



D3.2: Mid-term Evaluation Report

| | | | |
|-------------------------------|--|----------------------------|--------------|
| Project title | A Roadmap OUT of mEdical deserts into supportive Health WorkForce initiatives and policies | | |
| Acronym | ROUTE-HWF | | |
| Grant agreement number | 101018379 | | |
| Call identifier | HP-PJ-2020-2 | | |
| Topic | PJ-01-2020-2 Support to reforms in health workforce field - Initiatives on medical deserts (Heading 1.2.1.1 of the AWP 2020) | | |
| Starting date | 01/03/2021 | Duration in months | 36 |
| Work package | WP3 – Evaluation of the project | | |
| Submission date | 31/08/2022 | Dissemination level | Confidential |



Co-funded by
the Health Programme
of the European Union

The content of this report represents the views of the authors only and is their sole responsibility; it cannot be considered to reflect the views of the European Commission and/or the European Health and Digital Executive Agency (HaDEA) or any other body of the European Union. The European Commission and the Agency do not accept any responsibility for use that may be made of the information it contains.

Table of contents

| | | |
|-------|---|----|
| I. | Purpose of this Mid-term Evaluation..... | 1 |
| II. | Evaluation questions to be answered..... | 1 |
| III. | Methodology of this Mid-term Evaluation..... | 2 |
| IV. | Target audience | 3 |
| V. | Data collected and evaluation tools used | 4 |
| a. | Gantt chart and tasks with deliverables and milestones checklist..... | 4 |
| b. | Indicators | 4 |
| c. | Meeting minutes | 4 |
| d. | Peer review system for quality assurance | 5 |
| e. | Self-evaluation questionnaire and semi-structured interviews | 5 |
| VI. | Execution of the Mid-term Evaluation..... | 6 |
| VII. | Results of the mid-term evaluation | 7 |
| a) | Deliverables and milestones | 7 |
| b) | Process-, output- and outcome indicators of the ROUTE project..... | 8 |
| c) | The mid-term self-evaluation questionnaire..... | 8 |
| VIII. | Conclusion..... | 10 |
| IX. | References | 11 |
| | Annex 1. Gantt chart of the ROUTE-HWF project..... | 15 |
| | Annex 2. Tasks with deliverables and milestones checklist..... | 16 |
| | Annex 3. Process-, output- and outcome indicators of the ROUTE-HWF project..... | 21 |
| | Annex 4. Annual Project Self-Evaluation Questionnaire..... | 28 |

I. Purpose of this Mid-term Evaluation

The aim of this Deliverable 3.2, which is the second deliverable of Work Package (WP) 3, is to provide an interim (mid-term) evaluation report for ROUTE-HWF project, which will answer the set of evaluation questions drafted in the evaluation plan (D3.1). Moreover, this interim report summarizes each of the steps outlined in the evaluation plan based on actual activities undertaken.

The general purpose of the evaluation is to verify if the ROUTE-HWF project is being implemented as planned and reaches its defined five specific objectives:

1. To provide a definition and taxonomy of the concept of medical deserts.
2. To develop guidelines on how the EU Member States can monitor and measure medical deserts at the national and subnational level.
3. To analyse the factors driving medical “desertification” and assess health workforce policy responses and approaches to medical deserts.
4. To provide an optimal mix of HWF policy responses and approaches to medical deserts, depending on the type of medical deserts.
5. To develop a roadmap to help EU Members States in designing and implementing their workforce policies that address medical deserts.

The mid-term evaluation report of ROUTE-HWF includes features of a formative evaluation (Clarke, 1999) as described in the evaluation plan (D3.1).

II. Evaluation questions to be answered

We have formulated and used the following questions to be answered in this mid-term evaluation report to verify if the ROUTE-HWF project is being implemented as planned and reaches its defined objectives.

1. Are the ROUTE-HWF project's outcomes delivered as defined?
2. Will the outcomes of the ROUTE-HWF project have the impact envisioned?
3. Are the tasks we undertake contributing to the outcomes defined?
4. Are we in line with the original schedule?
5. Will the outcomes have the level of quality as originally expected?
6. Is the project managed well?
7. Is the communication in the ROUTE-HWF project sufficient?
8. Are we aware of the risks within the ROUTE-HWF project?
9. Is decision-making done correctly?
10. Are the resources allocated to carry out the various tasks sufficient?
11. What barriers and facilitators were encountered during ROUTE-HWF implementation?

III. Methodology of this Mid-term Evaluation

This mid-term evaluation has focused on the ROUTE-HWF project processes over the 12 months since its kick-off. The evaluation methodology is aimed to describe how the project actually operates, particularly during the early stages, and to ascertain why certain things are happening, how the parts of the project fit together, and how the staff members perceive the project. Methods have been chosen based on the evaluation aspect concerned, the specific question to be answered and accompanying indicators.

WPs 1-6 of the ROUTE-HWF project have been evaluated from the formative evaluation perspective (Table 1). WP7 and WP8 will not be evaluated in this Report, because these have not started yet (see Gantt chart in Annex 1).

Table 1. Overview of WPs and their type of evaluation

| WP No. | WP Title | Type of evaluation |
|---------------|--|---------------------------|
| WP 1 | Coordination of the project | Formative |
| WP 2 | Dissemination of the project | Formative |
| WP 4 | Development of a definition and taxonomy of medical deserts | Formative |
| WP 5 | Development of guidelines for monitoring and measuring medical deserts | Formative |
| WP 6 | Development of the ROUTE-HWF roadmap | Formative |
| WP 7 | Case studies on medical deserts | NA |
| WP 8 | Consensus-building workshop | NA |

NA = Not Applicable

IV. Target audience

As this mid-term evaluation is primarily internally oriented, the target audience of this has been those who have a responsibility for planning, managing and delivering the ROUTE-HWF project milestones and deliverables. These are the project WP leaders and staff members from the Consortium of the ROUTE-HWF project. The main author of this mid-term evaluation plan and WP3 leader (FAD, onwards 'the evaluator') has worked closely with the project leaders and staff members. Not only to develop an understanding of how a particular task has been implemented, but also to be in a position to provide feedback on problems and progress from an interactive role.

V. Data collected and evaluation tools used

Different data sources and evaluation tools have been used for this mid-term evaluation.

a. Gantt chart and tasks with deliverables and milestones checklist

Continuously monitoring has taken place to ensure that the evaluation plan could be executed according to planning. The central Gantt chart of the ROUTE-HWF project (see Annex 1) has been used to check how tasks have been displayed against time. A checklist containing the ROUTE-HWF deliverables and milestones, their responsible partners, and the end date for submission, has been used to monitor the project implementation.

b. Indicators

The obtainment of each specific objective of the ROUTE-HWF project has been verified by a number of process-, output- and outcome indicators. These were defined in Deliverable 3.1 and are all presented in Annex 3 (see also Chapter VII, section b below).

c. Meeting minutes

Monthly meeting minutes have provided documentary sources for this (formative) evaluation. During each meeting of the Steering Committee an overview of the deliverables and milestones are presented, discussed and written in the monthly meeting minutes.

d. Peer review system for quality assurance

A peer-review system was in place in which all milestones and deliverables have been reviewed by members of the Consortium not involved in their development (in any case WP1 and WP3 leaders, NIVEL and FAD). Quality issues, if applicable, have been reported to the WP leader in charge of the milestone and deliverable and solved before final approval and submission. This system has been coordinated by NIVEL in compliance with legal and quality systems (e.g., data protection, research codes, research governance).

