WP5 Expert Meeting on Pilot Project

Brussels
24th June 2015

Evaluation

We have received 14 replies on the Evaluation Survey. The number of attendees was 26.

Q1. General

For more than 70% of the respondents, the expert meeting met the expectations and the information received was interesting. The same number thinks that there was enough time for questions and for opinion sharing. For 13 persons, the programme was coherent. Everybody found the pre-reading documentation sufficient.

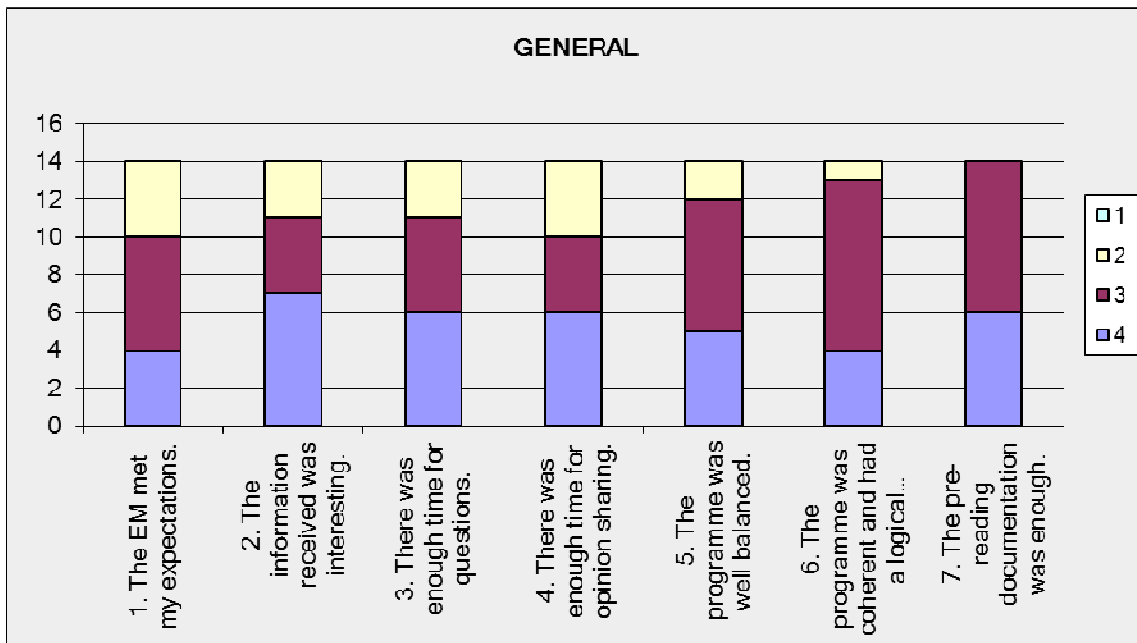We have received several suggestions:
- record the sessions,
- provide more time to think about the topics related to the future demand,
- enlarge the reflections to the other countries,
- help the experts to enlarge their vision (be critical about their system),
- structure the notes,
- only one session (not in parallel).

GENERAL

Legend: 1 (I don't agree) → 4 (I fully agree)

