

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

**Evaluation Committee
Krakow, September 2022**

www.seeephi.aspher.org



SEEPHI Project Objectives

AIM: Enhancement of the public health workforce (PHW) in Israel through sharing European educational experience, including: harmonization, employability, leadership and outreach.

SPECIFIC OBJECTIVES:

1. Detailed analysis of field qualifications content to understand different professional roles in the Israeli public health system.
2. Mapping of the competency profiles of the Israeli schools and programmes of public health to guide harmonization between public health education and practice.
3. Introduction of a dynamic online interface to enable public health education/training – practice/workforce collaboration, supporting employability and continuing professional development in the Israeli public health system.
4. Building leadership capacity via cutting edge training in the Israeli public health schools and programmes, including peer-to-peer and train the trainers offerings.
5. Stakeholder engagement to secure key outreach (community, inter-professional, cross-sectoral) needed to sustain the proposed solutions.

NATIONAL PRIORITY 3: strengthening of relations between HEIs and the wider economic and social environment, targeting university-enterprise cooperation, entrepreneurship and employability of graduates through voluntary convergence with EU developments in higher education and PHW professionalization.

Matching EU tools:

1. WHO-ASPHER Competency Framework for the Public Health Workforce in the European Region (CFPHW)
2. ASPHER's European Core Competences List for the Public Health Professional (ECCLPHP)
3. ASPHER's European Public Health Reference Framework (EPHRF)
4. The Leaders for European Public Health (LEPHIE)
5. This Is Public Health (TIPH) Europe

SEEEPHI Partners



ISRAEL:

Ashkelon Academic College (AAC)

Ben Gurion University of the Negev (BGU)

Hebrew University of Jerusalem (HUJI)

University of Haifa (UH)

Israeli Association of Public Health Physicians (IAPHP)

EU:

Jagiellonian University (JU), POLAND

Maastricht University (MU),
NETHERLANDS

Swedish Red Cross University College (SRCUC), SWEDEN

University College Cork (UCC), IRELAND

Association of Schools of Public Health in the European Region (ASPHER), BELGIUM

Work Packages

Field Qualifications Analysis in the Israeli Public Health System (AAC, ASPHER)

Mapping of the Competency Profiles of the Israeli Schools & Programmes of PH (HUJI, UCC)

Workforce Adaptation & Employability in the Israeli PH System (UH, JU)

Building Leadership Capacity in the Israeli PH System (BGU, MU)

Stakeholder Engagement (IAPHP, SRCU)

Dissemination & exploitation (ASPHER, IAPHP)

WP 1 Report

- Key Team Members: Lore Leighton, Robert Otok, John Middleton
- Goals and Objectives: Ensure project activities follow the agreed work plan and budget.

WP1 Activities

- **Accomplishments in last quarter since last evaluation meeting**

1.1 Terms of reference for the project governance – created in Y1 and updated in Y2.

1.2 Project Intranet – created in Y1 and relevant files updated as needed

1.3 Summaries of the project consortium meetings – Summary of last consortium meeting to follow this week

- **Actions planned for the next quarter?**

1.3 Summaries of the project consortium meetings – Summary of Krakow meeting

1.4. Progress reports and the project final report – Two year project progress report

WP1 Reflection

- What is going well?

Project work is progressing, most partners are well engaged

- What/any barriers/obstacles where the WP team need help?

Time and capacity

Integration between WPs

- What are opportunities outside the scope of the WP that are suitable for other WP to address?

Leads of WPs keeping attention to the work they are expected to deliver for their specific WP and integrate with other WPs

WP 2 Report

- Key Team Members

1. Zohar Mor, AAC
2. Osnat Bashkin, AAC
3. Kasia Czabanowska, ASPHER
4. Robert Otok, ASPHER
5. Lore Leighton, ASPHER

With the kind consultation of Ted Tulchinsky (AAC), and the help of Keren Dopelt (AAC,BGU)

- Goals and Objectives

FIELD QUALIFICATION ANALYSIS IN THE ISRAELI PUBLIC HEALTH SYSTEM:

1. Develop survey instrument (based on CFPHW tool)
2. Data collection
3. Report from the survey

WP2 Activities

- Accomplishments in last quarter since last evaluation meeting
 1. Field qualification analysis (survey and in-depth interviews)
 2. Report from the analysis
 3. Two papers presenting the findings (see abstracts next slides)
- Actions planned for the next quarter?
 1. Leadership PBL course start in October 2022 at AAC

WP2 Reflection

- What is going well?

