**Learning by Doing**

A core function of the Health Equity Research and Development Unit is to support and facilitate the development of services that are accessible and appropriate for all members of the community. While many, if not all health workers, would say access and equity area important often they feel they do not have the time or skills to make change.

HERDU, Sydney Local Health District is offering a professional development courses in partnership with the Centre for Primary Health Care & Equity, University of NSW.

The ‘Learning by Doing’ Course provides insights and approaches to assist participants identify inequities in service access and/or health outcomes and develop a proposal to implement changes in the accessibility and provision of services and programs to achieve more equitable access and health outcomes.

Participants are offered ongoing, specialist mentoring to develop and project plan and/or research to reduce health inequities within a service or program.

**Objectives**

The training is intended to assist participants to identify and implement changes in the accessibility and provision of services and programs to achieve more equitable health outcomes.

Upon successful completion of this program participants will:

* be able to determine whether there are any systematic inequalities in the social groups that use the service;
* be able to determine whether there are any systematic inequalities in the quality of care or service provided to different social groups;
* have explored why inequalities in access to, in the provision of care or a program arise;
* have developed and implemented a plan to increase the equity of access to services, or to increase the equity of diagnosis, treatment or follow up;
* have prepared a report on the actions taken to improve the equity of access to services or programs, the equity of optimal care provided, and the equity of impact on health, and recommendations for further development.

**Structure**

Participants will be small teams of 3-4 people who provide a specific clinical service or a public health or health promotion program. If relevant other parts of the health system, consumers or other stakeholders can join teams. Each team will work on a specific service or project that they bring with them. Teams will need to prepare a proposal or project outline before attending the training.

HERDU staff will conduct pre-training meetings at each team’s site to discuss the learning by doing model, assess what information the teams will need to bring to the training, discuss the structure of the training and follow up, and to answer questions from team members.

The training consists of:

* 3 training days: 2 consecutive days of intensive workshops and lectures, and a follow up day after teams have taken action;
* ongoing, specialist mentoring;
* data and help desk support from the HERDU project team.

The intensive, two-day training program is held at UNSW Australia. It may take 6-12 months to complete a project. It can be expected that participants will need to spend an average of 2-3 hours of work time each week for the duration of the project. A third training day will be held 6 month after initial training

For more information including registration and course outline contact Jude Page E: [jude.page@sswahs.nsw.gov.au](mailto:jude.page@sswahs.nsw.gov.au) Ph: 9515 9289 for more information.