

The new skills needed for public health/health promotion professionals to support reorienting health systems

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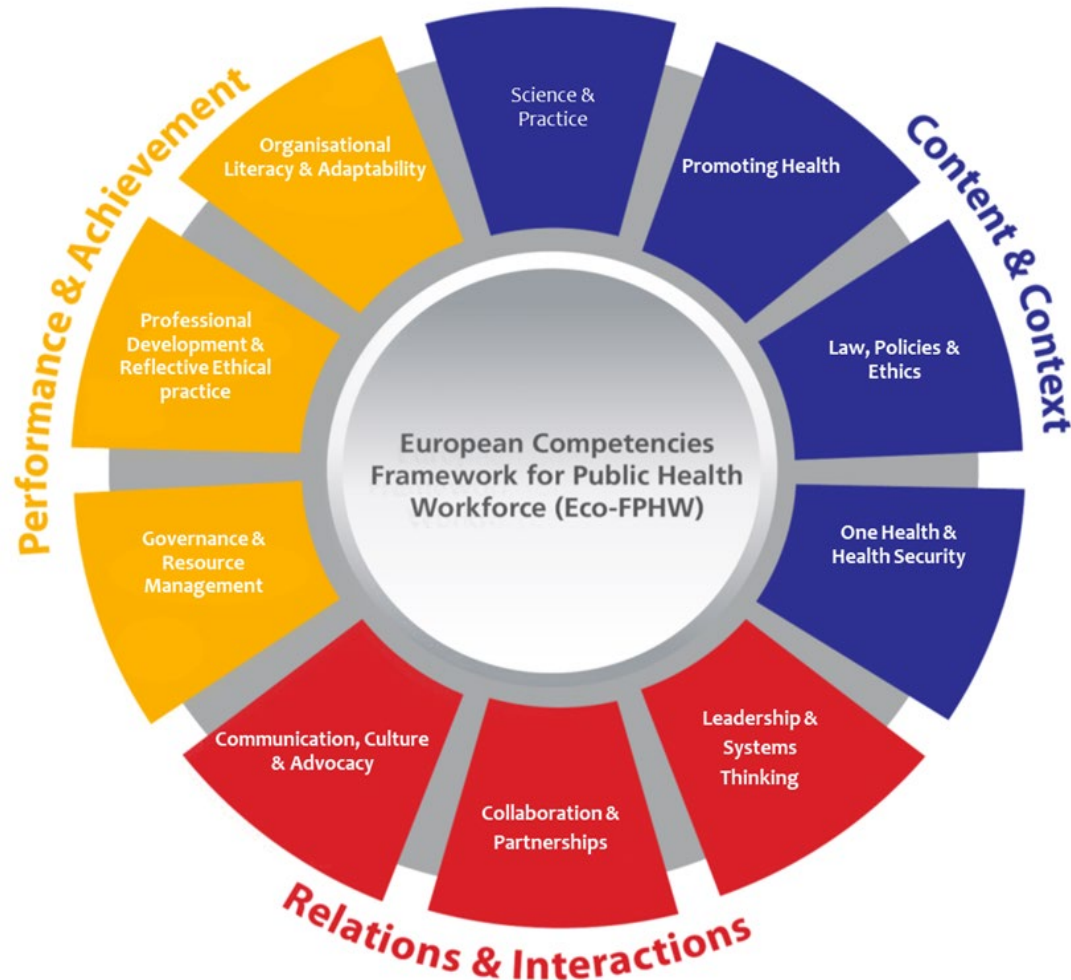


Maastricht UMC+



The Association of Schools of Public Health
in the European Region

WHO-ASPHER Competency framework for PHW



Development process

- ⇒ Review of PH competencies frameworks worldwide through online resources, hand search and expert consultations
- ⇒ Analysis and synthesis
- ⇒ Rounds of consensus expert review panels
- ⇒ **60 experts** contributed to development of the WHO-ASPHER Competency Framework (individual experts, IANPHI, EUPHA, ECDC, EURONet, ASPHER....)

