

Joint Action Health Workforce Planning and Forecasting

Marjukka Vallimies-Patomäki & Alisa Puustinen, WP3
23 – 24th March 2015, Madrid



Joint Action Health Workforce
Planning and Forecasting

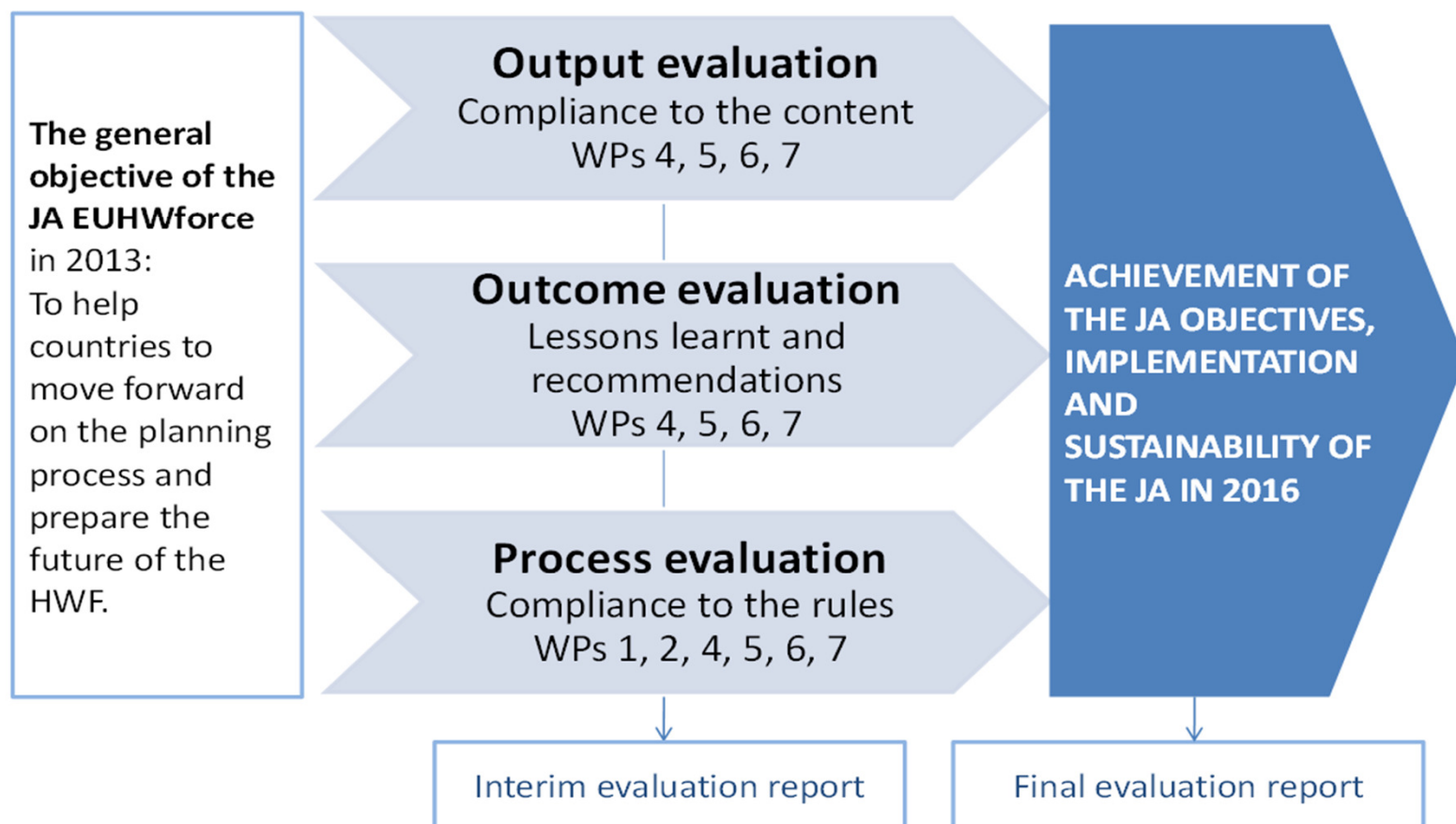
Overview of the content

- Introduction
 - WP3 team
 - Evaluation approach
- Evaluation process
 - Examples on evaluation
 - Stakeholder involvement
- Recommendations and next steps

WP3 - Who we are?

