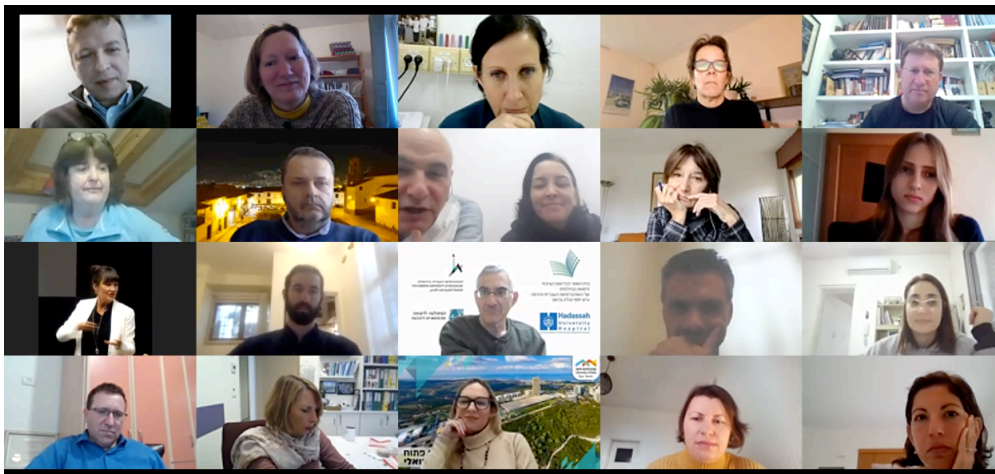




**Sharing European Educational Experience in Public Health for Israel
(SEEPEHI):
harmonization, employability, leadership and outreach**

Partners Meeting Report Draft
09:00-11:30 CET 24 January 2022
Venue: Zoom



Participants:

Orna Baron-Epel, UH
Osnat Bashkin, AAC
Tatiana Caftea, ASPHER
Kasia Czabanowska, UM
Nadav Davidovitch, BGU
Keren Dopelt, BGU/AAC
Mariusz Duplaga, JU
Elie Friedman, AAC
Szczepan Jakubowski, JU
Dana Ivancovsk, UH
Lore Leighton, ASPHER
Hagai Levine, IAPHP

Fiona MacLeod, UCC
Maureen Malowany, HUJI
Zohar Mor, AAC
Yehuda Neumark, HIJU
Jascha Nooijer, UM
Robert Otok, ASPHER
Maya Peled Raz, UH
Naham Shapiro, HUJI
Pninit Tal, UH
Natalia Turosz, JU
Shira Zelber, UH

Excused:

Jenny Cadstedt, SRCU
Leah Okenwa Emegwa, SRCU



Co-funded by the
Erasmus+ Programme
of the European Union

All partner institutions were counted present, except SRCU which had a conflict with the meeting time due to the start of their academic term. A prior meeting was held with SRCU to brief them on all issues to be raised.

1. Welcome and round of introductions/agenda outline (ASPHER)

- 1.1. Robert welcomed partners to the meeting
- 1.2. Partners made a round of introductions
- 1.3. Agenda Outline: Lore Leighton presented the meeting agenda outline. (see <https://www.aspher.org/seeephi-partners-meeting-24jan22.html>)

2. Updates from Work Packages

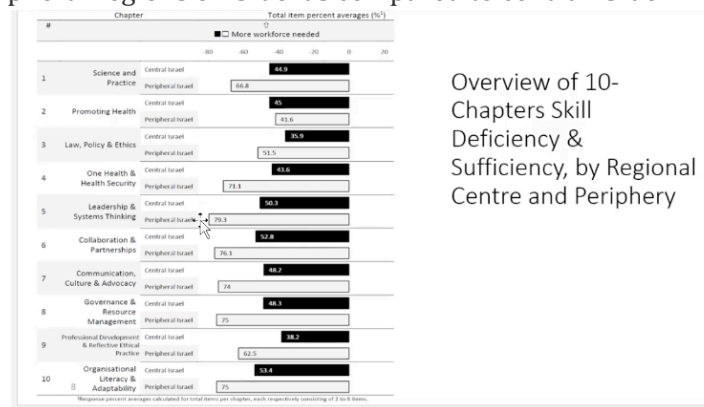
2.1. WP2 Field Qualifications Analysis in the Israeli Public Health System (ASPHER)
Osnat Bashkin presented the main findings:

- o 45 managers responded to the survey and 31 selected stakeholders were interviewed. Respondents and interviews represented HMOs, Hospitals, Health departments, public health services, ministry of health, research institutes/universities, NGOs and others.
- o The survey questions were adapted from the WHO-ASPHER Competency Framework with 44 competencies rated for entry, competent and expert levels as well as whether or not the competency was fulfilled in their workplace or non-relevant
- o A graph of the competency ratings linked to EPHOs was presented and a lack of needed workforce was found in almost every competency area.