Language and style quality checks have been performed on all texts produced, considering the following criteria: i) readability, tone, impact, structuring, narrative flow, ii) spelling or grammar mistakes, limited use of abbreviations, acronyms and Jargon, appropriate use of EU terminology, and iii) correct citations.

As part of the review system, one final review of all draft Deliverables has occurred before submission the final draft to HaDea. Finally, post-production quality controls have been executed on the ROUTE-HWF outputs, including i) proof versus physical product, ii) print quality, iii) any other outstanding issues if present.

e. Self-evaluation questionnaire and semi-structured interviews

For this mid-term evaluation, a self-evaluation questionnaire was conducted in 2022 among all members of the Steering Committee representing all WPs within the ROUTE-HWF project. This questionnaire was accompanied by an internal discussion at the end of the first project half to determine what has gone well and where improvements are needed.

VI. Execution of the Mid-term Evaluation

From M1 to M3, the FAD team, as leaders of the evaluation plan (WP3), developed the Evaluation Plan (Deliverable 3.1) which was first approved by the Steering Committee and ultimately by the Project Officer from HaDEA.

From M3 to M36, the FAD team performed a continuous task in carrying out the activities of the evaluation plan and monitoring the other consortium partners are carrying out their tasks and responsibilities in due time.

The tasks include:

- Identifying any discrepancy or possible delay and putting corrective measures into place when necessary.
- Monitoring the compliance of the work done with the standards set in the quality checklists.

In close collaboration with NIVEL (WP1), the FAD Team (WP3) has reported back every month to the Consortium during the Steering Committee meetings and contacted WP leaders individually where necessary.

The formative evaluation exercise is being carried out throughout the project. Information and advice to project WP leaders and staff has been offered at regular intervals during the monitoring period and the reporting procedures used have been informal via discussion groups and meetings.

The FAD team has also performed project quality audits and reviews during the Steering Committee meetings (every month). These have been in the agenda for the Steering Committee meetings to discuss and decide how the results factor into project planning and implementation and lessons-learned that can benefit the project team. The Quality and Evaluation Team members have provided information related to the progress of the tasks assigned to their respective organizations by a self-evaluation questionnaire (see next chapter). Answers to this questionnaire have been discussed during the Steering Committee meeting, providing additional feedback to the lead evaluator.

VII. Results of the mid-term evaluation

a) Deliverables and milestones

Annex 1 shows the Gantt chart of the ROUTE-HWF project that covers the period of this mid-term evaluation (M1-M18). This graph offers a visual of i) what the various tasks are, ii) which partner is responsible, iii) when each task begins and ends, iv) how long each task is scheduled to last, and v) where tasks overlap with other tasks and by how much. Annex 2 shows a checklist containing the ROUTE-HWF deliverables and milestones checklist for the same period.

According to the monitoring performed, WPs 1, 2, 3 and 7 are running according to planning and did not experienced any delay during the period M1-M18.

In case of WPs 4, 5 and 6 delays have occurred, mainly due to a delay in the task T4.5: the execution of the online survey among European countries. The reasons for this delay were multiple. First, for a number of countries, the initial contact person(s) did not appear to be the 'right' respondent to complete the ROUTE-HWF survey. Through networking and 'snowballing', new potential respondents needed to be found who combine expertise in health policy, health workforce, and regional developments in their countries –which in some cases took a lot of extra time. Second, many country contacts and potential respondents were dealing with a very high workload in 2021 and later in 2022. Due to the exceptional circumstances regarding the COVID-19 crises, its post-crisis effects, and the war and refugee situation in Ukraine, they had less time and incentives to participate in the survey. Third, the country survey appeared to be time quite consuming and complex for a number of country respondents. Respondents needed help to understand and finalize the survey, in some cases by translation as well.

The delay in the survey responses subsequently created a delay in the tasks that follow it and the corresponding deliverables and milestones of WP4 and WP5. An extension has been asked to HaDEA which has been permitted. At the time of this mid-term evaluation report, the recruitment of country respondents and responses to the survey

have been improved. By re-scheduling tasks are running according to planning, but the conduction of the country survey still needs further monitoring.

b) Process-, output- and outcome indicators of the ROUTE project

Annex 3 shows an overview of all the process-, output- and outcome indicators of the ROUTE-HWF project for the mid-term evaluation. To summary this overview, all the indicators designed for the mid-term evaluation report have been fulfilled, except for the ones related to the recruitment of survey participants and the expected response rate which has not been achieved (see above). These facts affected the timely submission of Deliverables 4.1, 4.2, 5.1 and 5.2. Corrective solutions have been applied through the running of the project to overcome the lagging participation of European countries in the ROUTE-HWF survey. One was the use of reminders and offering the opportunity to complete the survey in the own language, stressing that answers do not need to be based on “extra research”. Respondents were also informed that financial compensation is available and that co-publication is possible.

An extension has been asked to HaDEA which has been permitted. At the time of this mid-term evaluation report, tasks are running according to planning.

c) The mid-term self-evaluation questionnaire

Annex 4 shows the results of the annual project self-evaluation questionnaire, specifically conducted for this mid-term evaluation (see Chapter V section e above). Six members of the Steering Committee, representing all WPs within the ROUTE-HWF project, participated in April 2022 in this self-evaluation questionnaire. The results of the self-evaluation, that match the 11 evaluation questions as formulated in chapter II, were:

1. Eighty-three percent (n = 5) of the members of the Steering Committee that answered the questionnaire fully believe that the project will deliver the outputs according to planning; seventeen percent (n = 1) slightly agree.
2. Fifty percent (n = 3) reported that they fully agree that the outcomes will have the impact envisioned and the other 50% (n = 3) slightly agree.
3. Eighty-three percent (n = 5) fully agree to the statement that the tasks undertaken will contribute to the results defined whereas seventeen percent (n = 1) slightly agree.
4. Fifty percent (n = 3) fully agree that the project is still in line with the original schedule; thirty-three percent (n = 2) slightly agree and one did not report any opinion.
5. Sixty-seven percent (n = 4) fully believe that the results will have the level of quality as originally expected, seventeen percent (n = 1) slightly agree, and one does not show an opinion.
6. Eighty-three percent (n = 5) answered that they fully agree that the project is managed well; seventeen percent (n = 1) slightly agree.
7. Eighty-three percent (n = 5) answered that they fully agree that the project is managed well; seventeen percent (n = 1) slightly agree.
8. Eighty-three percent (n = 5) reported that they fully agree that they are aware of the risks in the project; thirty-three percent (n = 2) slightly agree.
9. Sixty-seven percent (n = 4) fully believe that the results will have the level of quality as originally expected, seventeen percent (n = 1) slightly agree
10. One hundred percent (n = 6) fully agree that decision-making is done correctly.
11. Sixty-seven percent (n = 4) fully believe that the resources allocated to carry out the various tasks are sufficient, seventeen percent (n = 1) slightly agree, and one does not show an opinion.