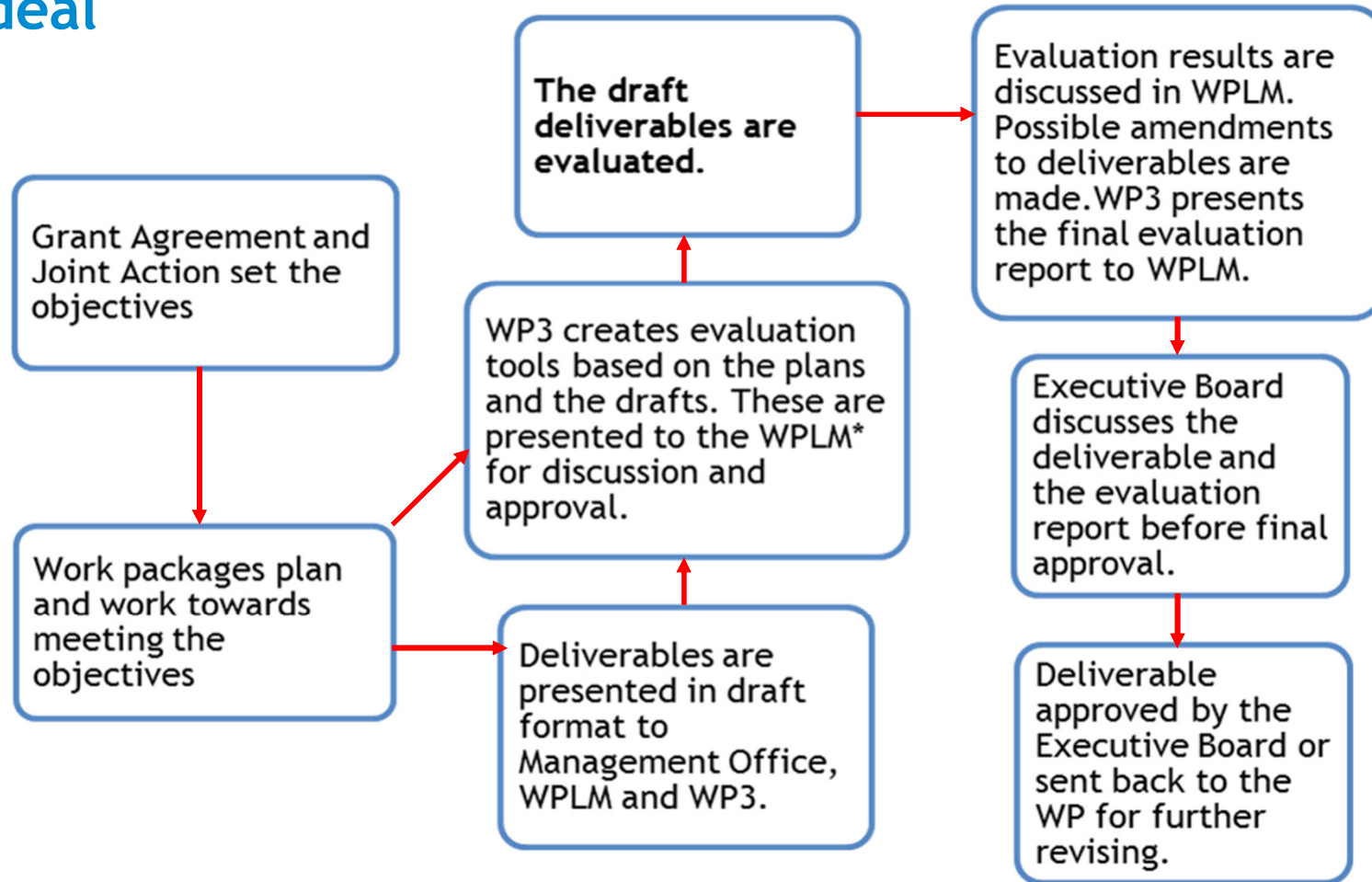
- Dr Marjukka Vallimies-Patomäki, WP leader
Ministry of Social Affairs and Health, Finland
- Mr Andrew Xuereb, WP Co-leader,
Ministry for Energy & Health, Malta
- Professor Johanna Lammintakanen, Senior Management Scientist
University of Eastern Finland, Finland
- Researcher Alisa Puustinen, Management Scientist
University of Eastern Finland, Finland

