



Joint Action Health Workforce  
Planning and Forecasting

# WP5 - PILOT PROJECTS

## FEEDBACK OF PREPARATORY WORKSHOP



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JOINT ACTION HEALTH WORKFORCE  
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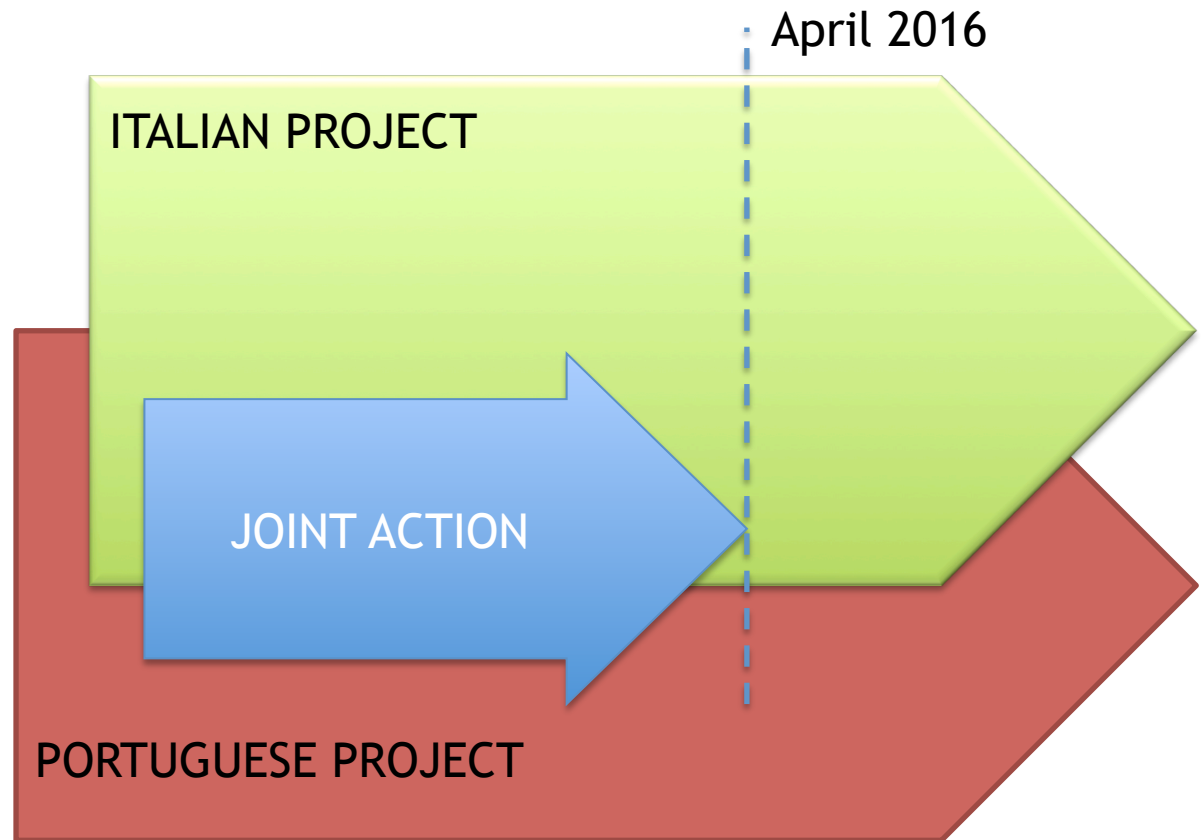


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# THE PILOT PROJECTS & THE JOINT ACTION



