

# Round table on HIA Capacity Building

**Chair:** Rosina M. Olaso, *Technical Officer- Spanish Ministry of Health  
(Madrid, Spain)*

**Co-Chair:** Margaret Douglas, *Consultant in Public Health, Public Health  
Scotland (UK)*

Lack of training and capacity building has been identified as a barrier to wider HIA implementation and institutionalisation across Europe and worldwide.

This session aims:

- To share experiences of capacity building for HIA
- To discuss how to increase training and capacity building across Europe and how to define competence for HIA practitioners.

## SPEAKERS

- **Liz Green**, *Programme Director for Public Health Wales (UK)*  
**Capacity building in HIA: competences definition and experience in Wales**
- **Francesca Viliani**, *Health section of the International Association for Impact Assessment; Director Fraviliconsult*  
**Perspective and experience on HIA capacity building from the International Association for Impact Assessment (IAIA)**
- **Piedad Martin-Olmedo**, *President of EUPHA-HIA section; Professor in Public Health at Escuela Andaluza de Salud Pública (Granada, Spain)*  
**Capacity building on HIA in Andalusia**

## SLIDO Questions

1. Have you attended any formal training specifically in HIA?
  - a. Yes
  - b. No
2. If Yes, where? **(multiple answers possible)**
  - a. As part of an academic degree
  - b. Training provided by Governmental body or Health Institute
  - c. Training provided by a private consultant agency
  - d. Training at a conference

# Microsoft Form Questions

3. Which of the following did the training include?  
(multiple answers possible)

- a. Health in All Policies framework
- b. Social Determinants of Health framework
- c. HIA purpose, principles and procedure
- d. Participation methods
- e. Qualitative methodologies
- f. Quantification of health impacts

4. Did the training program have a competency description?

- a. Yes
- b. No

# Microsoft Form Questions

5. What kinds of HIA training would you find useful?  
(multiple answers possible)

- a. Lectures/ presentations
- b. Reading
- c. Workshops
- d. Practical experience of HIA
- e. Reflection and review of HIAs
- f. Other suggestions?

3-4 June, 2025  
Madrid (Spain)

