## Framing in policy analysis Understanding policy change

### Adam Koon, PhD MPH

Department of International Health February 26, 2024





# Theory/Methods

# Kenyan UHC

# COVID IOWA

# Health Taxes

## What do you want to study?

## **Research** for policy

## **Research** on policy



## **Research** for policy

Modelling Studies

Evaluations

**Experiments/Simulations** 

**Exploratory - Qualitative** 

## **Research** on policy

Media Content Analysis

Vs

Qualitative (KIIs, FGDs, etc.)

Ethnographic field work

**Discourse Analysis** 





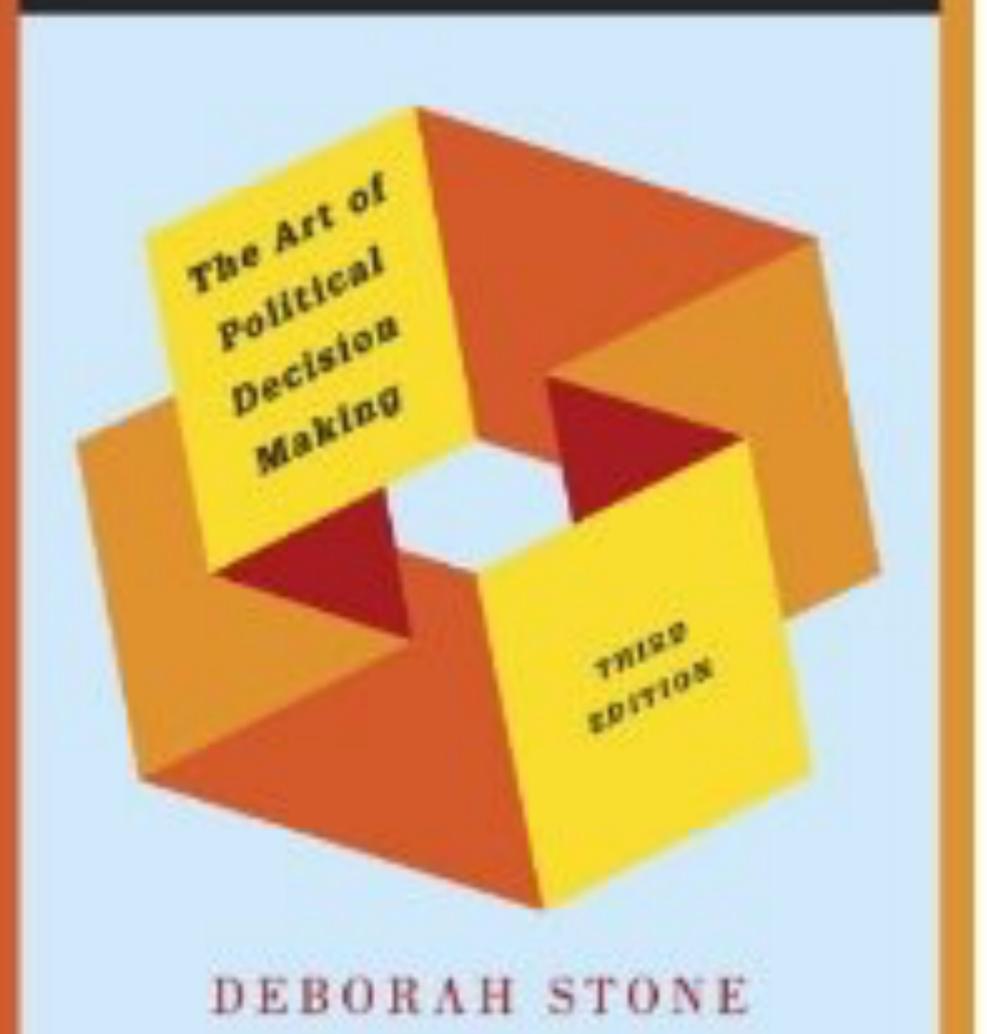
## What do you want to study?

