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TABLE OF ACHIEVED / PLANNED RESULTS

Title and reference number of the work package (WP)	PROJECT COORDINATION (WP1)

Indicators of achievement and or/performance as indicated in the project proposal	The WP1 will enable the project's appropriate coordination and leadership of the project consortium. Detailed objectives of this work package are as follows: - to ensure the achievement of the specific objectives of the project within the agreed time and budget, with support for technical and administrative project coordination; - to provide efficient administrative and financial management of the project via the adequate governance of the project.

Activities carried out to date to achieve this result:

Activity N°	Activity Title	Start date	End date	Place	Description of the activity carried out	Specific and measurable indicators of achievement
	Kickoff meeting	08/02/21	12/02/21	Zoom	Project Kickoff meeting to begin work, set out the partnership agreement and distribution of first part of the pre-financing payment https://www.aspher.org/seeephi-kickoff-agenda.html	100% of Partners in attendance; Partnership Agreement achieved; distribution of pre-financing budget agreed and distributed to Partners. (28 delegates)
D1.1	Terms of Reference for Project Governance (Partnership Agreement)	15/01/21	28/0521	online	Partnership Agreement of the consortium. Introduced at Kickoff meeting on 08/02/21 and revised for 12/02/21: https://www.aspher.org/download/671/seeephi-kickoff-pa-ec-friday-ll-slides.pdf Ad hoc meeting held on 28/04/21 to conclude on specific legal issues raised by partners. Final signed agreement available 28/05/21: https://www.aspher.org/seeephi-partnership-agreement.html	Partnership agreement agreed and signed by all 10 partner legal representatives and submitted to EACEA

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					https://www.aspher.org/download/750/seeephi_partnership_agreement_final-28-05-21.pdf Addendum to agreement introduced at partners meeting 24/01/22 and approved by partners 11/02/22: https://www.aspher.org/download/1085/seeephi_partnership_agreement_addendum_1-version_11_02_22.pdf	
D1.2	Project Intranet	15/01/21	08/02/21	online	Project intranet set up and delivered to partners at Kickoff meeting: https://seeephi.aspher.org/partner_zone/ login: seeephi password: Partner580	Project intranet setup and made available to all 10 partners
D1.3.1	Summaries of Consortium meeting #1 (Kickoff meeting)			online	Kickoff meeting report: https://www.aspher.org/download/1293/seeephi-kick-off-minutes.pdf	Kickoff meeting report written and approved by all 10 partners
D1.4.1	Progress report, Y1	24/01/22	10/04/22	Online/Krakow, PL	Progress report delivered to Partners at Partners meeting 24/01/22 and External Evaluators during evaluation committee in April 2022 https://www.aspher.org/download/1001/seeephi_y1_reporting.pdf	Report discussed with all 10 partners and 3 external evaluators
	Consortium meeting #1	17/01/22	24/01/22	Zoom	First Partners consortium meeting: https://www.aspher.org/seeephi-partners-meeting-24jan22.html Ad hoc meeting with ASPHER and SRCU on 17/01/22. SRCU was not available to attend the PM on 24/01/22, a pre-meeting was held with them and the coordinator to go over the issues to be discussed at the PM	All 10 Partners in attendance at PM or in premeeting (26 delegates)
D1.3.2	Summary of Consortium meeting #1			online	First Partners consortium meeting report: https://www.aspher.org/download/1197/seeephi-pm1-24jan22-report-draft.pdf	Meeting report written and approved by all 10 partners
	Consortium meeting #2	20/09/22	22/09/22	Krakow, PL	Second Partners consortium meeting: https://www.aspher.org/download/1196/seeephi-krakow-partners-meeting-agenda-final.pdf	All 10 Partners and 2 external evaluators in attendance. (24 delegates

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						onsite and 3 delegates online)
D1.3.3	Summary of Consortium meeting #2			online	Report materials from meeting available at: https://www.aspher.org/seeephi-pm2-krakow.html	Materials distributed to all 10 partners and 3 external evaluators

Activities to be carried out to achieve this outcome (before the end of the project)

Activity N°	Activity Title	Start date	End date	Place	Description of the activity to be carried out	Specific and measurable indicators of progress
D1.4.2	Progress Report, Y2			online	Interim Technical Report	Interim Technical Report agreed by all 10 partners and filed with EACEA. Approval of Report by EACEA and delivery of second prefinancing payment.
	Consortium meeting #3	31/01/23	02/02/23	Brussels, BE	Project consortium partner meeting	Number of Partners in attendance, number of delegates at meeting
D1.3.4	Summary of Consortium meeting #3			online	Report of Brussels PM	Acceptance of report by partners
	Consortium meeting #4	27/03/23	30/03/23	Stockholm, SE	Project consortium partner meeting	Number of Partners in attendance, number of delegates at meeting
D1.3.4	Summary of Consortium meeting #4			online		Acceptance of report by partners
	Consortium meeting #5	04/09/23	07/09/23	Cork, IE	Project consortium partner meeting	Number of Partners in attendance, number of delegates at meeting
D1.3.5	Summary of Consortium meeting #5			online	Report of Cork PM	Acceptance of report by partners

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	Consortium meeting #6	TBD Nov/Dec 2023	TBD Nov/Dec 2023	Maastricht, NL	Project consortium partner meeting	Number of Partners in attendance, number of delegates at meeting
D1.3.6	Summary of Consortium meeting #6			online	Report of Maastricht PM	Acceptance of report by partners
D1.4.3	Final Report		14/01/24	Online	Final Project Report	Successful completion of project activities and acceptance by EACEA

Changes that have occurred in this result since the original proposal:

The kickoff meeting and the first consortium partners meeting were held online due to covid travel restrictions. Additional partners meetings have been planned later in the project to make up for the missed meetings and allow partners to meet more often during this critical work implementation phase of the project when concerted synergy is needed between WPs.