# Training and Capacity Building for HIA Competency: Wales Experience

Liz Green

*Programme Director for HIA  
Public Health Wales, UK*



GIG  
CYMRU  
NHS  
WALES

Iechyd Cyhoeddus  
Cymru  
Public Health  
Wales

**UGAEIC**  
Uned Gymorth Asesu  
Effaith ar Iechyd Cymru



**WHIASU**  
Wales Health Impact  
Assessment Support Unit



## 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?

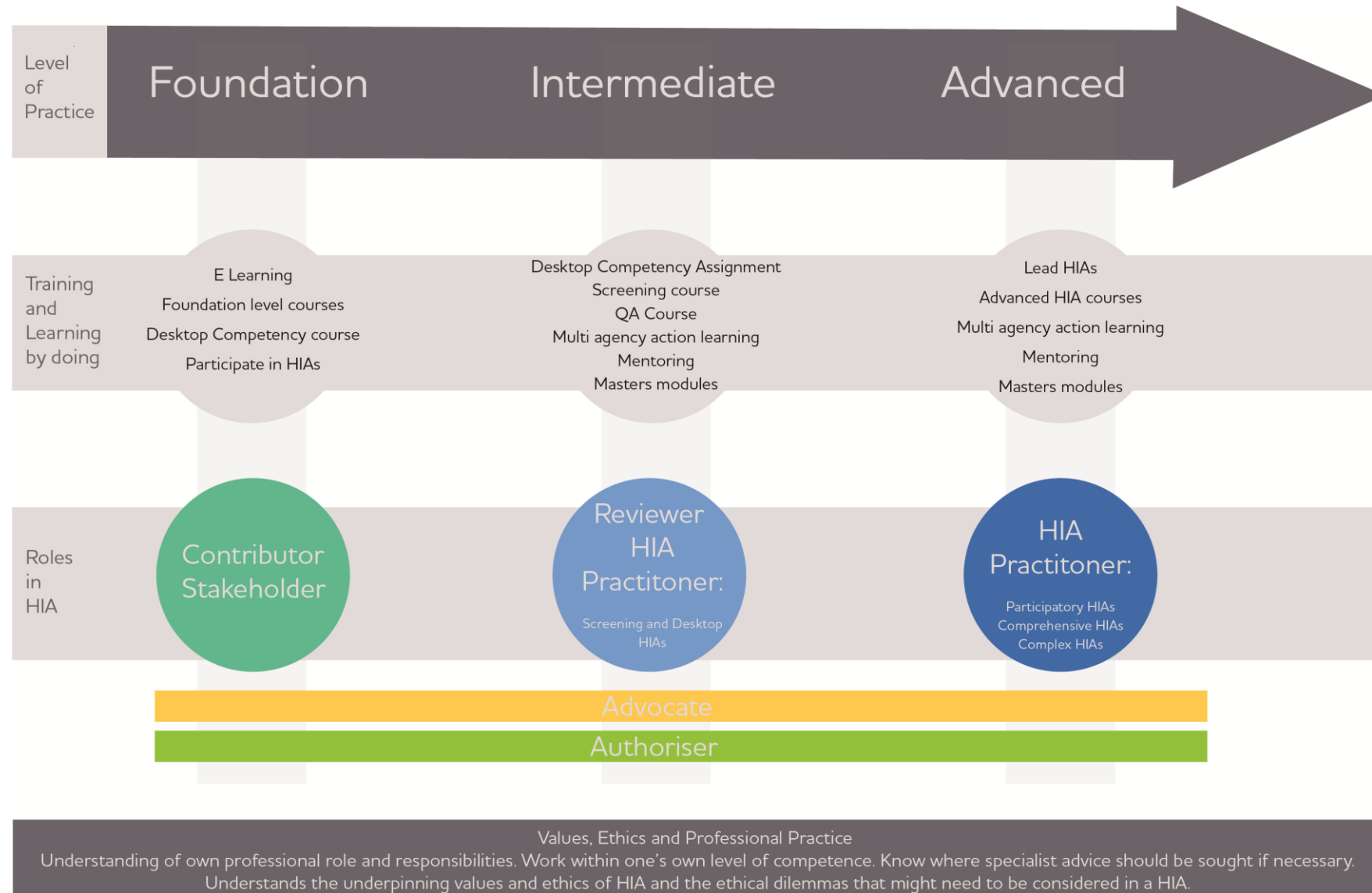


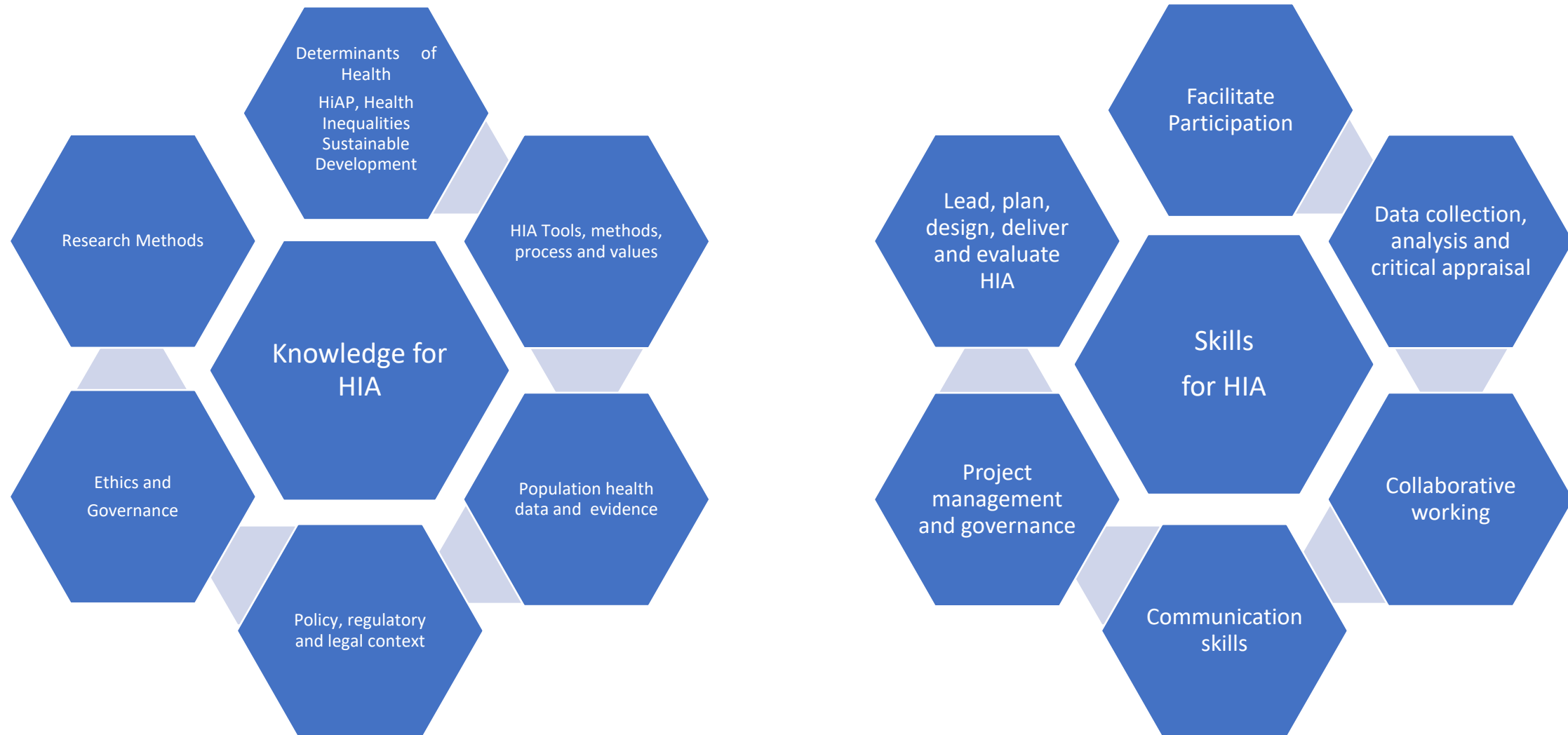
## HIA training and capacity building in Wales - WHIASU