Q2. Objective

The objectives were clear for everybody but for 43% of the respondents, they haven't been achieved.
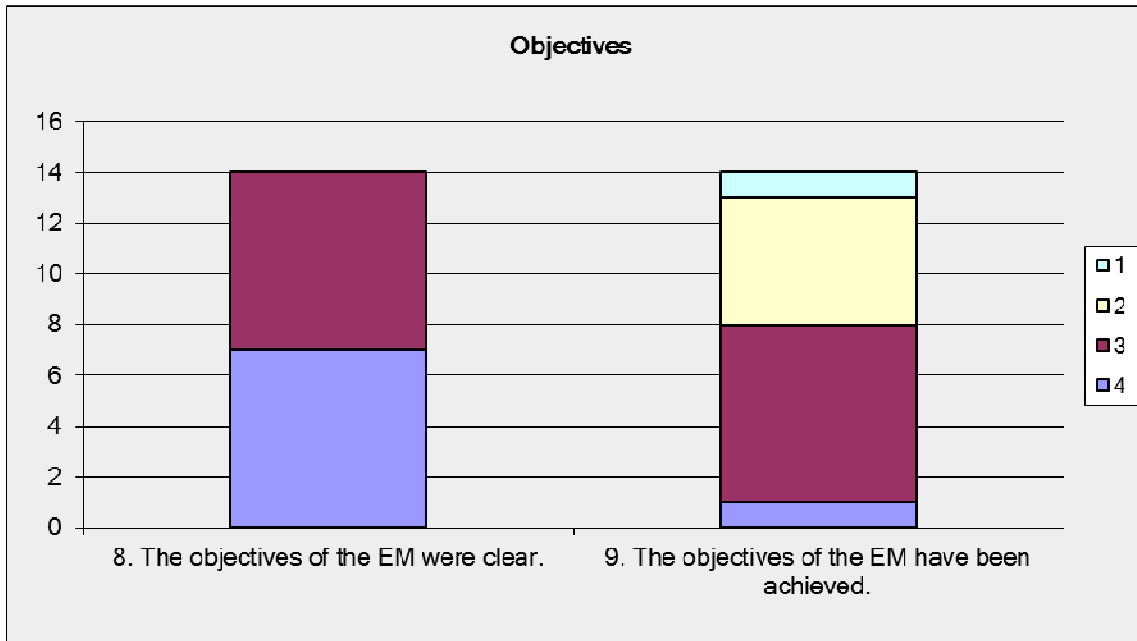
We have received 5 comments:
- Too much objectives → not possible to finish in one day
- Not enough information at the end – problems from the countries not solved
- Not easy to synthesize the experiences of countries that are very different
- No experience in accounting for the impact of permanent and temporary disability and recovery on FTE estimates and suggest dropping this issue (full comment: *disability among Health workforce is a regional issue which affects Health workforce operational planning at regional level. By agreeing on an excessive degree of approximation of the active labor force, especially for nurses, stakeholders might foresee a loss of credibility of the developing model for any real planning purpose*).

Legend: 1 (I don't agree) → 4 (I fully agree)

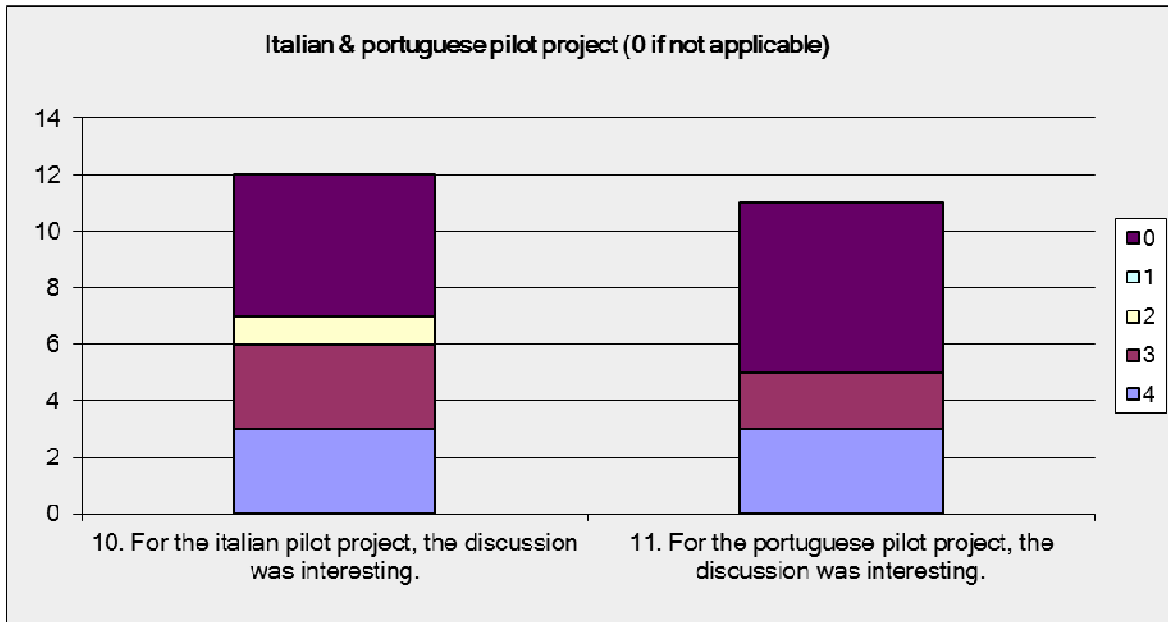## Q3. Italian & Portuguese pilot project

The discussions were generally interesting for the two parallel sessions.

We have received three comments:
- knowing other countries experience,
- Not easy to know which solutions are good for a country or not,
- To devote daily and single meetings to the methodology to be applied, separately from the ones devoted to forecasting models applied to real data for the assessment of observed results.

