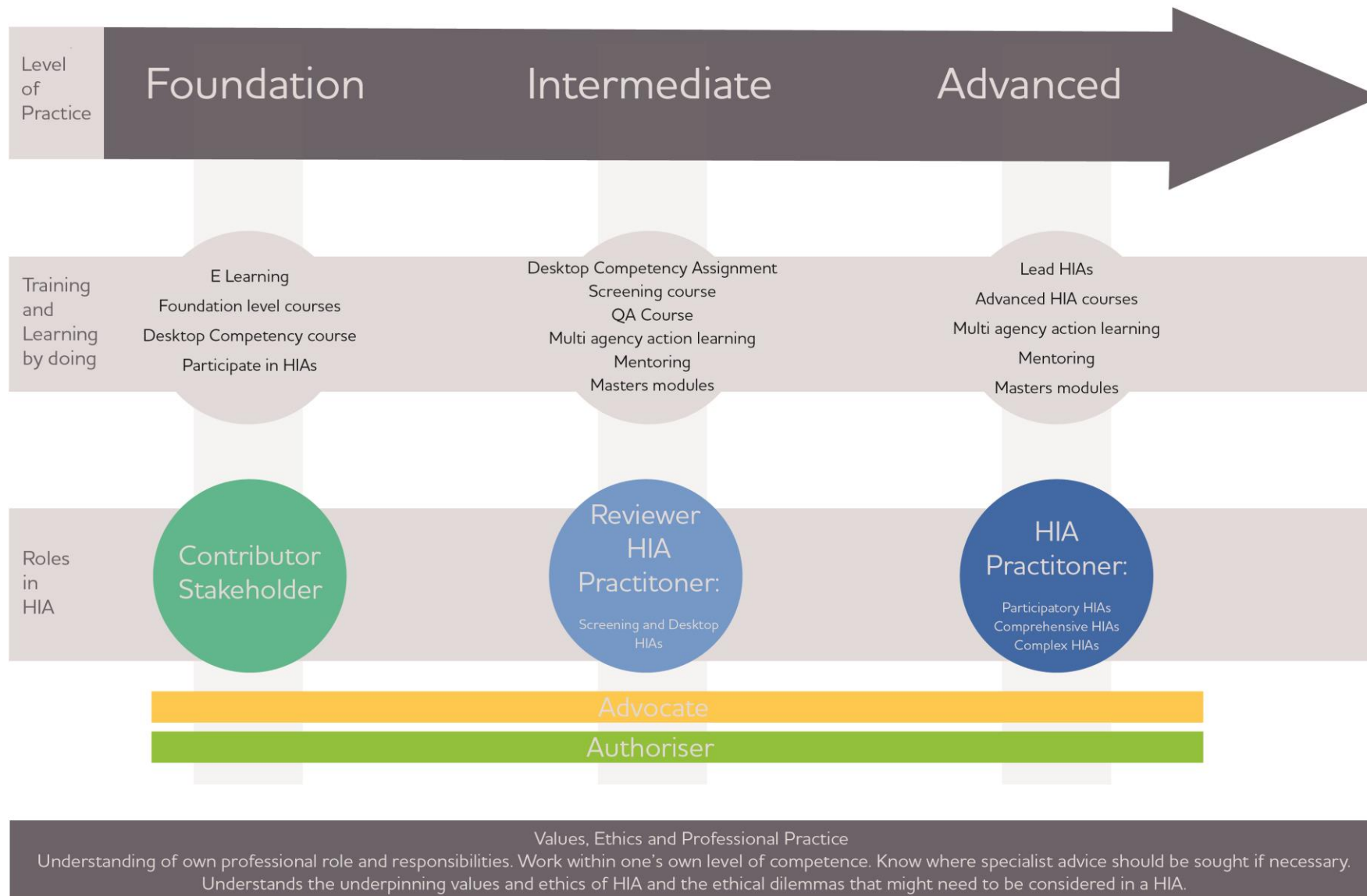
- Language - not health sector specific and more relevant to a cross sectoral audience.
- Reduce the complexity of the SKF
- Remove the advocate and authoriser roles out of the levels of practice
- Ensure that the capacity building needs of the third sector/ communities included
- Ideas from the engagement sessions included in the delivery plan i.e. the development of a more practical “toolkit” ; multi-agency approaches to capacity building support;

Training Strategy 2019

- Retains current courses and builds on these
- Formalises the skills and knowledge competencies to be demonstrated for HIA/P
- Focusses on 'Learning by doing' opportunities and mentoring to support organisations/individuals – build self-capacity in PBs
- Expands secondment opportunities within WHIASU – research, practice, policy elements
- Update ELearning 'Introduction to HIA' course and add a social determinants module

Core: Development Pathway

- Three levels of practice: **Foundation, Intermediate and Advanced**
- Roles in using HIA are specified to enable people to locate opportunities to **apply their skills and knowledge** in HIA in practice
- Lists the learning opportunities available to help people progress along the **development pathway**
- The whole framework is underpinned by the importance of core HIA **values and principles and the active use of professional ethics** i.e. IAIA code of ethics; Faculty of Public Health Good Practice guide.



Roles in HIA

- Developed from reflection on WHIASU practice/participants, teaching and literature on institutionalising HIA and adult learning theory.
- Aim is to target and tailor capacity building and training to make it more effective and system wide.

Roles in HIA

Role	Definition
Advocate	Advocates for Health in all Policies, champions the use of HIA, provides leadership and identifies opportunities to use HIA.
Authoriser	Commissions and/or allocates resources to HIA and integrates HiAP into organisational structures and work plans. Holds overall ownership and accountability for HIAs that they authorise or commission.
Stakeholder	Participates in a HIA as a key stakeholder, community member, lay representative etc.
Contributor	Contributes to a HIA with a particular skill set or knowledge.
Reviewer	Carries out quality assurance reviews, monitoring and evaluation of HIAs. Provides clear feedback to commissioners and decision makers.
Lead HIA Practitioner (Intermediate and Advanced)	Designs, leads, delivers and evaluates HIAs. Practitioners can be at intermediate or advanced levels.



Key learnings 1

- Supportive senior leaders who understand the value of HIA are key
- Recognise and build on existing skills and knowledge and that different roles exist in HIA.
- Recognise specific training needs of communities, community organisations and public bodies in order to facilitate community participation in HIA.
- Cross sectoral and interdisciplinary learning opportunities in practice – most effective
- ‘Learning by doing’ - an effective strategy for capacity building in HIA. Organisational approaches
- Need for a clear development pathway for HIA practice that enables people to progress

Key learnings 2

- Address specific skills and knowledge gaps when implementing HIA i.e. health intelligence
- HIA is a core tool for achieving 'Health in all Policies' and not an end in itself
- Establish networks to support HIA practice and to act as "critical friends" to ensure quality improvement
- Work with key organisations to identify people who will have a role in HIA - integrate into job descriptions
- Continually improve the quality of HIAs through the use of guidance, practice standards, quality assessment tools and peer

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Welcome to the Wales Health Impact Assessment Support Unit

This site provides information on the Wales HIA Support Unit, health impact assessment (HIA) and the process as practiced in Wales, news and recent developments. It provides a resource to those currently practicing HIA and those who are new to it and looking for information and evidence. There are details of completed HIAs in Wales and other HIA activities from the Unit plus links to useful resources.

[read more](#)