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Title and reference number of the work package (WP)	FIELD QUALIFICATION ANALYSIS IN THE ISRAELI PUBLIC HEALTH SYSTEM (WP2)

Indicators of achievement and or/performance as indicated in the project proposal	The indicator for achievement: delivery of the report of field qualifications in the Israeli PH system that is comprehensive, and representative of the field qualifications required of PH employers and communities throughout Israel reflected over the 10 Essential Public Health Operations (EPHOs), indicating field qualifications at entry, competent and expert levels.

Activities carried out to date to achieve this result:

Activity N°	Activity Title	Start date	End date	Place	Description of the activity carried out	Specific and measurable indicators of achievement
2.1	Survey instrument (based on CFPHW tool)	15/1/21	14/1/22	AAC, Israel	Web-based Survey designed to map field qualifications in the Israeli PH system adapted from the WHO-ASPHER Competency Framework for the PHW in the European Region (CFPHW). The Framework enables standardization and consistent definition of the skills required of PH professionals. See appendix A for survey instrument: https://www.aspher.org/download/1082/wp2-report-7-3-22.pdf	Development of a Survey instrument for Israel suitable for evaluating PH field qualifications at entry, competent and expert levels. The survey was completed by 49 PH employers in Israel. In-depth interviews were performed with 31 key stakeholders.
2.2	Report from the survey – Field Qualifications in the Israeli Public Health System	Y1M11		AAC, Israel	As the first preparatory WP, it delivered a report from the survey of field qualifications complemented with findings from a series of follow-up interviews with selected/key stakeholders. https://www.aspher.org/download/1082/wp2-report-7-3-22.pdf	Full report from the survey comprehensively mapping professional roles identified for the Israeli PH system and their corresponding field qualifications at entry, competent and expert levels.

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| | | | | | See also WP2 publication reported in WP7 Dissemination and Exploitation Table of activities: Journal publication: Emerging lessons from the COVID-19 pandemic about the decisive competencies needed for the public health workforce: A qualitative study https://doi.org/10.3389/fpubh.2022.990353 | |

Activities to be carried out to achieve this outcome (before the end of the project)

Activity N°	Activity Title	Start date	End date	Place	Description of the activity to be carried out	Specific and measurable indicators of progress
	None				WP2 was a preparatory WP completed in the first year of the project, but WP2 partners remain committed to support the overall project goals as needed based on this WP. This includes but is not limited to: Finalizing the second publication from WP2: *Bridging the gaps between Public Health training and practice: workforce competencies comparative analysis* which is submitted to the International Journal of Public Health and is under review. (WP7) Participation in Leadership Academy (WP6) Participation in Partners meetings (WP1) Collection of Alumni Survey (WP4)	

Changes that have occurred in this result since the original proposal:

Title and reference number of the work package (WP)	MAPPING OF THE COMPETENCY PROFILES OF THE ISRAELI SCHOOLS AND PROGRAMMES OF PUBLIC HEALTH (WP3)

Indicators of achievement and or/performance as indicated in the project proposal	The indicators for achievement: deployment and delivery of a survey instrument. Analysis and submission of WP3 report on the competency profiles of the Israeli PH schools and programmes of public health based on the ECCLPHP tool.

Activities carried out to date to achieve this result:

Activity N°	Activity Title	Start date	End date	Place	Description of the activity carried out	Specific and measurable indicators of achievement
3.1	Survey of curriculum competency profiles of Israeli HEIs of PH	15/1/21	30/1/22	HUJI; UCC	Developing, delivering and analyzing results from the survey instrument adapted from the ASPHER's European List of Core Competences for the Public Health Professional (ECCLPHP). This included a pilot conducted at UCC. See appendix A of WP3 report for the abridged list of ELCCPHP. See appendix B of WP3 report for survey instrument.	Development of a survey instrument suitable for evaluating PH competences within the curricula of the health education institutions (HEIs) in Israel. The survey was completed by the five Israeli HEI that grant BPH & MPH degrees.
3.2	Report of the mapping of the competency profiles of the Israeli HEIs	4/1/2022	16/5/2022	HUJI; UCC	As the second preparatory WP, WP3 prepared a report from the survey of the PH competences profiles of the Israeli schools and programmes of public health including recommendations for harmonization of public health education and training. https://www.aspher.org/download/1081/wp3-final-draft-29-3-2022.pdf	Full report from the survey comprehensively mapping the competence profiles of the BPH and MPH curricula of Israeli HEIs was submitted and

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						presented at the SEEEPHI partners meeting.

Activities to be carried out to achieve this outcome (before the end of the project)

Activity N°	Activity Title	Start date	End date	Place	Description of the activity to be carried out	Specific and measurable indicators of progress
3.3	Preparation of WP3 survey results as an article to be published in a relevant peer-reviewed journal	5/9/2022	2023	HUJI; UCC	Setting WP3 results in the broader context of public health training via the preparation, submission and acceptance of 1-2 peer-reviewed journal articles. See Dissemination and Exploitation WP7 table of planned activities.	Publication of journal article
3.4	Collaboration with WP2	17/5/2022	5/9/2022	HUJI; ACC	As a preparatory WP, WP3 completed its main activity (competences survey) in the first year of the project. WP3 partners remain committed to support the overall project goals as needed based on this WP. This includes collaborating with WP2 to explore how the WP2 and WP3 results may collaboratively inform later WPs and harmonize between PH education and training and workforce needs. This includes converting WP3 results to the WHO Essential Public Health Operations (EPHOs) framework.	Conversion of WP3's results to EPHOs for interoperability with WP2 results.
3.5	Collaboration with WP4	17/5/2022	2023	HUJI; UoH; Jag. U	As a preparatory WP, WP3 completed its main activity (competences survey) in the first year of the project. WP3 partners remain committed to support the overall project goals as needed based on this WP. This includes collaborating with WP4 to explore how WP2 & WP3's results may be operationalized for WP4's work. This includes converting WP3 results to the WHO Essential Public Health Operations (EPHOs) framework.	Conversion of WP3's results to EPHOs for further application