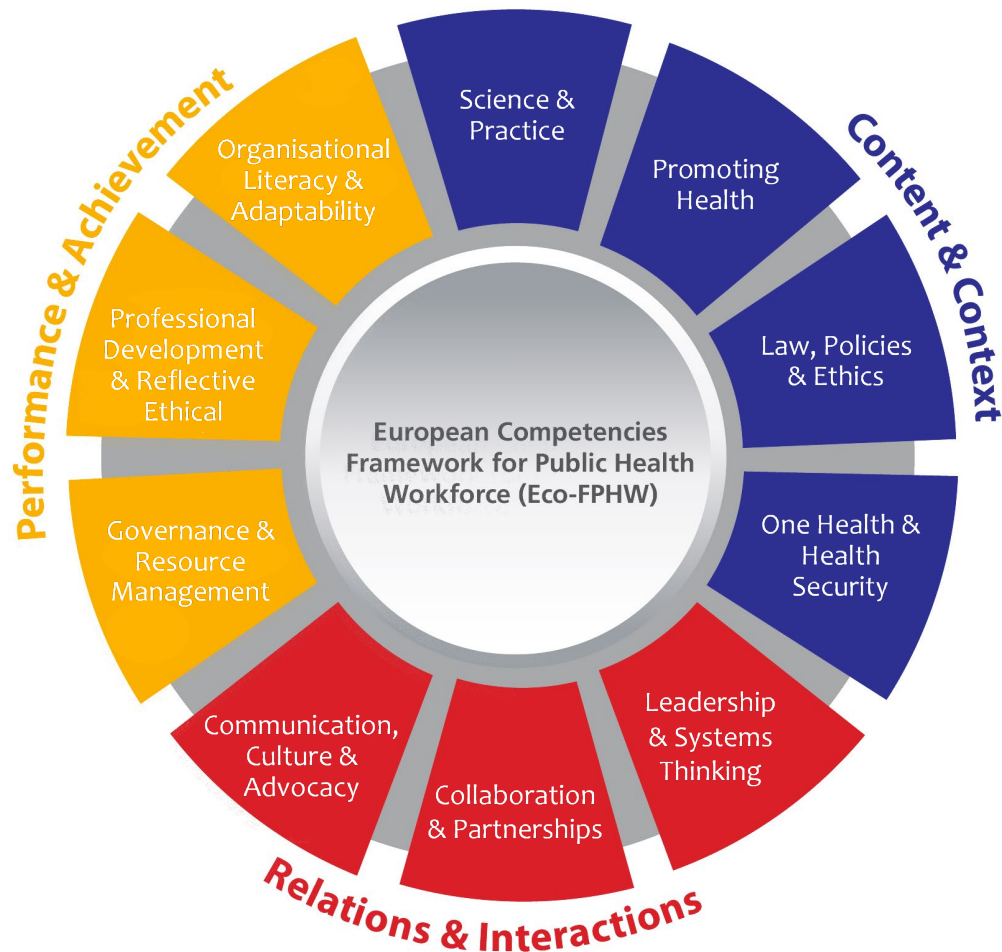
For whom

- Public health professionals
- Governments (national / local) & agencies
- Public health professional bodies
- Education & training organisations

Relations & Interactions

6. Collaboration & Partnerships

Effective collaboration; Building Alliances and Partnerships; Networking and Connecting; Working with and Building Interdisciplinary and Inter-sectoral Networks; Dealing with and managing stakeholders



- 6.1** Works across sectors at the local/national/international level organisational structures
- 6.2** Understands the interdependency, integration, and competition among healthcare sectors and different actors who have interests in public health issues
- 6.3** Identifies, connects and manages relationships with stakeholders in interdisciplinary and inter-sectorial projects to improve public health services and achieve public health goals
- 6.4** Builds, maintains and effectively uses strategic alliances, coalitions, professional networks and partnerships to plan, generate evidence and implement programmes and services that share common goals and priorities to improve the health and wellbeing of populations
- 6.5** Evaluates partnerships and addresses barriers to successful collaboration in order to improve public health services
- 6.6** Understands and applies effective techniques for working with boards and governance structures including regulatory, professional and accreditation agencies



Level 1 (Expert)

- Focuses on the central aspects of a problem
- Performs intuitively and only occasionally needs deliberation
- Reflects on how the system works
- Assesses quality of the work done in their organisation
- Assumes leadership roles
- Develops strategies and assigns leadership responsibilities to others
- Has substantial authority and responsibility
- Supervises multiple tiers of staff

Level 2 (Proficient)

- Makes decisions via intuition & analytical thinking
- Sees situation as a whole & interconnectedness of decisions they make
- Assumes leadership roles
- Has supervisory responsibility