## **Policy Dynamics - Stasis and Change**



## Policy Variation - Across Sectors and countries





## Policy is a contest

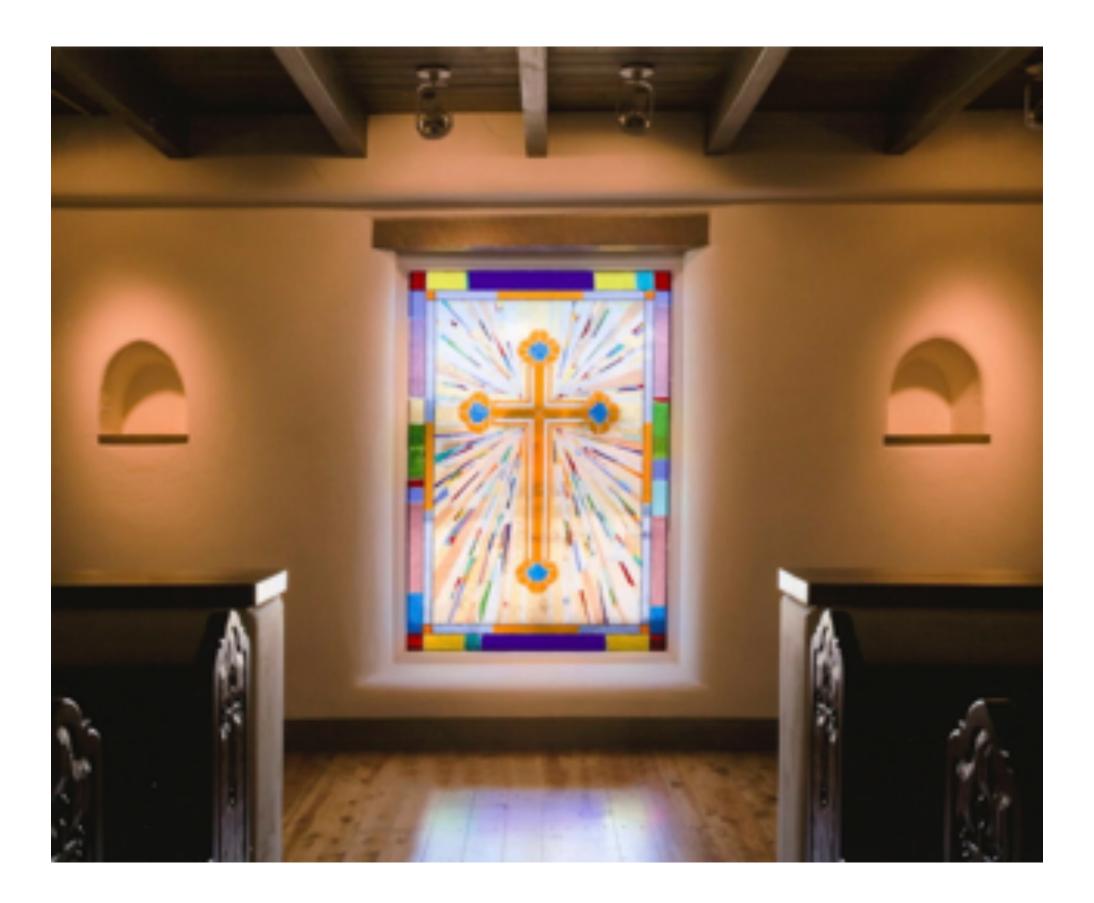
Goals

Problems

Solutions

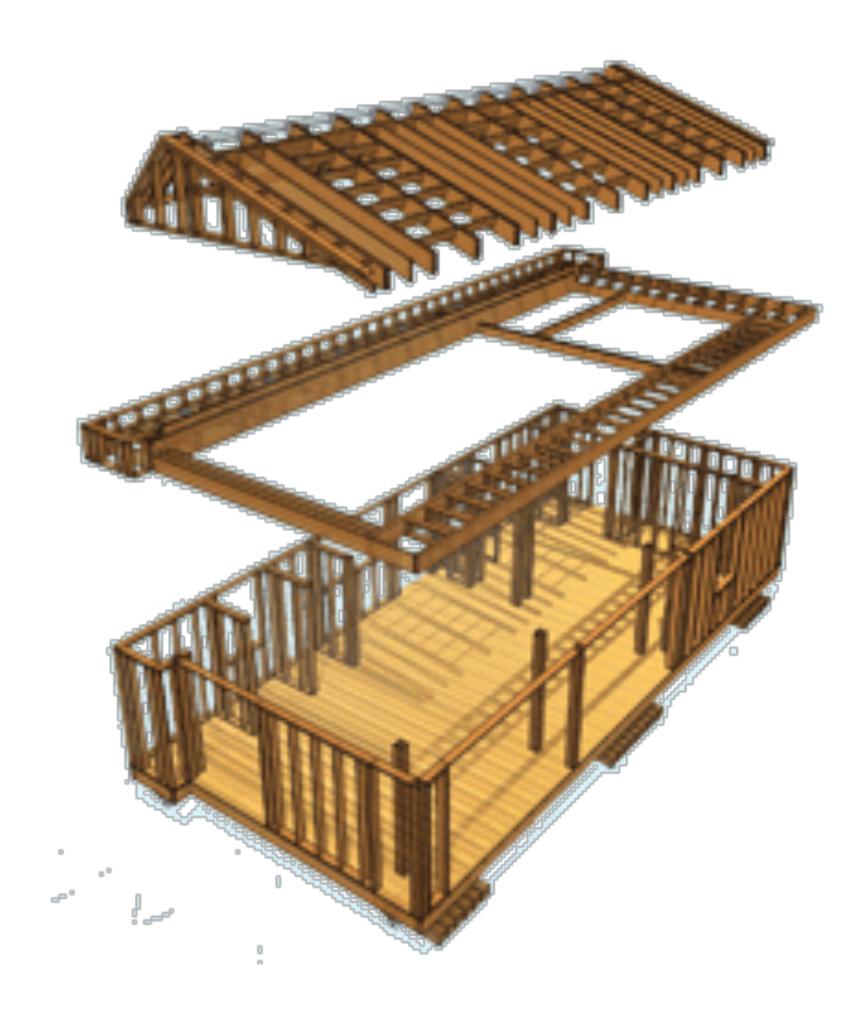
## Framing is concerned with meaning





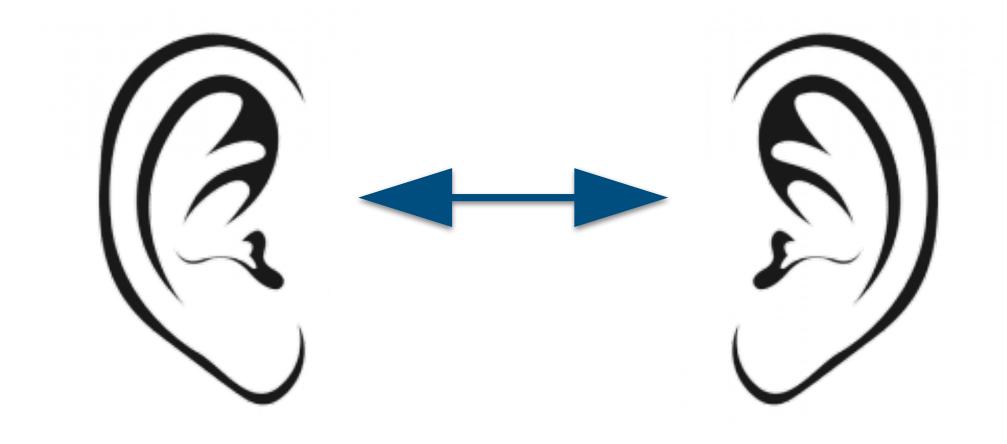
## Framing does a kind of work



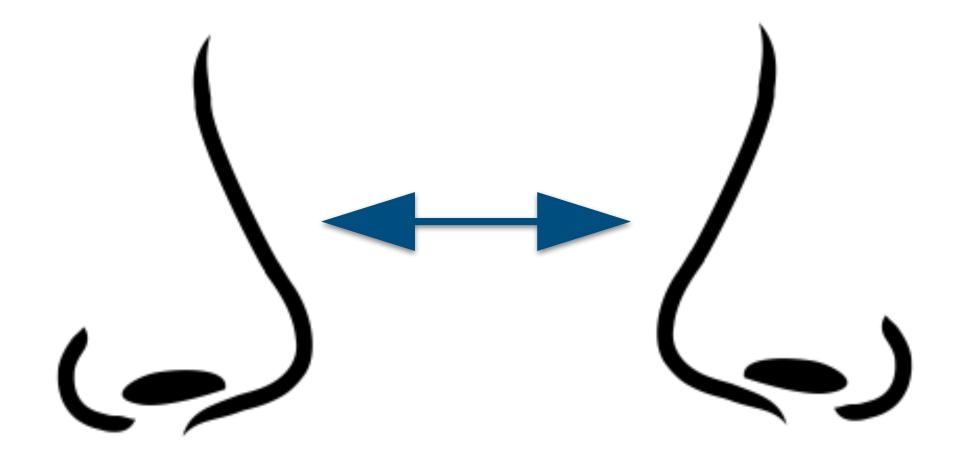


## Framing is approached in different ways

### "Between the ears"



"Between the noses"



# Frame Reflection

**Toward the Resolution of Intractable Policy Controversies** 

Donald A. Schön Martin еi R

Reframing

Normative Leap (from *is* to *ought to be*)

Article

From Policy "Frames" to "Framing": Theorizing a More **Dynamic, Political Approach** 

American Review of Public Administration 2016, Vol. 46(1) 92–112 © The Author(s) 2014 Reprints and permissions: sagepub.com/journalsPermissions.nav DOI: 10.1177/0275074014533142

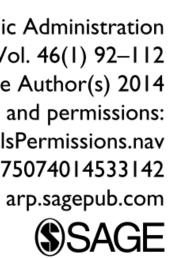


Merlijn van Hulst<sup>1</sup> and Dvora Yanow<sup>2,3</sup>

### Sensemaking

## Naming (selecting & categorizing)

Storytelling





Review

### Framing and the health policy process: a scoping review

### Adam D Koon\*, Benjamin Hawkins and Susannah H Mayhew

Department of Global Health and Development, London School of Hygiene and Tropical Medicine, London, UK

\*Corresponding author. Department of Global Health and Development, London School of Hygiene and Tropical Medicine, 15–17 Tavistock Place, London, WC1H 9SH, UK. E-mail: Adam.Koon@lshtm.ac.uk

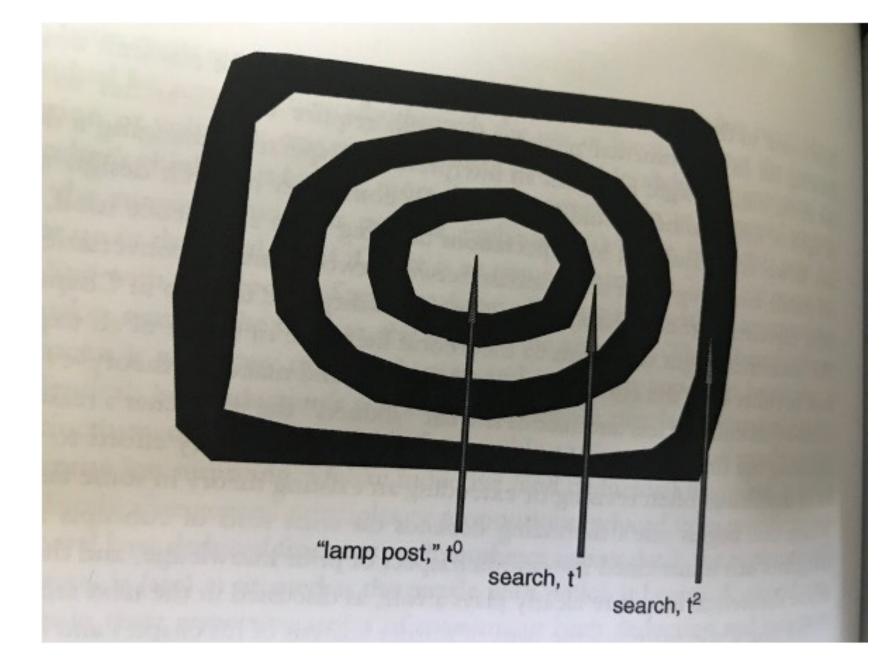
Accepted on 25 November 2015



Health Policy and Planning, 31, 2016, 801–816 doi: 10.1093/heapol/czv128 Advance Access Publication Date: 11 February 2016 Review

## How do we mobilize this interpretive research?







## **Elements of Qualitative Analysis**

### **Reading & Memoing**

All qualitative data analysis starts with reading your data and reflecting on what it contains.

Writing "memos" documents your thoughts and impressions of the data throughout the analysis process.