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| 3.6 | Preparation & submission of joint WP2 & WP3 academic peer-reviewed publication | 1/1/2023 | 2023 | HUJI; ACC; UCC | Setting WP2 & WP3 results in the broader context of public health training to meet workforce needs via the preparation, submission and acceptance of a peer-reviewed journal article. See Dissemination and Exploitation WP7 table of planned activities. | Publication of journal article |

Changes that have occurred in this result since the original proposal:

WP3 subcontracted a local graphics firm to create the SEEEPHI logo at a cost of €254.69. This was done at a very early stage of the project (before funds were allocated) for the purposes of announcing the forthcoming project. WP3-lead Yehuda Neumark was able to finance this expense upon condition of reimbursement once SEEEPHI funding became available.
Proposed change:
In light of the findings of the WP3 survey of PH competences that reflected a lack of training in leadership skills in the Israeli HEIs, it has become evident that alongside the in-class leadership training modules being developed by BGU (WP5), an online version of this PH training resource is warranted. This online PH training resource was not included in the SEEEPHI budget. WP3 therefore requests permission to allocate €4000 of sub-contracting funds toward the development of an online version of the leadership training module in collaboration with WP5.

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Title and reference number of the work package (WP)	WORKFORCE ADAPTATION AND EMPLOYABILITY IN THE ISRAELI PUBLIC HEALTH SYSTEM (WP4)

Indicators of achievement and or/performance as indicated in the project proposal	The measurable indicator will be the development of the PHI PHRF online tool interface enabling relevant interactions between target groups and successful implementation of the practical placement scheme and career fair activities. This will be elaborated by the number of PHI PHRF users from the project target groups and outcomes impacting on employability.

Activities carried out to date to achieve this result:

Activity N°	Activity Title	Start date	End date	Place	Description of the activity carried out	Specific and measurable indicators of achievement
4.1	PHI PHRF online tool for PH education/ training and workforce/ employer collaboration	Jul 2021	ongoing	Krakow, Poland Haifa, Israel	The development of the online PHI PHRF online is a detailed technical process outlined in the steps below (4.1.1-4.1.11). The software part of the online platform has been developed by the subcontractor according to the requirements defined by the Consortium and is currently undergoing requested adjustments. It will be demonstrated to project partners in Y3M1 and launched in Y3M3 (see table of planned activity below) Proof-of-concept approach: https://www.aspher.org/download/1291/presentation-no-1_wp-4_seeephi-project-meeting_ashkelon-may-16-2022.pdf https://www.aspher.org/download/1292/presentation-no-2_wp-4_seeephi-project-meeting_krakow-sep-09-2022.pdf	
4.1.1	User requirements analysis	Jul 2021	Jan 2022	remote (Haifa, Krakow)	The review of potential platform users and their requirements for the application carried out by HU and JU	WP.4 User Requirements Document https://www.aspher.org/download/1283/1_w

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						[p-4-user-requirements-document.pdf](#)
4.1.2	User requirements reassessment and development of final version	Feb 2022	May 2022	on site Krakow, remote (Brussels, Krakow, Haifa)	The review of user requirements based on the document prepared by HU and JU with ASPHER. Preparation of the final version of requirements for online platform according to ASPHER guidelines stemming from earlier experience with reference framework development.	as above
4.1.3	Preparation of the documentation for tender procedures	Jun 2022	Jul 2022	Krakow	Preparation of the document defining the specification of the online platform for potential IT providers	Invitation for offers & Online Platform Specification.pdf (in Polish) [https://www.aspher.org/download/1284/2_invitation-for-offers-online-platform-specification.pdf](#)
4.1.4	Distribution of the invitation for presentation of offers	Jul 2022	Jul 2022	Krakow	Distribution of the invitations to IT providers active on the market of portal/websites development. Explanations provided by SEEEPHI project team to potential bidders.	Invited IT Providers & Explanation to enquiries.pdf (in Polish) [https://www.aspher.org/download/1285/3_invited-it-providers-explanation-to-enquiries.pdf](#)
4.1.5	The selection of the winning bidder	Jul 2022	Jul 2022	Krakow	Internal procedure at JU aiming formal selection of the IT provider that will develop the platform	Internal Protocol of Bidder Selection at JU.pdf (in Polish) [https://www.aspher.org/download/1286/4_internal-protocol-of-bidder-selection-at-ju.pdf](#)

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4.1.6	The development of the contract with IT provider	Jul 2022	Aug 2022	Krakow	Developing the contract specifying the conditions for the platform developed by selected IT provider	Contract between JU and Empressia for platform development (in Polish) https://www.aspher.org/download/1287/5_contract-between-ju-and-empressia-for-platform-development.pdf
4.1.7	The translation of the contents of the platform to Hebrew	Sep 2022	Oct 2022	Haifa	The translation of the list of terms included in vocabularies (ECCLPH, EPHOs, CFPHW) and elements of interface from English to Hebrew	Translation English to Hebrew - Interfaces Messages & Vocabularies.pdf https://www.aspher.org/download/1288/6_translation-english-to-hebrew-interfaces-messages-vocabularies.pdf
4.1.8	The process of the online platform development	Aug 16, 2022	Oct 25, 2022	remote VTC, e-mail (Krakow, Poznan)	The cooperation with the IT provider during the process of the online platform development	SEEEPHI Platform Manual for User and Administrator https://www.aspher.org/download/1289/7_seeephi-platform-user-manual-for-end-user-and-administrator.pdf
4.1.9	The verification of the developed platform	Oct 26, 2022	ongoing	remote VTC, e-mail (Krakow, Poznan)	The process of verification of the platform functionality and interface according to the specification included in the contract. Introduction of the correction by IT provider.	Protocols with noncompliance issues.pdf (in Polish) https://www.aspher.org/download/1290/8_protocols-with-

