



Australian Government

HLTPOP023 Build capacity to promote health

Release: 1

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Modification History

Release	Comments
Release 1	This version was released in <i>HLT Health Training Package release 3.0</i> and meets the requirements of the 2012 Standards for Training Packages. Minor changes to the elements and performance criteria. New evidence requirements for assessment, including volume and frequency requirements. Minor changes to knowledge evidence. Supersedes HLTPOP505C

Application

This unit describes the skills and knowledge required to build capacity to promote health among individuals, communities, organisations and coalitions. Work focuses on the ability to develop infrastructure, enhance sustainability and foster problem solving capabilities at an individual, team or organisation level.

This unit applies to work in a public health context and workers at this level will demonstrate judgement and autonomy within defined guidelines. Workers may be responsible for overseeing the outputs of others.

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

PERFORMANCE CRITERIA

Elements define the essential outcomes.

Performance Criteria specify the level of performance needed to demonstrate achievement of the Element.

1. Assess existing capacity for change

1.1 Examine the context within which the program sits and identify pre-existing capacities to support change

1.2 Assess own ability to influence and achieve change

2. Clarify intended outcome

2.1 Identify the key action areas of capacity building that are to be addressed

ELEMENT**PERFORMANCE CRITERIA**

Elements define the essential outcomes.

Performance Criteria specify the level of performance needed to demonstrate achievement of the Element.

2.2 Set goals and objectives that are specific, measurable and achievable and in line with principles of effective capacity building

3. Select and implement appropriate capacity building strategy

3.1 Identify and select strategies in consultation with relevant stakeholders and community

3.2 Implement strategies according to relevant legislation, organisation policy or procedure and ethical considerations

4. Evaluate effectiveness of selected strategy

4.1 Monitor and document results of implementation of capacity building strategies

4.2 Evaluate success of capacity building strategies against goals using existing tools

Foundation Skills

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

Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.

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 HLTPOP023 Build capacity to promote health

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Performance Evidence

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

- developed, implemented, monitored and evaluated at least 3 separate strategies to build the capacity to promote health at each of the following levels:
 - individual
 - team
 - organisation.

Knowledge Evidence

The candidate must be able to demonstrate essential knowledge required to effectively complete tasks outlined in the elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the work role. This includes knowledge of:

- roles and responsibilities of relevant agencies, legal and organisational considerations relating to developed, implemented, monitored and evaluated strategies, including:
 - equity issues in population health
 - evidence-based practice
 - social change and advocacy processes
 - relevant international charters and/or declarations and documents
 - national, State/Territory and local health policies, goals, targets and priorities

- organisation standards, policies and procedures, including scope of own role and responsibilities
- theory of capacity building and examples of current strategies
- dimensions of capacity building:
 - development of infrastructure
 - enhancement of program sustainability
 - fostering problem solving capabilities
- principles of effective capacity building practice, including:
 - respecting and valuing pre-existing capacities
 - developing mutual trust
 - being responsive to context within which capacity building program sits
 - avoiding pre-packaged ideas and strategies
- key action areas of capacity building, including:
 - organisational development
 - workforce development
 - resource allocation
 - partnerships
 - leadership
- examples of pre-existing capacities, including:
 - skills
 - structures
 - partnerships
 - resources.

Assessment Conditions

Skills must have been demonstrated in the workplace or in a simulated environment that reflects workplace conditions. Where simulation is used, it must reflect real working conditions by modelling industry operating conditions and contingencies as well as using suitable facilities, equipment and resources.

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

Links

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