When asked to provide an overall evaluation, members made the following comments:

- *“A great team makes a great project. Glad we can really execute the project according to plan” (Responder 1).*

- *“Project is developing as planned besides not relevant delays. Excellent coordination and great collaboration from all partners (great compromise)” (Responder 2).*
- *“The main challenge for our project is data availability from the different European countries (especially in case of European survey)” (Responder 3).*

To summarize the results, all the members of the ROUTE-HWF agree that the project will deliver the outcomes according to planning, that these will have the impact envisioned and will contribute to the results defined. All members also agreed that the project is well managed and the communication within the project is sufficient. They confirmed that the risks in the project and that decision-making is done correctly and that the project is still in line with the original schedule. Finally the members state that the results will have the level of quality as originally expected and that the resources allocated to carry out the various tasks are sufficient.

VIII. Conclusion

The main results of this mid-term evaluation of the ROUTE-HWF project are positive. Most of the deliverables and milestone are achieved, all WPs are running according to plan. There is one delay affecting three of the WPs however, that has been identified as a result of multiple barriers in conducting the country survey. Corrective solutions have been applied through the running of the project.

Also, members of the Steering Committee show great satisfaction with the coordination and evolution of the project with some concerns regarding data availability from a representative sample of European countries.

IX. References

- Clarke, A. (1999). *Evaluation Research*. 6 Bonhill Street, London England EC2A 4PU United Kingdom: SAGE Publications Ltd. <https://doi.org/10.4135/9781849209113>
- Nickerson, R. C., Varshney, U., & Muntermann, J. (2013). A method for taxonomy development and its application in information systems. *European Journal of Information Systems*, 22(3), 336–359. <https://doi.org/10.1057/ejis.2012.26>
- Page, M. J., McKenzie, J. E., Bossuyt, P. M., Boutron, I., Hoffmann, T. C., Mulrow, C. D., ... Moher, D. (2021). The PRISMA 2020 statement: an updated guideline for reporting systematic reviews. *BMJ*, n71. <https://doi.org/10.1136/bmj.n71>

Annex 1. Gantt chart of the ROUTE-HWF project at mid-term

| Tasks | Lead partner | Year 1 | | | | | | | | | | | | Year 2 | | | | | |
|---|------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | | Q1 | | | Q2 | | | Q3 | | | Q4 | | | Q1 | | | Q2 | | |
| | | M1 mar-21 | M2 abr-21 | M3 may-21 | M4 jun-21 | M5 jul-21 | M6 ago-21 | M7 sept-21 | M8 oct-21 | M9 nov-21 | M10 dic-21 | M11 ene-22 | M12 feb-22 | M13 mar-22 | M14 abr-22 | M15 may-22 | M16 jun-22 | M17 jul-22 | M18 ago-22 |
| WP1 – Coordination of the project | | | | | | | | | | | | | | | | | | | |
| T1.1: Organise kick-off meeting and draft project handbook and work plan | NIVEL | M1.1 | | M1.2 | | | | | | | | | | | | | | | |
| T1.2: Project coordination and decision making | NIVEL | | | | | | | | | | | | | | | | | | |
| T1.3: Develop a risk management plan | NIVEL | | | | D1.2 | | | | | | | | | | | | | | |
| WP2 – Dissemination of the project | | | | | | | | | | | | | | | | | | | |
| T2.1: Set up the dissemination committee | VAASAN YLIOPISTO | | | | | | | | | | | | | | | | | | |
| T2.2: Develop ROUTE-HWF project leaflet | VAASAN YLIOPISTO | | D2.1 | | | | | | | | | | | | | | | | |
| T2.3: Stakeholder and target group analysis | VAASAN YLIOPISTO | | M2.1 | | | | | | | | | | | | | | | | |
| T2.4: Develop ROUTE-HWF website | VAASAN YLIOPISTO | | | D2.2 | | | | | | | | | | | | | | | |
| T2.5: Develop a dissemination plan and report | VAASAN YLIOPISTO | | | D2.3 | | | | | | | | | | | | | | D2.4 | |
| T2.6: Develop ROUTE-HWF project booklet for the public | VAASAN YLIOPISTO | | | | | | | | | | | | | | | | | | |
| WP3 – Evaluation of the project | | | | | | | | | | | | | | | | | | | |
| T3.1: Develop an internal evaluation plan | FAD | | | D3.1 | | | | | | | | | | | | | | | |
| T3.2: Carry out and monitor the evaluation plan | FAD | | | | | | | | | | | | | | | | | D3.2 | |
| WP4 – Development of a definition and taxonomy of medical deserts | | | | | | | | | | | | | | | | | | | |
| T4.1: Develop a definition and taxonomy of medical deserts | NIVEL | | | | | | | | | | | | D4.1 | | | | D4.2 | | |
| T4.2: Literature review | NIVEL | | | | M4.1 | | | | | | | | | | | | | | |
| T4.3: Identification and recruitment of survey participants | NIVEL | | | | | | | | | | | | | | | | | | |
| T4.4: Item list development for online survey | NIVEL | | | | | | | | | | | | | | | | | | |
| T4.5: Carrying out online survey | NIVEL | | | | | | | | | | | | | | | | | | |
| T4.6: Analysis of online survey | NIVEL | | | | | | | | M4.2 | | | | | | | | | | |
| T4.7: Analysis and drafting of first version definition and taxonomy | NIVEL | | | | | | | | | | | | | | | | | | |
| T4.8: Preparing and conducting stakeholder workshops | NIVEL | | | | | | | | | | | | M4.3 | | | | | | |
| T4.9: Analysis of stakeholder workshop results | NIVEL | | | | | | | | | | | | | | | M4.4 | | | |
| T4.10: Analyse the six in-depth case studies on medical deserts | NIVEL | | | | | | | | | | | | | | | | | | |
| T4.11: Analyse the 1.5 day expert workshop results | NIVEL | | | | | | | | | | | | | | | | | | |
| WP5 – Development of guidelines for monitoring and measuring medical deserts | | | | | | | | | | | | | | | | | | | |
| T5.1: Develop guidelines on monitoring and measuring | VAASAN YLIOPISTO | | | | | | | | | | | | | D5.1 | | | D5.2 | | |
| T5.2: Item list development for online survey | VAASAN YLIOPISTO | | | | | | | | | | | | | | | | | | |
| T5.3: Database search and analysis of available HWF data | VAASAN YLIOPISTO | | | | | | | | | | | | | | | | | | |
| T5.4: Analysis of online survey | VAASAN YLIOPISTO | | | | | | | | M5.1 | | | | | | | | | | |
| T5.5: Analysis and drafting of first version guidelines | VAASAN YLIOPISTO | | | | | | | | | | | | | | | | | | |
| T5.6: Analysis of stakeholder workshop results | VAASAN YLIOPISTO | | | | | | | | | | | | | | | | | | |
| T5.7: Analyse the six in-depth case studies on medical deserts | VAASAN YLIOPISTO | | | | | | | | | | | | | | | | | | |
| T5.8: Analyse the 1.5 day expert workshop results | VAASAN YLIOPISTO | | | | | | | | | | | | | | | | | | |
| WP6 – Development of the ROUTE-HWF roadmap | | | | | | | | | | | | | | | | | | | |
| T6.1: Develop ROUTE-HWF roadmap | FAD | | | | | | | | | | | | | | | | | | |
| T6.2: Literature review | FAD | | | | M6.1 | | | | | | | | | | | | | | |
| T6.3: Item list development for online survey | FAD | | | | | | | | | | | | | | | | | | |
| T6.4: Analysis of online survey | FAD | | | | | | | | | M6.2 | | | | | | | | | |
| T6.5: Analysis and drafting of first version ROUTE-HWF roadmap | FAD | | | | | | | | | | | | | | | | | | |
| T6.6: Analyse the six in-depth case studies on medical deserts | FAD | | | | | | | | | | | | | | | | | | |
| T6.7: Analyse results of the 1.5 day expert workshop | FAD | | | | | | | | | | | | | | | | | | |
| WP7 – Case studies on medical deserts | | | | | | | | | | | | | | | | | | | |
| T7.1: Develop and prepare case study protocol and template | UI | | | | | | | | | | | | | | | | | | |
| T7.2: Recruitment of country informants for each case study | UI | | | | | | | | | | | | | | | | | | |
| T7.3: Carrying out six selected case studies | UI | | | | | | | | | | | | | | | | | | |
| T7.4: Analysis of the six in-depth case studies | UI | | | | | | | | | | | | | | | | | | |
| WP8 – Consensus-building workshop | | | | | | | | | | | | | | | | | | | |
| T8.1: Organisation of 1.5 day consensus-building workshop | UZAGREB MED | | | | | | | | | | | | | | | | | | |
| T8.2: Prepare discussion paper for the workshop | UZAGREB MED | | | | | | | | | | | | | | | | | | |
| T8.3: Online task for workshop participants | UZAGREB MED | | | | | | | | | | | | | | | | | | |
| T8.4: Conduct 1.5 day consensus-building workshop | UZAGREB MED | | | | | | | | | | | | | | | | | | |
| T8.5: Analyse workshop results | UZAGREB MED | | | | | | | | | | | | | | | | | | |