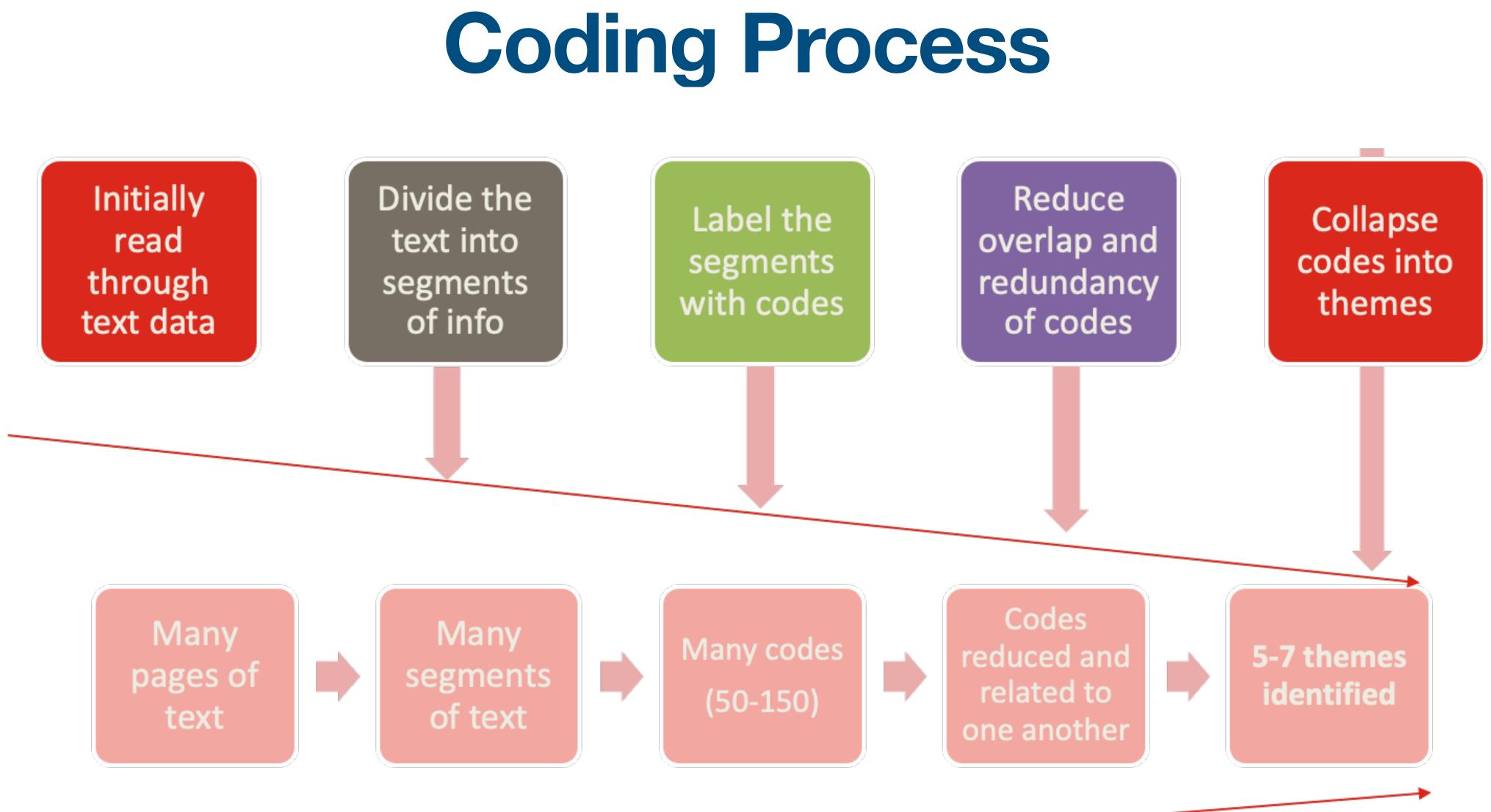
### **Describing & Inquiring**

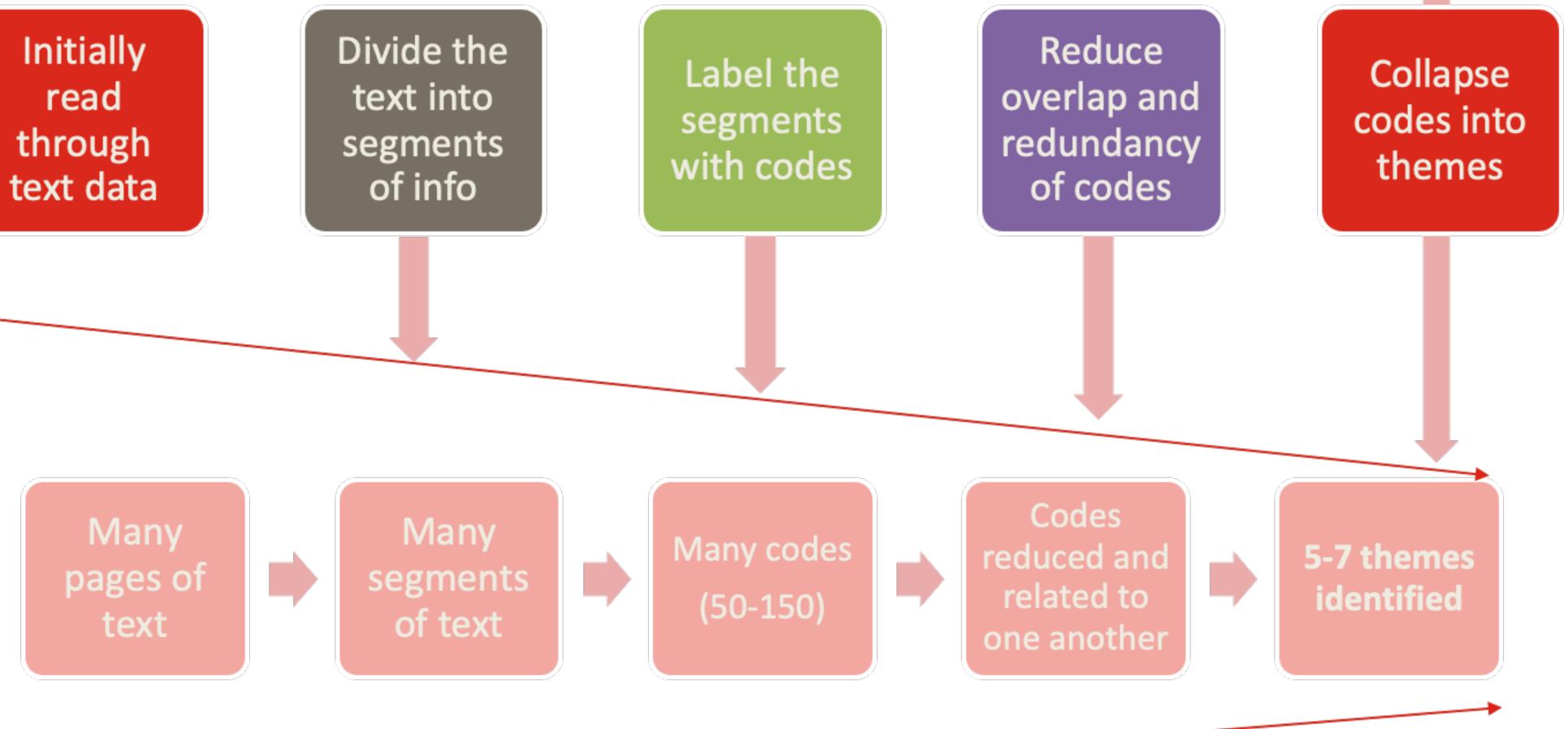
Extend your analysis by "asking questions" of it. Connect findings to theory, context, or other data. Develop comprehensive descriptions of setting, processes, or participants.

### **Classifying & Coding**

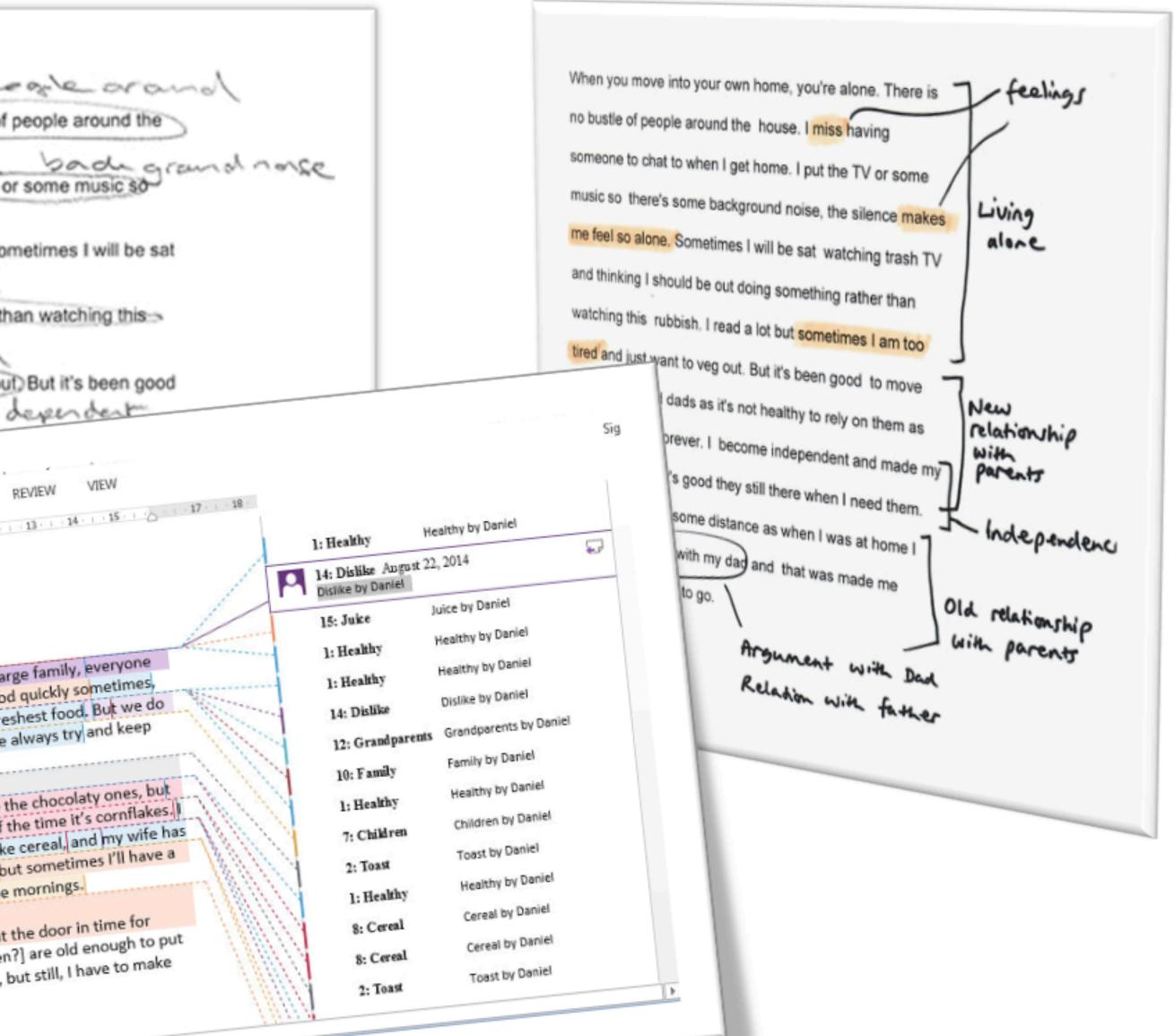
A process of breaking down your data into analytical units (categories and themes).

Reduces data to a manageable from.





ownor alore 1 lordy When you move into your own home, you're alone. There is no bustle of people around the house. I miss having someone to chat to when I get home I put the TV or some music so 1 andy there's some background noise, the silence makes me feel so alone. Sometimes I will be sat washing time inactive watching trash TV and thinking t should be out doing something rather than watching this Gred depressed doin. rubbish. I read a lot but sometimes I am too tired and just want to veg out. But it's been good unhealth to be dependent to move out of mum and dads as it's not healthing HOME INSERT DESIGN PAGELAYOUT REFERENCES MAILINGS REVIEW VIEW ···1····2····1···1···2····3····4···5····6····7···8···9····10····11····12····13····14····15····6····17···18·· think that we try to eat healthily. But it's difficult when you have a large family, everyone has different things they are doing, so you end up having to make food quickly sometimes, and I worry that then it's what is left in the freezer, not always the freshest food. But we do eat a lot of fruit at least, the children love apples and bananas, so we always try and keep For breakfast we normally have toast or cereal, the children do like the chocolaty ones, but they are only allowed those on the weekends or as a treat. Most of the time it's cornflakes. always have toast, mostly with margarine and jam? don't really like cereal, and my wife has yogurt usually, again with fruit. We are all pretty big tea drinkers, but sometimes I'll have a glass of orange juice, which is what the children usually have in the mornings. You know what it's like, there is always a rush to get everyone out the door in time for school in the mornings, but it's got a lot easier since they [children?] are old enough to put together their packed lunch themselves. That saves a lot of time, but still, I have to make sure that everything is laid out





### **Deductive**

These are concepts you expect to find in your data.

