

IHP Training Needs Analysis

Introduction to the Training Needs Survey

Welcome to the Health Promotion Training Needs Survey 2011!

The Inner and Outer East Primary Care Partnerships are conducting a survey to identify the training needs of health promotion practitioners in the EMR.

This survey allows you to provide information about your training and development needs anonymously and will take approximately 10mins to complete.

Please plan to complete this survey before Wed 21st September.

Who should complete this survey?

This survey is open to any staff member in the Eastern Metropolitan Region whose role contains health promotion activities.

Questions around training needs have been adapted from the Australian Health Promotion Association (AHPA) competencies. This document can be accessed at <http://www.healthpromotion.org.au>

The survey asks questions about:

- 1) Demographics and career information
- 2) HP training already undertaken
- 3) Perceptions of relevance of AHPA Competencies and job functions to your role
- 4) Perceptions of training needs related to AHPA competencies
- 5) Preferences for training and
- 6) HP professional and organisational support.

Results from this survey will be compiled, analysed and reported on by Inner and Outer East PCPs. Results will be shared with partner agencies and will inform a HP training plan to address areas of need.

If you have any questions about the survey process, please contact Elizabeth Hargreaves, IEPCP on 92854895 or Deb Cocks OEHCSEA on 9870 2725. Thank you!

Libby and Deb

Practitioner Profile

*1. Which PCP are you located in?

- Inner East (covers Boroondara, Monash, Manningham, Whitehorse)
- Outer East (covers Yarra Ranges, Knox and Maroondah)
- Across both
- None of the above

*2. What is your employment status?

- Full Time
- Part Time
- Contract/ Fixed Term
- Other eg. volunteer

*3. What type of agency do you work for?

- Community or Women's Health Service
- Local Government
- Hospital Service
- GP Division
- Other

*4. What is your length of service in your current position?

- > 5 years
- 3-5 years
- 1-3 years
- Less than 1 year

*5. How many years of experience do you have working in a health promotion role and/or role that has health promotion duties?

- > 15 years
- 10-15 years
- 5-10 years
- 2-5 years
- Less than 2 years

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6. What is your highest level of education?

- VCE (or equivalent)
- Diploma/ Certificate
- Undergraduate
- Post graduate

Other (please specify)

7. What was the field of study of your highest qualification?

- | | |
|---|---|
| <input type="radio"/> Health Promotion | <input type="radio"/> Applied science |
| <input type="radio"/> Public Health | <input type="radio"/> Community Development |
| <input type="radio"/> Nursing | <input type="radio"/> Health Science |
| <input type="radio"/> Allied Health- please specify | |

Other (please specify)

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HP Qualifications

*VET stands for 'Vocational Education & Training'. VET course providers must be a registered training organisation and comply with national quality assurance standards.

***8. What, if any, VET* study have you completed, are currently undertaking or planning to undertake in 2011?**

- | | |
|--|--|
| <input type="checkbox"/> Undergraduate tertiary course | <input type="checkbox"/> Masters of Public Health |
| <input type="checkbox"/> Currently involved in VET* course | <input type="checkbox"/> Doctor of HP or Public Health |
| <input type="checkbox"/> Graduate Certificate in HP | <input type="checkbox"/> Certificate IV |
| <input type="checkbox"/> Graduate Diploma of HP | <input type="checkbox"/> None |
| <input type="checkbox"/> Masters of HP | |

9. What Health Promotion courses have you undertaken in the last 5 years?

Please tick all that apply.

- | | |
|--|---|
| <input type="checkbox"/> VicHealth HP Short Course (HP) eg PVAW | <input type="checkbox"/> Health Impact Assessment Course |
| <input type="checkbox"/> Participation for Health Short Course (VicHealth) | <input type="checkbox"/> Evidence-Informed Public Health Course |
| <input type="checkbox"/> Evaluation of HP - Monash University (2 days) | |

Other (please specify)

10. Which of the following health promotion professional development courses have you previously attended?

Please tick all that apply.

- Health Promotion Short Course (5 Day)
- Health Promotion Introductory Course (1 day)
- Mental Health Short Course
- Indigenous Health Promotion Short Course
- Evaluation Short Course (2 day)

***11. Which of the following HP priority areas does your organisation address?**

- Physical Activity and active communities
- Access to nutritious and affordable food
- Mental Health and Well-being
- Social Inclusion/ Building Social Connection
- Prevention of Family Violence/ Prevention of Violence Against Women/ Community Safety
- Sexual and reproductive health
- Oral health

Other (please specify)

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12. The job functions below relate to the AHPA Competency Area of 'Program Planning, Implementation and Evaluation'.