Overview of 10-Chapters Skill Deficiency and Sufficiency, by Workforce Level

- o Deficiencies in workforce competencies was more pronounced in the peripheral regions of Israel as compared to central Israel.



Overview of 10-Chapters Skill Deficiency & Sufficiency, by Regional Centre and Periphery

- Several main themes were identified from the qualitative analysis interviews with managers noting:
 - The need for greater investment in public health
 - Gap between practical experience needed and what is taught
 - Not enough involvement of employers in research innovation
 - Development of big data and technology
 - Adaption to changing world (e.g. climate change) and risk analysis
 - Poor working conditions/ limited attention to prevention
- More will be presented in final report: See now:
 - <https://www.aspher.org/download/1082/wp2-report-7-3-22.pdf>

Discussion points:

- Zohar Mor added that interviewees expressed frustration that the Covid pandemic had not translated into budget and manpower investment in the Public Health system, but was rather used for other non-sustainable services.
- Kasia Czabanowska expressed her congratulations to the team, noting that the data is there and can be used in future with policy makers as well as the schools of public health. she thanked the WP2 team and confirmed that the results and information from the WP reporting would be fed into the WP5 leadership course.
- Robert Otok also noted the ties to continuing WHO-ASPHER professionalisation work, with SEEEPPI serving as a good practices country case. Opportunities will be taken to disseminate the SEEEPPI project results through the upcoming professionalisation activities.

2.2. WP3 Mapping the Competency Profiles of Israeli Schools & Programmes of Public Health (HUJI)

Yehuda Neumark presented a status update of the WP:

- WP3 has received all final data, but is still processing some.
- The WP report has been drafted and is undergoing edited. It will be consulted within the WP partners and submitted to ASPHER shortly.
- See now final report: <https://www.aspher.org/download/1081/wp3-final-draft-29-3-2022.pdf>
- Plans are being made for a meeting with WP2 to go over results.

Discussion points:

- Robert Otok added that the planned meeting of WP2 and WP3 would be used to find linkages between the two sets of results, and that WP4 would also join as an observer due to the needed application of the work through the WP4 online platform/toolkit.
- Nadav Davidovitch congratulated the WP3 team, knowing how difficult it was. He noted that there has never been this kind of perspective across the Israel schools in the past. The results had some great potential and could lead to joint courses as well as coordination between programmes and learning from each other.
- Robert Otok elaborated that this would be the essence of the online platform to find areas of complementarity.
- Action: Lore Leighton will send a doodle to coordinate scheduling the working meeting

2.3. WP4 Workforce Adaption and Employability (Jagiellonian/Haifa)

2.3.1. Online Platform:

Marisuz Duplaga presented the online platform and user requirements analysis summarizing the current work including: the platform – purpose and expectations; Users and user scenarios; Functionalities; Site structure; Wireframes

User requirements and workplan document:

- The User requirements describes the work to the IT developer, documents the work for ERASMUS and evaluation, and shows the functionality options to the consortium

Functionalities

Functionalities
User registration and login
Editing user's profile
Checking the list of competencies that can be acquired by studying PIH at particular university
Defining acquired competencies by a job candidate
Defining desired competencies by a job candidate
Searching for jobs/internships
Sending messages to potential employers
Searching for courses and workshops
Searching for conferences
Just information about conferences
Adding opinions about courses
Adding job offers/research offers
Deactivating job offers/research offers
Defining required competencies by employers
Searching for employees, filtering search results
Sending messages to potential employers
Adding course/workshop offers
Defining competencies that can be obtained by participating in a particular course
Deactivating course/workshop offers
Defining the curriculum (according to the ECCLPHP) by universities
Checking the latest news connected with PIH
Adding new posts to the "News" tab
Participating in discussions on the forum
Deleting an account



- Two types of approaches are considered: usability for individual/institutional users; and analytical assessment of data in system - What is priority and what can be done in a short time?