Green cells indicate task has been completed. Blue cells indicate that the task has been extended and is still ongoing.

Annex 2. Tasks with deliverables and milestones checklist

| Task No. | Task name | Deliverable / milestone No. | Deliverable / milestone name | Responsible partner | Delivery time | Completeness (Yes / No / In progress) |
|----------|---|-----------------------------|--|---------------------|--------------------------------|---------------------------------------|
| T1.1 | Organise kick-off meeting | M1.1 | Kick-off meeting of the ROUTE-HWF project | NIVEL | March 31 st , 2021 | Yes |
| | Draft project handbook | M1.2 | ROUTE-HWF handbook and work plan | NIVEL | May 31 st , 2021 | Yes |
| T1.3 | Develop a risk management plan | D1.2 | Risk management plan | NIVEL | July 31 st , 2021 | Yes |
| T2.1 | Set up the dissemination committee | - | - | VAASAN YLIOPIIS | March 31 st , 2021 | Yes |
| T2.2 | Develop ROUTE-HWF project leaflet | D2.1 | Leaflet to promote the ROUTE-HWF project | VAASAN YLIOPIIS | April 30 th , 2021 | Yes |
| T2.3 | Stakeholder and target group analysis | M2.1 | List of stakeholders and target groups for ROUTE-HWF | VAASAN YLIOPIIS | April 30 th , 2021 | Yes |
| T2.4 | Develop ROUTE-HWF website | D2.2 | ROUTE-HWF website | VAASAN YLIOPIIS | May 31 th , 2021 | Yes |
| T2.5 | Develop a dissemination plan and report | D2.3 | Dissemination plan | VAASAN YLIOPIIS | May 31 th , 2021 | Yes |
| | | D2.4 | Mid-term dissemination report | VAASAN YLIOPIIS | August 31 st , 2022 | Yes |





| Task No. | Task name | Deliverable / milestone No. | Deliverable / milestone name | Responsible partner | Delivery time | Completeness (Yes / No / In progress) |
|----------|---|-----------------------------|--|---------------------|--|---------------------------------------|
| T3.1 | Develop an internal evaluation plan | D3.1 | Evaluation plan for ROUTE-HWF | FAD | May 31 th , 2021 | Yes |
| T3.2 | Carry out and monitor the evaluation plan | D3.2 | Mid-term evaluation report for ROUTE-HWF | FAD | August 31 st , 2022 | Yes |
| T4.1 | Develop a definition and taxonomy of medical deserts | D4.1 | First version of a definition and taxonomy on medical deserts | NIVEL | <i>April 11th, 2022 (extension permitted)</i> | <i>In progress</i> |
| | | D4.2 | Second version of a definition and taxonomy on medical deserts | NIVEL | <i>July 31st, 2022 (extension permitted)</i> | <i>In progress</i> |
| T4.2 | Literature review | M4.1 | Overview of the definitions, characteristics and mapping of medical deserts at national and subnational levels in all 33 ROUTE-HWF countries | NIVEL | July 31 st , 2021 | Yes |
| T4.3 | Identification and recruitment of survey participants | - | - | NIVEL | June 30 th , 2021 | Yes |




| Task No. | Task name | Deliverable / milestone No. | Deliverable / milestone name | Responsible partner | Delivery time | Completeness (Yes / No / In progress) |
|----------|--|-----------------------------|--|---------------------|---|---------------------------------------|
| T4.4 | Item list development for online survey | - | - | NIVEL | June 30 th , 2021 | Yes |
| T4.5 | Carrying out online survey | - | - | NIVEL | September 30 th , 2021 <i>(extension permitted)</i> | Yes |
| T4.6 | Analysis of online survey | M4.2 | Overview of the definitions, characteristics and mapping of medical deserts at national and subnational levels in all 33 ROUTE-HWF countries | NIVEL | December 31 st , 2021 <i>(extension permitted)</i> | Yes |
| T4.7 | Analysis and drafting of first version definition and taxonomy | - | - | NIVEL | February 28 th , 2022 <i>(extension permitted)</i> | Yes |
| T4.8 | Preparing and conducting stakeholder workshops | M4.3 | Five stakeholder workshops in partner countries | NIVEL | February 28 th , 2022 | Yes |
| T4.9 | Analysis of stakeholder workshop results | M4.4 | Summary report on the stakeholder workshops | NIVEL | June 30 th , 2022 | Yes |
| T5.1 | | D5.1 | First version of the guidelines on | VAASAN YLIOPISTO | February 28th, 2022 | In progress |