### **Structural & Meta**

These relate to the questions you ask, the location or setting of your research, the source of the data, the types of participants.



### Inductive

These are concepts that "emerge" from your data; they could be "refinements" of deductive concepts or they could be entirely unexpected.





Nvivo Atlas.ti Dedoose MaxQDA

Qualitative software makes analysis more efficient by focusing and organizing the researcher's analytical thought process.

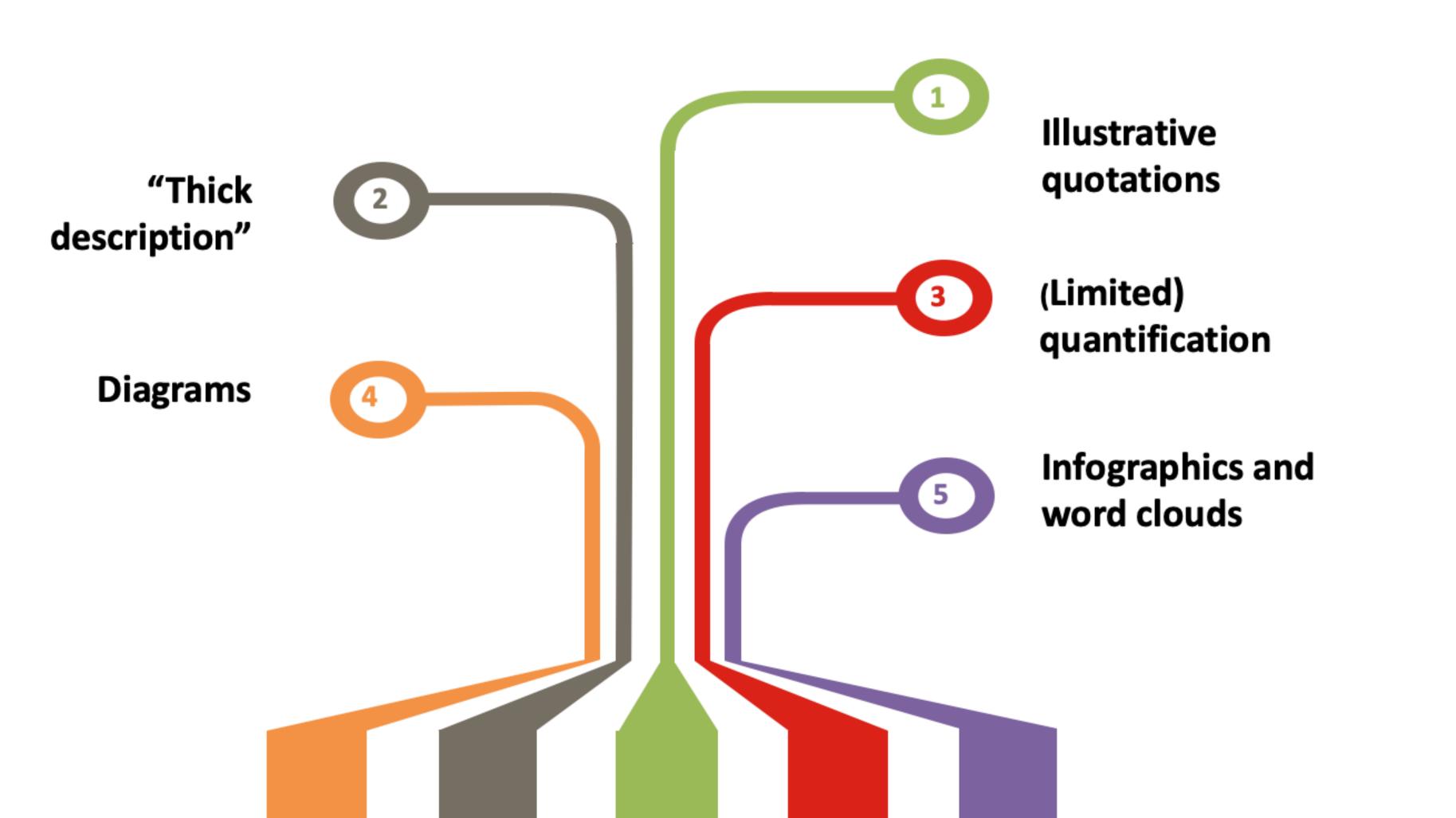
## Functions

Organize data **Retrieve data** Reduce/code data Find patterns and interpret data

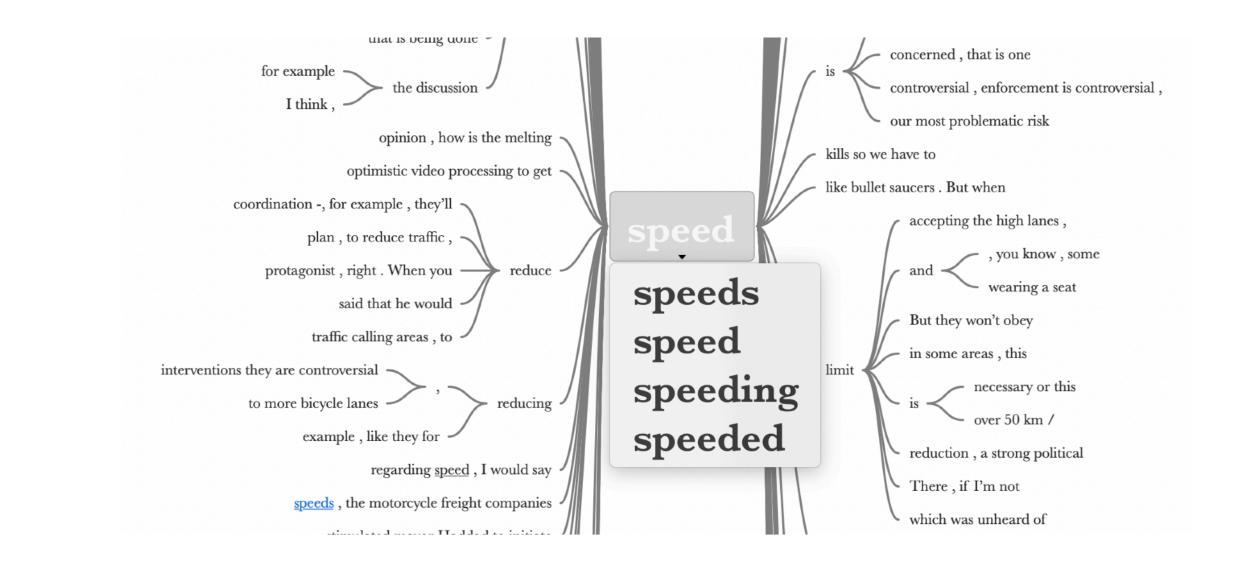
### Advantages

Chart/diagrams Traceability Reproducibility

## **Presenting Output**



Nodes	city = fortaleza (n=80)	city = sao paulo (n=101)	Total (n=181)
GRSLC	0%	0.19%	0.11%
data difussion	0.11%	0.39%	0.26%
🔵 data gaps	4.94%	6.87%	5.99%
🔵 data value	6.2%	7.07%	6.67%
strategic information	5.17%	5.42%	5.3%
technical information	3.44%	2.13%	2.73%
lessons learned	3.33%	4.45%	3.94%
network development	0.11%	0.68%	0.42%
contraction	0.23%	0.29%	0.26%
expansion	6.43%	5.61%	5.99%
network governance	0.69%	0.77%	0.74%
events	3.44%	3.48%	3.47%
platform	7.23%	9.39%	8.4%
policy	7.12%	7.84%	7.51%
network outcomes	0%	0%	0%
lessons learned	3.79%	7.65%	5.88%
negative effects	5.05%	6.68%	5.93%
positive effects	15.61%	8.81%	11.92%
network structure	0.11%	0.1%	0.11%
individuals	6.66%	2.23%	4.25%
organizations	6.89%	4.55%	5.62%
🔵 quote bank	12.4%	13.36%	12.92%
speed	0%	0.48%	0.26%
sustainability	1.03%	1.55%	1.31%
Total	100%	100%	100%



network outcomes			network governance	e		quote bank	
positive effects		lessons lea	platform		events		
data difussion							
data value	data gaps	tee	network structure		network de	velopment	
	strategic information		organizations	individuals	expansi lessons lea		

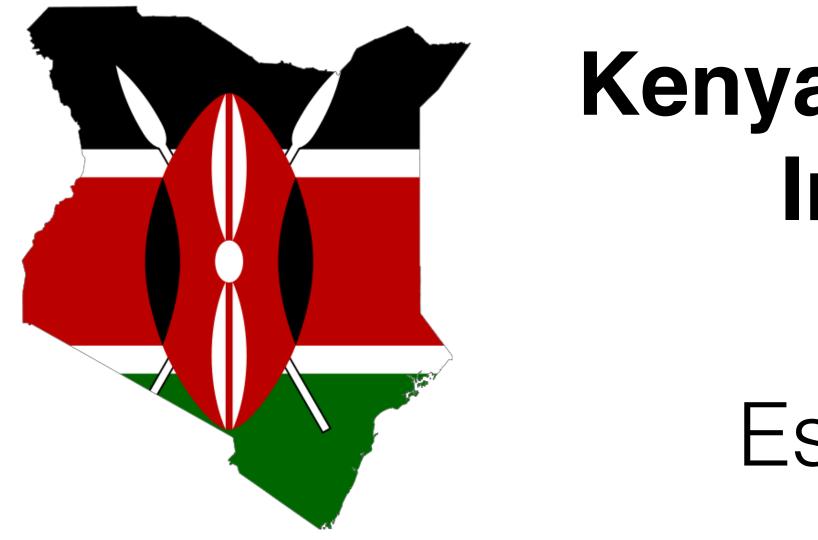




# Kenyan Health Finance



### Afya Yetu. Bima Yetu



Moved to a "parastatal" organization under Act 9 of 1998

## **Kenyan National Hospital Insurance Fund**

- Established in 1966
- To provide Frate dilishing and the analog and the state of the state o declared dependents





### Health financing reform in Kenya – assessing the social health insurance proposal

Guy Carrin, Chris James, Michael Adelhardt, Ole Doetinchem, Peter Eriki, Mohammed Hassan, Henri van den Hombergh. Joses Kirigia, Burkard Koemm, Rolf Korte, Rüdiger Krech, Cristopher Lankers, Jan van Lente, Tom Maina Inke Mathauer, Tom Mboya Okeyo, Stephen Muchiri, Zipora Mumani, Benjamin Nganda, James Nyikal, Rakuom, Bernd Schramm, Xenia Scheil-Adlung, Friedeger Stierle, Dan Whitaker, Manfred Zipperer



## 3

### Background

system.