Questions to respond before ordering the Platform

1. What is the main aim of the platform?

- platform as practical tool for individual and institutional users
 - posting jobs offers
 - searching for job opportunities
 - searching for competencies development
- platform as an analytical tool
 - PH sector needs in terms of workforce
 - educational offer of the HEIs in PH
 - how to respond to PH challenges (based on C-E-C chain & EPHRF)?

- User scenarios were included to present personas of individual users with short stories of how they would use the platform

Users and user scenarios

Personas

PRESTEBENT



There is a public health student. He is very interested in biomedicine, so he is looking for courses related to this field.

He has been told that about the platform. He types in the website address and creates an account as "PH student". He fills in about three course requests before proceeding to...

After logging in, Tom searches in the "File profile" tab, where he fills in competencies he has already acquired according to the ECCLPHP list, as well as the name of course (ECCLPHP). He notes that he wants to improve his competencies in epidemiology and biomedicine. He also checks the "checked for acceptance" checklist. Then he clicks the "Save" button.

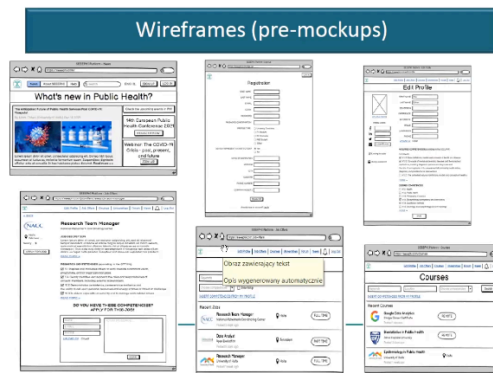
Next on, he switches to the "Courses" tab. A list of newly added courses is automatically displayed. At the top of the page, there is a filter allowing to customize the competencies he wants to search. He clicks on the "checked for acceptance" or "biomedicine" filter. After clicking the "Apply" button, a list of courses is displayed. He scrolls through the list of courses, comparing the list of competencies he has already added to the course description in the ECCLPHP list. Tom decides to result in the course his application is sent.

Then Tom switches to the "News" tab, where he finds information about the forthcoming conference related to COVID-19 and recently published research papers written by public health specialists.

A week later, Tom receives a notification that a course in biomedicine organized by a high-ranking training company will be held in a nearby location. However, he cannot attend as he is unable to find relevant data closer to the "Filter" bar.

- List of possible functionalities can be assigned to specific users: e.g. functionalities could be different for an individual user vs an institution

- Site structure context diagram/site maps can also change depending on user
- Wireframes were developed with mockups to imagine how screens/functionalities could look



- Mariusz thanked Natalia Turosz, who with her informatics background has translated items into more formal descriptions for developers
- Mariusz wrapped up his presentation with key questions to respond to before ordering the Platform:
 - What is the main aim of the platform? Practical toll for users or analytical tool
 - What is feasible with funding (25k) and timeframe (august)?
 - How did previous platform work?
 - Can project expectations be translated effectively by the developer
 - Who will be the final platform administrator?
 - Will the platform accept data from outside the project?

Discussion points:

- Shira wished to say that building the online interface is difficult part of project. She thanked Mariusz and Natalia who are doing amazing work.
- Robert Otok complemented the brilliant work and congratulated the teams for all the thinking put into it. He suggested to discuss the platform further at the WP2/WP3/WP4 working meeting. His take home message would be to prioritize 2 or 3 functionalities of platform that would be useful to Israel rather than trying to do everything - thinking about key stakeholders. E.g. work between schools; people in the field seeking career guidance/opportunities. More functionality could be added later. He added that WP2 & 3 should inform the platform and initial performance/functionality
- Mariusz would like to confirm what is to be expected for the user platform considering limited resources and time, and what type of data to include
- Nadav complemented the team, saying that the work is amazing. He spoke about the need to include Israel public health services and regional officers going forward and options to sustainably host the platform, also with matching funds. He saw 3 possibilities to host and maintain the platform in the longer term: 1) Israel PH Services, 2) Israeli Medical Association, 3) Israeli Council of Higher Education. Each has advantages and disadvantages.

