

Training and Capacity Building for HIA Competency: Wales Experience

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Assessment Support Unit



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IAIA26
QUÉBEC CITY, CANADA

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Capacity building, Training, Competency

- Need to upskill and develop competent professionals to carry out HIAs
- Competency is defined as *‘specific, measurable skill required to do something for a role’*, whereas competence describes the more general *‘ability to do something successfully or efficiently’* (Oxford Press, 2025)
- Training and capacity building activities needed for workforce development
- A supportive environment required
- What are you trying to achieve? What are the core skills and knowledge needed for HIA?



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HIA training and capacity building in Wales - WHIASU

- Legislation – Health Impact Assessment (Wales) Regulations 2025 and EU EIA – ‘competent expert’ to carry out HIA; ‘sufficient expertise’ of reviewer
- Existence of Wales HIA Support Unit
- Training and capacity building one of Unit’s foundation stones
- Updated HIA Training Strategy 2024; Skills and Knowledge Framework 2019
- Set out the evidence, principles and values underpinning WHIASU approach to training and development
- Provides a range of resources and a pathway for practitioners



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The Framework includes:

- Knowledge and skills framework for HIA
- Role descriptors in HIA
- HIA development pathway
- Skills audit tool
- Capacity building toolkit
- Supported by eLearning and in person/virtual training
- Based on adult learning theory i.e. Bloom's Taxonomy



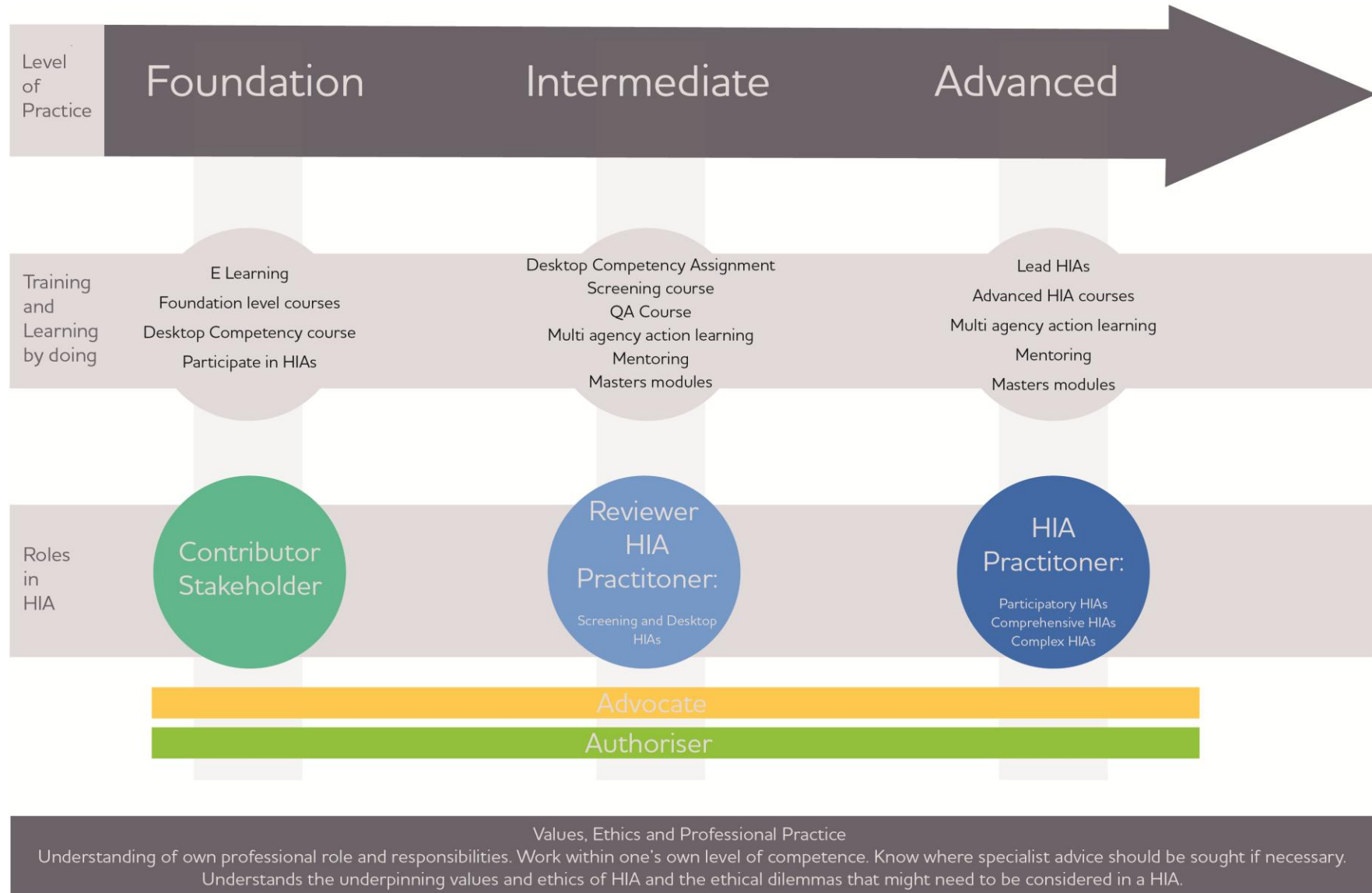
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Conclusions and future opportunities

- Progress to date and rolling programme of training and awareness raising
- Challenges and opportunities for developing competent HIA professionals
- Welsh Government/PHW - critical role
- Activity 2025/6 - Stakeholder Training Needs Analysis survey; testing new courses – online, in person, certification; new HIA guide published
- Practice based reflection and evaluation of WHIASU's HIA training and outcomes
- Continued development of supporting tools, resources and courses
- Finally, for us all....Global survey? Work with IAIA? Working Group on a core competency framework for HIA?



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Let's continue the conversation!

Message me your questions or comments in the IAIA26 app.

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