### Economy

### Health

2002).

## National urance F

### Kenya: Designing Social Health Insurance

Andrew Fraker and William C. Hsiao

Kenya is a low-income country in Sub-Saharan Africa. It currently has an SHI program, but it just covers hospital expenses and only one-fifth of the population is enrolled. This case study examines the design and implementation issues of Kenya's proposed National Social Health Insurance Fund (NSHIF), which has been sidelined because of financial sustainability concerns. The proposed scheme would offer comprehensive benefits, and the government would eventually attempt to extend coverage to all Kenyans.

Kenya lies on the equator in East Africa, bordered by Somalia, Ethiopia, Sudan, Uganda, Tanzania, and the Indian Ocean (figure 3.1). Formerly part of British East Africa, Kenya gained independence as a republic in 1963. Table 3.1 provides basic statistics regarding Kenya's demography, economy, health status, and health

Almost 80 percent of Kenyans live in rural areas, working mostly as farmers. The average income in Kenya is higher than in neighboring Ethiopia, Somalia, and Tanzania, but lower than in Sudan and Uganda (World Bank 2006). Half the population lives below the national poverty line. Kenya is one of the most corrupt countries in the world, which makes health system reforms at the national level challenging, because people are afraid to let government officials manage their prepayments.

Life expectancy and infant mortality are slightly better in Kenya than in the rest of Sub-Saharan Africa, but both have worsened in the past two decades. Health outcomes had improved dramatically since the end of colonial rule, but life expectancy is now back to the same level it was in 1962. Communicable diseases cause most illnesses and deaths. About one-third of outpatient visits are related to malaria (WHO

### Healthcare Financing Through Health Insurance in Kenya: The Shift to A National Social Health Insurance Fund

Diana N. Kimani David I. Muthaka Damiano K. Manda

Social Sector Division Kenya Institute for Public Policy Research and Analysis

KIPPRA Discussion Paper No. 42 September 2004

DIVC

nce

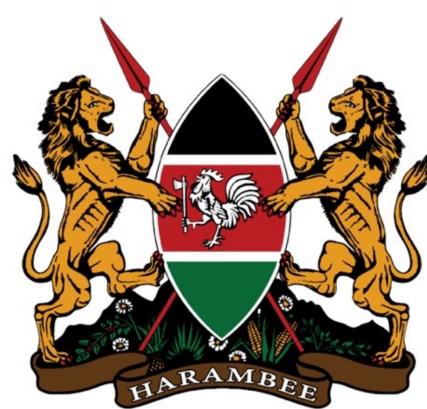
## Sensemaking



### Strategic Review of the National Hospital Insurance Fund - Kenya









### **MINISTRY OF HEALTH**





## Naming



### Legislated Monopoly

### Unsustainable

### Unaffordable

### Free Healthcare





## Storytelling

### PRIVATE



### Stories of Resistance vs. Betrayal

### Table 4 Storytelling elements

Symbolic storytelling devices	Exemplars for agency	Exemplars for emotion
Conflict	Fighting from the gutters	Нарру
	Trenches	Exhausted
	Soldiers	Relief
	Battle	Expensive
	War chest	Tired
	Killing	Concern
	Last line of defense	Unified
Deception	Executive backchannelling	Dismay
	Leaking to news media	Angry
	Doubt	Nightmare
	Issue reframing—payroll harmonization	A blow
	Narrative control	Scar
	Feeding frenzy	Concern
	Inter-ministry value conflict	Fear

Koon, Adam D, Benjamin Hawkins, and Susannah H Mayhew. 2020. "Framing Universal Health Coverage in Kenya: An Interpretive Analysis of the 2004 Bill on National Social Health Insurance." *Health Policy and Planning* 35 (10): 1376–84. https://doi.org/10.1093/heapol/czaa133.

### **Table 3** Framing the Ngilu Bill

### Framing dimensions

Sensemaking	Bill's financing provisions: revenue collection, poor Policy process: public deliberation over expansion Actor identities and relationships: Minister Chari Private for-profit providers, Development partner
Naming	'Ngilu Bill', '(legislated) monopoly', 'unaffordabl
Naming Storytelling	Resistance—conflict (action), validation (emotion normative leap exemplar (action) We were there before [Ngilu's team] and we had a randum with questions. [] We had distilled the we realized unless we go issue based, on the basis we lose hands down, so the only way was to mak case and a financial case. To say, 'this is why this a can't register 40 million Kenyans in one year. So, looking at it operationally—can NHIF manage to Bill?- and then economically—can we as a countr things that we're being sold? [] So we went to t a political case: the risk of failure. First, we show Then we pointed out what failure would mean po- indicated why we thought it would fail. It was qu approach. So that is the memorandum that now g ment as the reason the president rejected it (privat

ooling, purchasing; on of social services; rity Ngilu, President Mwai Kibaki, Treasury (Ministry of Finance), MOH, ers (particularly the World Bank & GIZ) ole', 'unsustainable', 'free healthcare'

n)

a written memoissues; because is of the popularity, ke an operational can't fly.' You because we are to implement the *try afford the* the president with ved it will fail. olitically. And, we uite a methodical got sent to parliaate sector\_06).

Betrayal—deception (action), frustration (emotion) normative leap exemplar (emotion) [The Ngilu Bill] was hot. . . very, very difficult. And, since the real unfortunate thing for me, after that failure...even the current Cabinet Secretary, I believe when he looks back, he knows that, 'so do you want to go through that?' So universal health care is something that is scarred, something that for you to pick it up, you must really have guts, and you must be prepared to fight [for], [...] So is this the thing you really want to do? Or, should you just say, 'I'm Cabinet Secretary. I have five years. I want to achieve these five things,' and you do them. I mean, if I was him...I don't know...if I was him, I would have five things, but this would be number five, not number one (private sector\_05).

### New laws bring major reform to Kenyan health care



Four new bills introduce new funding mechanisms with the aim of strengthening universal health coverage in Kenya. Munyaradzi Makoni reports.

Kenya's health-care system is set for an overhaul after President William longer be based on the ability to pay, Ruto signed four Universal Health Care Bills into law on Oct 19. The laws health needs of every Kenyan. We align with Kenya's efforts to ensure all are implementing a per-household Kenyans have access to quality health care without experiencing financial hardship.

"Today four crucial Bills for the implantation of Universal Health Care have become law", said Ruto. "These laws together with various policy strategies and regulations that will be it to Ksh300; even those who cannot subsequently implemented including the community health policy and primary health financial strategies will lay the foundation for the biggest change in the health care system ever efforts towards universal health witnessed."

repeals the National Health Insurance and remit rarely find their way fund, establishing a social health back to health facilities. Now, the authority that introduces three new Facility Improvement Financing Act funds that will secure publicly funded empowers public health facilities primary health care, universal health insurance, and equitable access to capacity to improve financing. quality health services.

primary health care services will be set up. The new Social Insurance Fund over 100 000 community health payment will enable low-income households to receive subsidised national health insurance to help pay for care, with an emphasis on primary says that the Digital Health Act will care and prevention. A third fund will pay the costs of management of in health care, strengthening data chronic illnesses after the depletion of Social Health Insurance and pay for outcomes and accessibility to healthemergency treatment.

To support the primary care fund, employed Kenyans will make a monthly contribution of 2.75% of their salary capped at a minimum of Ksh 300 and universal health coverage, especially a maximum of Ksh 5000. Non-Kenyans to those who have benefitted least resident in the country for more than with the health advancements [such 12 months are eligible to register. as] new diagnostics, vaccine, or Details of financing for the other funds preventive medicine", Edward Omondi have not yet been established.

Access to health care will no said Ruto. "It will be based on the payment system, where a flat rate applies to everyone, regardless of their income", he said.

Currently, Kenyans are paying KSh500–1000 to National Health Insurance which will be replaced with the new scheme. "We want to reduce afford it will have the opportunity to said. have cover", Ruto said.

The Ministry of Health said the quality of health-care delivery and coverage have deteriorated over the The Social Health Insurance Act years as funds which they collect with autonomy and administration

The Primary Healthcare Act, A primary care fund to pay for which focuses on preventive and promotive health services, will see promoters being deployed to help improve health-care accessibility and affordability. The Ministry of Health streamline technology adoption sharing, and aims to improve health care services, particularly in remote areas.

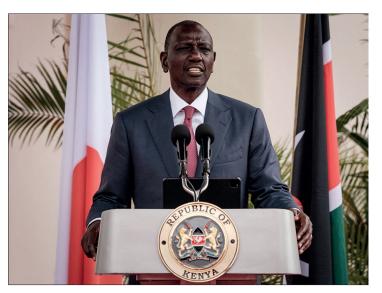
> "Implementation of the laws will strengthen the platform for delivering Ochieng, Project Officer, Global Fund care system ever witnessed

TB project, Amref Health Africa in Kenya, told *The Lancet*. He said that he expected programmes such as the rollout of antiretroviral therapy for HIV would probably see increased uptake as a result of the new legislation.