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						noncompliance-issues.pdf
4.1.10	Alumni survey	M1 year 2	M6 year 2	Haifa	The platform's purpose is to provide information on jobs in public health in Israel, make job offers accessible to Israeli students and graduates, and enable officials in public health institutions to recruit employees. To tailor the platform to the needs of the graduates, we wanted to learn more about the following points: 1) How the alums found their jobs and if there is a gap in job finding that the platform can help provide or overcome. 2) Did MPH studies help me find jobs, improve and extend current competencies, or get a promotion? 3) The survey also connects and adds another aspect to the previous work-packages activities (the mapping of MPH studies and employers' needs) and provides the "customer's" aspect.	The survey was sent by mail to 849 alums who graduated with an MPH/Ph.D. in the last ten years. One hundred twenty-seven responded (14.9%). Nineteen alumni agreed to participate in an in-depth interview. To date, four interviews have been done. To enlarge our sample, the Hebrew University and Ashkelon Academic College will also use our questionnaire for their alums. Survey English version: https://www.aspher.org/repository,10,108,1236.html Survey Hebrew version: https://www.aspher.org/repository,10,108,1237.html
4.1.11	PHI PHRF online tool for PH education/ training and	Jul 2021	ongoing	Haifa	Responding to questions throughout the platform-construction phases, we framed and characterized the	NA

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	workforce/ employer collaboration				components of the online platform, adapting it to the needs and characteristics of the Israeli Public Health work sector.	
4.2	PHI Practical Placement Scheme	M3 year 2	M10 year 2	Haifa	Mapping the job options in the Ministry of Health and other organizations and collecting the answers from the alum survey	Presentation of survey results: https://www.aspher.org/download/1235/wp4-krakow-alumni-survey-wp4-210922.pdf

Activities to be carried out to achieve this outcome (before the end of the project)

Activity N°	Activity Title	Start date	End date	Place	Description of the activity to be carried out	Specific and measurable indicators of progress
4.1 contd.	Demonstration of the online platform to the Consortium	Feb 1, 2023	Feb 2, 2023	Brussels	The presentation of the online platform (Public Health Reference Framework) and documents with manuals for end-users and administrators	The presentation during the project meeting planned for Jan 31-Feb 2, 2022
4.1 contd.	PHI PHRF online tool for PH education/ training and workforce/ employer collaboration	M3 year 2 M1 year 3	M10 year 2 M8 year 3	Haifa	Finish in-depth interviews	The number of site visits and users engaged and in what activities (e.g., educational and training activities, practical placements, career guidance, job postings).
					Running the web platform and receiving feedback and comments on it.	
4.2 cont.	PHI Practical Placement Scheme	M3 year 2	M10 year 2	Haifa	Placement of the platform workstations at SPHs.	Numbers of PH students/alums and professionals engaged in PH

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						activities related to the platform, and number and variety of opportunities offered through the scheme.
4.3	PHI Career Fair	M1 year 3	3	Haifa	Setting a date for the fair, purchasing and placing the necessary equipment, inviting representatives from various workplaces such as the Ministry of Health, health maintenance organizations, faculty from schools of public health, hospitals and medical centers, various research institutes, and graduates of SPH from across Israel.	Evaluating the number of students and alums who find employment opportunities through the career fair. Tracking of alum employment outcomes and career path.

Changes that have occurred in this result since the original proposal:

1. The development of PHI Reference Framework (SEEEPHI online platform) was initially planned for the M6 of 2nd year of the project. Actual time of the platform development was October 25, 2022 (M10 2nd year). The delay was related to
- prolonged procedures of the user requirements definition and establishing the final version of the specification of the platform functionality for bidding procedures
- the difficulties in finding IT providers willing to participate in bidding procedures and to supply the offer for the SEEEPHI online platform development
- starting of the development process only in Aug. 16, 2022 (M8 2nd year) and development of the first version of the platform in the two month period

2. We elaborated on our activities by conducting an alum survey and in-depth interviews, as explained in table 1. The platform's purpose is to provide information on jobs in public health in Israel, make job offers accessible to Israeli students and graduates, and enable officials in public health institutions to recruit employees. To tailor the platform to the needs of the graduates, we wanted to understand some points better:
- How the alums found their jobs and if there is a gap in job finding that the platform can help overcome
- If MPH studies helped in finding jobs, improving and extending competencies in the current jobs, or in getting a promotion
- The survey also connects and adds another aspect (of the "customer's" side) to the previous work-packages activities (the mapping of MPH studies and employers' needs)

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Title and reference number of the work package (WP)	BUILDING LEADERSHIP CAPACITY IN THE ISRAELI PUBLIC HEALTH SYSTEM (WP5)

Indicators of achievement and or/performance as indicated in the project proposal	The indicator for achievement will be enhanced Leadership Capacity achieved and number of trainers and faculty trained within the framework of the PHI Leadership Academy to train-the-trainers and offer peer-to-peer services on PBL and leadership teaching methodologies.

