NNPHI
Health Impact Assessment
Train-the-Trainer Workshop

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Welcome

Thank you to NNPHI and Health Impact Project for Supporting this Workshop
Amazing
Fashionable
Struggle
Snow
Bicycle
Interested
Coincidence
Garden
Caution
Initiative
Foundation
Hot
Bagel
Smooth
Wink
System
Heavy
Dream
TODAY’S SESSION WILL COVER

- Introductions
- State of HIA within NNPHI
- Adult Learning Principles and Other Skills
- Strategic Planning for HIA
- Types of HIA Trainings
- The KHI Experience
- Design an HIA Training/Workshop
- Evaluation of HIA Trainings
TODAY’S GOALS

- Translate existing training and facilitation skills to an HIA training context
- Characterize your organization's possible role(s) in future HIA practice
- Learn about and prepare for potential challenges that arise during HIA trainings
INTRODUCTIONS

- Name
- Organization
- Experience with HIA
- What would you like to learn this afternoon?
“EMPTY THE CUP”
When I think of health...

To be “healthy” means...
STATE OF HIA PRACTICE AMONG PUBLIC HEALTH INSTITUTES
ADULT LEARNING PRINCIPLES AND PRACTICES
Adult education occurs best when...
Adult Learning Resources:

Effective Adult Learning
A Toolkit for Teaching Adults

TRAINING TRAINERS FOR DEVELOPMENT

Training-of-Trainers Curriculum:
Building the Training Skills of PLHIV in the Middle East and North Africa Region
After two weeks, we tend to remember...

- **Reading**: 10% of what we read
- **Hearing Words**: 20% of what we hear
- **Seeing**: 30% of what we see
- **Watching a movie, Seeing an exhibit, Watching a demonstration, Seeing it done on location**: 50% of what we see and hear
- **Participating in discussion, Giving a talk**: 70% of what we say
- **Doing a dramatic presentation, Simulating the real experience, Doing the real thing**: 90% of what we do

*(Based on the research of Edgar Dale, originator of “The Cone of Learning.”)*
Adult education occurs best when it...

Fills an immediate need

- Motivation to learn is the greatest when it meets the immediate needs of the learner.

Is participative

- Participation in the learning process is active, not passive.

Is experiential

- The most effective learning is from shared experience; learners learn from each other, and the trainer often learns from the learners.

Is self-directed

- Adults can share responsibility for their own learning because they know their own needs

Is reflexive

- Maximum learning from a particular experience occurs when a person takes the time to reflect back on it, draw conclusions, and derive principles for application to similar experiences in the future.
Adult education occurs best when it...

Provides feedback

- *Effective learning requires feedback that is corrective but supportive.*

Shows respect for the learner

- *Mutual respect and trust between trainer and learner help the learning process.*

Provides a safe atmosphere

- *A cheerful, relaxed person learns more easily than one who is fearful, embarrassed, or angry.*

Occurs in a comfortable environment

- *A person who is hungry, tired, cold, ill, or otherwise physically uncomfortable cannot learn with maximum effectiveness.*

Source: “Training Trainers for Development”, Centre for Development and Population Activities
Adult education occurs best when it...

Immediate

Participative

+ Experiential

ENGAGING
Common HIA Training Activity Formats

- Presentation/lecture
- Presentation with Q & A
- Panel discussions/fishbowl interviews
- Individual exercises
- Trainer-led group exercises
- Participant-led group exercises
- Pre/post meetings or webinars

Trainer led; less participatory; less experiential

Participant led; more participatory; more experiential
Your Experience?

- How would you characterize trainings you have done in the past?
- What did you learn?
- What existing skills do you bring to the table for an HIA training?
STRATEGIC PLANNING FOR HIA

What is your HIA landscape?
What’s Your HIA Landscape?

- Describe the landscape of HIA practitioners and trainers in your region.
- What audiences or sectors will be key to moving HIA forward in your region?
- How are HIAs and HIA trainings funded?
What’s Your HIA Landscape?
What’s Your HIA Landscape?

Organizations engaged in HIA

GHPC
What’s Your HIA Landscape?

Organizations engaged in HIA

Geographic scope of each org.
What’s Your HIA Landscape?

Organizations engaged in HIA

Geographic scope of each org.

Practice, training, evaluation

Local, State, National

GHPC

Does the org. focus on practice, training, evaluation, or a combination
What’s Your HIA Landscape?

- Organizations engaged in HIA
- Geographic scope of each org.
- Does the org. focus on practice, training, evaluation, or a combination
- Specific strengths of each org. relative to HIA steps or practice
What’s Your HIA Landscape?

- Organizations engaged in HIA
- Geographic scope of each org.
- Does the org. focus on practice, training, evaluation, or a combination?
- Specific strengths of each org. relative to HIA steps or practice
What's Your HIA Landscape?

Strengths:
- Potential HIA capacity within diverse organizations
- Local funders
- Collaborative spirit

Weaknesses:
- Competing Priorities
- Limited knowledge/understanding of HIA
- Political climate

All Six Steps of HIA

- Screening
- Trainer and Funder
- State/Local

- Trainer and Practitioner
- State

- Trainer
- Local

Kansas Health Institute

Current Practitioner/Trainer

State

Kansas Health Foundation

Universities (KU, K-State, Washburn)

Consulting org.-s

Kansas Leadership Center

LHDs

Updated: May 20, 2014
TYPES OF HIA TRAININGS
Trainings work best when they occur in fertile soil!

