

CAPACITY BUILDING FOR A (HEALTH) WORKFORCE

Views from public health workers, mental health professionals, nurses, students, non health workers (border guards)

Call for a more migrant-sensitive workforce and a patient-centred health care delivery model to reduce social and health care inequalities, and to respect good public health practice in a diverse EU society .

Such a workforce, which is multi disciplinary:

- Has intercultural competence, language and communication skills.
- Manages change, cultural diversity and values,
- Is knowledgeable of other cultures, customs and health beliefs and adapts accordingly,
- Understands migrant health determinants (and how they can vary widely between different groups),
- Recognizes the disease profile of/ clinical manifestation among different migrant groups and is able to manage health conditions within different groups.
- Is aware of the rights of migrants to health services and administrative matters around accessing services,
- Provides equal treatment/ care : will not discriminate between patients,
- Is knowledgeable of occupational health matters (burn out, infectious problems)

RECOMMENDATIONS

- Dramatic change of the system as a whole and its design (training at the individual workers level does not suffice)
- Specialized training for different disciplines, but certain requirements and awareness raising are applicable to all workers of relevance in the migrant health domain (e.g. appropriate usage of interpreters).
- Promote and harmonise migration health topics and intercultural competence in the training of all (public health) professionals, across sectors .
- Harmonize training requirements, curricula for professional groups (e.g. nurses) among States.
- Exchange and coordinate training experiences, approaches between relevant actors and institutions of the different Member States. Support exchange visits of professionals among different countries

Recommendations cont

- Promote, fund and increase research into the effectiveness of training programmes. This should include evaluation, impact of training on the health of migrants and quality of programmes.
- Examine the main professional training strategies, and the way to best incorporate new competencies; Ensure common curricular content supports social inclusion.
- Make training programmes interdisciplinary and ensure inter sectoral coordination of programmes
- Establish an on-line repository of tools and multimedia courses for self-training.
- Involve associations and migrants, in particular the migrant health workers in the design, implementation and evaluation of training programmes.
- For all professionals: be responsible and accountable