Activities carried out to date to achieve this result:

Activity N°	Activity Title	Start date	End date	Place	Description of the activity carried out	Specific and measurable indicators of achievement
5.1	PHI Leadership Academy train the trainer manual incl. leadership training modalities					
	Public Health Leadership Course Guide	November 2021	September 2022	BGU and MU	Development of guide, parallel to pilot course, consultation with experts, and partners. Discussion on appropriate leadership theories and modes to be included in the training, development of the contextualized leadership scenarios	Guide adopted by 3 Israeli partner institutions (AAC, HUJI, UH) Link: https://www.aspher.org/download/1214/ph-leadership-course-guide-final.pdf
	Ten WP5 BGU team meetings	November 2021	September 2022	BGU	Planning, consensus building, review of the educational materials and feedback in relation to the leadership content and educational methodology such as PBL.	ND, KD, OV
	Six WP5 partners team meetings (BGU and MU)	December 2021	September 2022	ZOOM	Development, consultation, feedback on the materials adaptations and proposals for additional topics (ethics and leadership and its position in the course).	KC, JdN, ND, KD, OV

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	Syllabus development	December 2021	December 2021	BGU	Development of syllabus after consultations, consensus development, presentation to partners and experts in medical education. Syllabus approval by faculty teaching committee, course pilot teaching and adaptation by other institution.	10 BGU SPH staff Page 3 in the link: https://www.aspher.org/download/1214/ph-leadership-course-guide-final.pdf
	Development of PBL case studies (e.g., vaccine hesitancy)	December 2021	December 2021	BGU	Development of case studies after consultations with public health practitioners. Review of the case studies.	4 PH physicians Page 45 in the link: https://www.aspher.org/download/1214/ph-leadership-course-guide-final.pdf
	Development of simulations in public health leadership and decision making	December 2021	January 2022	BGU	Development of simulations after consultations with simulations experts in MU and BGU simulation center, consensus development	6 BGU simulations experts Page 54 & 59 in the link: https://www.aspher.org/download/1214/ph-leadership-course-guide-final.pdf
	Professional field trips for students in the pilot process	February 2022	February 2022	Israel (Assuta Medical Services, Jerusalem)	Meetings with health leaders in various health institutions in Israel, consultation, presentation of case studies	36 MHA Students 10 Staff teams
	WP5 team and Israeli partners meetings	January 2022	January 2022	ZOOM	Presenting syllabus, discussion	ND, KD, OV, ZM, SZS, YN
	Pilot leadership course at BGU	March 2022	June 2022	BGU	Implementing the guide developed (according to PBL method, case study and simulations)	Lecturers: ND, KD 4 guest lecturers 20 graduate students
	Simulations day	June 3rd 2022	June 3rd 2022			4 staff members 1 Computer Technician 1 administrator 18 graduate students
	Evaluation of simulations	June 2022	July 2022	BGU	In depth interviews, debriefing, questionnaires.	The questionnaires were filled out by 18 graduate students who participated in the simulations.

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					All assessment tools were approved by the BGU Ethics Committee.	16 students who participated in the simulations were interviewed by an MHA student.
	Consultation and train the trainers first stage	September 2022	September 2022	Krakow partners meeting	Workshop with MU team PBL training including the lecture, group training on the 7Jump methodology, working on cases in groups and development of problems/cases for teaching purposes.	18 partners 3 JU students Link to PBL Workshop : https://www.aspher.org/download/1239/pbl-seeephi.pdf
	Leadership course implementation at AAC	October 2022	January 2023	AAC	Implementing the guide developed (according to PBL method, case study and simulations)	Lecturer: OB 40 undergraduate students

Activities to be carried out to achieve this outcome (before the end of the project)

Activity N°	Activity Title	Start date	End date	Place	Description of the activity to be carried out	Specific and measurable indicators of progress
5.2	Reports from the PHI Leadership Academy pilot					
	2nd stage train the trainers	30 January 2023	31 January 2023	Brussel partners meeting	Workshop with MU team	Number of participants
	Final report - simulations evaluation	February 2023	February 2023	BGU	Final report after analyzing in depth interviews, and questionnaires.	Publishing the results
	Course evaluation meeting with AAC staff	February 2023	February 2023	AAC	Get feedback and recommendations for further action	feedback and recommendations from AAC team

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	Train the trainers second stage	February 2023	February 2023	ZOOM	One day of training or two half-days of training for all staff who would be interested in participating from the partners institutions	Number of participants
	Leadership course implementation at UH and HUJI	March 2023	June 2023	UH and HUJI	Implementing the guide developed (according to PBL method, case study and simulations)	The number of courses at the partners institutions. Number of participants
	Leadership course at BGU	March 2023	June 2023	BGU	Implementing the guide developed (according to PBL method, case study and simulations)	Number of participants, guest lecturers
	Course evaluation meeting with all partners	July 2023	July 2023	BGU		feedback and recommendations from partners, Number of participants

Changes that have occurred in this result since the original proposal:

1) Early development of syllabus and pilot course – according to Israeli academic timetable.

2) Regarding in person pilot leadership trainings: according to the original proposal, the trainings scheduled to be held at each of the Israel partners in Y3. According to Israeli academic timetable, the fall semester begins in October and spring semester in March. The third year of the project will start in the second half of January 2023. That is, after the start of a pilot course at AAC and before the start of pilot courses at HUJI and UH. Therefore, at the meeting of the partners in Krakow (in September), a first PBL training workshop was held. The second will be held in Brussels at the end of January.

At these meetings, all the partners are present, including the Europeans, and they are also exposed to the new method, so it is important that the trainings happen when all the partners are present, not only because of the academic schedule in Israel, but also to expose the Europeans to the guide developed as part of work package 5 and to diverse teaching methods. Additional trainings for more extensive Israeli teams will be held on Zoom, due to the difficulty of coordinating trainings on site. Zoom will enable training for a wider audience from all the Israeli institutions.

