

## Executive Summary

The evaluation of the programme by Total Improvement Process Ltd provided an analysis of the effectiveness of the programme and proposed areas for improvement.

The evaluation focused on:

- The recruitment process
- Structures and elements of support offered as part of the scheme
- Success of the individuals on the programme
- Emerging qualitative outcomes
- Sustainability of the programme

### Conclusions

It observes the robustness of the programme. It also draws attention to the evidence that it has met the expectations of those recruited; that the enthusiasm, commitment and skills of the assessors has been crucial; and the key outcomes to practitioners of professional validation and increased confidence.

### Recommendations

It makes a number of recommendations that include further clarifying roles of assessor, mentor and verifier; attending to issues of scale if numbers of practitioners wishing to participate increase substantially; and following up this initial evaluation with further evaluation later.

### Aspects to emphasise

It underlines the value of using panel assessment of practitioners' applications; the high quality training for assessors and verifiers; and the key ingredient of reciprocity whereby successful practitioners commit to acting later as assessors.

## Public Health Wales

### Interim Evaluation of the Practitioner Support Programme

These recommendations and considerations resonate with the Professional and Organisational Development team's own monitoring of this pilot, consequently many of them have already been addressed and incorporated into the following year's programme.

The report highlighted that over two thirds of Practitioners said that the Programme met or exceeded their expectations and stated:

*"The key emerging benefit from undertaking this process appears to be experienced as a form of professional validation; powerful external recognition that brings with it entry into a defined community of practice. The top five benefits everybody identified centre on knowledge and skills: gaining them; consolidating them; evidencing them and valuing the credibility that process conveys to others, and to candidate's self understanding."*



The report also suggested the following outcomes of participating in the process as either, an applicant/ practitioner, assessor, mentor or a verifier:

- Help identify who is in the public health workforce
- Clarify and increase their competence
- Assures their fitness to practice
- Increases exchange of valuable practice
- Strengthens the confidence of the practitioners
- Strengthens career development
- Strengthens the awareness and leadership of their assessors and mentors
- Positions Public Health Wales to better plan and implement public health measures.

It is intended that future support programmes will be evaluated in order to build on this initial evaluation report and use the feedback constructively to continually develop the programme.



*Left and above right*  
Discussing programme outcomes in the Evaluation Workshop