Evaluation targets and approaches

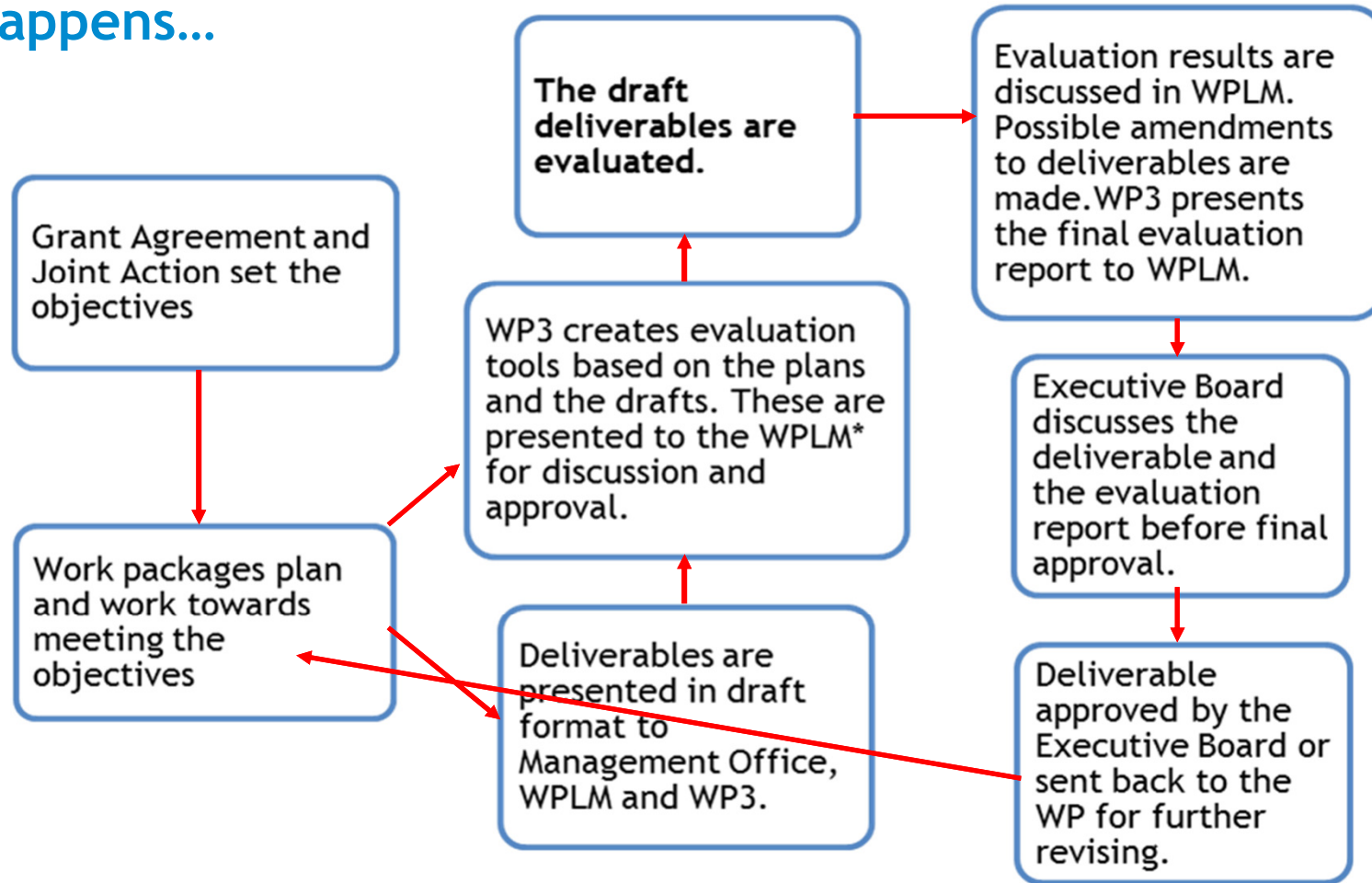


- The evaluation strategy is available on SharePoint of the Joint Action.