- Legislation - Public Health (Wales) Act 2017 and EIA – ‘competent expert’ to carry out HIA and ‘sufficient expertise’ of reviewer
- Existence of Unit
- Training and capacity building one of the foundation stones of Unit’s work
- Updated HIA Training Strategy 2024 and 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

## 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





## Conclusions and future opportunities

- Progress to date and training and awareness raising restarted
- Challenges and opportunities for developing competent HIA professionals
- Welsh Government - critical role
- Activity 2025 - Stakeholder needs analysis survey; testing new courses – online, in person, certification; new HIA guide
- 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 EUPHA? Working Group on a core competency framework for HIA?

3-4 June, 2025  
Madrid (Spain)

# Perspective and experience on HIA capacity building from International Association for Impact Assessment (IAIA)

Francesca Viliani

*Health section of the International Association for Impact Assessment  
Director Fraviliconsult*





**IAIA** is the **International Association for Impact Assessment**, the leading global network on best practice in the use of impact assessment for informed decision-making regarding policies, programs, plans and projects.

IAIA was organized in 1980 to bring together researchers, practitioners, and users of various types of impact assessment from all parts of the world. Our **members**, numbering nearly 1100 members from 110 nations, represent many disciplines and professions.

Organising **annual conferences, regional symposia and other events** focus attention on specific topics. Available resources include a quarterly professional journal, downloadable publications, training options, and much more.

[IAIA The leading global network on impact assessment](#)

**Key actors in HIA** (and in need of capacity building):

- **HIA practitioners**
- **Proponents of development initiatives**
- **Local communities/institutions**
- **Regulators/competent authorities**
- *And potentially many others*

From “Health Impact Assessment International Best Practice Principles. Special Publication Series No. 5”. [SP5 HIA\\_21\\_5.pdf](#)



# Navigating contextual challenges in international HIA training

- In many contexts where HIA is not mandated by legislation, both health knowledge and HIA capabilities tend to be limited across all involved stakeholders.
- Different actors, but also different disciplines, might have conflicting goals...
- Distinguishing between health and health care is the foundational step. From there, it is crucial to explore the broader determinants of health that shape well-being beyond medical interventions.
- Several impacts often have a structural pathway that might be difficult to tackle at project level/HIA and require multisectoral and transdisciplinary engagement.
- Training is only the beginning; ongoing support is essential for achieving true competency.
- Framing Capacity Building as a Systemic Process.

## Enhancing impact: practical recommendations for International HIA training

- One single HIA training cannot satisfy the diverse contexts, needs, and stakeholders involved in HIA.
- Capacity building must extend beyond the individual—it's an interconnected process across three levels: individual, organizational, and the broader enabling environment.
- Develop interdisciplinary frameworks that integrate both impact assessment skills and public health competences. And consider targeted capacity building for key stakeholders and bridging disciplinary divides in HIA implementation.
- Translating the determinants of health into practical application.
- Ensuring sustained competency development beyond initial training.
- **What next?**
  - Increased HIA international training and enhanced coordination among capacity building efforts are required: Is now the right moment to establish an HIA training hub?
  - Certification could be a goal that brings multiple stakeholders together

3-4 June, 2025  
Madrid (Spain)