Matshidiso Moeti, Director of WHO's regional office for Africa, welcomed the reforms. "This is a major milestone to help increase access to affordable and quality services and drive progress towards our shared determination to attain universal health coverage", she

Health workers' unions have reacted strongly against placing community health promoters at the centre of primary health systems. Dennis Miskellah, a consultant obstetric and gynaecologist and Deputy Secretary General of Kenya Medical Practitioners, Pharmacists and Dentists Union said: "The community health promoters have no formal healthrelated training and neither do they fall under [a] regulatory body. Yet, they have been entrusted to not only offer health education but also treat 'minor' ailments."

Munyaradzi Makoni



President William Ruto described the reforms as the biggest change in the



### **NHIF/SHIF DEDUCTIONS COMPARISON**

Gross Pay	NHIF	SHIF	
Kshs. 20,000	Kshs. 750	Kshs. 550	
Kshs. 50,000	Kshs. 1,200	Kshs. 1,375	
Kshs. 100,000	Kshs. 1,700	Kshs. 2,750	
Kshs. 200,000	Kshs. 1,700	Kshs. 5,500	
Kshs. 500,000	Kshs. 1,700	Kshs. 13,750	
Kshs. 1,000,000	Kshs. 1,700	Kshs. 27,500	
SHIF will now replace NHIF and will contribute to 2.75% of gross salary			

The Social Health Insurance Fund (SHIF) is officially here to address gaps in health cover, especially for Kenyans in the informal sector.

### Kenya health insurance fund: Boost for President William Ruto as court lifts ban

19 January 2024

< Share

By Wycliffe Muia BBC News, Nairobi







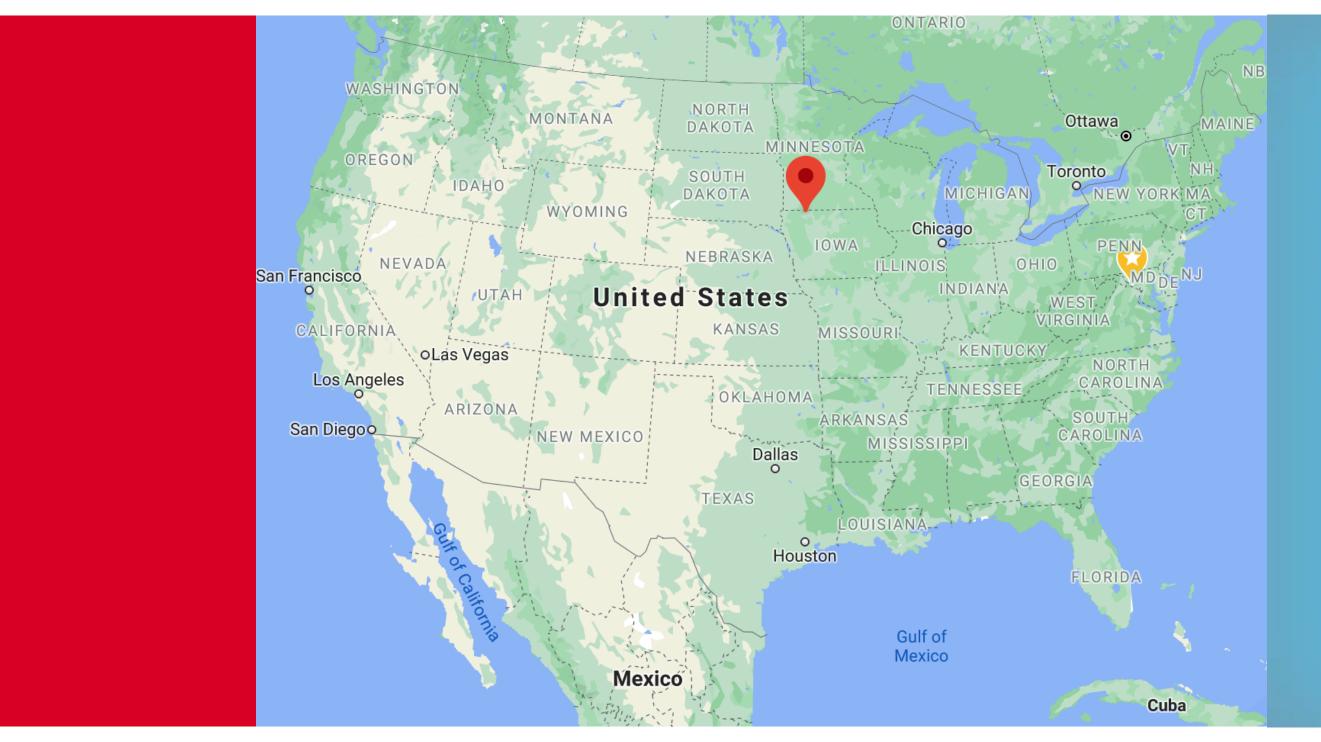
# COVID19



## Background

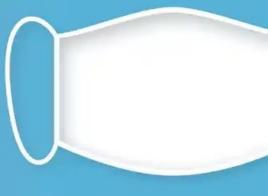


## IOWA



### Unmasked

COVID, Community, and the Case of Okoboji



### **Emily Mendenhall**

"A breathtakingly brilliant portrait of the ways that communities define boundaries in the face of a pandemic." —Jonathan Metzl, author of *Dying of Whiteness: How the Politics of Racial Resentment Is Killing America's Heartland* 



# What's up with masks?

Kenworthy, Nora, Adam D Koon, and Emily Mendenhall. 2021. "On Symbols and Scripts: The Politics of the American COVID-19 Response." Global Public Health 16 (8–9): 1424–38. https://doi.org/ 10.1080/17441692.2021.1902549.





## What's up with masks?

Kenworthy, Nora, Adam D Koon, and Emily Mendenhall. 2021. "On Symbols and Scripts: The Politics of the American COVID-19 Response." Global Public Health 16 (8–9): 1424–38. https://doi.org/ 10.1080/17441692.2021.1902549.

## **Politics of Resentment**

## Value conflicts

### **Group affinity** Shame **Social Control**

## Avoidance



## A logic of social action

### COVID19 is a \_\_\_\_\_ because it\_\_\_\_\_ Conspiracy isn't real; Constraint threatens finan Concern uniquely affect Crisis has profoundly

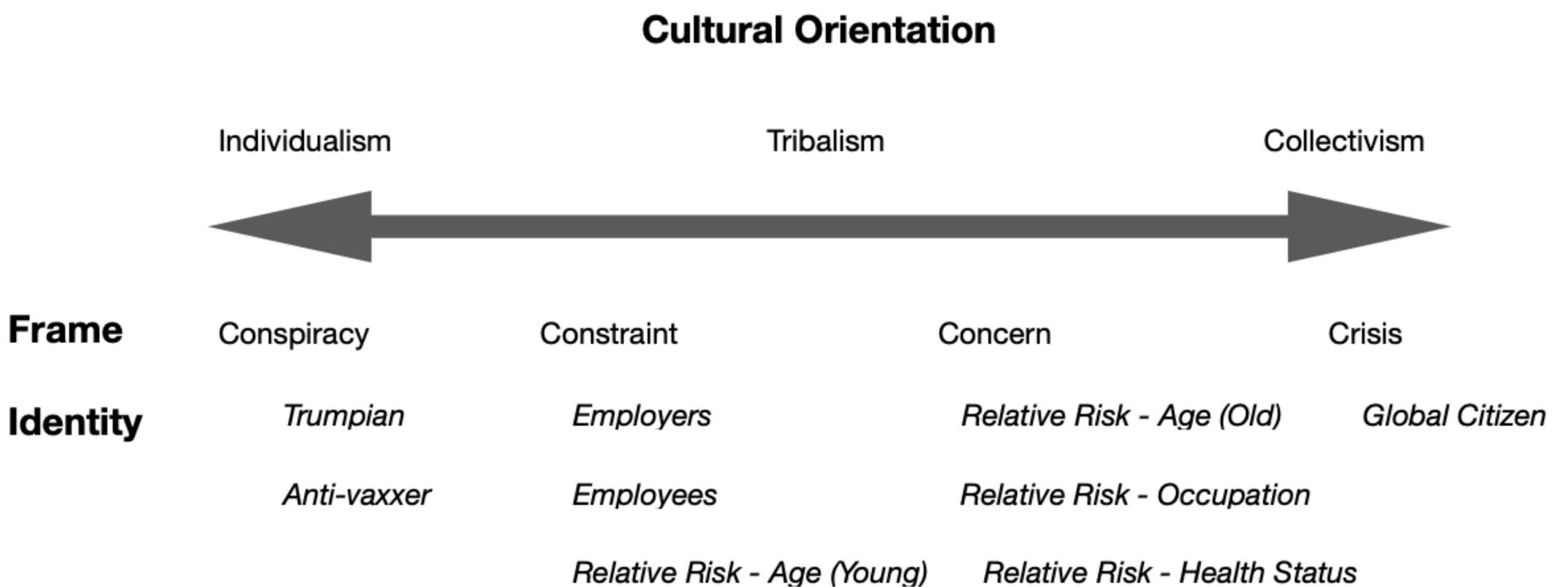
Koon, Adam D, Emily Mendenhall, Lori Eich, Abby Adams, and Zach A Borus. 2021. "A Spectrum of (Dis)Belief: Coronavirus Frames in a Rural Midwestern Town in the United States." Social Science & Medicine 272: 113743. https://doi.org/https://doi.org/10.1016/j.socscimed.2021.113743.

; therefore,

threatens financial / personal stability; uniquely affects me or my family; has profoundly altered life worldwide; I will ignore it.

- I will resist control.
- I will protect myself.
- I will do anything.

## On a spectrum...



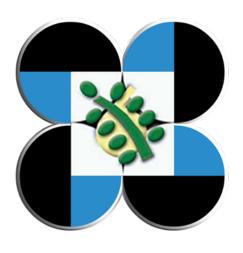
Koon, Adam D, Emily Mendenhall, Lori Eich, Abby Adams, and Zach A Borus. 2021. "A Spectrum of (Dis)Belief: Coronavirus Frames in a Rural Midwestern Town in the United States." Social Science & Medicine 272: 113743. https://doi.org/https://doi.org/10.1016/j.socscimed.2021.113743.