Everything – WP work completed and reported with two publications and a third submitted (under review).

- What/any barriers/obstacles where the WP team need help?

Budget challenges,

Challenges overcome: adjustments were required to the WHO-ASPHER Competencies Framework document to make the survey suitable to the Israel WF and compatible with the WP3 results, Follow up interviews were necessary for good survey response rate.

- What are opportunities outside the scope of the WP that are suitable for other WP to address?
 1. Outreach to PH workforce including Key PH employers
 2. Activities to engage with PH governance

WP1 Paper 1 - Emerging lessons from the COVID-19 pandemic about the decisive competencies needed for the public health workforce: A qualitative study

Frontiers in Public Health – published September 2

COVID-19 crisis exposed the critical need for a highly qualified public health workforce.

Qualitative research (31 participant) aimed to examine public health workforce competencies needed to face COVID-19 challenges and identify the gaps between training programs and the competency demands of real-world disasters and pandemics.

Six themes emerged from the content analysis:

public health workforce's low professional status and the uncertain future of the public health workforce; links between the community and Higher Education institutions; the centrality of communication competencies; need to improve health promotion; the role of leadership, management, and partnership, and innovation in public health coherence. Increasing the attractiveness of the profession, professional and financial support, and improving the working conditions to ensure a sustainable and resilient PH system were deemed necessary.

Paper describes and cultivates new knowledge and leadership skills among public health professionals and lays the groundwork for future public health leadership preparedness programs.

WP2 Paper 2 - Bridging the gaps between Public Health training and practice: workforce competencies comparative analysis

International journal of Public Health – under review

Objectives: to generate insights on how best to enhance the compatibility between Public Health graduate training program competencies and the competencies required by employers to address current and emerging PH needs.

Methods: Adapted survey - WHO-ASPHER Competency Framework for the Public Health Workforce in the European Region (online among Israeli public health managers from August to November 2021). Forty-nine managers participated (37.6% response rate) in an assessment of 44 public health competencies and the core organizational public health operations.

Results: All EPHOs were perceived to be relevant to the responding organizations, with reported deficiency levels ranging from 6.1% and 31.7%. However, some distinctions were apparent between the levels of relevance to the different organizations, with workforce shortfalls differing by organizational contexts. Deficiencies were identified in all categories of competencies and were more significant as the level of expertise increased.

Conclusions: There is a clear and urgent need for public health professionals to acquire and practice versatile capabilities and innovative competencies in response to ever-changing and emerging health threats.

WP3 Report

- Key Team Members

- Israel:

- Prof. Yehuda Neumark
 - Dr. Maureen Malowany
 - Mr. Naham Shapiro

- University College Cork

- Dr. Fiona MacLeod
 - Dr. Janas Harrington

- Goals and Objectives

- Map the competency profiles(based on ECCLPHP tool) of the Israel Schools of Public Health (Higher Education Institutions)

- Develop a survey instrument to collect the data

- Analyse data and submit a report from the mapping of the competency profiles of the HEIs

- Publish findings in appropriate journal

WP3 Activities

- Accomplishments in last quarter since last evaluation meeting
 - Additional analyses
 - Developed a heatmap (competency specific) using weighting and mapping);
 - Mapped results on to the EPHOs
 - Through data interpretation, mMapped an integration of WP2 and WP3 data
- Actions planned for the next quarter?
 - Complete the first article (in process) – more theoretical
 - Considering a second article which will propose a template or model responsive to changes over time to facilitate sustainability/usefulness of research conducted