2.3.2. Graduates Survey:

Shira Zelber reported on Haifa's graduates' survey

- The survey ask recent graduates about their employability experience, where do they work, what platform they used to find work, what did they learn that was useful and what was missing.
- Haifa could also conduct the survey wit other schools.
- Haifa will share results at the next meeting

2.4. WP5 Building Leadership Capacity (BGU/Maastricht)

- Nadav Davidovitch reported that BGU and Maastricht had already held several meetings. BGU has a graduate students working on project and they are building the trainers guide focused on PBL and simulations
- BGU is purchasing equipment and will hold a spring semester pilot leadership course using a vaccine hesitancy simulation
- Kasia Czabanowska added that she was pleased to have see the first draft of the course and the novel approaches to teaching leadership. Maastrichte was in the process of adding PBL aspects so they could be used best as well as background on leadership and meaningful participation in scenarios.
- Nadav thanked Keren, Kasia and Jascha for their work and input.
- He added that there were plans to present the material in several platforms, which raised the issue of how to broaden SEEEPFI's influence.

3. Update on evaluation (WP6) and Israel Erasmus meeting/report (BGU)

- Nadav informed that the internal evaluation committee would be sending questions to WP2 and WP3 soon and would call for separate meetings with them and internal committee. The purpose will be to learn from the process and challenges faced by SEEEPFI providing lessons learned to carry over to other country contexts.
- He reported on the presentation in November to the Israel Erasmus office and that they seemed to be pleased with the process. There was some discussion with AAC about issues of support from the administration, which have been solved. Every institution should get the support they need as was agreed and signed.
- Nadav also reported on meetings with the European Union Ambassador in Israel and Israel's President, both of whom were pleased to learn about SEEEPFI and interested in participating in an event.
- The upcoming IAPHP conference on 16 May will provide time for SEEEPFI project and stakeholder involvement, with a possible physical meeting.
- Robert remarked on the translation to other country contexts and that many people were keeping attention on SEEEPFI as a good practice example. He felt it was important to also think about how to strengthen visibility for the project, especially in Israel. WP6 stakeholder analysis will make a difference, but all partners should keep the optimization of impact in mind.

4. Update on WP7 Dissemination (ASPHER)

Lore Leighton presented the Dissemination materials, presentations and events from Year 1 and planned dissemination for Year 2(see:

https://www.aspher.org/download/1000/seeepfi_dissemination.pdf)

- In addition to planned events for Year 2 (IAPHP Conference, ASPHER Retreat), SEEEPFI would also take part in European Public Health Week, the WHO- ASPHER Road Map launch and would submit two papers and an abstract for the EPH Conference,

- She requested that Partners inform of any dissemination that past or planned dissemination that ASPHER might not be aware of so that it could be reported.
- She also requested that all Partners arrange for SEEEPHI to be presented on their school website.
- Nadav informed that Zohar Mor submitted SEEEPHI work to present the National Conference on Health Policy in Israel organized by the National Institute of Health Policy Research
- Robert added that ASPHER is a partner for the first day of the EPHW and can ensure good visibility for SEEEPHI there. The dissemination should also work to synergize with WP6 on stakeholder engagement with IAPHP in both WPs

5. Update on budget and other coordination issues (ASPHER + all partners discussion)

5.1. Reporting, Year 1 and Timeline Year 2

Lore Leighton reported on Year 1 and Year 2 timeline and activities. (see: https://www.aspher.org/download/1001/seeephi_y1_reporting.pdf and https://www.aspher.org/download/1003/seeephi_y2_work_plan.pdf)

- There were some minor delays on preliminary work due to late budget arrival from ERASMUS as well postponements of the first partners meeting that the consortium had hoped could be in person.
- Dissemination events were not held in person as planned due to Covid, but several online events were added.
- Overall deliverables for Year 1 were on track and were delivered or will soon be delivered.
- The Year 2 timeline was presented and Partners were asked to take note of what they are expected to deliver and when as Year 2 will be a busy and critical year for the project. (See timeline below and https://www.aspher.org/download/1003/seeephi_y2_work_plan.pdf)

Discussion points:

- Robert Otok noted that some in person events that were not able to be held, such as the Partners meeting in Cork, and the Kick off meeting in Brussels may still be moved to a later time.
- Yehuda Neumark suggested moving the Brussels meeting to a project closing meeting if there was no meeting scheduled. It was noted that there was a final meeting scheduled in Maastricht and this may also be combined to arrange a visit to Brussels. But Robert cautioned that some partners are moving some travel budget and then might not have funds to travel, but we will try to take all opportunities that make sense.
- There was concern from WP2 and WP3 that items were labeled as delayed and that this seemed unfair as the budget from ERASMU was delayed and work was only able to be started at the time that came in. This point was taken and ASPHER reassured that the issue of the delay would be reflected in the reporting.