| Task No. | Task name | Deliverable / milestone No. | Deliverable / milestone name | Responsible partner | Delivery time | Completeness (Yes / No / In progress) |
|----------|--|-----------------------------|---|---------------------|--|---------------------------------------|
| | | | monitoring and measuring medical deserts | | <i>(extension permitted)</i> | |
| | Develop guidelines on monitoring and measuring | M5.2 | Second version of the guidelines on monitoring and measuring medical deserts | VAASAN YLIOPIIS | July 31 st , 2022 <i>(extension permitted)</i> | In progress |
| T5.2 | Item list development for online survey | - | - | VAASAN YLIOPIIS | June 30 th , 2021 | Yes |
| T5.3 | Database search and analysis of available HWF data | - | - | VAASAN YLIOPIIS | December 31 st , 2021 | Yes |
| T5.4 | Analysis of online survey | M5.1 | Overview of data availability to monitor and measure medical deserts at national and subnational levels in all 33 ROUTE-HWF countries | VAASAN YLIOPIIS | December 31 st , 2021 <i>(extension permitted)</i> | Yes |
| T5.5 | Analysis and drafting of first version guidelines | | | VAASAN YLIOPIIS | February 28 th , 2022 <i>(extension permitted)</i> | Yes |




| Task No. | Task name | Deliverable / milestone No. | Deliverable / milestone name | Responsible partner | Delivery time | Completeness (Yes / No / In progress) |
|----------|--|-----------------------------|---|---------------------|--|---------------------------------------|
| T5.6 | Analysis of stakeholder workshop results | | | VAASAN YLIOPISTO | June 30th, 2022 | Yes |
| T6.2 | Literature review | M6.1 | Overview of the literature on factors driving desertification and HWF policy responses and approaches to medical deserts | FAD | July 31 st , 2021 | Yes |
| T6.3 | Item list development for online survey | - | - | FAD | June 30 th , 2022 | Yes |
| T6.4 | Analysis of online survey | M6.2 | Overview of factors driving desertification and HWF policy responses and approaches to medical deserts at national and subnational levels in all 33 ROUTE-HWF countries | FAD | December 31 st , 2021 <i>(extension permitted)</i> | Yes |







Annex 3. Process-, output- and outcome indicators of the ROUTE-HWF project



| Indicator | Type of indicator | Evaluation tool | Method to verify | Evaluation month | WP | Responsible partner | Target value | Result | Accomplishment |
|--|-------------------|--|-----------------------------------|------------------|-----|---------------------|--|---|----------------|
| Objective 1. To provide a definition and taxonomy of the concept of medical deserts. | | | | | | | | | |
| 1.1 The meta-characteristic of the taxonomy and its ending conditions are established and accepted by consortium partners | Process | Article by Nickerson et al. (2013) (Nickerson, Varshney, & Muntermann, 2013). | Kick-off meeting notes | M1 | WP4 | NIVEL | Meta-characteristics and ending conditions approved by partners at M1. |  | |
| 1.2 A systematic literature review is conducted, informing (among others) the taxonomy development: | Process | Checklist incl. criteria for reviewing progress of the activity, timing and quality based on PRISMA (Page et al., 2021). | Milestone 4.1 Newsletter 2 | M5 M6 | WP4 | NIVEL | 100% of data sources explored by M5. Report in newsletter 2 (M6). |  | |
| -Search carried out in the following databases: EMBASE (incl. Medline), Web of Science, Cochrane Central, CINAHL and Google Scholar and snowballing. | | | | | | | -Search carried out in 5/5 databases. |  | |
| -Systematic search of relevant websites (incl. websites of international agencies such as WHO, OECD, IOM, ILO and the World Bank) and snowballing. | | | | | | | -Search carried out in relevant org. websites (min. 5). |  | |





| Indicator | Type of indicator | Evaluation tool | Method to verify | Evaluation month | WP | Responsible partner | Target value | Result | Accomplishment |
|--|-------------------|---|-------------------------------|------------------|-----|---------------------|---|---|--|
| -Systematic search of data gathered by EU-funded projects such as Recruitment and Retention of the Health Workforce in Europe, the Joint Action on HWF Planning and Forecasting and SEPEN and snowballing. | | | | | | | -Search carried out of relevant projects. |  | |
| 1.3 A survey is carried out informing (among others) the taxonomy development: | Process | Checklist incl. criteria for reviewing progress of the activity and timing. | Milestone 4.2 Newsletter 4 | M10 M12 | WP4 | NIVEL | -Report in newsletter 4 (M12). |  | Newsletters will be updated with the results from the survey |
| -Recruit 4 participants in each of the 27 EU MSs, UK, Iceland, Norway, Serbia, Moldavia and Bosnia & Herzegovina (hereafter: the 33 ROUTE-HWF countries). | | | | | | | -132 country representatives are invited in M5. | | Sample size not achieved |
| -Achieve good response rates. | | | | | | | -75% response rate in M10. | | Response rate not achieved |
| 1.4 Five national stakeholder workshops are organised informing (among others) the taxonomy development: | Process | Checklist incl. criteria for reviewing progress of the activity and timing. | Milestone 4.4 Newsletter 6 | M16 M18 | WP4 | NIVEL | Report in newsletter 6. |  | |

| Indicator | Type of indicator | Evaluation tool | Method to verify | Evaluation month | WP | Responsible partner | Target value | Result | Accomplishment |
|--|-------------------|--|--|------------------|-----|---------------------|---|---|----------------|
| -Organisation of five workshops with health professionals' representatives, public authorities and patient organisations from national and subnational levels in each of the consortium partner countries (NL, FI, ES, PL, HR) to discuss the first version of the taxonomy. | | | | | | | -5 workshops by M14 -30 participants |  | |
| 1.6 An expert workshop is organised, informing (among others) the taxonomy development: | Process | Checklist incl. criteria for reviewing progress of the activity, timing and quality. | Deliverable 4.2 | M35 | WP4 | NIVEL | Evaluation carried out by M35 |  | |
| Ad 1.1; 1.2 & 1.3 A first version of the taxonomy based on the literature review and survey results is delivered | Output | Checklist incl. criteria for reviewing progress of the activity, timing and quality. | Deliverable 4.1 First ROUTE-HWF webinar | M12 M12 | WP4 | NIVEL | -First version of taxonomy available in M12 -First version presented in first webinar in M12 | | Draft prepared |
| Ad 1.4 Second version of the taxonomy-based in refinements in the workshops in 5 countries. | Output | Checklist incl. criteria for reviewing progress of the activity, timing and quality. | Milestone 4.5 Second ROUTE-HWF webinar | M17 M18 | WP4 | NIVEL | -Second version of the taxonomy in M17 -Second version presented in second webinar in M18 | | Draft prepared |
| Objective 2. To develop guidelines on how EU Member States can monitor and measure medical deserts at national and subnational level | | | | | | | | | |

