

for practitioners are essential. The “CompHP Core Competencies Framework in HP” defines crucial competency domains but a recent review concluded that the implementation and use of the framework is lacking. The aim was to develop and validate a self-assessment tool for HP competencies, which should help evaluate training courses.

**Methods:**

A brief self-assessment tool was employed in 2018 in Austria. 584 participants of 77 training courses submitted their post-course assessment (paper-pencil, RR=78.1%). In addition, longitudinal data are available for 148 participants who filled in a pre-course online questionnaire. Measurement reliability and validity was tested by single factor, bifactor, multigroup, and multilevel CFA. A SEM proved for predictive and concurrent validity, controlling gender and age.

**Results:**

A bifactor model ( $X^2/df=3.69$ ,  $RMSEA=.07$ ,  $CFI=.95$ ,  $sRMR=.07$ ) showed superior results with a strong general CompHP factor ( $FL>.65$ ,  $wH=.90$ ,  $ECV=.85$ ), configurally invariant for two training programmes. On course level, there was only minimal variance between trainings ( $ICC<.08$ ). Structurally, there was a significant increase in HP competencies when comparing pre- and post-course measurements ( $b=.33$ ,  $p<.01$ ). Participants showed different levels of competencies due to prior knowledge ( $b=.38$ ,  $p<.001$ ) and course format ( $b=.16$ ,  $p<.06$ ). The total scale had good properties ( $m=49.8$ ,  $sd=10.3$ , 95%-CI: 49.0-50.7) and discriminated between groups (eg by training length).

**Conclusions:**

The results justify the creation of an overall scale to assess core HP competencies. It is recommended to use the scale for evaluating training courses. The work compensates for the lack of empirical studies on the CompHP concept and facilitates a broader empirical application of a uniform competency framework for HP in accordance with international standards in HP and public health.

**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.

## Testing a self-assessment tool for HP competencies with participants of training courses in Austria

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**Background:**

High quality health promotion (HP) depends on a competent workforce for which professional development programmes