Level 3 (Competent)








- Foundational training in a health-discipline
- Relies heavily on their core public health competencies
- Recognises that complex work requires non-routine decision making, to which hard and fast rules do not clearly apply
- May supervise smaller groups of staff



Content & Context

2. Promoting health

Education & Promotion through social participation; Health literacy at community, organisation and individual levels; Health needs assessment; Evaluation of health promotion interventions and programmes

Competency		Level 1	Level 2	Level 3
2.1  Assesses the focus and scope of initiatives to promote health through assessment of need to achieve positive changes in individual and community health	I have responsibility for health promoting activities which are informed by assessments of need. I have expertise in using health promotion theory and utilise this knowledge when appraising options for delivery of health promoting initiatives.	I am proficient in using health promotion theory and the options for delivery of health promoting initiatives.	I am competent in health promotion theory and the options for delivery of health promoting initiatives.	
2.2   Knows, supports and engages in and supports health promoting and health literacy activities and programmes for the implementation of good practice to promote health at a population level and specific organisation or institutional level	I have expertise in health promotion. I act on opportunities to raise awareness of public health issues among the people or groups that I work with. Whether it is a formal or informal setting, I ensure that health education and health literacy activities are informed by evidence and/or theory.	I am proficient in health promotion. As part of my role I raise awareness of public health issues among the people or groups that I work with. Whether it is a formal or informal setting, I ensure that health education and health literacy activities are informed by evidence and/or theory.	I take every opportunity that I can to promote the health of the public. This includes utilising opportunities to raise health literacy.	
2.3   Uses evidence-based methods and strategies, social participation and inter-sectorial approaches as tools for promoting health and influencing public policies impacting health	I have expertise in using evidence-based methods for influencing public policies and strategies impacting health across different sectors and organisations. I provide guidance and supervision for others to use these methods.	I am proficient in using evidence-based methods for influencing public policies and strategies impacting health. I support others to use these methods.	I am competent in using evidence-based methods for promoting health in my daily practice.	
2.4   Evaluates the effectiveness of activities to promote health geared toward producing changes at the community and individual level, in public or social policy to benefit health and quality of life	I have expertise in evaluating the effectiveness of activities to promote health and use this to lead change at various levels across different sectors.	I am proficient in evaluating the effectiveness of activities to promote health. The outputs of these evaluations are used to influence change.	I am competent in contributing to the evaluation of the effectiveness of activities to promote health.	

Linking the WHO-ASPHER Framework with
the **European Skills Agenda**



Content & Context

4. One Health & Health Security

*Human health; Health protection; Occupational health; Food safety; Animal health; Cross-border health; International health; **Global risks & threats; preparedness & response**; Pandemics; Environmental Health; **Climate change***

Understands the local implications of the One Health approach, its global interconnectivity (interdependencies among human, animal, plant, environment) and its impact on health conditions in the population

Critically analyses the changing nature, key factors and resources that shape One Health in order to influence actions (emergency preparedness planning and response) at the local and international level

Performs surveillance of risks and threats to the full continuum of factors that influence and determine health in order to identify intervention needs

Knows and correctly identifies the main features of the climate change process, along with its implications for public health and understands the public health responsibility for the natural environment.



Content & Context

2. Promoting health

Education & Promotion through social participation; Health literacy at community, organisation and individual levels; Citizen empowerment; Health needs assessment; Screening and secondary prevention; Evaluation of health promotion interventions and programmes

2.8 Understands and addresses the upstream fundamental causes of health inequalities and downstream consequences (such as drug, alcohol abuse and smoking) in ensuring equitable access to health services



Performance & Achievement

10. Organisational Literacy & Adaptability

Use of technology; Data management; Entrepreneurship; Fund raising; Creativity, analysis & synthesis; Digital health & social media; Understanding of Public Health services and operations

9.1 Demonstrates the willingness to pursue lifelong learning in the field of public health

9.3 Acts according to ethical standards and norms with integrity, promotes professional accountability, social responsibility and the public good

Conclusion

The public health professional presented in the Framework

- **Builds and strategizes** the knowledge base and infrastructure for public health interventions;
- **Activates** system-wide and cross-sectoral networks of relations and interactions that enable the implementation of comprehensive responses;
and
- **Delivers** high-quality achievements in public health.

Interprofessional, interdisciplinary, resilient and digital