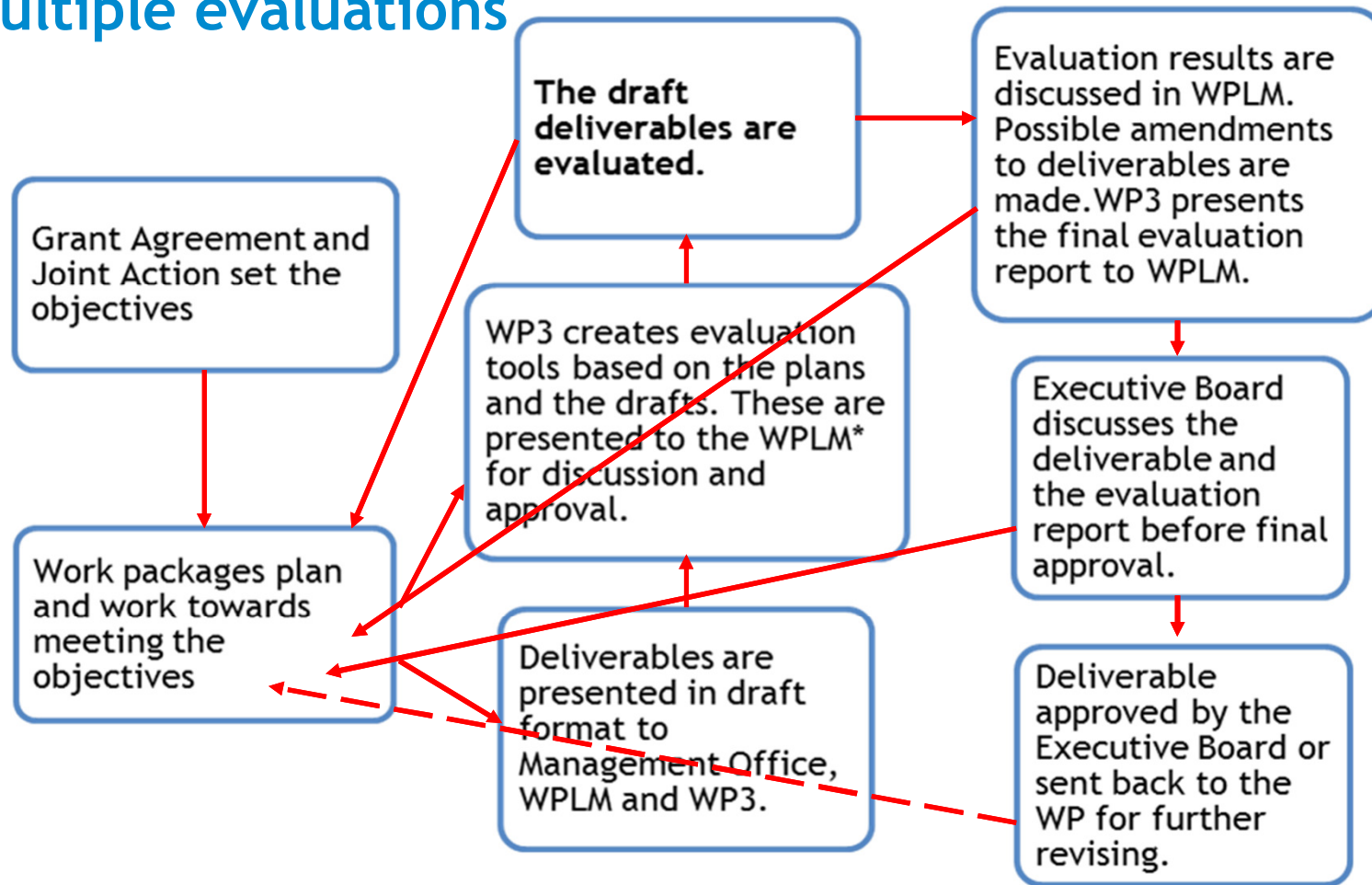
Evaluation process 1: Ideal



Evaluation process 2: What really happens...