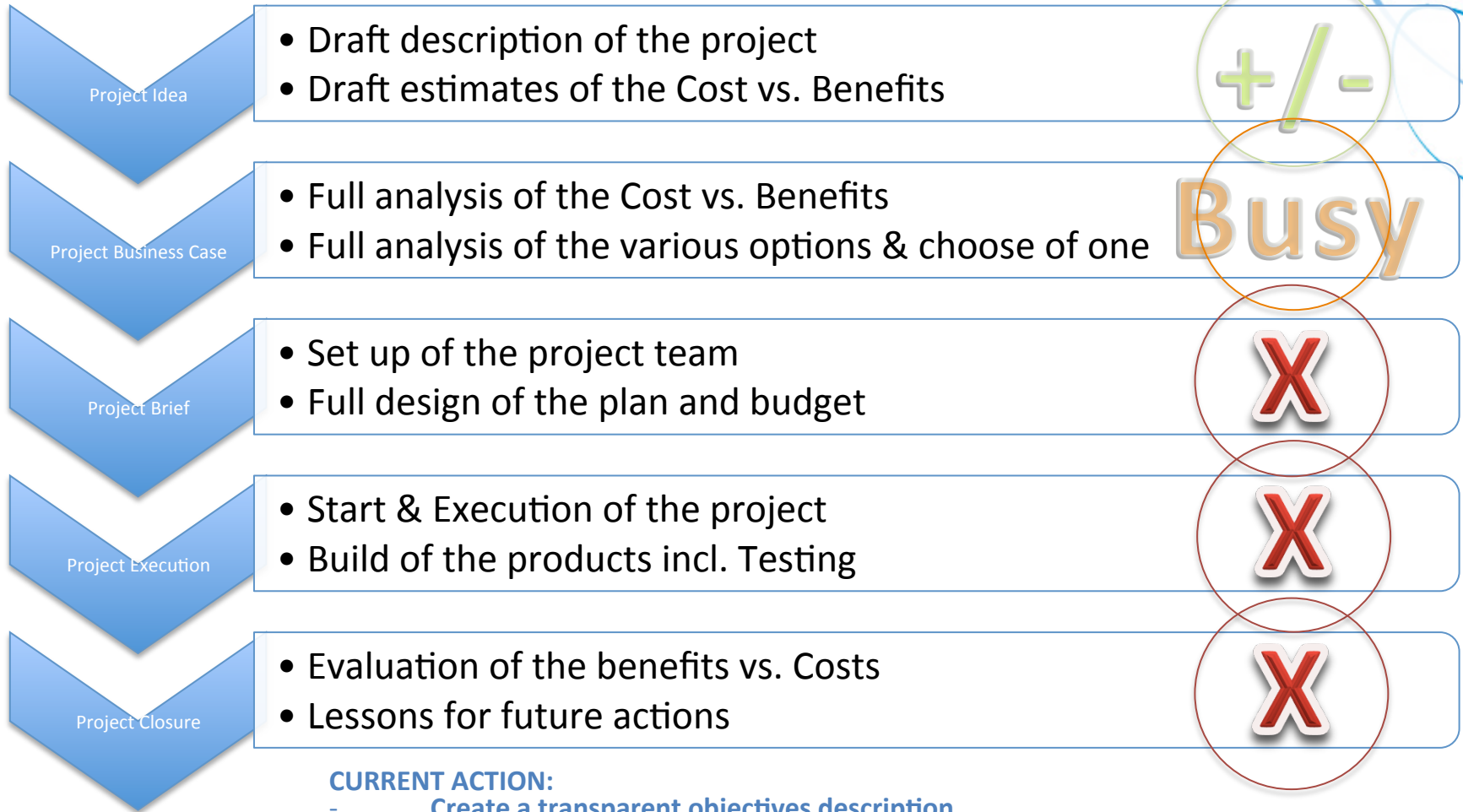
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# THE PROJECTS

- **The Country projects could be broader than the Joint Action pilot project**
- **Still, the pilot projects must fully cover the Joint Action Grant Agreement Scope**
- **The Country projects are started before the Joint Action and will end later**
  
- **The Joint Action is an important opportunity, for receiving help, transfer knowledge, receive international labelling, overcome local historical blocking points, ...**

**=> We need to clearly present the various expected benefits & scopes**

# PROJECT LIFECYCLE



## CURRENT ACTION:

- Create a transparent objectives description
- Choice between the scope options to reach the objectives
- Evaluation the HR & High level plan to make it

# Expressing the Benefits

Which  
Benefits does  
PT expect ?

Which  
Benefits does  
IT expect ?

Which  
Contractual  
Benefits does the  
Joint Action  
expect ?

Which Benefits  
do IT regions  
expect ?

Which Benefits  
could an external  
country /user  
expect ?

Which Benefits  
would other  
stakeholders  
expect ?

## OUTPUT:

- **MAP OF EXPECTATIONS ?**
- **KNOWLEDGE OF CROSS-BENEFITS & CLARIFY POTENTIAL UNSATISFACTIONS**

# BENEFITS (shortcuts to be further formulated)

Which Benefits does PT expect ?

