



Australian Government

HLTAHW023 Plan, develop and evaluate health promotion and community development programs

Release: 2

HLTAHW023 Plan, develop and evaluate health promotion and community development programs

Modification History

Release	Comments
Release 2	Updated: • assessor requirements statement • foundation skills lead in statement • licensing statement • modification history to reflect 2012 standards Equivalent outcome.
Release 1	This version was released in <i>HLT Health Training Package release 1.0</i> and meets the requirements of the 2012 Standards for Training Packages. Significant changes to elements and performance criteria. New evidence requirements for assessment, including volume and environment requirements.

Application

This unit describes the required skills and knowledge to organise, deliver and evaluate a health promotion program to address identified needs in Aboriginal and/or Torres Strait Islander communities. This unit includes designing, structuring and evaluating the effectiveness of health promotion activities for Aboriginal or Torres Strait Islander communities.

The unit applies to those Aboriginal and/or Torres Strait Islander Health Workers providing a range of primary health care services to Aboriginal and/or Torres Strait Islander clients and communities.

The skills in this unit must be applied in accordance with Commonwealth and State/Territory legislation, Australian/New Zealand standards and industry codes of practice.

Elements and Performance Criteria

ELEMENT

Elements define the essential outcomes.

PERFORMANCE CRITERIA

Performance criteria specify the level of performance needed to demonstrate achievement of the element.

ELEMENT

PERFORMANCE CRITERIA

Elements define the essential outcomes.

Performance criteria specify the level of performance needed to demonstrate achievement of the element.

1. Plan and research health promotion and community development programs

- 1.1 Consult community representatives and key people to identify community health needs and concerns
- 1.2 Assess information to identify key stakeholders, community health trends and ethical considerations
- 1.3 Undertake appropriate research and identify community development opportunities
- 1.4 Consider and respect community values and beliefs, gender roles and taboos in researching community health needs
- 1.5 Identify and access relevant existing resources (human, financial and physical) for use in health promotion and community development programs
- 1.6 Create a process for key representatives of the community and any related agencies or organisations to be consulted in the plan development
- 1.7 Ensure health promotion and programs have a holistic, culturally sensitive approach and support the community in taking a self-determination approach to health
- 1.8 Prepare proposals (or submissions) as required to address any additional resource requirements, including funding
- 1.9 Identify evaluation processes and criteria to be used for critiquing health promotion programs

2. Develop a health promotion and community development program

- 2.1 Develop health promotion strategies in partnership with key representatives of the community and any related agencies or organisations
- 2.2 Develop goals, actions and key performance indicators for health promotion and community development activities
- 2.3 Identify appropriate delivery strategies according to the needs of the target group, location and health issues
- 2.4 Provide relevant information to health services, work team and community
- 2.5 Access, adapt or develop resources (human,

ELEMENT

PERFORMANCE CRITERIA

Elements define the essential outcomes.

Performance criteria specify the level of performance needed to demonstrate achievement of the element.

financial and physical) as required to suit the needs of the health issue, audience and program delivery context

2.6 Document plans for health promotion and community development according to organisational procedures and policies

3. Deliver a health promotion and community development program

3.1 Provide health care and community development programs to the community in ways that are consistent with Aboriginal and/or Torres Strait Islander community values and beliefs

3.2 Integrate and implement health screenings and implement on own practice to enhance understanding work team and community needs, concerns and resource availability, surveillance and education activities into the programs, as appropriate

3.3 Provide information in plain language to clients about health problems common to their particular client group, using culturally appropriate and safe communication skills

3.4 Refer common health problems identified as part of the program to professionals and support services

3.5 Support clients and families in accessing health care services and associated benefits as required

3.6 Provide guidance, support and assistance to individuals and families coping with social and emotional issues according to identified needs and cultural protocols

3.7 Reflect on own practice to enhance understanding

4. Monitor and evaluate health promotion program

4.1 Evaluate health promotion and community development program against criteria that reflect identified community health objectives

4.2 Monitor and evaluate community health outcomes

4.3 Collect, document and interpret data to contribute to the evaluation of health programs

4.4 Seek to identify program strengths as well as areas for improvement as a basis for continual

ELEMENT

Elements define the essential outcomes.

PERFORMANCE CRITERIA

Performance criteria specify the level of performance needed to demonstrate achievement of the element.

enhancement of health outcomes

4.5 Communicate outcomes of the evaluation to relevant stakeholders to guide future activities in the delivery of health promotion and health services to the community

4.6 Seek feedback on program effectiveness and provide to community and organisational representatives

4.7 Prepare reports from data collected and provide to management in line with organisational guidelines

4.8 Maintain client and community confidentiality in line with organisational and community requirements

4.9 Support ongoing community development strategies

Foundation Skills

The Foundation Skills describe those required skills (language, literacy, numeracy and employment skills) that are essential to performance.