# Health Taxes



## Background







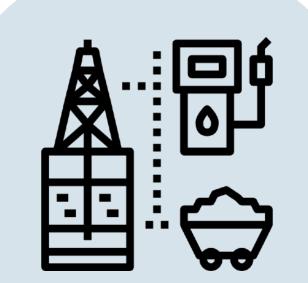
### **Call for proposals**

Health policy analysis for health taxes: Lessons from countries

#### **Deadline:** 14 June 2021 (23:59 CET)

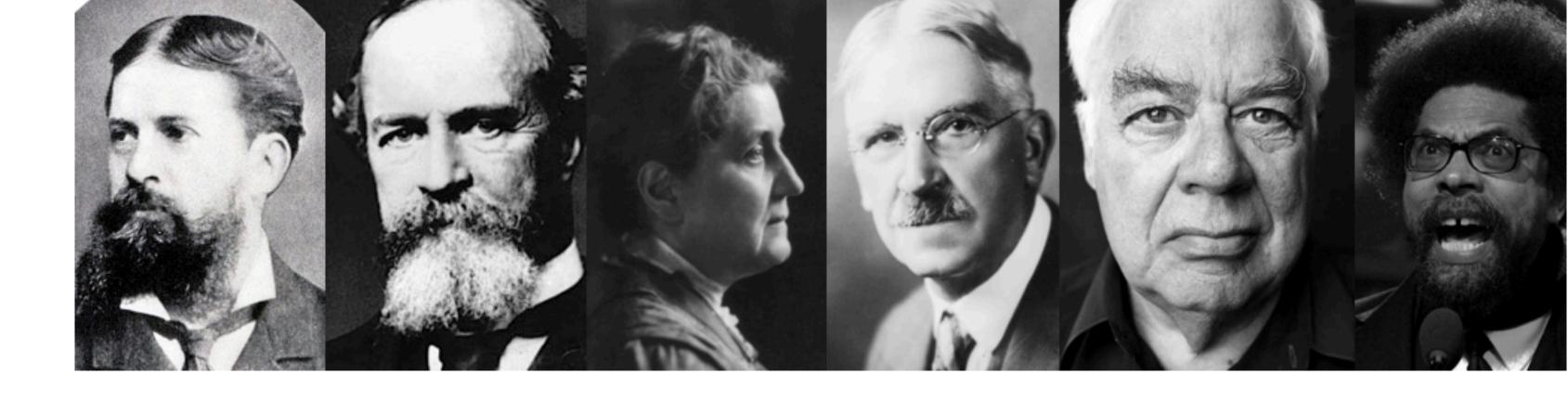












Goal is understanding human experience as basis for decision-/sense-making

Anti-dualist, rejects "facts" vs. "values", commonsense, and action-oriented

Truth in so far as it is useful for solving problems (in their contexts)

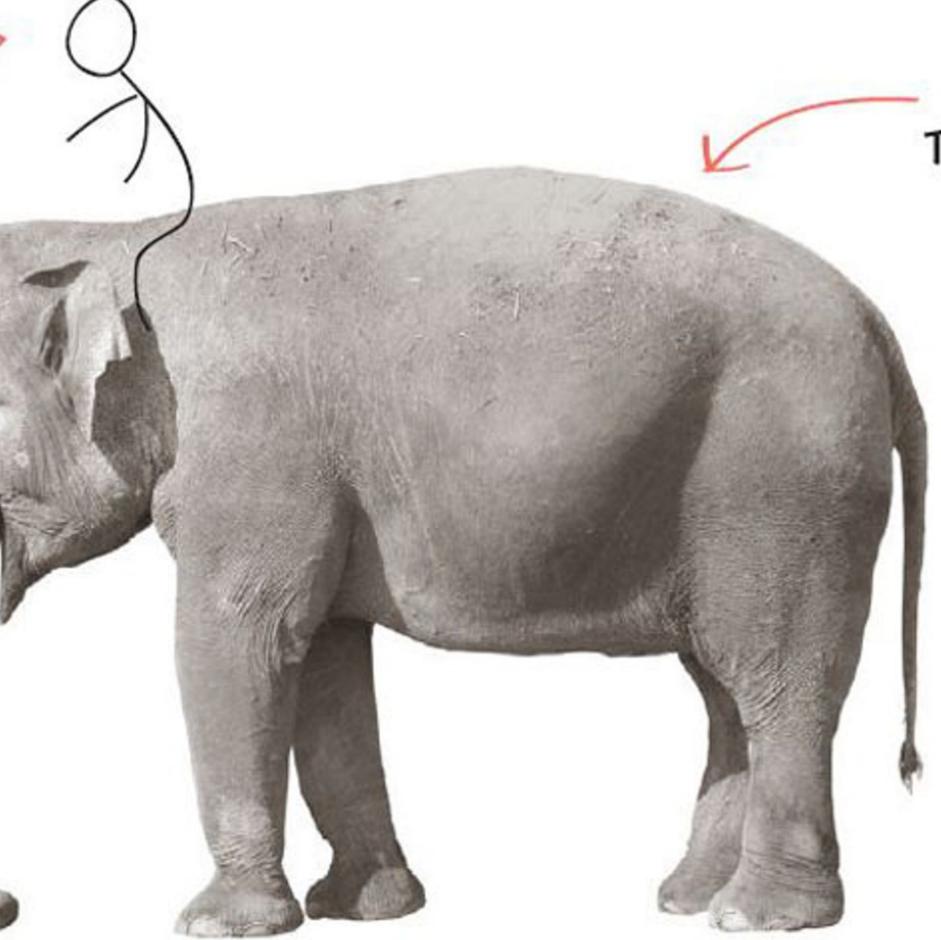
All phenomena are socially interdependent and uncertain

Pragmatism (experience) Neopragmatism (language)

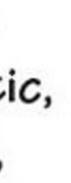
## Social Intuitionism

Rider: The conscious, verbal, thinking brain





Elephant: The automatic, emotional, visceral brain



## Social Intuitionism

#### Table 1: General Features of the Two Systems

The Intuitive System

Fast and effortless Process is unintentional and runs automatically Process is inaccessible; only results enter awareness Does not demand attentional resources Parallel distributed processing Pattern matching; thought is metaphorical, holistic

Common to all mammals

Context dependent Platform dependent (depends on the brain and body that houses it) The Reasoning System

Slow and effortful
Process is intentional and controllable
Process is consciously accessible and viewable
Demands attentional resources, which are limited
Serial processing
Symbol manipulation; thought is truth preserving, analytical
Unique to humans over age 2 and perhaps some language-trained apes
Context independent
Platform independent (the process can be transported to any rule following organism or machine)

### THE RIGHTEOUS MIND

WHY GOOD PEOPLE ARE DIVIDED BY POLITICS AND RELIGION

JONATHAN HAIDT

"A landmark contribution to humanity's understanding of itself." —The New York Times Book Review

## THE RIGHTEOUS MIND

WHY GOOD PEOPLE ARE DIVIDED BY POLITICS AND RELIGION

### JONATHAN HAIDT

"A landmark contribution to humanity's understanding of itself." —The New York Times Book Review

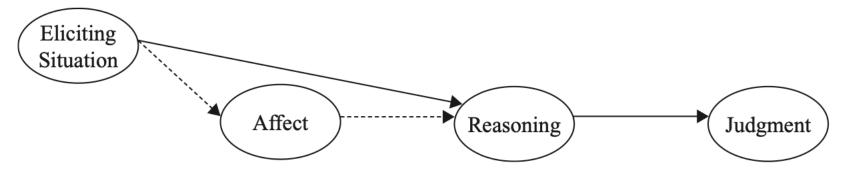


Figure 1. The rationalist model of moral judgment. Moral affects such as sympathy may sometimes be inputs to moral reasoning.

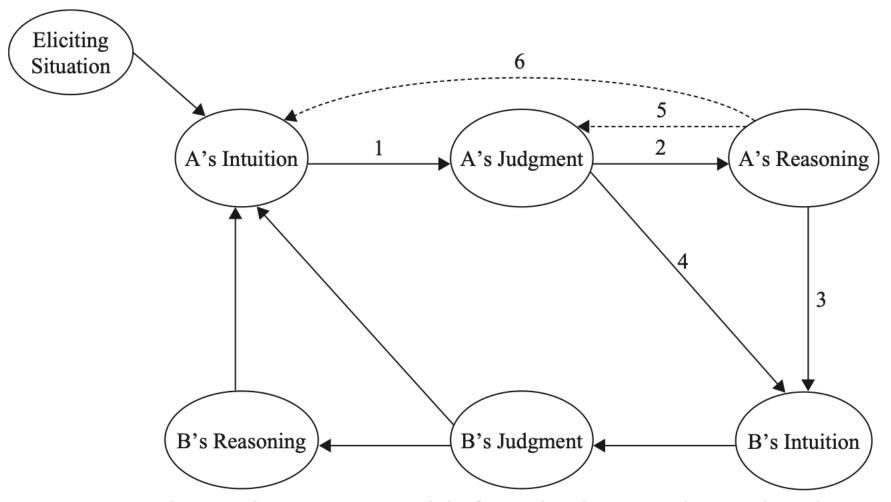


Figure 2. The social intuitionist model of moral judgment. The numbered links, drawn for Person A only, are (1) the intuitive judgment link, (2) the post hoc reasoning link, (3) the reasoned persuasion link, and (4) the social persuasion link. Two additional links are hypothesized to occur less frequently: (5) the reasoned judgment link and (6) the private reflection link.