# Experience of capacity building on HIA in Andalusia

**Piedad Martin-Olmedo, PhD, MSc**

*President of EUPHA-HIA section*

*Professor in Public Health at the Andalusian School of Public Health  
(Granada, Spain); [ibs.GRANADA](#)*

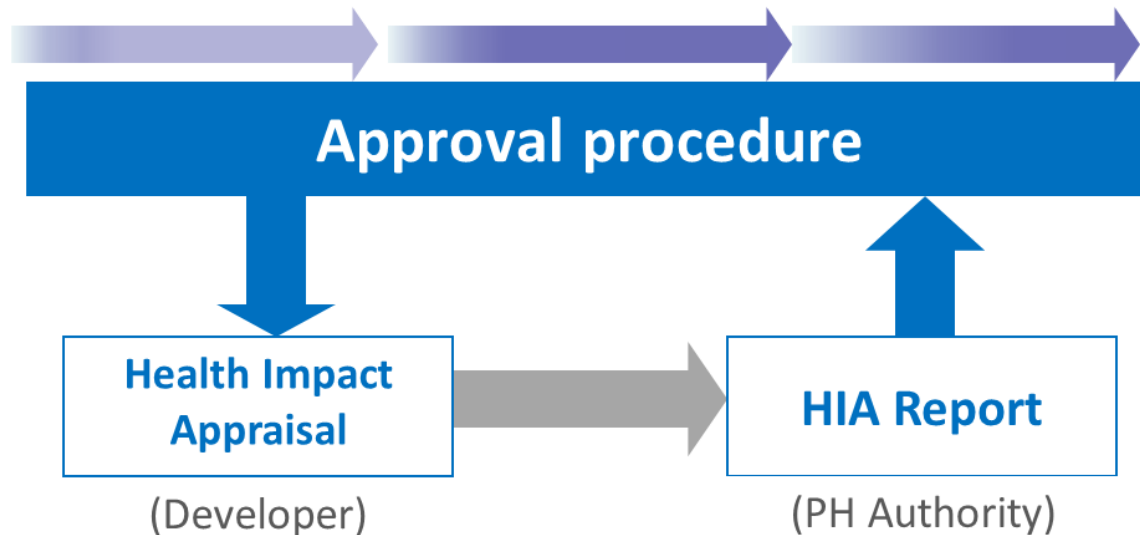


Junta de Andalucía  
Consejería de Salud y Consumo



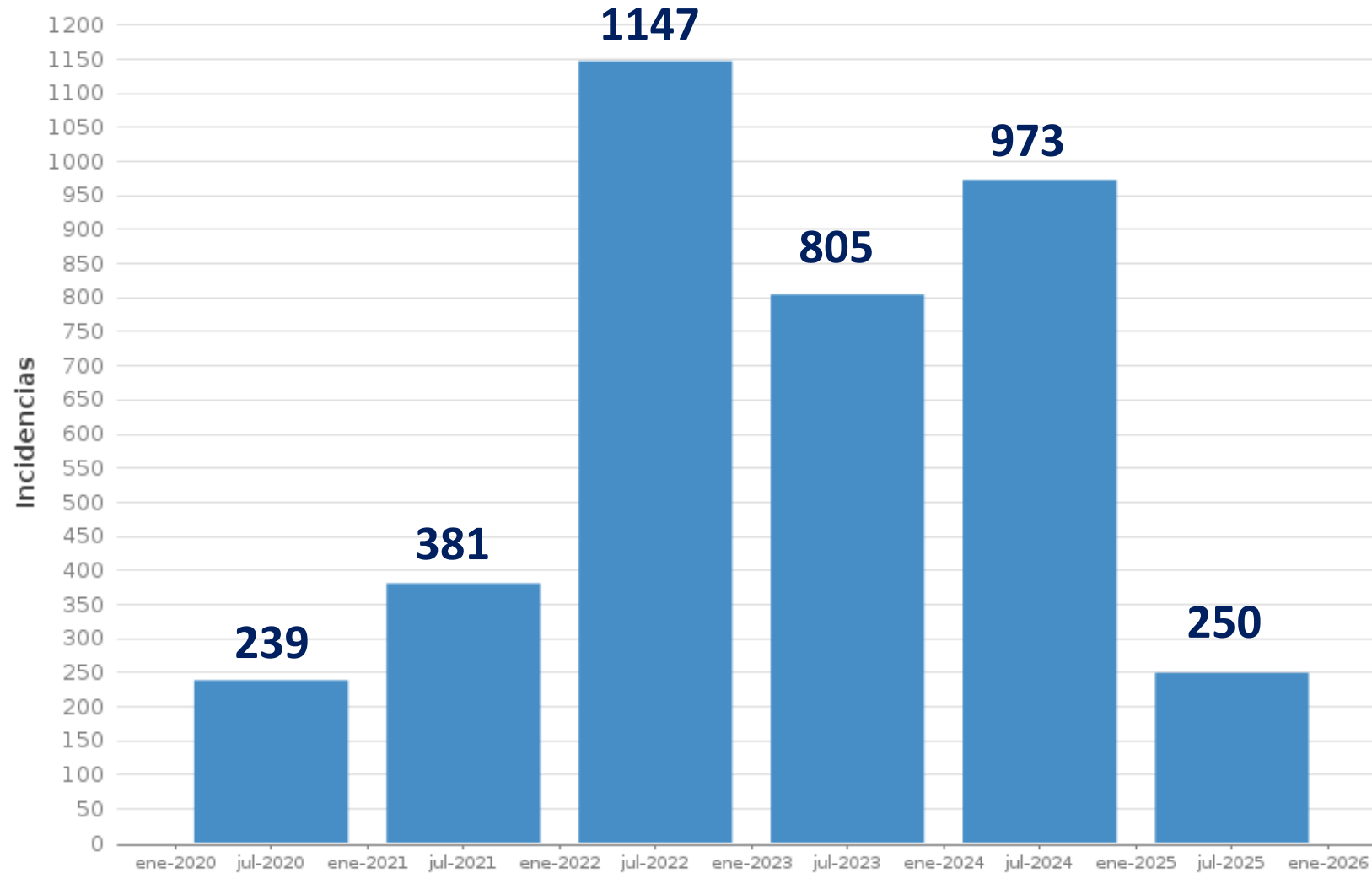
Escuela Andaluza de  
Salud Pública  
Consejería de Salud y Consumo