SEEPHI Year 2 Work Plan (15 Jan 2022 – 14 Jan 2023)

Code: items delayed from Y1, added activity (planned or proposed), scheduled dates; OL=online, IP=in person (theoretically)

Activities		M1 (J-F)	M2 (F-M)	M3 (M-A)	M4 (A-M)	M5 (M-J)	M6 (J-J)	M7 (J-A)	M8 (A-S)	M9 (S-O)	M10 (O-N)	M11 (N-D)	M12 (D-J)
WP1	Management (ASPHER)												
OL	Partners Meeting (online)	24/01											
	Deliverable 1.3.2 Partners Meeting report		o										
	Deliverable 1.4 Progress report - Y1	o											
IP	Partners Meeting (in person, IE)			April	April								
IP	Partners Meeting (in person, PL)							4D					
	Deliverable 1.3.3 Partners Meeting report								o				
	Deliverable 1.4 Progress report - Y2												o
WP2	Field Qualifications Analysis (AAC, ASPHER)												
	Deliverable 2.2 Report from the survey	o											
WP3	Mapping HEI Competency Profiles (HUJI, UCC)												
	Deliverable 3.2 Report from the survey		o										

Activities		M1 (J-F)	M2 (F-M)	M3 (M-A)	M4 (A-M)	M5 (M-J)	M6 (J-J)	M7 (J-A)	M8 (A-S)	M9 (S-O)	M10 (O-N)	M11 (N-D)	M12 (D-J)
WP4	Workforce Adaption & Employability (UH, JU)												
IP	Working meeting (IS)		4D										
	Development of the PHI Reference Framework	2w	2w	2w	2w	2w	2w						
	Deliverable 4.1 PHI PHRF online tool						o						
	Organisation of the Practical Placements Scheme			1w	1w	1w	1w	1w	1w	1w	1X		
	Deliverable 4.2 Practical Placement Scheme										o		
WP5	Building Leadership Capacity (BGU, MU)												
IP	Working meeting (IS)							4D					
	Development of the overall framework for the PHI Leadership Academy			1w	1w	1w	1w	1w	1w	2w	2w	2w	2w
	Deliverable 5.1 PHI Leadership Academy train the trainer manual												o
WP6	Stakeholder Engagement (IAPHP, SRCU)												
IP	One working meeting (IS – Tel Aviv)					3D							
	Devising the IAMPH campaign	2w	2w	2w	2w	2w							
	Piloting the campaign in the context of the IAPHP conferences and PHW video stories series				4w	4w	4w		1w			1w	
	Deliverable 6.1 IAMPH Campaign Plan				o								
	Deliverable 6.2 IAMPH Stories (1st ed)						o				o		o
IP	Deliverable 6.3 IAMPH Happenings at IAPHP conference					16/05	o						
	Setting up the PHW register			2w	2w	2w	2w	2w					
	Deliverable 6.4 PHI PHW Register							o					

Activities		M1 (J-F)	M2 (F-M)	M3 (M-A)	M4 (A-M)	M5 (M-J)	M6 (J-J)	M7 (J-A)	M8 (A-S)	M9 (S-O)	M10 (O-N)	M11 (N-D)	M12 (D-J)
WP7	Dissemination (ASPHER, IAPHP)												
	Prepare project dissemination workshops at the IAPHP Conference 2022						1w						
IP	Deliverable 7.2 Project dissemination workshops at the IAPHP Conferences 2022					16/05	o						
	Prepare project presentation sessions at the ASPHER Retreat 2022					1w							
OL	Deliverable 7.1 Project presentation session at the ASPHER Retreat 2022						o						
	Regularly update the project website, newsletter (2) and social media channels	R	R	R	R	R	R	R	R	R	R	R	R
	Deliverable 7.5 Project website, newsletter and social media	News letter #2	o	o	o	o	o	o	o	o	o	o	o
OL	European Public Health Week					16- 20/05							
	Publications from WP2 and WP3												
IP	EPH Conference Workshop (Berlin)										9- 12/11		
WP8	Quality Plan (BGU)												
IP	1 st Annual EC meeting (in person, IS)		2D										
	Deliverable 8.2 Year 1 External Evaluation Report			o									
IP	Interim in person EC meeting (in the context of the 3 rd consortium mtg, PL)							1D					
OL	Two interim EC meetings via teleconference (1 st semester & 2 nd semester)					1,5h						1,5h	
	Deliverable 8.1 Summaries of the EC interim meetings (in person & phone)						o			o			o