Through the upgrade and roll out a full planning system, improve the HC policy making process, offering a faster response to the trends, in a cost constraints situation

Which Benefits does IT expect ?

Evidence base policy making and improved operational processes, providing sustainable healthcare system

Which Benefits do IT regions expect ?

Ensure organisational transparency of the policy processes

Which Contractual Benefits does the Joint Action expect ?

Through piloting the handbook (2 country implementation & 2 feasibility study), ensure its quality based on evidence & reliability for future roll-out

Which Benefits could an external country /user expect ?

Feed home change management dynamic with proven evidence & certified feasible solutions.

Which Benefits would other stakeholders expect ?

Improve the inclusion of Stakeholders in policy processes and ensure transparency of data and assumptions

See evolutions according to own interests (from civil society to professional groups)

ROLL-OUT  
MIND

PILOT  
MIND

POLICY  
BUILDING  
MIND



# RECOMMENDATIONS

The magnitude of a Roll-out project is huge

Early call for support to all experience stakeholders and partners of good will is important

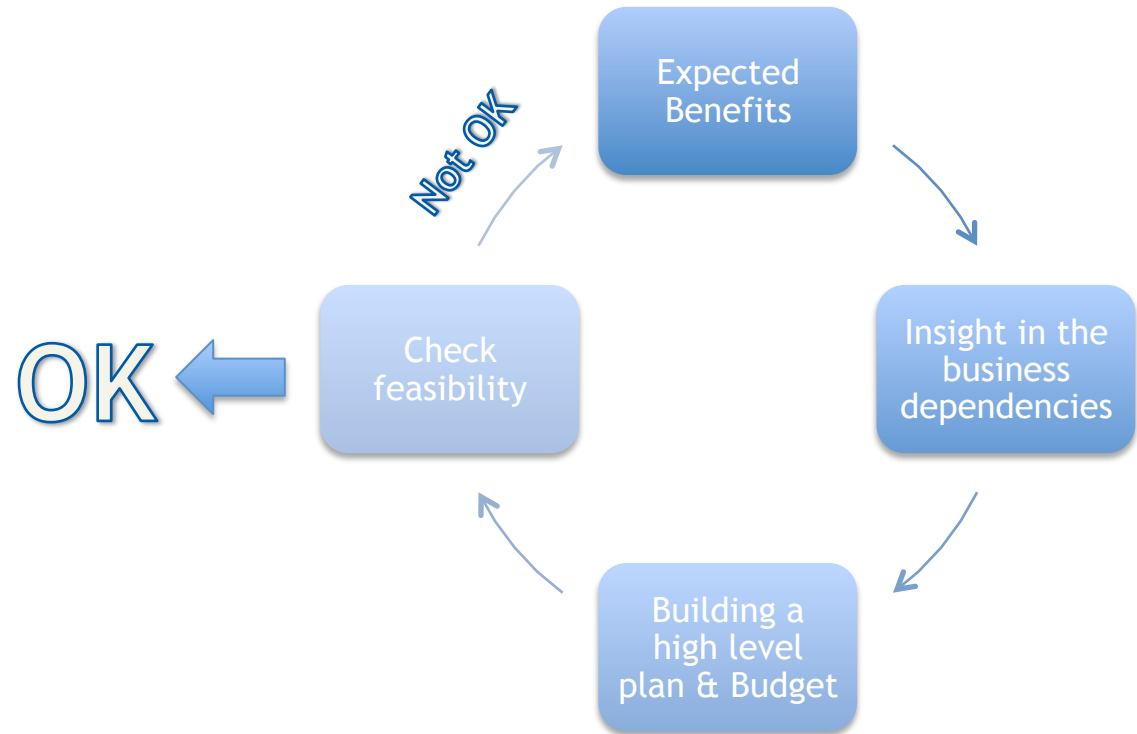
2 independent timing & scope :

- To reach the Joint Action objectives
- To reach the countries objectives



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# Building the scope, options & plan



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# Business feeds the scope discussion

