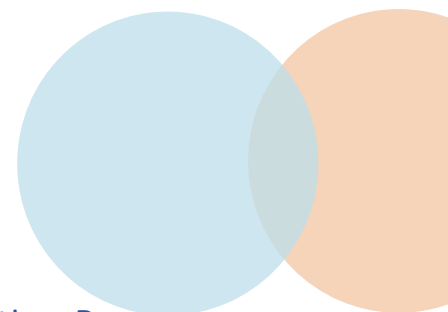


# Public Health Training for Equitable Systems Change (PHESC)

## 2018 Consultation: Results at a Glance



### Purpose of Consultation

The Public Health Training for Equitable Systems Change (PHESC) Training Collaborative conducted consultations to identify priority training needs, modes of training delivery, and areas for further organizational and system-level capacity building for Ontario’s Public Health Units (PHUs), including front-line staff and managers. These consultation results will inform PHESC’s training plan for PHUs. The plan will be aligned with the new Ontario Public Health Standards (OPHS), particularly the first three Foundational Standards: Health Equity, Population Health Assessment, and Effective Public Health Practice<sup>1</sup>. Other organizations are developing training on the fourth foundational standard, Emergency Preparedness.

### Consultation Process

In July 2018, the PHESC collaborative reviewed 17 existing needs assessments. From these assessments, a consultation paper was developed and disseminated to all PHUs via the Ontario Public Health Association (OPHA) listserv and Association of Local Public Health Agencies (ALPHA)’s Council of Medical Officers of Health (COMOH) listserv. PHESC received responses from 33 of 35 PHUs (response rate: 94%).

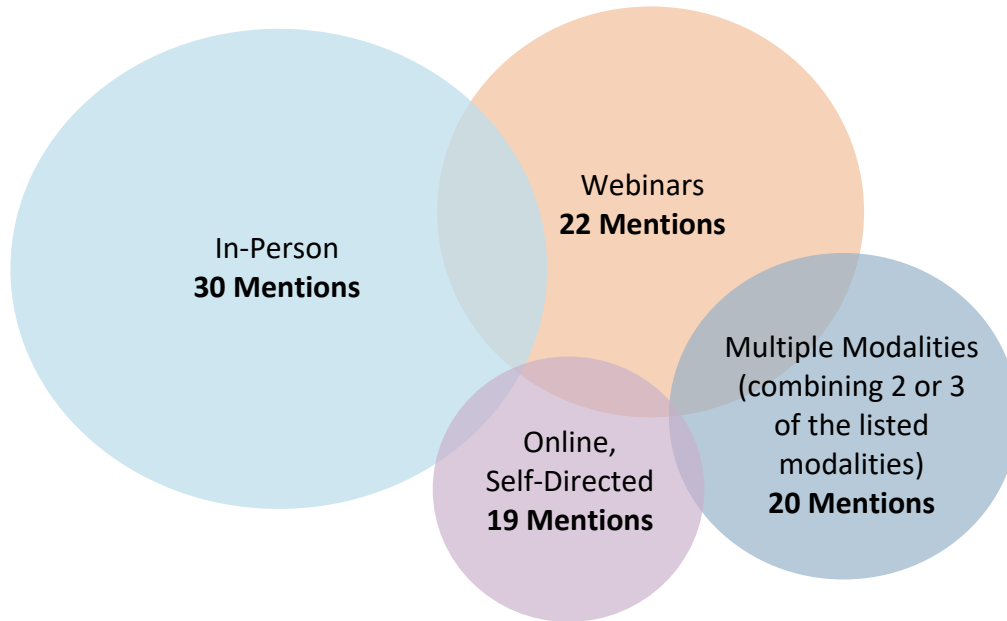
### Top 3 Training Areas By Foundational Standard, According To PHUs

Below are the top three training areas identified by PHUs in response to the consultation paper. These responses are grouped together based on similarities in identified priorities.

Health Equity	Population Health Assessment	Effective Public Health Practice
Integrate health equity into intervention (program and policy) design, implementation and evaluation (including Indigenous Health) <b>(24 mentions)</b>	Epidemiological Analysis (such as community mapping and introductory level epidemiology training) <b>(12 mentions)</b>	Design, implementation and evaluation of interventions (programs and policies) and related research (e.g. implementation research) <b>(40 mentions)</b>
Cross-sector collaboration related to health equity, including cross-PHU opportunities for capacity building in health equity <b>(21 mentions)</b>	How to develop and use health equity indicators <b>(12 mentions)</b>	Effective community engagement and partnerships for planning, developing and implementing interventions (programs and policies) <b>(16 mentions)</b>
Cultural safety, cultural humility, and anti-oppression training for those who work directly & indirectly with priority populations, including but not limited to Indigenous peoples <b>(10 mentions)</b>	Introduction to population health assessment <b>(1 mention)</b>	Inclusive and effective governance and leadership <b>(12 mentions)</b>

<sup>1</sup> Ontario Ministry of Health and Long-Term Care. (2018). Ontario Public Health Standards: Requirements for Programs, Services, and Accountability. Available from: [http://www.health.gov.on.ca/en/pro/programs/publichealth/oph\\_standards/docs/protocols\\_guidelines/Ontario\\_Public\\_Health\\_Standards\\_2018\\_en.pdf](http://www.health.gov.on.ca/en/pro/programs/publichealth/oph_standards/docs/protocols_guidelines/Ontario_Public_Health_Standards_2018_en.pdf)

## Preferred Delivery Methods



## Audiences For Training

- “Everyone”
- “All staff”
- “All public health professionals”

## We Also Heard That PHESC Should:

- Plan for the sustainability of training materials
- Build on PHUs’ existing knowledge and training resources (e.g. Locally Driven Collaborative Projects (LDCPs), OnCore)
- Consider local PHU needs, for instance those serving the needs of rural communities

## Next Steps

The PHESC training collaborative is in the process of creating an overarching training plan using the consultation results and requirements for the three foundational standards. Training offerings will be rolled out over the next 16 months, and we will continue to update our [website](#) as new trainings are offered.

Thank you to everyone who submitted responses to the Consultation Paper. Your responses are helping to shape the future of workforce training for Ontario’s PHUs.

## About PHESC

Public Health Training for Equitable Systems Change (PHESC) is funded by the Ontario Ministry of Health and Long-Term Care (MOHLTC) through the Health and Well-Being Grant. The purpose of this two-year grant is to support the development of a comprehensive training plan to improve knowledge, skills, and performance of Ontario's public health workforce while integrating a health equity approach. In response, PHESC was created to identify priority training needs, as well as develop, implement, and evaluate a training program that addresses these needs.

The Training Collaborative includes the following partners:

- Dalla Lana School of Public Health (DLSPH), University of Toronto (Lead)
- Alliance for Healthier Communities (the Alliance)
- National Collaborating Centre for Determinants of Health (NCCDH)
- National Collaborating Centre for Methods and Tools (NCCMT)
- National Collaborating Centre for Healthy Public Policy (NCCHPP)
- Ontario Public Health Association (OPHA)
- Public Health Ontario (PHO)
- Wellesley Institute

We are guided by an approach that emphasizes connecting cohorts of learners through learning communities, developing training pathways that adapt existing resources to local contexts, and ensuring the sustainability of training tools and resources beyond the life of the grant.

For more information about PHESC  
and upcoming trainings,  
visit our website at:

<http://www.dlsph.utoronto.ca/programs/public-health-training-for-equitable-systems-change/>