Numeracy

- in order to adapt, develop and monitor financial resources
- in order to develop key performance indicators and corresponding measures
- in order to collect, analyse and report on numerical data collected

Other foundation skills essential to performance are explicit in the performance criteria of this unit.

Unit Mapping Information

No equivalent unit.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=ced1390f-48d9-4ab0-bd50-b015e5485705>

Assessment Requirements for HLTAHW023 Plan, develop and evaluate health promotion and community development programs

Modification History

Release	Comments
Release 2	Updated: • assessor requirements statement • foundation skills lead in statement • licensing statement • modification history to reflect 2012 standards Equivalent outcome.
Release 1	This version was released in <i>HLT Health Training Package release 1.0</i> and meets the requirements of the 2012 Standards for Training Packages. Significant changes to elements and performance criteria. New evidence requirements for assessment, including volume and environment requirements.

Performance Evidence

The candidate must show evidence of the ability to complete tasks outlined in elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the job role.

There must be evidence that the candidate has:

- planned and delivered at least one primary health care promotion and community development program to Aboriginal and/or Torres Strait Islander communities, including:
 - assessing community health needs
 - identifying strategies, goals, activities and key performance indicators
 - observing, obtaining and interpreting client information in relation to health issues, behaviour and health services
 - developing a health promotion plan in consultation with key stakeholders
 - preparing a proposal/submission for funding and resources
 - ensuring the program addresses specific client and community needs for guidance, support and information
 - ensuring delivery is consistent with community needs, values and beliefs
 - communicating with and seeking feedback from clients, colleagues, community members and other agencies and negotiating with them as required

- evaluated at least one health promotion and community development program against identified goals and performance criteria by:
 - collecting feedback from community and staff implementing the program
 - analysing feedback against identified goals and performance criteria
 - reporting on outcomes of evaluation to community and the organisation
 - identified areas for improvement in the program.

Knowledge Evidence

The candidate must be able to demonstrate essential knowledge required to effectively do the task outlined in elements and performance criteria of this unit, manage the task and manage contingencies in the context of the identified work role.

This includes knowledge of:

- organisational policies and procedures and legislation or regulations relating to:
 - client confidentiality
 - referral, including various levels of urgency, and follow-up of clients
 - mandatory reporting
 - notifiable communicable diseases
 - limits of own ability and authority
 - reporting procedures
 - documentation
- basic understanding of community development theory
- health promotion programs relevant to the area/region/community
- social determinants that impact on health issues for the relevant community
- The Ottawa Charter for Health Promotion
- program planning cycle
- familiarity with a range of conditions, diseases and disorders
- effective strategies to monitor and manage identified health problems in line with community needs and sensitivities
- features of chronic illness, including:
 - complex causality
 - multiple risk factors
 - long latency periods
 - a prolonged course of illness
 - functional impairment or disability
- specific chronic conditions affecting Aboriginal and/or Torres Strait Islander clients and communities, including:
 - cardiovascular disease
 - diabetes
 - cancer

- chronic respiratory disease
- chronic kidney disease
- asthma
- arthritis
- oral disease
- impact of chronic conditions on major body organs and systems
- groups at high risk of chronic condition
- determinants of chronic condition, including:
 - smoking
 - physical activity
 - nutrition
 - alcohol intake
 - use of illicit drugs
 - obesity, weight and waist circumference
 - unsafe sexual practices
 - genetic factors
- treatment and management of chronic conditions, including:
 - working in collaboration with clients, family and significant others to promote self management as far as possible
 - medication
 - surgery
 - regular exercise
 - good nutrition
 - cessation of smoking
 - cessation or moderation of alcohol use
 - cessation of illicit drug use
- regular screenings for changes in disease presentation and detection of other diseases
- how to contact and access health and support services available in the region
- linkages between conditions such as diabetes and eye health, nutrition and hearing, etc.
- occupational health and safety practices and procedures relevant to the work
- principles of adult education
- evaluation methodology.

Assessment Conditions

Skills must be demonstrated working:

- in a health service or centre
- as part of a multidisciplinary primary health care team
- with Aboriginal and/or Torres Strait Islander clients and communities.

In addition, simulations and scenarios must be used where the full range of contexts and situations cannot be provided in the workplace or may occur only rarely. These are situations relating to emergency or unplanned procedures where assessment in these circumstances would be unsafe or is impractical.

Simulated assessment environments must simulate the real-life working environment where these skills and knowledge would be performed, with all the relevant equipment and resources of that working environment.

Assessors must satisfy the Standards for Registered Training Organisations (RTOs) 2015/AQTF mandatory competency requirements for assessors.

Assessment must be undertaken by a workplace assessor who has expertise in this unit of competency and who is:

an Aboriginal and/or Torres Strait Islander Health Worker or:

- accompanied by an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community with experience in primary health care.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=ced1390f-48d9-4ab0-bd50-b015e5485705>