- 5.2. Budget (see spreadsheet for download here: <https://www.aspher.org/repository,10,93,1002.html>)
- In lieu of the remaining time, Robert Otok did not present the budget in detail as it is available from the link provided. However, he wished to outline three points before discussing agreement over the distribution of Year 2 funds from the first prefinancing payment:
 - 1) The 2nd prepayment will not arrive from the EC until the beginning of year 3. The project must therefore find agreement on how to operate to deliver 2/3 of the timeline of the project with only 50% to financing.
 - 2) All budget for equipment must be spent in the first two years – any equipment purchased after this is ineligible. Note also that only Israeli partners receive equipment budget.
 - 3) Uneven distribution of the workload over the course of the project and larger demands on staff hours in Israel where the project is implemented.
 - Considering these issues ASPHER therefore proposes to prioritize payment of remaining current funds to Israel partners, asking EU partners to await claims on payment until the 2nd prepayment arrives in Year 3. This was presented to partners by email in December. Exception would be made for one budget category – for subcontracting – that requires timely payment. This primarily applies to Jagiellonian University, which must pay the subcontractor for development of the online platform. ASPHER has some subcontracting budget as well for external evaluators and publishing, but has some flexibility on how it distributes funds. As no objections were raised when the emails were sent, ASPHER hopes that all partners are in agreement to take this course of action for distribution of funds. Robert also noted that this was discussed with representatives of Swedish Red Cross University in a separate meeting with them. If there are no objections the agreement for distribution of the remaining funds would be written up as a formal addendum to the Partners Agreement.
 - There were no objections and the formal addendum was distributed after the meeting and agreed by all partners. It is now available here: https://www.aspher.org/download/1085/seeephi_partnership_agreement_addendum_1-version_11_02_22.pdf
 - Nadav thanked Robert for designing a way forward as this is a difficult situation – most Universities are accustomed to receiving funding before the start of work and the school then extends credit as it is needed over the course of the project. This situation necessitates a different manner of functioning as a large portion of the funds arrive after the work creating tensions. He felt the proposal from ASPHER was the best action considering the constraints. He also expressed his appreciation for and thanks to WP2 and WP3 for the work already accomplished.
 - Robert then also raised the further issue of flexibility in reallocation of budget categories considering that travel funds were unused due to Covid – Some partners had asked about the possibility of moving some budget from travel to staff hours. The ERASMUS contract allows for a redistribution of budget categories of up to 10%. The staff category (budgeted for 350,000 EUR) for the overall project can thus be increased by 35,000 EUR, moving money from other categories. The proposal is to again prioritize Israel

partners with their high staff workload when allowing for redistribution to higher staff budgets. This is to not excluding others, and any partner with an issue should raise it with ASPHER.

- Mariusz Duplaga raised concerns that administration at Jagiellonian University would raise issues if they saw monies budgeted for JU redistributed to other partners.
- ASPHER reassured him that the total budget for each partner would remain unchanged. The redistribution would just be with the budget categories of individual partners.
- No objections were raised and this to would be put in writing for immediate follow up to the meeting.

5.3. Any other administrative business – no other business was raised.

6. Next meeting/steps (ASPHER)

6.1. Next meetings:

- WP2, WP3, WP4 joint meeting to be scheduled – held 1 February 2022
- Working meeting scheduled for IAPHP Conference, Ashkelon, Israel 16 May 2022
- Next partners meeting scheduled for Jagiellonian University, Krakow, Poland 20-23 September 2022
- The partners meeting scheduled for University College Cork, Ireland on hold for now, but may be scheduled for a later time.

6.2. Lore thanked everyone and closed the meeting.