For each of the job functions listed in Questions 11-15, please indicate whether they are relevant to your current role and whether they are a development need for you.

(Tick either, both or neither responses to answer these questions, as appropriate).

	This is a development need for me	This function IS essential to my current role
Knowing what population health data is available and how to access it	<input type="checkbox"/>	<input type="checkbox"/>
Critically analysing health promotion data, literature and reports	<input type="checkbox"/>	<input type="checkbox"/>
Determining priorities for action based on available evidence	<input type="checkbox"/>	<input type="checkbox"/>
Understanding of the contributing factors for particular health issues for your target population(s)	<input type="checkbox"/>	<input type="checkbox"/>
Establishing goals and SMART objectives based on analysis of information and that reflect a social model of health	<input type="checkbox"/>	<input type="checkbox"/>
Identifying and selecting best-practice strategies	<input type="checkbox"/>	<input type="checkbox"/>
Group facilitation	<input type="checkbox"/>	<input type="checkbox"/>
Developing and delivery of health education resources	<input type="checkbox"/>	<input type="checkbox"/>
Applying age-specific learning principles when planning and providing education	<input type="checkbox"/>	<input type="checkbox"/>
Engaging and consulting with community members and/or stakeholders	<input type="checkbox"/>	<input type="checkbox"/>
Applying a strengths based (ABCD) approach to health promotion planning and implementation	<input type="checkbox"/>	<input type="checkbox"/>

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Developing and applying approaches that are relevant and appropriate to the target population	<input type="checkbox"/>	<input type="checkbox"/>
Identifying key measures/indicators to measure change	<input type="checkbox"/>	<input type="checkbox"/>
Designing evaluation plans that measure impact	<input type="checkbox"/>	<input type="checkbox"/>
Designing evaluation plans that measure process	<input type="checkbox"/>	<input type="checkbox"/>
Identifying and selecting evaluation tools and methods	<input type="checkbox"/>	<input type="checkbox"/>
Interpreting evaluation findings to report on program's effectiveness	<input type="checkbox"/>	<input type="checkbox"/>
Undertaking dissemination of key learnings	<input type="checkbox"/>	<input type="checkbox"/>

13. These job functions relate to the AHPA Competency Area: Partnership Building.

This is a development need for me

This function IS essential to my current role

Establish, facilitate and maintain effective partnerships	<input type="checkbox"/>	<input type="checkbox"/>
Evaluation of the effectiveness of partnerships	<input type="checkbox"/>	<input type="checkbox"/>

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14. These job functions relate to the AHPA Competency Area: Communication and report writing.

	This is a development need for me	This function IS essential to my current role
Writing grant submissions and/or business cases	<input type="checkbox"/>	<input type="checkbox"/>
Networking skills	<input type="checkbox"/>	<input type="checkbox"/>
Writing conference abstracts, presentations (incl poster)	<input type="checkbox"/>	<input type="checkbox"/>
General report writing	<input type="checkbox"/>	<input type="checkbox"/>
Preparing request for ethics approval	<input type="checkbox"/>	<input type="checkbox"/>
Conducting formal presentations- conference, poster etc	<input type="checkbox"/>	<input type="checkbox"/>
Connecting with relevant networks (meeting groups, e-bulletins etc) that raise awareness of new and emerging HP approaches and practice	<input type="checkbox"/>	<input type="checkbox"/>
Engaging decision makers within organisation	<input type="checkbox"/>	<input type="checkbox"/>
Developing and influencing organisational policy	<input type="checkbox"/>	<input type="checkbox"/>

15. These job functions relate to the AHPA Competency Area: Technology Competencies

	This IS a development need for me	This function IS essential to my current role
Use of IT, including internet and software to support program planning, implementation and evaluation	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge and use of social media	<input type="checkbox"/>	<input type="checkbox"/>

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16. These job functions relate to the AHPA Health Promotion Competency Area:

Knowledge competencies

	This is a development need for me	This function IS essential to my current role
Awareness of local, state and national priorities, plans, policy environments and resources	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of new, emerging and successful HP approaches and practice	<input type="checkbox"/>	<input type="checkbox"/>
Understanding of the principles of an strengths-based HP approach (ABCD) to practice and planning	<input type="checkbox"/>	<input type="checkbox"/>

*17. What are your top 3 professional development needs?