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Title and reference number of the work package (WP)	STAKEHOLDER ENGAGEMENT (WP6)

Indicators of achievement and or/performance as indicated in the project proposal	The measurable indicators are the number of parties engaged in the campaign and the number of individuals registered in the PHI Register. A further indicator will be the number of students enrolling in PH courses from other health and related professional backgrounds, other sectors and minorities. Specific indicators for activities: number of participants exposed to messages in meetings and views, Number and variability of IAMPH stories. Number of active participants in communication network.

Activities carried out to date to achieve this result:

Activity N°	Activity Title	Start date	End date	Place	Description of the activity carried out	Specific and measurable indicators of achievement
6.1	PHI IAMPH Campaign Planning	20/2/22	14/10/22	Israel	PHI IAMPH campaign is well constructed and able to engage stakeholders – Two meetings per month with strategy consulters • One meeting per month with the partners • One meeting per week - inside meetings	Regular meetings
6.2	IAPHP Annual Conference 2022	16/05/22	17/05/22	Ashkelon, Israel	1. Filming at the annual IAPHP conference in Israel 2. SEEEPHI project presented at the annual IAPHP conference in Israel	Video recording of 15 participants 350 participants in the conference
6.2	Editing Video	18/5/22	1/10/22	Israel	Editing the Videos	
6.1-6.2	Managers' meeting - Public health physicians	4/9/2022	4/9/2022	Ramat Gan, Israel	Brain storming - How to increase the number of residents in Public Health Filming the physicians	30 public health physicians at the meeting Filming 8 public health physicians (Hebrew and English).
6.2	Editing video	4/9/2022	10/10/2022	Israel	Editing the Videos	Editing 8 video, adding subtitle, photos and logos
6.3	Internship conference	15/9/22	15/9/22	Israel	Introducing the public health profession to interns	Presenting the video and answering questions of 10 potential residents

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| 6.2 | SEEEPHI Partners Meeting | 20/9/22 | 22/9/22 | Krakow, Poland | Presenting the films to partners for feedback https://www.aspher.org/download/1249/wp6.pdf | Presenting the video and discussion with partners https://www.aspher.org/video,seeephi-iamph,45.html |

Activities to be carried out to achieve this outcome (before the end of the project)

Activity N°	Activity Title	Start date	End date	Place	Description of the activity to be carried out	Specific and measurable indicators of progress
6.2	SEEEPHI Partners Meeting	31/1/23	2/2/23	Brussels	Presenting the films to partners for feedback	Presenting the video and discussion with partners
6.2	PHI IAMPH Stories Filming	01/01/23	01/03/23	Schools of Public Health (BGU/HUJI/HAIFA)	Filming PH students and lecturers at SPH	Number and variability of IAMPH stories. Number of active participants in communication network.
6.2	PHI IAMPH Stories Filming	01/01/23	01/03/23	PH workplaces	Filming various PH professionals (nurses, physicians, nutritionists, veterinary physicians, dentists, etc., at workplace).	Number and variability of IAMPH stories. Number of active participants in communication network.
6.2	SEEEPHI Partners Meeting	27/3/23	30/3/23	Sweden/Zoom	Partners meeting in Swedish Red Cross University - presentation of the final stories and the starting views result	Presenting the videos and discussion with partners

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6.2	PHI IAMPH Stories Editing and Distribution	01/02/23	10/10/23	Israel	Editing the Videos and Distributing. Meetings of the communication network.	Number of IAMPH stories distributed, number of views.
6.3	PHI IAMPH Happenings at IAPHP conferences	11/6/23	11/6/23	Online and onsite	Number of participants in IAMPH campaign happenings	Tracking of numbers attending IAMPH Campaign happenings. Number of active participants in communication network.
6.4	PHI PHW Register	1/3/23	11/6/23	Online	PH professionals and PH student registrar on the WP4 platform while registrar to the annual conference	Tracking of numbers of professionals registered, their PH and other professional roles Follow up surveys with PHW professionals. Enrolment statistics at HEIs
6.4	PHI Register	11/6/23	11/6/23	Haifa, Israel	Registration during the annual conference	Number of people in register
6.5	Report from PHI IAMPH Campaign					

Changes that have occurred in this result since the original proposal:

The register form isn't ready yet, therefore we will start the registration campaign on March 2023.
In order to enhance sustainability, we will add an aim to encourage students and professionals to join the PH communication network and be actively involved for PH promotion, including in social media.

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Title and reference number of the work package (WP)	DISSEMINATION AND EXPLOITATION (WP7)

Indicators of achievement and or/performance as indicated in the project proposal	Number of audience members attending project dissemination sessions at conference. Increase in traffic to project website. Number of audience members attending project related presentation sessions. Increased visibility of project content in the ASPHER website and blog. Increase in traffic to project website. Number of audience members attending pre-conference. Potential for project sustainability and scale-up. Increase in traffic to project website. Number of readers accessing articles. Altmetric attention score. Number of article citations. Number of visitors to the website and reactions to social media communications

Activities carried out to date to achieve this result:

Activity N°	Activity Title	Start date	End date	Place	Description of the activity carried out	Specific and measurable indicators of achievement
	European Public Health Week 2021 (added event)	19/05/21	19/05/21	Zoom	Round Table networking event to introduce the SEEEPHI project and to discuss applying EU tools and best practices at the country and local level https://webcache.googleusercontent.com/search?q=cache:xK7WwpAYwv4J:https://eupha.org/EUPHW_2021 https://seeephi.aspher.org/activity-log,seeephi-at-euphw,3.html	Participation of over 200 events in 40 different countries
7.4.1.	Publication #1	02/09/21	none	International Journal of Environmental Research and Public Health	Journal Publication: The Future Public Health Workforce in a Changing World: A Conceptual Framework for a European–Israeli Knowledge Transfer Project https://www.mdpi.com/1660-4601/18/17/9265	1830 views Altmetric score = 4 Citations = 6 Readers on Mendeley = 36
7.1.1	ASPHER Deans' & Directors' Retreat 2021	27/09/21	28/09/21	Zoom	SEEEPHI project presentation at the ASPHER annual conference during session on public health workforce professionalization https://www.aspher.org/deans-and-directors-retreat-2021.html	200 Retreat attendees from ASPHER membership of schools of public health

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						(international audience)
	Launch of the WHO-ASPHER Professionalisation Roadmap (added event)	08/02/22	08/02/22	Online	SEEEPHI presented as early Roadmap pilot project and example of good practice https://www.aspher.org/video,the-launch-of-the-whoeurope-aspher-roadmap-to-professionalizing-the-public-health-workforce,42.html	Participation in a panel of 13 high-level international speakers on public health workforce professionalisation
7.2.1	IAPHP Annual Conference 2022	16/05/22	17/05/22	Ashkelon, Israel	SEEEPHI project workshop at the annual IAPHP conference in Israel SEEEPHI project presented at the annual IAPHP conference in Israel Agenda: https://ima-contentfiles.s3.amazonaws.com/IAPHP16.5.pdf	20 participants in the workshop, 350 participants in the conference
	European Public Health Week 2022 (added event)	16/05/22	16/05/22	Zoom	EUPHW Kickoff event: the Department of public health services, Ministry of Health Israel joined ASPHER on 16 May to give a country case presentation of Israel. https://eupha.org/Topics_of_the_week https://www.youtube.com/watch?v=vBqmwTCn_KI	106 views of recording
7.4.2	Publication #2	09/22	None	Frontiers in Public Health	Journal publication: Emerging lessons from the COVID-19 pandemic about the decisive competencies needed for the public health workforce: A qualitative study https://doi.org/10.3389/fpubh.2022.990353	1535 views, Attention score = 3 Mendeley Readers = 14
	World Health Organisation Regional Committee Meeting (added event)	12/09/22	14/09/22	Tel Aviv, Israel	*non-State Actor Statement featuring SEEEPHI at the side event on Health Workforce Professionalization* https://seeephi.aspher.org/activity-log,who-regional-committee-meeting-nsa-statment,13.html https://www.who.int/europe/about-us/governance/regional-committee/72nd-session-of-the-who-regional-committee-for-europe	60 event attendees
7.1.2	ASPHER Deans' & Directors' Retreat 2022	14/10/22	16/10/22	Sofia, Bulgaria	SEEEPHI project presentation with updates from year 1 at the ASPHER annual conference during session on public health workforce professionalization	90 Retreat attendees from ASPHER membership of

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					https://www.aspher.org/download/1241/2022-dd-retreat-sofia_www-final.pdf	schools of public health (international audience)
	European Public Health Conference (added event)	09/11/22	12/11/22	Berlin, Germany	Presentation of SEEEPHI to Israel Country meeting, Display of SEEEPHI materials at ASPHER stand in exhibition area	2500 attendees of EPH conference
7.5	Project Website, Newsletter and Social Media	Ongoing	Ongoing	Online	Project website: https://seeephi.aspher.org Blog of project activities: https://seeephi.aspher.org/activity-log,2022-iaphp-conference-and-euphw,11.html SEEEPHI Newsletter: https://www.aspher.org/download/964/seeephi-newsletter-01.pdf ASPHER Newsletter, with regular updates of SEEEPHI activities: https://www.aspher.org/aspher-newsletters.html Partner websites: SRCU: https://www.rkh.se/samverkan/sa-samverkar-vi-internationellt/seeephi/ ASPHER : https://www.aspher.org/seeephi.html AAC: https://www.aac.ac.il/en/erasmus-program-sharing-european-educational-experience-in-public-health-for-israel/ JU: https://izp.wnz.cm.uj.edu.pl/en/departments/health-promotion-department/department-of-health-promotion-and-e-health-activities/department-of-health-promotion-and-e-health-research/department-of-health-promotion-and-e-health-project-seeephi/ Haifa: https://publichealth.haifa.ac.il/en/erasmus IAPHP: https://publichealth.doctorsonly.co.il/ IAPHP facebook: https://www.facebook.com/Public.Health.Israel/ UM:https://www.maastrichtuniversity.nl/education/master/master-european-public-health-0/why-this-programme This is public health: https://phi.org.il This is public health facebook: https://www.facebook.com/This-is-Public-Health-Israel-111022540425264	Project website set up Blog of activities regularly updated (16 entries) ASPHER newsletter delivered every 4-8 weeks to 500 subscribers across 120 ASPHER Member Schools

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Activity N°	Activity Title	Start date	End date	Place	Description of the activity to be carried out	Specific and measurable indicators of progress
7.4.3	Publication #3	ongoing	none	International Journal of Public Health	Article submitted and under review: Bridging the gaps between Public Health training and practice: workforce competencies comparative analysis	Number of views, altmetric score, number of citations
7.2.2	IAPHP Annual Conference 2023	11/06/23	11/06/23	Haifa, Israel	SEEEPHI project workshop at the annual IAPHP conference in Israel	Number of attendees
7.1.3	ASPHER Deans' & Directors' Retreat 2023	31/08/23	03/09/23	Dublin, Ireland	SEEEPHI project presentation at the ASPHER annual conference	Number of attendees
7.3	European Public Health (EPH) Conference	08/11/23	11/11/23	Dublin, Ireland	Final SEEEPHI Project workshop	Number of attendees
7.4	SEEEPHI Journal publications	ongoing	01/14/24	Online	Package of peer reviewed SEEEPHI publications	Number of views, altmetric score, number of citations
7.5	Project Website, Newsletter and Social Media	Ongoing	Ongoing	Online	Project website, newsletter, blog updates	

Changes that have occurred in this result since the original proposal:

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The 2022 ASPHER Retreat conference was held in Bulgaria rather than Finland as indicated in the original proposal. This was due to the Covid pandemic which caused the schedule of Retreat locations to be pushed back by 2 years.