WP3 Reflection

- What is going well?
 - Data and interpretation of the richness and utility of data completed
 - Graphic presentation of analysis
- What/any barriers/obstacles where the WP team need help?
 - Work completed – writing in process
- What are opportunities outside the scope of the WP that are suitable for other WP to address?
 - WP4 may want to consider our latest integrative mapping graphs/data
 - Long term sustainability for the entire project

WP4 Report

- **Key Team Members**

University of Haifa

Prof. Shira Zelber-Sagi

Prof. Orna Epel-Baron

Dr. Maya Peled-Raz

Dr. Dana Ivancovsky-Wajcman

Jagiellonian University

Mariusz Duplaga, MD, PhD, Univ.Prof.

Natalia Turosz, MD,

Szczepan Jakubowski, MPH

- **Goals and Objectives**

Introduction of a dynamic online interface to enable public health education/training – practice/workforce collaboration, supporting employability and continuing professional development

WP4 Activities

- **Accomplishments in last quarter since last evaluation meeting**

- 1) Alumni questionnaire

- Development of the questionnaire
- Collecting and analyzing the data of responses from the survey

- 2) Online platform

- Discussions about the requirements for the online platform
- Registering user requirements provided by ASPHER
- Development of tender documentation and platform specification
- Tender procedures and selection of the IT provider
- Preparing the contract and definition of conditions of cooperation (Empressia I.I. and JU)
- Development process with feedback from JU team (ongoing)
- Translation into Hebrew (from English) of key terms used on the platform

WP4 Activities

- **Actions planned for the next quarter?**
 - Continue building the platform and translating its various parts into Hebrew. Creating a first version of the platform with the partners.
 - co-operation with IT provider in the process of the development
 - monitoring of the progress of work
 - additional translations to Hebrew (and other language if needed)
 - preparation of the terms of use for platform users
 - preparation of the information and explanations needed for the platform
 - the acceptance report
 - the migration of the platform to final maintaining partner

WP4 Reflection

- **What is going well?**

- The joint work with our partners
- Working on the alumni questionnaire
- Progress of the development of the platform

What/any barriers/obstacles where the WP team need help?

- Technical problems in the construction of the platform
- Formal requirements for the implementation of the platform
- Associated documents e.g. terms of use, privacy concerns

WP4 Reflection

What are opportunities outside the scope of the WP that are suitable for other WP to address?

- It will be interesting if other WP will pass the alumni questionnaire among their alumni
- Having all WPs discussion: who will manage and maintain the platform (is there an organization that can do this and budgetary sources) and who has rights on the platform
- It will be interesting if other WP will pass the alumni questionnaire among their alumni
- The decision about the third language version of the platform if needed and who will prepare translations
- Having all WPs discussion: who will manage and maintain the platform (is there an organization that can do this and budgetary sources) and who has rights on the platform
- Final assessment of the platform functionality and confronting with expectations and visions

WP5 Report

- Key Team Members

- Nadav Davidovitch, Keren Dopelt – BGU
- Jascha de Nooijer, Kasia Czabanowska - MU

- Goals and Objectives

- 5.1. PHI Leadership Academy train the trainer manual including leadership training modalities (based on LEPHIE)
- 5.2. Reports from the 5 peer sessions (evaluation & adaptation of the PHI Leadership Academy framework)

WP5 Activities

- Accomplishments in last quarter since last evaluation meeting
 - Pilot course at BGU (based on PBL method, including simulations)
 - Guide for trainers development
- Actions planned for the next quarter?
 - Implementing the course at AAC
 - Training of trainers
 - Thesis supervision – evaluation of simulations

WP5 Reflection

- What is going well?

synergy between BGU – MU, WP based on previous experience of MU and BGU, good timing (e.g. opening of large simulation center at BGU)

- What/any barriers/obstacles where the WP team need help?

Course implementation in all institutions

- What are opportunities outside the scope of the WP that are suitable for other WP to address?