| Indicator | Type of indicator | Evaluation tool | Method to verify | Evaluation month | WP | Responsible partner | Target value | Result | Accomplishment |
|---|-------------------|---|-------------------------------|------------------|-----|---------------------|---|---|--|
| 2.1 A survey is conducted, informing (among others) the guideline development. | Process | Checklist incl. criteria for reviewing progress of the activity and timing. | Milestone 5.1 Newsletter 4 | M10 M12 | WP5 | VAASAN YLIOPIS | Inclusion in newsletter 4 (M12) |  | Newsletters will be updated with the results from the survey |
| Recruit 4 participants in each of the 27 EU MSs, UK, Iceland, Norway, Serbia, Moldavia and Bosnia & Herzegovina (hereafter: the 33 ROUTE-HWF countries). | | | | | | | -132 country representatives are invited in M5. | | Sample size not achieved |
| Participation rate | | | | | | | -80% response rate in M7. | | Response rate not achieved |
| 2.2 A database search on up-to-date HWF and forecasting data at national and subnational levels, with relevance to medical deserts, is conducted informing the guideline development: | Process | Checklist incl. criteria for reviewing progress of the activity and timing. | Milestone 5.1 | M10 | WP5 | VAASAN YLIOPIS | |  | |
| 2-Extraction of relevant data for taxonomy carried out. | | | | | | | |  | |

| Indicator | Type of indicator | Evaluation tool | Method to verify | Evaluation month | WP | Responsible partner | Target value | Result | Accomplishment |
|---|-------------------|--|------------------|------------------|-----|---------------------|--|---|----------------|
| -Systematic search of data gathered by EU-funded projects such as the Joint Action on HWF Planning and Forecasting and SEPEN (Support for the health workforce planning and forecasting expert network) and snowballing. | | | | | | | -Search carried out in relevant org. databases (min. 6) by M8. |  | |
| -Systematic search of relevant databases (incl. those of international agencies such as Eurostat, WHO, OECD, IOM, ILO and the World Bank) and snowballing. | | | | | | | -Search of relevant projects carried out by M8. |  | |
| 2.3 Five national stakeholder workshops are organised, informing (among others) the guideline development: | Process | Checklist incl. criteria for reviewing progress of the activity and timing. | Milestone 4.4 | M16 | WP5 | VAASAN YLIOPIS | |  | |
| Organisation of five workshops with health professional representatives and public authorities from national and subnational levels in each of the consortium partner countries (NL, FI, ES, PL, HR) discuss the first version of the guidelines. | | | | | | | -5 workshops by M14 |  | |
| At least 6 participants in each workshop (total 30 participants) | | | | | | | -30 participants by M14 |  | |
| Ad 2.1 & 2.2 An overview of the available country information is available | Output | Checklist incl. criteria for reviewing progress of the activity, timing and quality. | Milestone 5.1 | M10 | WP5 | VAASAN YLIOPIS | Overview of the country info available in M10 |  | |

| Indicator | Type of indicator | Evaluation tool | Method to verify | Evaluation month | WP | Responsible partner | Target value | Result | Accomplishment |
|--|-------------------|--|--|------------------|-----|---------------------|--|---|----------------|
| Ad 2.1 & 2.2 A first version of the guidelines for monitoring and measuring medical deserts is developed based on the survey and database search results | Output | Checklist incl. criteria for reviewing progress of the activity, timing and quality. | Deliverable 5.1 First ROUTE-HWF webinar | M12 M12 | WP5 | VAASAN YLIOPIS | -A first version of guidelines available in M12 - First version presented in first webinar in M12 | | Draft prepared |
| Ad 2.4 Second version of the guidelines based on the refinements of the workshops in 5 countries | Output | Checklist incl. criteria for reviewing progress of the activity, timing and quality. | Milestone 5.2 Second ROUTE-HWF webinar | M17 M18 | WP5 | VAASAN YLIOPIS | - Second version of guidelines available in M17 - Second version presented in second webinar in M18 | | Draft prepared |
| Objective 3. Provide in-depth insights on factors driving “desertification” and of HWF policy responses and approaches to medical deserts. | | | | | | | | | |
| 3.1 A systematic literature search is conducted, providing (among others) information on factors driving “desertification” and responses: | Process | Checklist incl. criteria for reviewing progress of the activity, timing and quality based on PRISMA (Page et al., 2021). | Milestone 6.1 Newsletter 2 | M5 M6 | WP6 | FAD | -100% data sources explored by M5 - Report in newsletter 2 (M6). |  | |
| Search carried out in the following data bases: Embase (incl. Medline), Web of Science, Cochrane Central, CINAHL and Google Scholar and snowballing. | | | | | | | Search carried out in 5/5 of databases |  | |

| Indicator | Type of indicator | Evaluation tool | Method to verify | Evaluation month | WP | Responsible partner | Target value | Result | Accomplishment |
|---|-------------------|---|----------------------------|------------------|-----|---------------------|--|---|--|
| Systematic search of relevant websites (incl. websites of international agencies such as WHO, OECD, IOM, ILO and the World Bank) and snowballing. | | | | | | | Search carried out in relevant org. websites (min. 5). |  | |
| Systematic search of data gathered by EU-funded projects such as Recruitment and Retention of the Health Workforce in Europe, the Joint Action on HWF Planning and Forecasting and SEPEN and snowballing. | | | | | | | Search of relevant projects carried out |  | |
| Extraction of relevant data carried out. | | | | | | | |  | |
| 3.2 A survey is carried out providing (among others) information on factors driving “desertification” and responses: | Process | Checklist incl. criteria for reviewing progress of the activity and timing. | Milestone 6.2 Newsletter 4 | M10 M12 | WP6 | FAD | Report in newsletter 4 (M12). |  | Newsletters will be updated with the results from the survey |
| Recruit 4 participants in each of the 27 EU MSs, UK, Iceland, Norway, Serbia, Moldavia and Bosnia & Herzegovina (hereafter: the 33 ROUTE-HWF countries). | | | | | | | 132 country representatives are invited. | | Sample size not achieved |
| Participation rate. | | | | | | | -75% response rate in M10d in M5. | | Response rate not achieved |

Annex 4. Annual Project Self-Evaluation Questionnaire

Self-Evaluation Questionnaire

For each statement, please tell me if you fully disagree, slightly disagree, no opinion, slightly agree or fully agree.

| | Fully agree | Slightly disagree | No opinion | Slightly agree | Fully agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The project will deliver the outcomes defined | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The outcomes will have the impact envisioned | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The tasks we undertake still contribute to the results defined | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| We are still in line with the original schedule | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The results will have the level of quality as originally expected (by us & the EC) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The project is managed well | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The communication in the project is sufficient | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| We are aware of the risks in the project | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Decision-making is done correctly | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Resources allocated to carry out the various tasks are sufficient | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

OVERALL EVALUATION

Overall comment:

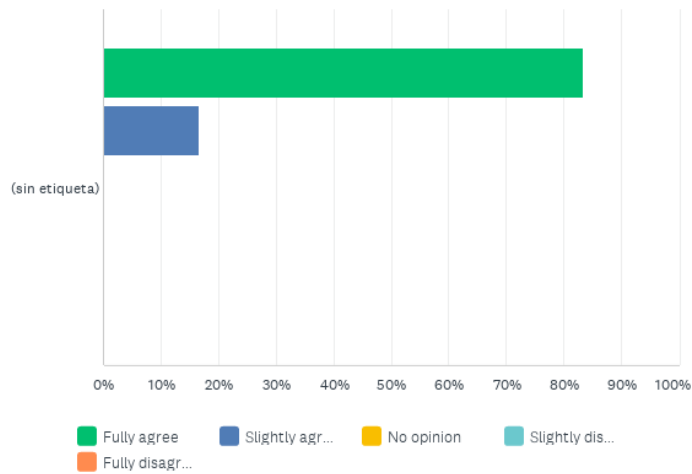
Strong points:

Weak points:

Answers to the Self-Evaluation Questionnaire (March 2022)

P1: The project will deliver the outputs / outcomes defined

Answered: 6; Omitted: 0



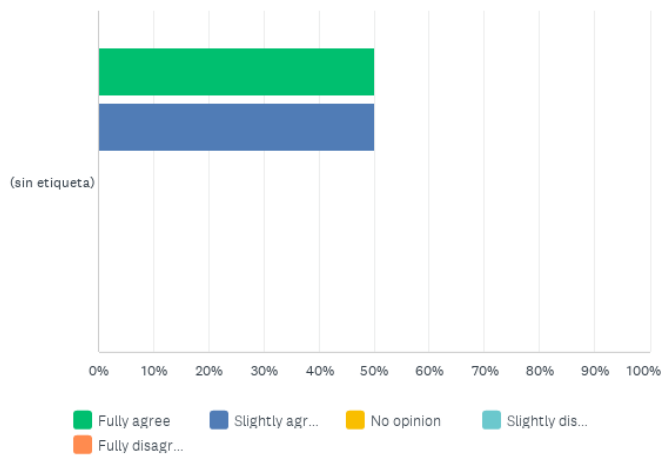
P1: The project will deliver the outputs / outcomes defined

Answered: 6; Omitted: 0

| | FULLY AGREE | SLIGHTLY AGREE | NO OPINION | SLIGHTLY DISAGREE | FULLY DISAGREE | TOTAL | PROMEDIO PONDERADO |
|----------------|-------------|----------------|------------|-------------------|----------------|-------|--------------------|
| (sin etiqueta) | 83.33% 5 | 16.67% 1 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 6 | 1.17 |

P2: The outcomes will have the impact envisioned

Answered: 6; Omitted: 0



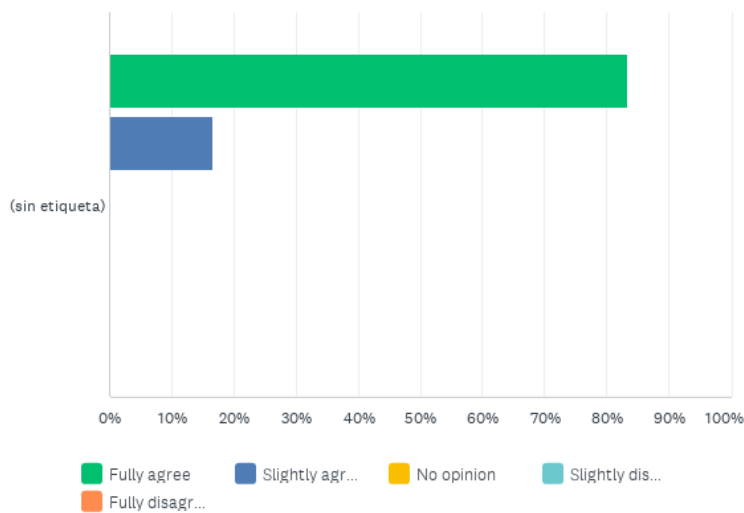
P2: The outcomes will have the impact envisioned

Answered: 6; Omitted: 0

| | FULLY AGREE | SLIGHTLY AGREE | NO OPINION | SLIGHTLY DISAGREE | FULLY DISAGREE | TOTAL | PROMEDIO PONDERADO |
|----------------|-------------|----------------|------------|-------------------|----------------|-------|--------------------|
| (sin etiqueta) | 50.00% 3 | 50.00% 3 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 6 | 1.50 |

P3: The tasks we undertake still contribute to the results defined

Answered: 6; Omitted: 0



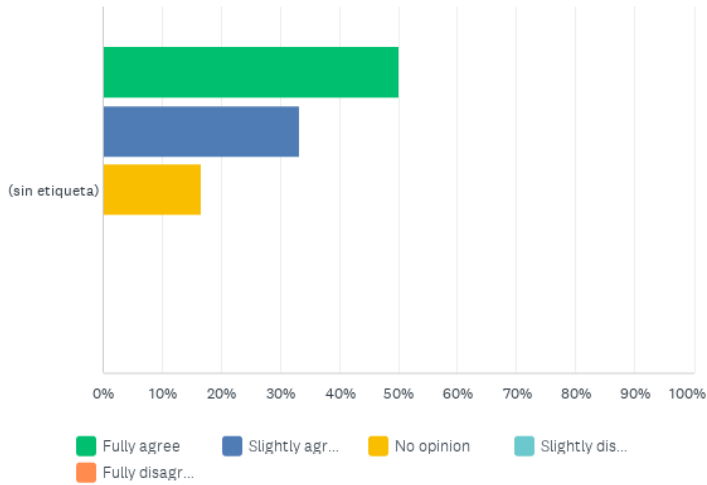
P3: The tasks we undertake still contribute to the results defined

Answered: 6; Omitted: 0

| | FULLY AGREE | SLIGHTLY AGREE | NO OPINION | SLIGHTLY DISAGREE | FULLY DISAGREE | TOTAL | PROMEDIO PONDERADO |
|----------------|-------------|----------------|------------|-------------------|----------------|-------|--------------------|
| (sin etiqueta) | 83.33% 5 | 16.67% 1 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 6 | 1.17 |

P4: We are still in line with the original Schedule

Answered: 6; Omitted: 0



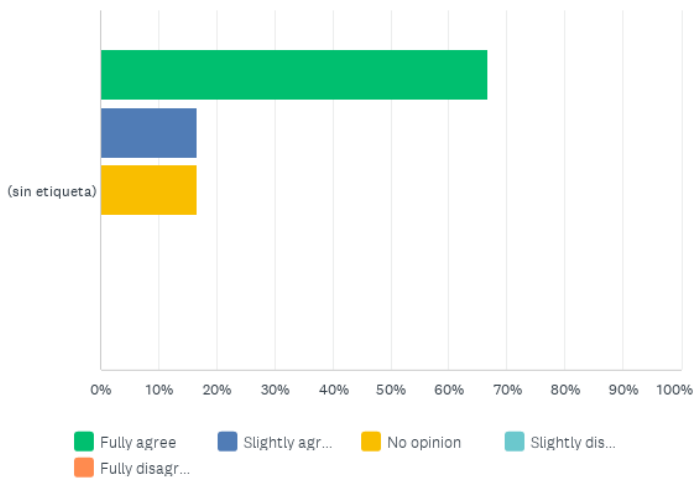
P4: We are still in line with the original Schedule

Answered: 6; Omitted: 0

| | FULLY AGREE | SLIGHTLY AGREE | NO OPINION | SLIGHTLY DISAGREE | FULLY DISAGREE | TOTAL | PROMEDIO PONDERADO |
|----------------|-------------|----------------|-------------|-------------------|----------------|-------|--------------------|
| (sin etiqueta) | 50.00% 3 | 33.33% 2 | 16.67% 1 | 0.00% 0 | 0.00% 0 | 6 | 1.67 |

P5: The results will have the level of quality as originally expected (by us & the EC)