## HIA IN ANDALUSIA: COMPETENCES



- ✓ **Health Impact Appraisal**
  - Carried out by **developers**
  - Need favourable opinion from **public health authorities**
- ✓ **HIA Report:**
  - Mandatory and binding
  - Conducted by PH officers using a Networking platform

## ACTIVITY IN THE LAST 5 YEARS





<https://juntadeandalucia.es/organismos/saludyconsumo/areas/evaluacion-impacto.html>



Junta de Andalucía  
Consejería de Salud y Consumo



Salud a lo largo  
de la vida



Sistema  
sanitario  
público



## Evaluación de impacto en salud

Accede a información de interés

## INSTRUCCIONES FOR HIA IN URBAN PLANNING

Documentos de Apoyo para la EIS de  
Instrumentos de Planeamiento  
Urbanístico (DAU)

## GUIDELINES

Guías metodológicas para la evaluación  
de impacto en salud

Documentos disponibles en pdf

Documentos de Apoyo para la EIS de  
proyectos (DAP)

Accede a los archivos

## LEGISLATION

Normativa e instrucciones relacionadas  
con EIS

Consulta los textos regulatorios

Publicaciones y enlaces de interés

Infórmate

- Design of job profile needs →
- Selection of technical staff-  
multidisciplinary (94  
professionals)
- **Setting up working groups**
- Division of duties
- Common criteria proposals
- **General & Specific Training**
- **HIA Platform: Network**  
(consultations and sharing  
experiences / dossier  
management / information  
repository)

Professional profiles	Knowledge	Skills	Attitude
Health protection specialist	Knowledge of environmental and social determinants of health; legal requirements and processes; quantitative assessment methods; burden of disease; risk assessment; principles of urban planning; geographical information systems; biostatistics applied to health sciences; data handling and analysis; scientific evidence review	<ul style="list-style-type: none"> <li>■ Evaluate the HIAPR submitted by developers</li> <li>■ Lead, design and submit the associated HIA report.</li> <li>■ Mapping health determinants affected by a proposal.</li> <li>■ Generate population health profile.</li> <li>■ Data collection, analysis, and critical appraisal of impacts.</li> <li>■ Collaborative working.</li> </ul>	<ul style="list-style-type: none"> <li>■ Commitment to improving population health through non-health interventions</li> <li>■ Convinced about the usefulness of HIA.</li> <li>■ Commitment to self-improvement through experience</li> </ul>
Health promotion specialist	Knowledge of the health equity framework; participatory methodology; scientific evidence reviews; qualitative research methods	Data collection, analysis, and critical appraisal of impacts associated with the social determinants of health. Collaborative working. Identification of vulnerable subgroups.	



