Conceptual Framework: Impact of Master’s of Public Health
Based on Hutchinson’s revision of Kirkpatrick (1994) (1999)

Overall: Social, Cultural, Financial, Macro-economic, Political context

- Policy regarding higher education, health, including budgetary allocations

Individual factors During s-study
- School factors

Curriculum
- Selection and recruitment of students
- Training Needs
- Assessment
- Desired outcome: competencies
- Specific learning objectives
- Training content
- Teaching and learning strategies and approaches
- Organisation
- Student Assessment
- Course (curriculum)
- Evaluation

Output:
- Evaluation of reaction (satisfaction)
- Evaluation of learning: knowledge and skills acquired- concurrency with profile
- % of graduates (number enrolled/number graduated)
- Time to completion

Outcome (Change of behaviour):
- a. Application of the learned competencies at the workplace/in life
- b. Outcome on the individual’s career e.g. promotion, new job, new responsibilities, financial (value for money) (individual level)

Impact:
- a. Change of workplace performance (organizational level)
- b. Impact on sector/society: improved health (value for money) (society level)

Labour market needs, Policy influencing labour needs

Work environment
- Leadership
- Organisational culture
- Geographic/area characteristics
- Sector context

Individual factors during work
- Other training