Use the list of job functions above, and/or feel free to add other priorities in addition to this list. Please try to be as specific as possible.

1.
2.
3.

*18. What are your personal preferences for the style and format for meeting your development needs?

Please tick all that apply.

- Professional supervision
- Mentoring
- Workshops
- Short Courses
- Lectures, presentations
- Peer learning (eg workplace, sessions)
- Resources/ references (eg guidelines, frameworks, toolkits)
- No preference

Other (please specify)

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19. What influences your attendance and participation in Professional Development?

Please tick all that apply.

- | | |
|---|---|
| <input type="checkbox"/> Learning objectives of the PD | <input type="checkbox"/> PD that is linked to a university qualification |
| <input type="checkbox"/> Agency funded PD | <input type="checkbox"/> PD that is linked to workplace promotion |
| <input type="checkbox"/> Location of PD | <input type="checkbox"/> The facilitator/presenter of the PD |
| <input type="checkbox"/> Eligible for paid study leave to do PD | <input type="checkbox"/> PD linked to a VET qualification |
| <input type="checkbox"/> Time commitment to complete/attend PD | <input type="checkbox"/> PD that is relevant to organisational priorities |

Other (please specify)

*20. Which of the following professional development topics is most relevant to you AND do you feel could best be addressed by a peer learning session with other HP practitioners?

While some examples of possible topics have been provided, feel free to suggest topics separate to those listed. Please be clear and specific in your response.

- Organisational change
- Social media
- Asset Based Community Development
- Population Health Planning
- Designing evaluation plans that measure impact

Other (please specify)

***21. Do you currently receive or provide formal HP professional support eg. supervision, participate in a mentoring program in health promotion?**

- Yes
- No

***22. Are you currently a supervisor, mentor, mentee?**

Please tick all that apply.

- Supervisor
- Mentor
- Mentee
- None of the above

***23. Do you have someone you can contact if you want HP guidance?**

- Yes- a contact within my organisation
- Yes- a contact external to my organisation
- No

***24. Which of the following statements is true for you?**

In the context of this question, the term 'mentor' refers to a person that you receive HP guidance from.

- I do have a HP mentor, and find this beneficial
- I do have a HP mentor, but don't find this useful/ beneficial
- I don't have a HP mentor, but would like to
- I don't have a HP mentor, and don't feel that I need one

25. If you receive support how often does this take place?

- Not applicable
- Daily to Weekly basis
- Fortnightly to Monthly basis
- Quarterly to Annual basis
- Ad hoc, irregular

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***26. Do you work as part of a team who has a focus on health promotion?**

- Yes
- No

***27. Does your immediate line- manager have a qualification and/or experience of working in the field of health promotion?**

- Yes
- No
- Don't know

28. Are there any further comments, ideas or feedback that you would like to provide to the PCPs in relation to this survey or more generally? Please comment below.

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Population & Place Profile

Stage One of the development of the 'EMR Population & Place Profile' (PPP) document was undertaken in 2009 by DH Regional Office, Outer East Health and Community Support Alliance (OEHCSA) and the Inner East PCP.

The PPP is a regional resource of health and wellbeing data collated using a social determinants framework, developed for the purpose of providing a strong evidence base to support integrated health promotion planning within the EMR.

***29. Are you aware of the EMR Population & Place Profile?**

- Yes
- No

***30. To what extent do you think the Profile, using a social determinants framework, is useful in meeting your IHP planning needs?**

- Very useful
- Useful
- Somewhat useful
- Not useful

***31. Have you used this Profile for the purpose of IHP planning?**

- Yes
- No
- No- but I expect to use this resource in the future

***32. To what extent did the Profile document assist with your IHP planning?**

- Very helpful
- Helpful
- Somewhat helpful
- Unsure
- Not helpful

Please comment.

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Survey Completed

Thank you for completing this survey.

You are now eligible to go in the prize draw to win one of two \$50 vouchers (from a choice of stores). There will be one winner from each region.

To enter please enter this link <http://www.surveymonkey.com/s/JX57ZHN> into your web browser.

By entering this way your anonymity will be protected.

Good luck!