Use of methodologies, especially simulations

WP6 Report

- Key Team Members

- Hagai Levine, Nadav Davidovitch – IAPHP (+ Professional marketing company)
- Stéphanie Paillard Borg, Leah Okenwa-Emegwa- SRCUC

- Goals and Objectives

- 5.1. PHI IAMPH Campaign Plan (building on TIPH Campaign)
- 5.2. PHI IAMPH Stories
- 6.3. PHI IAMPH Happenings at IAPHP conferences
- 6.4. PHI PHW Register

WP6 Activities

- Accomplishments in last quarter since last evaluation meeting
 - Developing interview guide
 - Interviews and videos
 - Developing campaign strategies with partners
- Actions planned for the next quarter?
 - Videos distribution
 - Implementing campaign strategies

WP6 Reflection

- What is going well?

Building on TIPH previous campaign, integrating with other activities, willingness to collaborate

- What/any barriers/obstacles where the WP team need help?

Beyond campaign (career development and working conditions), COVID created challenges, entering “new normal” times, specific professional identity versus general public health

- What are opportunities outside the scope of the WP that are suitable for other WP to address?

Synergism with other WP, esp WP4 and WP7

WP 7 Report

- Key Team Members: Lore Leighton, Robert Otok, John Middleton, Nadav Davidovitch, Hagai Levine, Tsipi Burac
- Goals and Objectives: Dissemination and Exploitation to promote SEEPHI in the EU and Israel with attention to key stakeholders

WP7 Activities

- **Accomplishments in last quarter since last evaluation meeting**

7.2. IAPHP Conferences 2022

- SEEEPHI workshop meeting held in May synergized with European Public Health Week with Israel taking part in the ASPHER EUPHW kickoff event

7.4. SEEEPHI *Public Health Reviews* supplement

- note the to change this to publish as appropriate during the course of the project (as discussed with EC previously)
- Two papers written (See WP2 report) since last meeting – one published, one under review

7.5. Project website, newsletter & social media

- website established in Year 1

Professionalization Road Map launch (– SEEEPHI featured)

- **Actions planned for the next quarter?**

7.1. ASPHER Deans' and Directors' Retreat 2022

- Workshop planned for Sofia Retreat in October

7.5. Project website, newsletter & social media

- Update website
- Newsletter
- Improve social media outreach

WP7 Reflection

- What is going well?

SEEEPHI is featured in dissemination events as described in the project plan

SEEEPHI has taken advantage of online opportunities for additional dissemination during Covid

- What/any barriers/obstacles where the WP team need help?

Time and capacity

Dissemination of materials in Hebrew/other languages as appropriate

- What are opportunities outside the scope of the WP that are suitable for other WP to address?

Important: All partners should feature SEEEPHI on their websites

Other WP partners should take advantage of opportunities to disseminate and report them to WP7 so that these can be noted and reported

WP8 Report

- Key Team Members
 - Internal Evaluation Committee: Mariusz Duplaga, Janas Harrington, Keren Dopelt, Nadav Davidovitch, Lore Leighton, Robert Otock
 - External Evaluation Committee: Paul Barach, Orly Manor, Walter Ricciardi
- Goals and Objectives
 - 8.1. Summaries from the Interim Evaluation Committee meetings
 - 8.2. SEEPHI Evaluation Reports

WP8 Activities

- Accomplishments in last quarter since last evaluation meeting
 - Developing work plan and reporting templates
 - Dividing tasks between IC and EC
 - Setting expectations
 - Meeting with new Erasmus officers (both in EU and Israel)
- Actions planned for the next quarter?
 - Meeting in Krakow
 - Receiving products and reports from all WP

WP8 Reflection

- What is going well?

Developing expectations and trust

- What/any barriers/obstacles where the WP team need help?

Evaluation needs more face to face meetings

- What are opportunities outside the scope of the WP that are suitable for other WP to address?

Better integration and reflection from all WPs

Preliminary Thoughts and Discussion

- Implementation, dissemination and sustainability
- Integration, including with Ministry of Health and other parts of health system
- Integration with WHO new report on health care workforce including Public Health Leadership
- Integration between IAPHP and other professions / associations