Cultural Competence - Training in Pediatric Public Health

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The situation in North Rhine Westphalia, NRW:

- > 30% of the newborns have a background of migration in their families;
- Mortality of foreign national infants exceeds that of German infants by far;
- Inequalities in effective access to (public) health care interventions have been reported.

Cultural competence of pediatric public health (PPH) staff is essential and urgently warranted. However, up until now, it is not yet mandatory in the professional training.
Therefore, a model project has been introduced

- With the aim to sensitize for issues of intercultural communication in pediatric public health.
- Based on a three-level curriculum;
- With a regional in house component in the services;
- In small groups of 10-15 participants each;
- Free of charge offered to the 54 public health services in NRW.
- The training was provided in cooperation by AD, an experienced ethnologist / empirical cultural scientist.
Is the successful implementation of the basic training in the majority of the services possible … and the need of further intercultural training perceived by the target group?
Project Acronym

Deduced from …

- **Mi**gration und Gesundheit.
- **K**ulturelle Kompetenz im
- **Ki**nder- und Jugendgesundheitsdienst

**Equivalent to**
- Migration and health.
- Cultural Competence in
- Pediatric Public Health Services

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Results – Programme Implementation

Programme 2009-2010:

Confirmed interest: 42 / 54 PPH services in NRW
Courses completed: n=39, n=484 participants;

Evaluation:
All mean results of all courses rendered <3.0 for any item included; scales from 1 (excellent) to 6 (very poor).

The course participants indicating their interest to participate in a course on level 2 exceeded 90%.

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MIKKI NRW 2009-2010 – Regional Coverage

Level 1 – Basic courses

N= 39 Courses in NRW
N= 531 Participants

Level 2 – Advanced course; N= 7 Courses; N= 83 Participants

Level 3 – Final course:
Gelsenkirchen; N= 22 Participants

- Level 2 and 3 not shown in graph -

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Participant expectations:
My expectations concerning aims and issues covered during the course have been fulfilled ...

Average rating of each course
1 = very good, 6 = very poor
N=473 responses / n=531 participants

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Participant satisfaction:
The time assigned for discussions was sufficient, my questions have been answered.

Average rating of each course
1 = very good, 6 = very poor
N=469 responses / n=531 participants

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Participant satisfaction – efficiency: According to time spent and efforts to participate, attending the course was worthwhile.

Average rating of each course
1 = very good, 6 = very poor
N=469 responses / n=531 participants
Perceived importance of further training
Currently, a comprehensive course curriculum covering „Migration and child health“ is under discussion.

How important is such an offer in your opinion?

- very important: 60%
- important: 36%
- not important: 0%
- less important: 1%
- No response: 3%

N=484 responses / N=531 participants
Perceived needs of further training
Currently, a comprehensive course curriculum covering „Migration and child health“ is under discussion.

Which amount would be necessary?

- **≤40 hrs.**: 50%
- **60 hrs.**: 25%
- **80 hrs.**: 5%
- **≥120 hrs.**: 2%
- No response: 18%

N=484 responses / N=531 participants

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Challenges (1)

- Central course offers of the Academy of Public Health require travel and thus not easily and equally accessible to all staff members (time, family, financial reasons, ...).

- Inhouse courses require respective facilities and organisation within the institution.

- In general staff training in the public health services themselves was very well acknowledged and accepted.
Challenges (2)

- As many issues from adjacent social and cultural areas are supposed to be raised, a lecturer with a broad experience is needed to conduct the courses.

- Specialization in target group specific issues is obtained with time as for reasons of quality and comparability of the evaluations all courses were held by one person.
Challenges (3)

- This concept offers the opportunity of a transfer to other health professionals.

- Acceptance is facilitated by offering the courses free of charge.

- The courses on level 2 are supposed to address the needs of the services and are based on a “buttom” up approach by surveys performed participants of the basic courses.

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Trainings on cultural competence should be offered systematically in all (child) public health institutions.

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