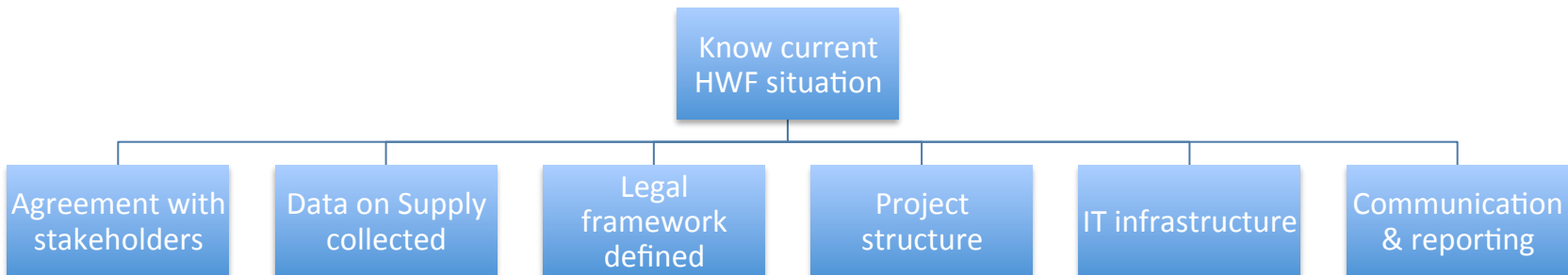


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# Build a project plan

## Step 1 – the areas of work

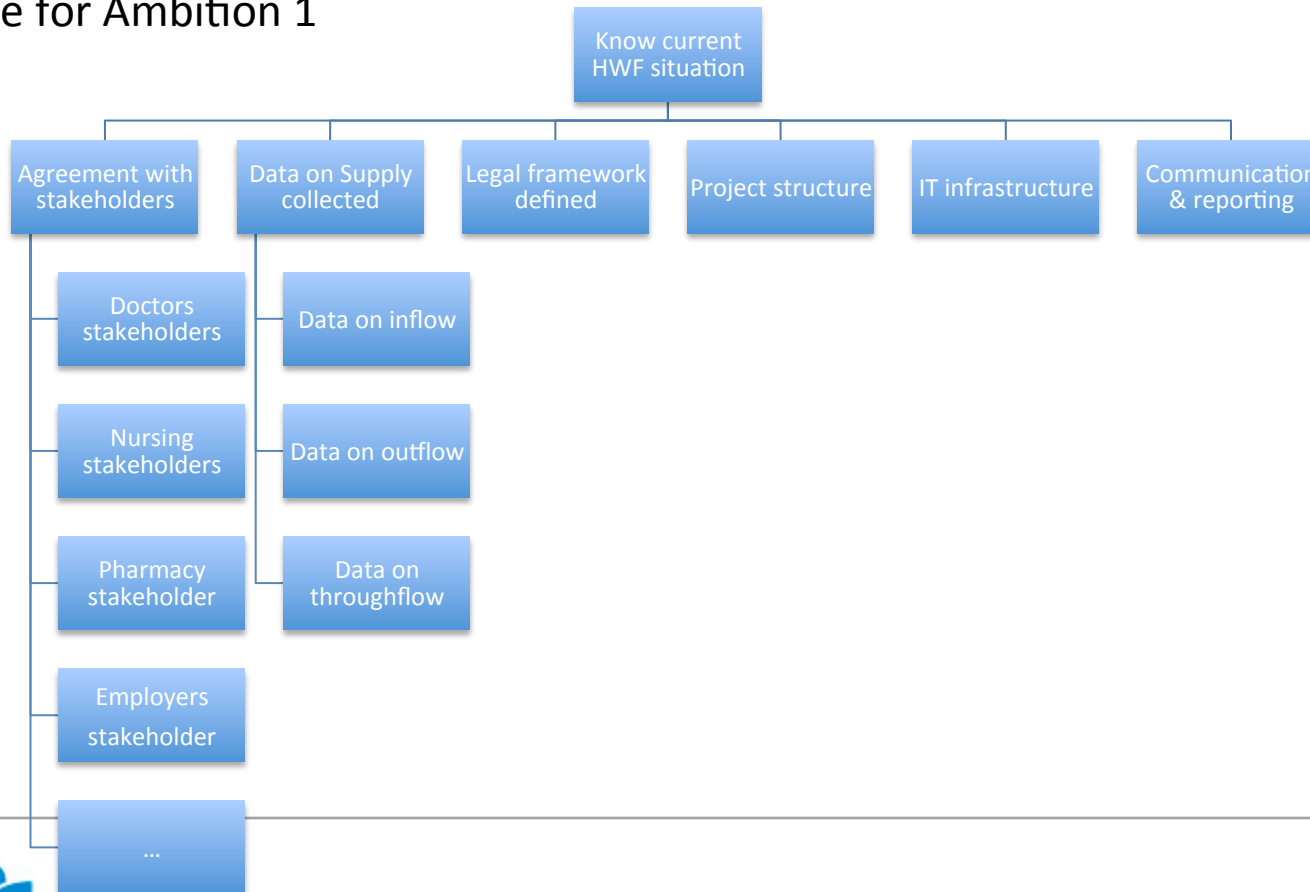
Example for Ambition 1



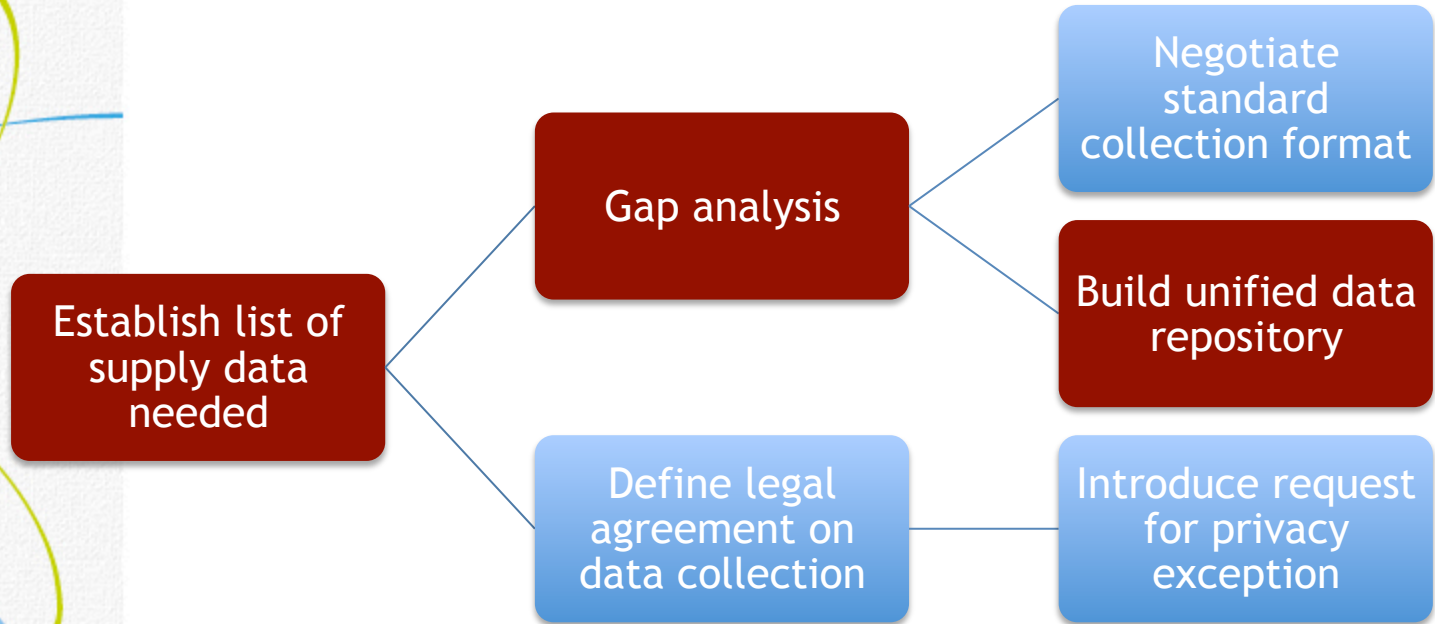
# Build a project plan

## Step 2 – the details of work

### Example for Ambition 1



# Additional tool needed : Critical path





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# What we need

- Define “what” as a translation of the “why” is urgent
- Define “how” can wait a while, but **critical** activities for the JA objectives should start now
- Create awareness on project planning
- Identify, train & deploy the resources at least for the critical tasks & management tasks

**SEEKING ALL EXPERIENCE THAT IS BENEFICIARY TO THE PROJECTS**



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# Additional steps ?

- Establish a cost & staffing estimates
- Risk analysis & mitigation

**IF THE RESULTS SHOWS FEASIBILITY OK**



**IF THE RESULTS DOESN'T SHOW FEASIBILITY,  
THEN THE EXPECTATIONS MUST BE LOWERED  
OR ALLOWED TIMING & BUDGET INCREASED**



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