Testing a self-assessment tool for health promotion competencies with participants of training courses in Austria

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15th October 2020 | 16th World Congress on Public Health 2020
21.E. – Health literacy
Introduction

» Competencies: Key objective of HP capacity building and professional development
  » Competent workforce and professional development programmes needed

» IUHPE developed core competencies framework for health promotion (compHP) (Barry et al., 2012)
  » Competency concept and domains
  » So far few empirical studies on the implementation of the framework

» Training and professional development programmes
  » Aim to broaden HP competencies (Goldstein, 1997)
  » Integrative evaluation models, impact of training (Hochholdinger, 2008)
Aims and methods

Assessment
» Rating scale
» 11 indicators
» 6 pt. response format

Survey design
» Post-course form
» Longitudinal for WHP trainings

Units of analysis
» 2 training programmes
» 77 training courses
» 587 participants (RR=0.78)

Investigation and validation of the psychometric properties
» Several confirmatory factor analyses (measurements)
» Structural equation models (training hypotheses)
» Descriptive statistic (scale properties)
Construct validity and reliability (CFA)

$R^2=0.43$
$\text{Alpha}=0.94$
$wH=0.90$
$wS=0.15-0.26$
$\text{AVE}=0.61$
$ECV=0.85$

$N=580$
$\text{Chi}^2/d.f=3.69$
$RMSEA=0.07$
$(0.06-0.08)$
$\text{CFI}=0.95$
$sRMR=0.07$
Predictive and criterion validity (SEM model)

Notes:
1. n=146 (BGF)
2. Model fit: $\chi^2(df)= 521.29$ (291), $\chi^2/df = 1.79$, RMSEA = 0.07 (.06-.08), CFI = 0.89, sRMR = 0.08.
3. All coefficients are standardised, incl. explained variances of dependent variables (%) after controlling for gender and age.
4. For ease of visual representation, measurement model of the latent variables and specified error-covariances are not depicted. Dashed arrow represents an indirect effect.
5. Significance levels: *** p<0.001, ** p<0.010, * p<0.050, • p<0.060.
Scale properties
Conclusions and key messages

» **Empirical justification** on

  » an theoretical founded overall scale
  » to assess HP competencies
  » for evaluation of training courses

» **Key messages:**

  » The self-assessment tool provides a good and compact foundation for assessing HP competencies.
  » It provides a basis for holistic, high quality and sustainable capacity building or development in HP.

» **Limitations and recommendation:**

  » Cross-cultural adaptation (translation)
  » Design of the study (pre-post test, control groups)
  » Type of measurements (general vs. specific instrument)
  » Depth of analysis (invariance testing)