ProteccionSalud Mis cursos Cursos PdS Otros cursos Otras Actividades Acerca de Participantes

**PdS** Plataforma de formación en Protección de la Salud

Área personal Mis cursos Evaluación de Impacto en Salud

## GENERAL TRAINING

### Evaluación de Impacto en Salud: aproximación general

**GENERAL**

**Restringido** No disponible hasta que:

- Después de 12 de septiembre de 2022, 09:00
- Antes de 14 de noviembre de 2022, 17:00

**Escuela Andaluza de Salud Pública**  
Consejería de Salud y Consumo

**Evaluación de Impacto en Salud: aproximación general y marco regulador**

ESTADO DE FINALIZACIÓN

Coloque el puntero del ratón encima o toque la barra para más información

Vista general de estudiantes

ÍNDICE DE UNIDADES

Inicio

- 0: PRE-TEST y Condiciones de participación
- 1: Determinantes de la Salud e introducción a la EIS
- 2: Metodología EIS y Caracterización de la población
- 3: Plataforma online de tramitación de expedientes EIS
- 4: Evaluación y cierre

ProteccionSalud Mis cursos Cursos PdS Otros cursos Otras Actividades Acerca de Participantes

**PdS** Plataforma de formación en Protección de la Salud

Área personal Mis cursos Ámbito de trabajo de la EIS en Andalucía

## SPECIFIC TRAINING ON PROCEDURES

### Ámbito de trabajo de la EIS en Andalucía

**GENERAL**

**Restringido** No disponible hasta que:

- Después de 19 de septiembre de 2022, 09:00 (si no, oculto)
- Antes de 2 de diciembre de 2022, 17:00 (si no, oculto)

**Escuela Andaluza de Salud Pública**  
Consejería de Salud y Consumo

**Ámbito de trabajo de la EIS en Andalucía**

ÍNDICE DE UNIDADES

Inicio

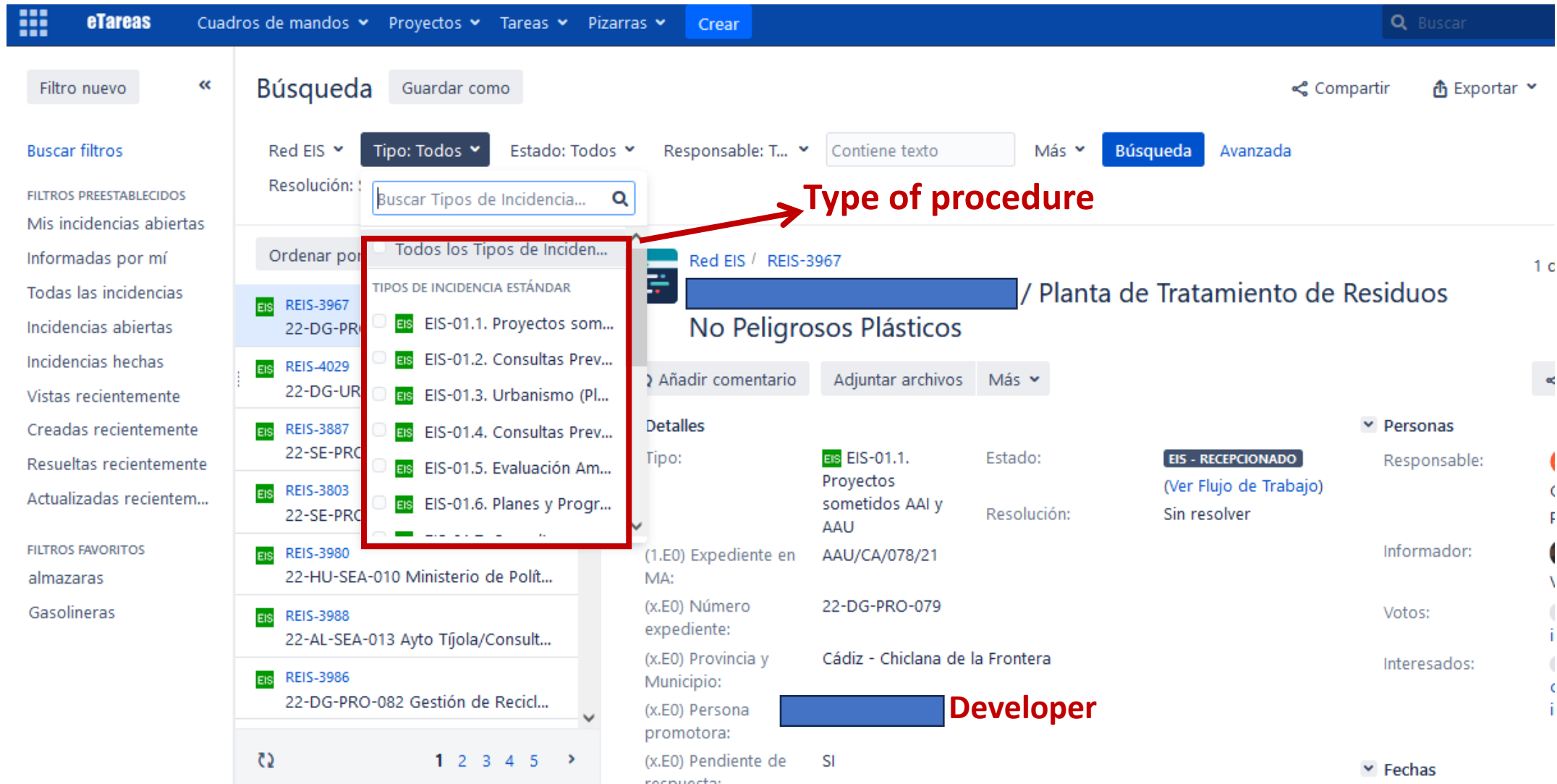
- 0: PRE-TEST y Condiciones participación
- 1: EIS en el ámbito de proyectos
- 2: EIS en urbanismo
- 3: EIS de políticas (planes y programas)
- 4: Evaluación ambiental
- 5: Evaluación y cierre