Italian & portuguese pilot project (0 if not applicable)

Legend (chart): 0, 1, 2, 3, 4

x-axis:
10. For the italian pilot project, the discussion was interesting.
11. For the portuguese pilot project, the discussion was interesting.

Legend: 1 (I don't agree) → 4 (I fully agree) – 0 (not apply)

Q4. Main benefits of the expert meeting

The benefits of the expert meeting are:

- Networking : to have the opportunity to meet and discuss directly with experts from other countries,
- Discussion on very specific problems,
- Confrontation (and sharing) of different experiences, positions and solutions (think together),
- To have a "case mix" of a wide range of different positions and solutions, with the possibility of discussing them,
- the consideration that in addition to the technical aspect it is necessary to have in mind the context of policy-making, illustration of experiences that combine the qualitative analysis and the qualitative (panels of experts).

Q5. Creation of a network of experts

The respondents were asked to give any suggestions to improve the EM (format, duration, subjects, dynamics of the exchange, …):
- Better organise the list of topic to discuss (limited)
- Go deeper into the countries models experiences, technical details

- Not easy to generalize a good system of a country ("good practices" are good only locally → strong heterogeneity of European nations)
- Only one session (not in parallel)
- Confronted point of views after deep analyse of a system
- A brief presentation (ppt-5 minutes) by each expert of their subject approach to facilitate discussion or why they have not dealt with
- In two half-days (with an evening for more informal discussions) and another day with fresh brains would add a lot.
- Reduce the number of questions

Q6. Meeting for experts

The respondents were asked to consider a (web)meeting or workshop organised regularly for experts.

Everybody agrees that regularly meetings between experts are important but not too often and only if the topic discussed has a link to their expertise. Web meetings are not appreciated by 3 people who they think that face to face meetings are more relevant.

Q7. Other activities to improve the network of expert and the knowledge

The respondents were asked to cite other activities could be useful for you to improve the network of expert and the knowledge (survey, exchange of experience…)?
There are several propositions:
- Exchange of experience - workshop
- web site publishing detailed case studies or technical instructions (for instance, how should an efficient information system be characterised at national level in small, medium and large countries)
- to get into some details on the national processes and models, their follow up, assessments and evaluation.
- expert elicitation events, Delphi, advisory panels, horizon scanning, scenario generation, group modeling technical events, model design groups, policy analysis events, idea clustering workshops, thought leadership paper design and writing.
- Web community/Community of practice, web based, with repository of documents, bibliography, links to interesting sites and materials, website to allow professionals to ask questions and experts to answer or simply discuss the "hot topics"

Q8. Preparation of the meeting

List of actions made by the attendees to prepare the meeting:
- read the pre-reading material and the handbook
- studying the experience of expert countries
- preparing a list of questions and comments
- through a series of national web conferences
- Listing the matters in which they thought there would be an extra added value from expert partners
- Analyse the critical point
- Collecting details from their experiences, modeling, and country approaches
- List of benefits from their experience
- Compare the different model

Q9. Motivation/added value of an expert network / incentive

The respondents were asked to reply to these questions 'What would encourage/motivate you as expert to make part of a broader, more permanent network of experts on HWF? What would be the main added value to be part of such a network? What kind of incentive would you need to participate?'

For the motivation, the survey's respondents list:

- Technical challenges
- Sharing of experiences (international) – networking
- Forecasting
- official recognition
- Very practical discussions

For the added value, they mention:

- to learn from those who have already addressed problems that they are encountering
- Different approaches (analyse positive and negative)
- quickly locating specific expertise on questions
- anticipate situations/problems that have already occurred in other states
- Technical level discussions on reports, data, experiences, studies.

For the incentive, they cite:

- Economic incentives
- leadership
- policy brief production
- Time

- Financial

Q10. Restraining

The respondents were asked to explain the reason would restrain their from making part of such a network.

Several reasons restrain the experts to make part of a network:
- Time available
- Not improving for their job
- Cost
- Age
- Non-sense discussions

Q11. Additional comments for the pilot projects

For Italy, one expert explains: Data collection has to be done by one dedicated organisation in each region that mirrors a central data collection team. Otherwise they will end up with the same problems as EU countries - lots of data that they cannot compare and an ongoing struggle with professional organisation for data.

For Portugal, on person think that the process could be improved to help the country in terms of better recording of the advice and views.

CONCLUSION

In summary, the expert meeting was a success. Networking and exchange of point of views were appreciated.