• Interest
• Opportunity
• (and resources!)
Value of Training

• HIA training gets results
  • 20% of participants go on to conduct an HIA
  • Relationships forged during trainings serve as basis for many future collaborations (HIA/HiAP)
    (via Joe Schucter, UC Berkeley)

• HIA practitioners who have attended a training...
  • scored higher on readiness criteria
  • selected HIAs with better screening results
  • more likely to meet HIA minimum elements and practice standards
    (via Kim Gilhuly, Human Impact Partners)

• Successful training & TA is participant-focused
  • Customized content and activities
  • Addresses unique needs related to project, experience level, goals
    (via Noelle Dobson, OPHI)
Why consider the training context?

Training evaluation:

• Participants arrive with differing motivating factors
• Participants from different sectors have different objectives, worldview, language...
• Relationships formed between participants key to long term training outcomes
• Participant satisfaction (and subsequent application of training experience) depends on their expectations
• Participants need significantly different messaging relative to their primary job purpose
Why consider the training context?

Trainer experiences:

• Participants may sidetrack the training if it is not meeting their expectations

• Interaction between participants may affect the learning environment

• Subsequent HIA performance and TA needs strongly affected by relevance of training to likely upcoming activities
How they vary: Purpose

- **Project-specific vs. general**
- Designated mentor or technical assistance recipient
- **Most critical outcome:**
  - New to the concept: building relationships
  - First or upcoming HIA: building capacity
  - Making the most of an HIA: building buy-in
How they vary: Audience

- Practitioner
  - Project management
  - Analysis or subject matter expert
- Decision-maker
- Community stakeholder or team member
- Students
- Sector(s): public health, medical, other technician, community organizer, etc.
- Mixed or paired
- Unknown – nested events etc.
How they vary: Content

- HiAP-focused
- Equity-focused
- Industry-specific
- Integrated
- Phase-specific (screening, scoping workshop, assessment methods)
How they vary: Scope

- **Format/Depth**
  - 101
  - Webinar
  - Classroom
  - Hands-on/learning by doing
- **Duration**
- **Number of participants**

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**Facilitators’ Agenda for**
Shawnee Fossil Plant Health Impact Assessment Workshop
West Kentucky Community and Technical College, Emerging Technology Center, Paducah, KY
May 1 & 2

**Purpose**
This training will prepare local and regional stakeholders to participate in a health impact assessment (HIA) of changes in operations at TVA’s Shawnee Fossil Plant.

**Goals**
- Develop a consensus definition of “healthy community” for this HIA
- Engage a variety of perspectives in constructive conversations about potential health implications of changes at the Shawnee facility
- Identify participant roles and recruit committee participants

**Learning Objectives**
After this workshop, participants will be able to:
- Explain the purpose and value of health impact assessment (HIA).
- List and describe the specific steps of HIA.
- Describe their potential role in the Shawnee HIA
- Contribute to the collaborative development of recommendations to address health issues identified in the assessment
- Identify other opportunities for HIA in their community.

**Facilitation Agenda**

<table>
<thead>
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<th>Day 1</th>
<th>Time</th>
<th>Format</th>
<th>Activity</th>
<th>Description</th>
<th>Present.</th>
<th>Logistics &amp; materials</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>8:00</td>
<td>Set up</td>
<td>Arrival</td>
<td>Room set up, other last minute</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>8:30am</td>
<td>Social</td>
<td>Breakfast &amp; coffee</td>
<td>Continental breakfast</td>
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</table>


THE KANSAS EXPERIENCE

Kansas Health Institute
DEVELOPING AN HIA TRAINING
KEY TOPICS TO CONSIDER

• Type
• Audience
• Time-frame
• Goals
• Sketch Agenda
EVALUATING & IMPROVING YOUR HIA TRAININGS
Value of HIA Training

• 20% of participants go on to conduct an HIA
• Relationships forged during trainings serve as basis for many future collaborations (HIA/HiAP) (via Joe Schucter, UC Berkeley)
• HIA practitioners who have attended a training:
  – scored higher on readiness criteria
  – selected HIAs with better screening results
  – more likely to meet HIA minimum elements and practice standards (via Kim Gilhuly, Human Impact Partners)
Methods for Evaluating Your HIA Training

- One method of evaluation of meetings/trainings is “on the spot” group analysis of the evaluation forms.
- Warning: This method often leads to late night meetings for trainers as next day schedule is reworked
- Feedback we have received about this is that it indicates that the trainee’s concerns were listened to AND addressed.

(GHPC)
Using Evaluation Form as Business Tool

• Along with receiving standard feedback (which session was most helpful, was there anything you found confusing etc..), you can also add a question about whether the participant would be interested in additional, in depth training on a specific element of HIA.

• Use the evaluation form to forge new business connections and create opportunities (OPHI)
WRAP-UP AND NEXT STEPS

WHAT’S YOUR NEXT STEP?
THANK YOU!