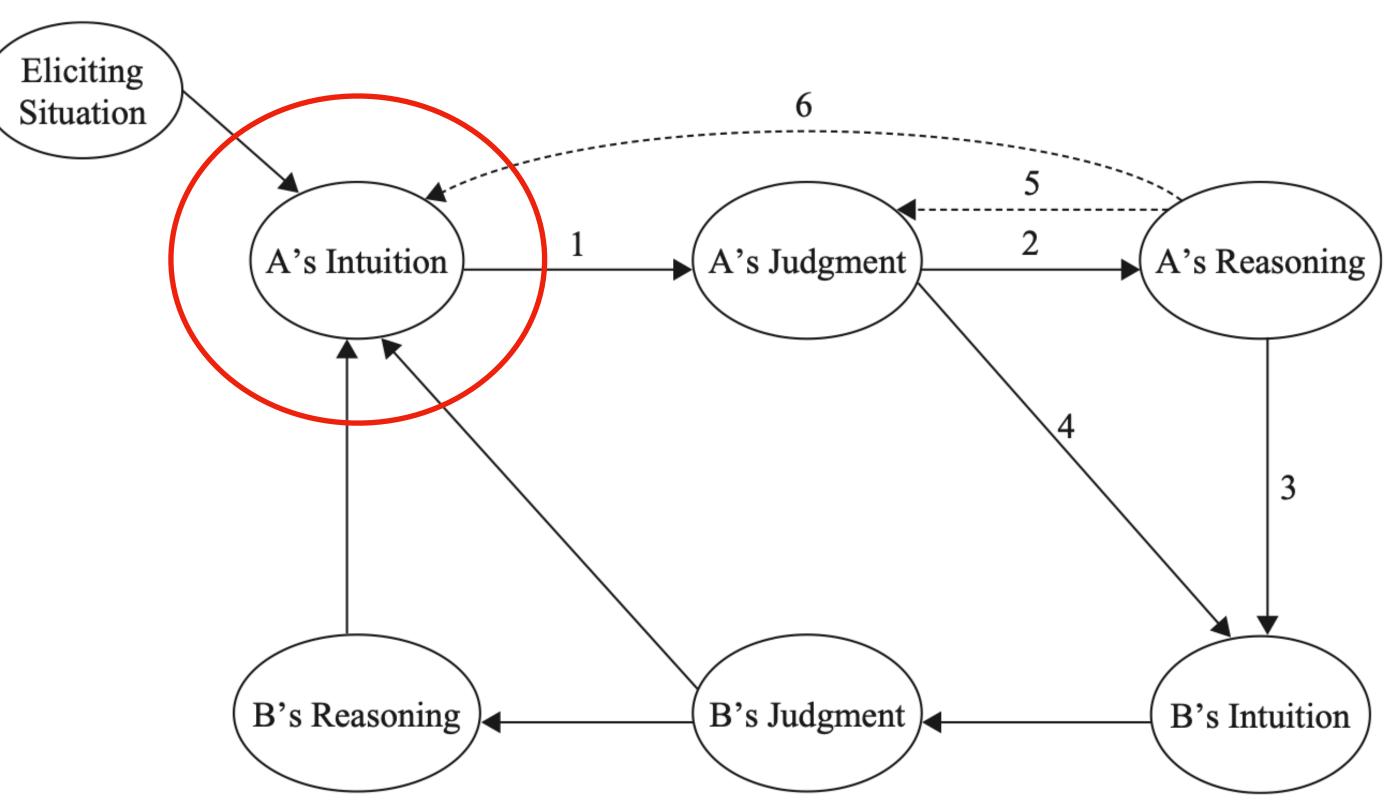


Figure 2. The social intuitionist model of moral judgment. The numbered links, drawn for Person A only, are (1) the intuitive judgment link, (2) the post hoc reasoning link, (3) the reasoned persuasion link, and (4) the social persuasion link. Two additional links are hypothesized to occur less frequently: (5) the reasoned judgment link and (6) the private reflection link.

## Moral Foundations

- 1. Care/harm
- 2. Fairness/cheating
- 3. Loyalty/betrayal
- 4. Authority/subversion
- 5. Sanctity/degradation
- 6. Liberty/oppression

# 

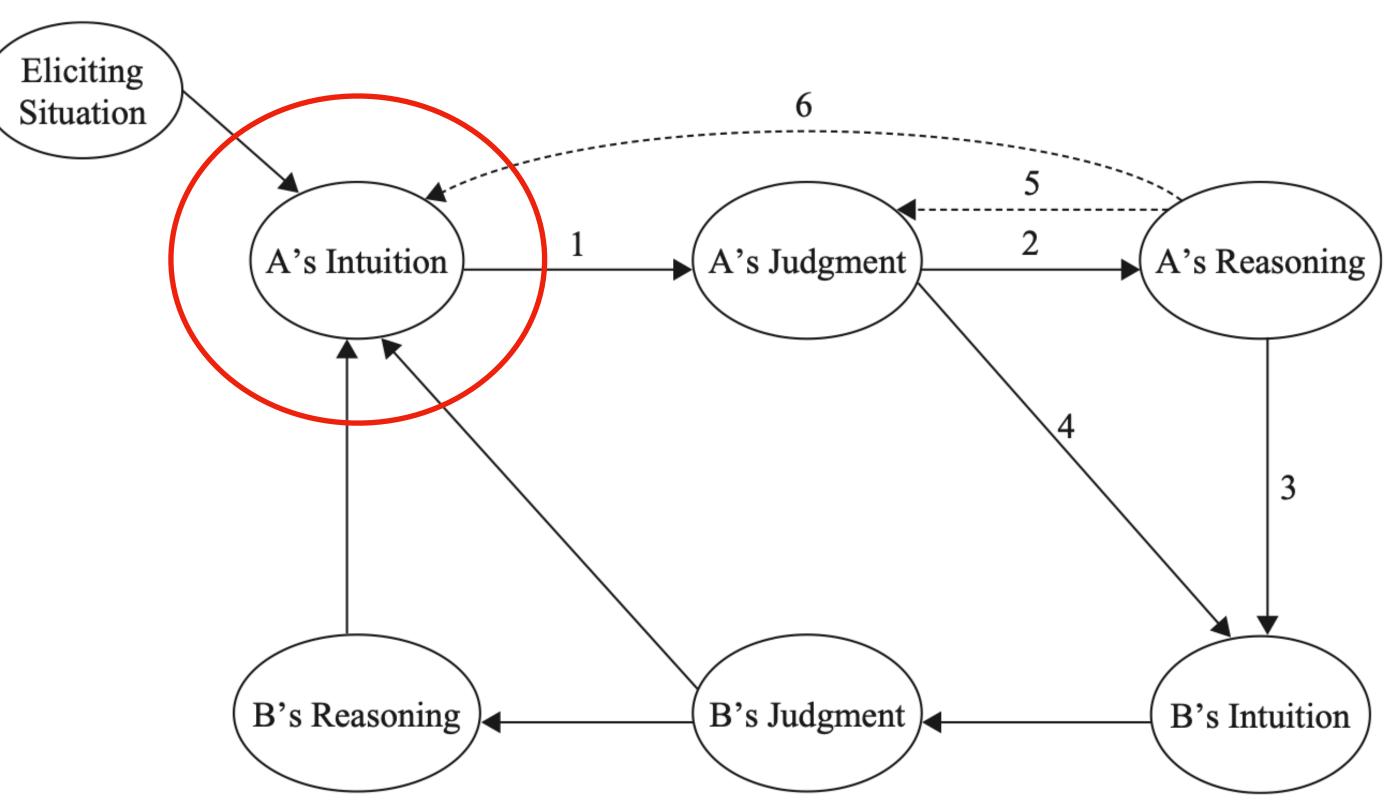


Figure 2. The social intuitionist model of moral judgment. The numbered links, drawn for Person A only, are (1) the intuitive judgment link, (2) the post hoc reasoning link, (3) the reasoned persuasion link, and (4) the social persuasion link. Two additional links are hypothesized to occur less frequently: (5) the reasoned judgment link and (6) the private reflection link.

### Cognitive

### **Moral Foundations**

Health Taxes

Actor A Moral Reasoning (Thinking)

**Framing** (Social/Reasoned Persuasion)

### Interactive

### Cognitive

### **Moral Foundations**

Actor B Moral Intuition (Feeling)

Health Taxes



Table 3Morals and values, by tax position (# articles, %total)

	Pro-tax	Anti-tax
Moral foundations		
Care/harm	35 (88)	18 (45)
Fairness/cheating	18 (45)	26 (65)
Liberty/oppression	17 (43)	21 (53)
Sanctity/degradation	10 (25)	4 (10)
Authority/subversion	7 (18)	10 (25)
Loyalty/betrayal	5 (13)	8 (20)
Social values		
Welfare	34 (85)	21 (53)
Equity	21 (53)	21 (53)
Efficiency	21 (53)	19 (48)
Liberty	16 (40)	19 (48)
Security	11 (28)	12 (30)

Table 4       Arguments for health taxes (# articles, % total)				
Pro-tax argument	<b>Total (n, %)</b>	<b>Total (n, %)</b>	Anti-tax argument	
Reduce suffering, death	33 (83)	25 (63)	Threat to industry	
Lucrative for governments	22 (55)	23 (58)	Tax on the poor	
Cost containment/savings	19 (48)	21 (53)	Hurts/eliminates jobs	
Pro-poor policy	14 (35)	21 (53)	Better means to end	
Education funding	9 (23)	19 (48)	Narrow and unfair	
Everyone else is doing it	9 (23)	18 (45)	Meaningless (too small/ineffective)	
Product reformation	5 (13)	17 (43)	Nanny state	
Cheap	4 (10)	5 (13)	Promotes illicit trade	

Koon, A. D., & Marten, R. (2023). Framing health taxes: a scoping review. BMJ Global Health, 8(Suppl 8), e012055. https://doi.org/10.1136/bmjgh-2023-012055

## Concluding thoughts

# **Framing** Strengths

Understand policy change/stasis

Celebrates the richness of social world

Balances structure/agency

Incorporates diverse methods/research traditions

Moral basis for sensemaking

Explains irrational behavior/action (i.e. emotion)

# Framing Challenges

Complex and ambiguous

**Double hermeneutic - interpretations of interpretations** 

Abductive process is slow/time-consuming

**Requires advanced skills** 

Transferability uncertain

Tension between explanation and description



# Thanks! Questions, Please!