COMUNICACIÓN

- Tablón de Anuncios
- Foro Técnico de preguntas
- Foro del Alumnado

EDH & SDH sound knowledge  
Legal requirements and processes  
Methodology of assessment  
Principles of Urban planning  
Geographical Information Systems  
Quantitative Risk Assessment (tools)  
Scientific evidence review  
Identification of vulnerable population  
Biostatistics applied to Health Sciences  
Data handling / data analysis (e.g. R)

Nº participants: 70-74



Filtro nuevo

«

Búsqueda

Guardar como

Projects subjects to EIA/EIS compulsory- one province

Co

Buscar filtros

FILTROS PREESTABLECIDOS

Mis incidencias abiertas

Informadas por mí

Todas las incidencias

Incidencias abiertas

Incidencias hechas

Vistas recientemente

Creadas recientemente

Resueltas recientemente

Actualizadas reciente...

FILTROS FAVORITOS

almazaras

Gasolineras

Red EIS ▾

EIS-02.1. Proyec... ▾

EIS - Fin expedi... ▾

Responsable: To... ▾

residuos

Más ▾

**Búsqueda**

Avanzada

Ordenar por Fec... ▾



Buscar Estatus...



☒ **EIS - FIN EXPEDIENTE RESUELTO**

☐ EIS - RECEPCIONADO

☐ EIS - COMPROBACIÓN 3C

☐ EIS - ESTUDIO ALEGACIONES

☐ EIS - INFORME EIS

☐ EIS - ESTUDIO EXPEDIENTE

EIS report submitted

Planta de digestión anaerobia y generación de

archivos

Más ▾

1. Proyectos  
cia provincial

Estado:

Resolución:

**EIS - FIN EXPEDIENTE...**

(Ver Flujo de Trabajo)

EIS - Finalizado

(E0) Datos iniciales

(E1) Comprobación 3c

(1.E0) Contiene  
información  
confidencial:

SI

(1.E0) Expediente en  
MA:

AAI-JA-146

(x.E0) Número  
expediente:

24-JA-PRO-012

(x.E0) Provincia y  
Municipio:

Jaén - Martos

Filtro nuevo <<

Buscar filtros

FILTROS PREESTABLECIDOS

Mis incidencias abiertas

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Todas las incidencias

Incidencias abiertas

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Vistas recientemente

Creadas recientemente

Resueltas recientemente

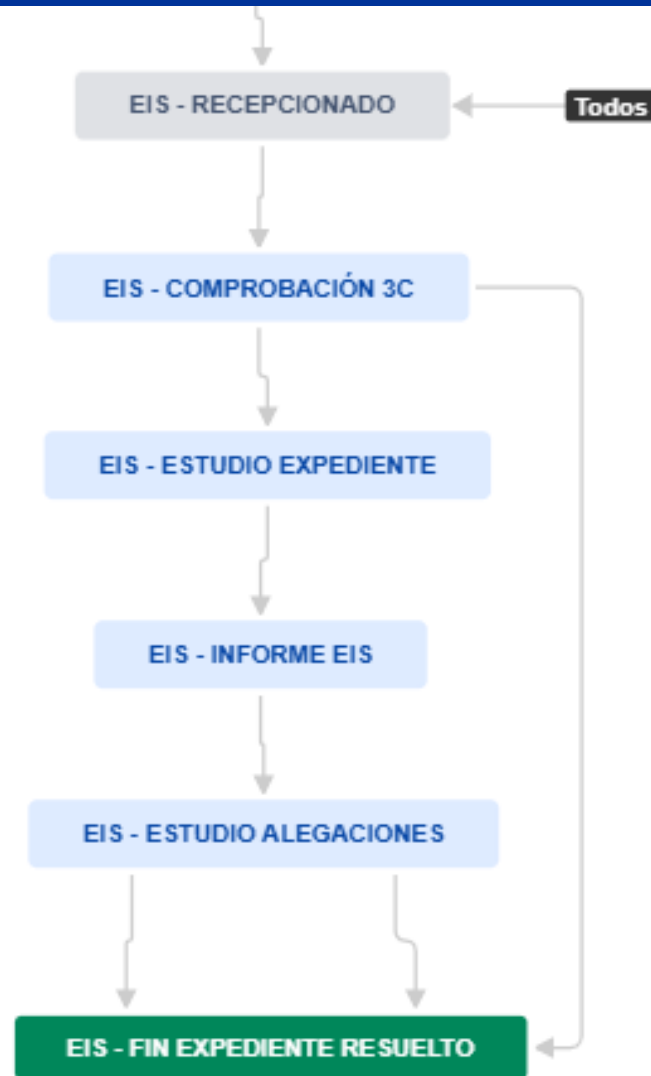
Actualizadas reciente...

FILTROS FAVORITOS

almazaras

Gasolineras

## Flowchart of the process



/EIS compulsory- one province

Co

Más Búsqueda Avanzada

EIS report submitted

digestión anaerobia y generación de

Estado:

EIS - FIN EXPEDIENTE...

(Ver Flujo de Trabajo)

EIS - Finalizado



eTareas

Cuadros de mandos ▾

Proyectos ▾

Tareas ▾

Pizarras ▾

Crear

Filtro nuevo

«

Búsqueda

Guardar como

## Repository of reference documentation

Co

Buscar filtros

FILTROS PREESTABLECIDOS

Mis incidencias abiertas

Informadas por mí

Todas las incidencias

Incidencias abiertas

Incidencias hechas

Vistas recientemente

Creadas recientemente

Resueltas recientemente

Actualizadas reciente...

FILTROS FAVORITOS

almazaras

Gasolineras

Red EIS ▾

EIS-03. Reposit... ▾

Estado: Todos ▾

Responsable: To... ▾

Contiene texto

Más ▾

Búsqueda

Avanzada

Ordenar por Fec... ▾



REIS-586

Guía para el programa de...



REIS-553

Enlace a la web de la Con...



REIS-519

17P-0001 JJ Rubio / Instal...



REIS-506

Web de consulta de Plan...



REIS-505

Registro de autorizacione...



REIS-504

Registro de autorizacione...



REIS-495

Resolución DT-CMAOT A...



REIS-483

Grupo Motor Red EIS / M...



Red EIS / REIS-586

### Guía para el programa de regeneración del espacio público ur

Añadir comentario

Adjuntar archivos

Más ▾

▼ Detalles

Tipo:



EIS-03. Repositorio de documentos

Estado:

CERRADA

(Ver Flujo de Trabajo)

Resolución:

Listo

(Rep.) Sector:

Urbanismo

(Rep.)

Diseño urbano/City planning

Determinante\_Tema:

(Rep.) Tipo

Guía

Documento:

(Rep.) Origen

Autonómico

Documento:

(x.E0) Provincia y

Toda Andalucía

Municipio:

(Rep.) Otras palabras clave:

Participación Movilidad Accesibilidad Habitabilidad





## HIA coordination team

### Regional Ministry of Health of Andalusia:

- Francisco Marchena (coordinator)
- Luis Moya Ruano
- Francisco J Rodríguez-Rasero (now at ISPRA)
- Cecilia Martín Gandul

### Andalusian School of Public Health

- Piedad Martín Olmedo (coordinator)
- M<sup>a</sup> del Carmen Junco
- José Luis Martín Jiménez (retired)