Evaluation process 3: Multiple evaluations

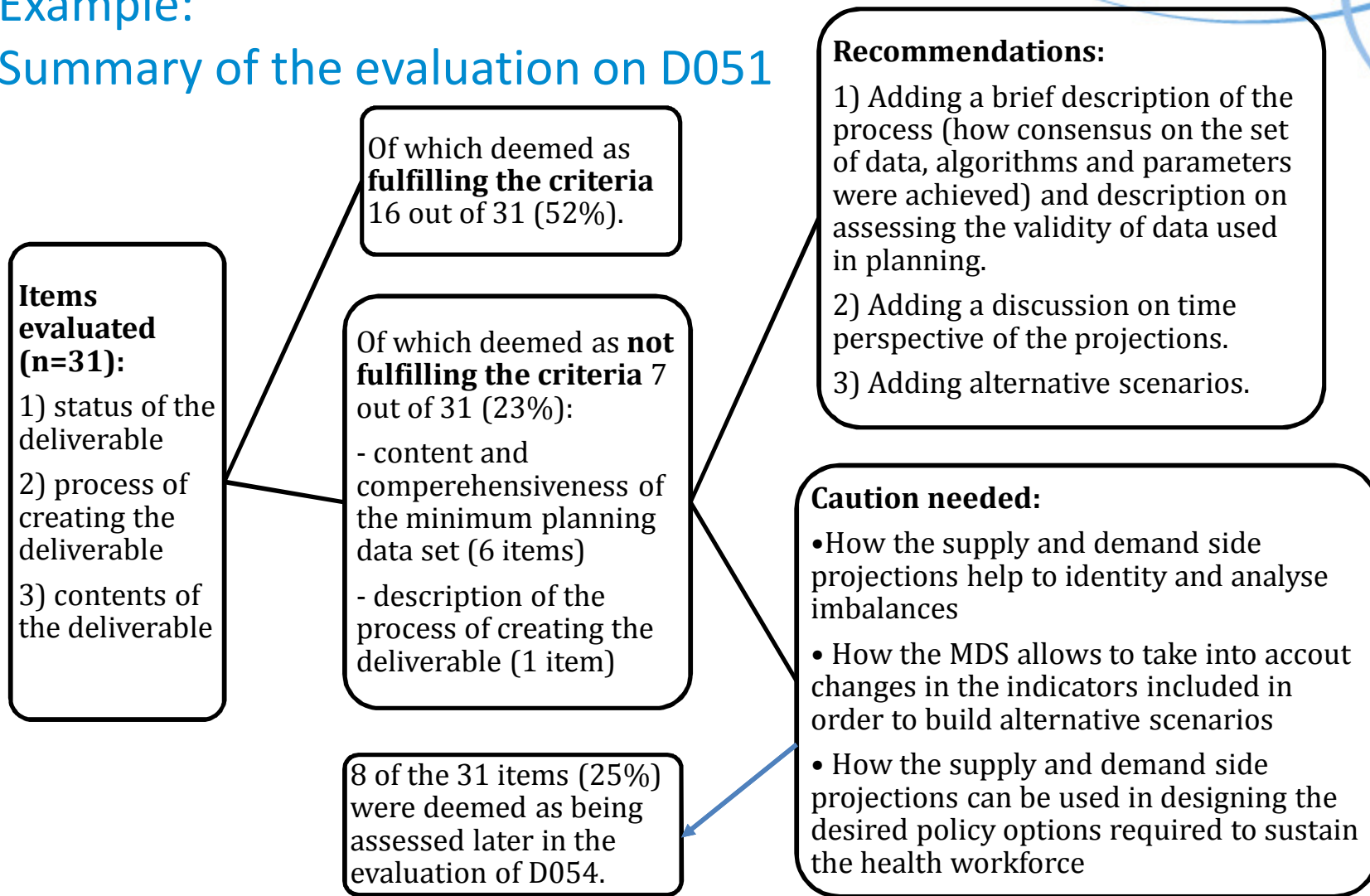


Changing role of WP3

- Summative evaluation as an ‘outside’ observer
 - Assessing the goal-attainment
- Formative evaluation as a ‘co-developer’
 - Developmental evaluation and integral part of the whole process
- Better understanding of the process of delivering the outputs
 - Access to more data for the basis of the evaluation
 - Reliability of the evaluation
 - Improved quality of the evaluation AND the deliverables
- Balancing between objectivity and integration

Example:

Summary of the evaluation on D051



Partners for evaluation

Type of the organisation	Name of the organisation
Health Ministries	<ul style="list-style-type: none">Ministry of Public Health, BelgiumMinistry of Health, PolandMinistry of Health, Slovakia
Universities and governmental organizations	<ul style="list-style-type: none">Medical University of Varna, BulgariaUniversity of Bremen, GermanySemmelweis University, HungaryNational Center of Public Health and Analyses (NCPHA), BulgariaCentre for Workforce Intelligence CfWI, UK
Non-governmental organizations	<ul style="list-style-type: none">European Federation for Nurses Associations EFNEuropean Health Management Association EHMAInternational Organization for Migration

Stakeholder Involvement

	OUTPUT EVALUATION	OUTCOME EVALUATION	
	EXPERT REFERENCE GROUP	FOCUS GROUP	INTERVIEWS
D043 Report on HWF Planning Data	September 2015	December 2015	
D052 Handbook on Planning Methodologies	March 2015	March 2016	
D053 Web Portal on Planning Methodologies	September 2015		October 2015