Peer reviewed journal publications were originally scheduled to be part of a special supplemental issue of the ASPHER journal Public Health Reviews. It was decided that it was more timely and better for project visibility to publish journal articles over the course of the project. These are published open access and will still be bundled together in one location at the end of the project. This decision was supported and encouraged by the External Evaluation committee.

Several dissemination events were added that were not in the original proposal. At times the project was able to take advantage of the pandemic conditions to be part of online events. At other times there were key public health and public health professionalization events in member locations or at which members were already present.

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Title and reference number of the work package (WP)	QUALITY PLAN & EVALUTAION (WP8)

Indicators of achievement and or/performance as indicated in the project proposal	Quality control and monitoring will focus on timely action on activities and deliverables for each of the SOs. Evaluations will be based on the activity reports and deliverables of each WP

Activities carried out to date to achieve this result:

Activity N°	Activity Title	Start date	End date	Place	Description of the activity carried out	Specific and measurable indicators of achievement
8.1	Summaries of the EC interim/internal meetings					
	Evaluation Committee election & selection of internal co-chair	February 2021	February 2021	ZOOM	Evaluation Committee election & selection of internal co-chair	Selected members of EC: Co-chair: Nadav Davidovitch – BGU Members: Keren Dopelt – AAC Janas Harrington – UCC Mariusz Duplaga – JU
	Invitation to external evaluators	February 2021	February 2021	ZOOM	The researchers we approached agreed to be external evaluators	External evaluators: Co-chair: Paul Barach (USA) evaluators: Orly Manor (Israel) Walter Ricciardi (Italy)
	1st EC meetings	22.6.2021	22.6.2021	ZOOM	Tracking project progress Recap of adjustments	Link to the meeting summary: https://www.aspher.org/download/961/seeephi_1st_ec-summary-6-21.pdf Participants: Nadav Davidovitch, BGU (chair, IE) Keren Dopelt, BGU/AAC (IE)

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					Organization of evaluation operations; (e.g., Materials expected prior to meetings, split or combined external/internal meetings) Reflections from Evaluators	Lore Leighton, ASPHER (IE) Mariusz Duplaga, JU (IE) Paul Barach (chair, EE) Orli Manor (EE) Walter Ricciardi (EE)
	Partners meeting with Erasmus Israel office	November 2021	November 2021	ZOOM	Update meeting, progress monitoring	Participants: 2 representatives from the Erasmus Israel office 12 Israeli partners
	Year 1 External Evaluation Report	December 2022	December 2022		Evaluation Report from the External Evaluators	https://www.aspher.org/download/1343/external-evaluation-committee-report-year-12022.pdf
	Annual EC meeting (internal & external members)	8.4.2022	10.4.2022	Krakow+ hybrid	Update meeting, progress monitoring	Link to the meeting agenda: https://www.aspher.org/seeephi-ec-krakow-april-2022-html.html Link to the meeting presentation: https://www.aspher.org/download/1278/seeephi-erasmus-4-2022.pdf
	Meeting internal EC	August 2022	August 2022		Developing a tool to assess all WPs progress	Link to the tool: https://www.aspher.org/download/1279/seeephi-wps-progress-report-tool.pdf
	EC meeting (internal & external members)	20.9.2022	23.9.2022	Krakow+ hybrid	Collecting data on the progress of all WPs, and presenting it to the external evaluators	A presentation of the progress of all work packages & discussion with external evaluators Link to the report to Evaluation Committee: https://www.aspher.org/download/1233/seeephi_reporting_sept_2022.pdf Link to the meeting summary: https://www.aspher.org/download/1281/ec-meeting-september-22-krakow.pdf

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Activity N°	Activity Title	Start date	End date	Place	Description of the activity to be carried out	Specific and measurable indicators of progress
8.2	Year 2 & Year 3/Final External Evaluation Report					
	Interim internal EC meeting	January 2023	January 2023	Brussel	Discuss the progress of all WPs and activities ahead	Written comments sent to all WP leaders
	2nd Annual EC meetings (in person)	January 2023	January 2023	Brussel	Collecting data on the progress of all WPs, and presenting it to the external evaluators	Presentation of all WPs progress, summary of discussion and comments
	Year 2 External Evaluation Report	February 2023	February 2023			EC Written report
	Interim internal EC meeting	May 2023	May 2023	ZOOM		Written comments sent to all WP leaders
	3rd Annual EC meetings (in person)	January 2024	January 2024	Maastricht	Collecting data on the progress of all WPs, and presenting it to the external evaluators	Presentation of all WPs progress, summary of discussion and comments
	Year 3/Final External Evaluation Report	February 2024	February 2024			EC Final written report

Changes that have occurred in this result since the original proposal:

Lead responsibility for WP8 was transferred from AAC (P1) to BGU (P9)
The consortium decided to engage three external evaluators rather than the one listed in the original proposal. One from in country, one from the EU and one from outside of the regions in order to gain from local, EU and international perspectives.
Some in-person meetings were converted to online meetings due to Covid-19 restrictions

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