D054 Report on Pilot Studies Experiences		March 2016	
D062 Report on Future Skills and Competencies	September 2015	December 2015	
D063 Web Content on Horizon Scanning	September 2015		October 2015
D073 Technical Recommendations	February 2016	March 2016	
D074 Recommendations towards Policy Making			March 2016



Please Note! The scheduled months for evaluation are estimates.



Funded by
the Health Programme
of the European Union

Recommendations

1. **Process:** The progress of the JA and management of resources and expenses will be ensured by means of continuous monitoring activities and appropriate corrective actions by WP1.
2. **Delays:** WP1 continues to monitor the delays regularly and the potential delays are reported to WP1 by core WPs as early as possible. Delays are discussed in the WPLMs and potential rescheduling taken into the EB for approval, as has also been the procedure so far.
3. **Quality:** The quality of deliverables is ensured and improved by evaluation done as a continuous process.
3. **Focus:** The roles of objective evaluator and interactive collaborator are recognized and balanced. Resources are reallocated on regular basis in order to respond to the request of the changing role of WP3.

Next steps

- In spite of delays, the JA is progressing towards objectives - hence evaluation process will continue as defined in the evaluation strategy.
- During the second half of the JA, stakeholder involvement will be crucial for successful implementation of output and outcome evaluation.
- **Your collaboration is highly valued.**
- **Let´s continue to work together!**

Thank you
for your
attention!