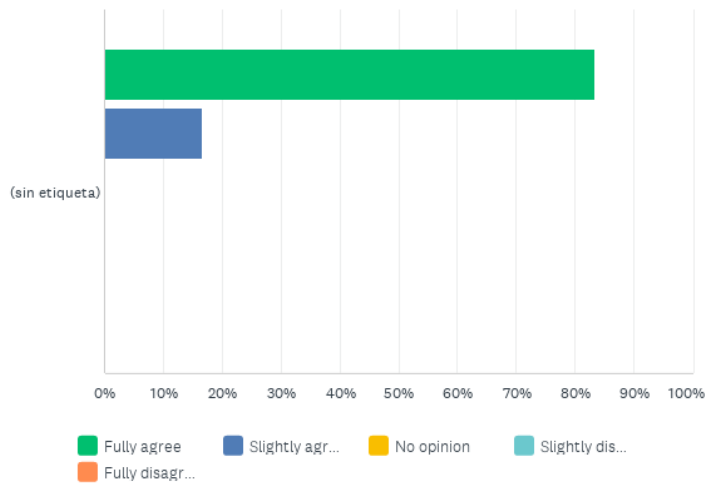
Answered: 6; Omitted: 0



P5: The results will have the level of quality as originally expected (by us & the EC)

| | FULLY AGREE | SLIGHTLY AGREE | NO OPINION | SLIGHTLY DISAGREE | FULLY DISAGREE | TOTAL | PROMEDIO PONDERADO |
|----------------|-------------|----------------|-------------|-------------------|----------------|-------|--------------------|
| (sin etiqueta) | 66.67% 4 | 16.67% 1 | 16.67% 1 | 0.00% 0 | 0.00% 0 | 6 | 1.50 |

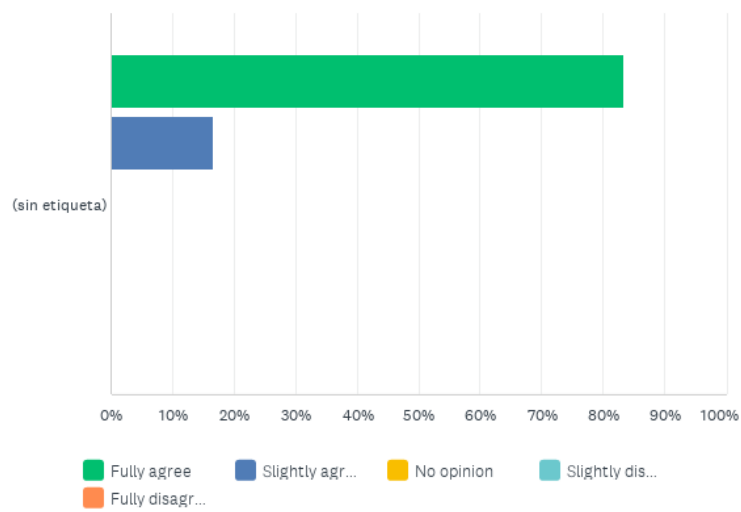
P6: The project is managed well



P6: The project is managed well

| | FULLY AGREE | SLIGHTLY AGREE | NO OPINION | SLIGHTLY DISAGREE | FULLY DISAGREE | TOTAL | PROMEDIO PONDERADO |
|----------------|-------------|----------------|------------|-------------------|----------------|-------|--------------------|
| (sin etiqueta) | 83.33% | 16.67% | 0.00% | 0.00% | 0.00% | 6 | 1.17 |
| | 5 | 1 | 0 | 0 | 0 | | |

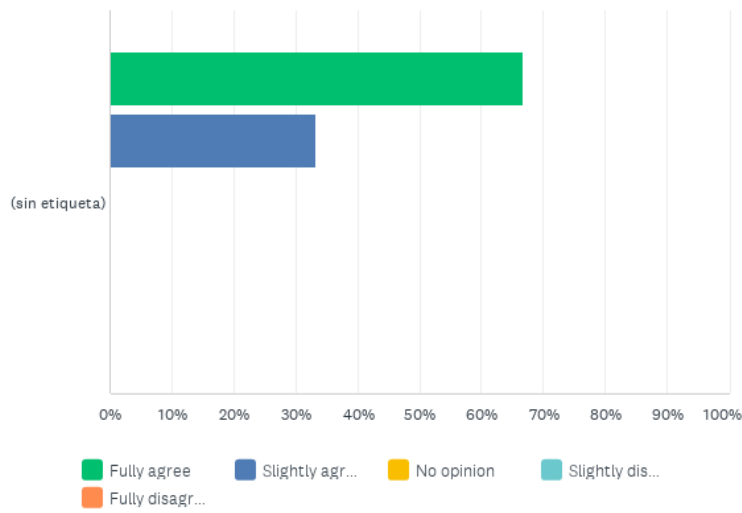
P7: The communication in the project is sufficient



P7: The communication in the project is sufficient

| | FULLY AGREE | SLIGHTLY AGREE | NO OPINION | SLIGHTLY DISAGREE | FULLY DISAGREE | TOTAL | PROMEDIO PONDERADO |
|----------------|-------------|----------------|------------|-------------------|----------------|-------|--------------------|
| (sin etiqueta) | 83.33% | 16.67% | 0.00% | 0.00% | 0.00% | 6 | 1.17 |
| | 5 | 1 | 0 | 0 | 0 | | |

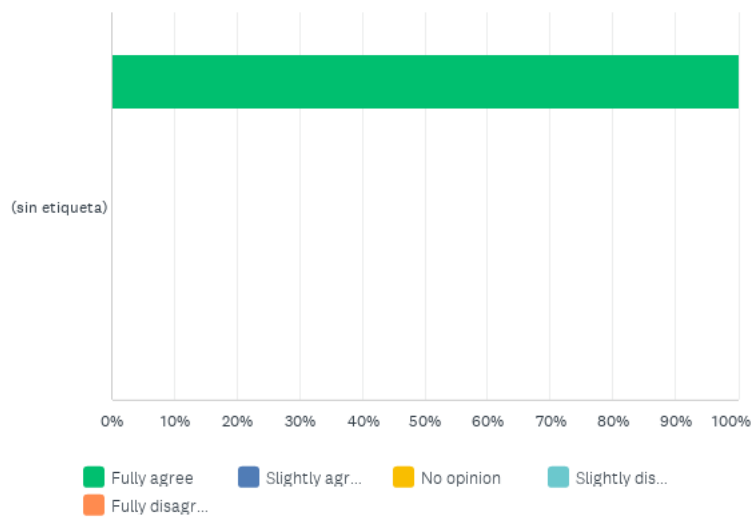
P8: We are aware of the risks in the Project



P8: We are aware of the risks in the Project

| | FULLY AGREE | SLIGHTLY AGREE | NO OPINION | SLIGHTLY DISAGREE | FULLY DISAGREE | TOTAL | PROMEDIO PONDERADO |
|----------------|-------------|----------------|------------|-------------------|----------------|-------|--------------------|
| (sin etiqueta) | 66.67% 4 | 33.33% 2 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 6 | 1.33 |

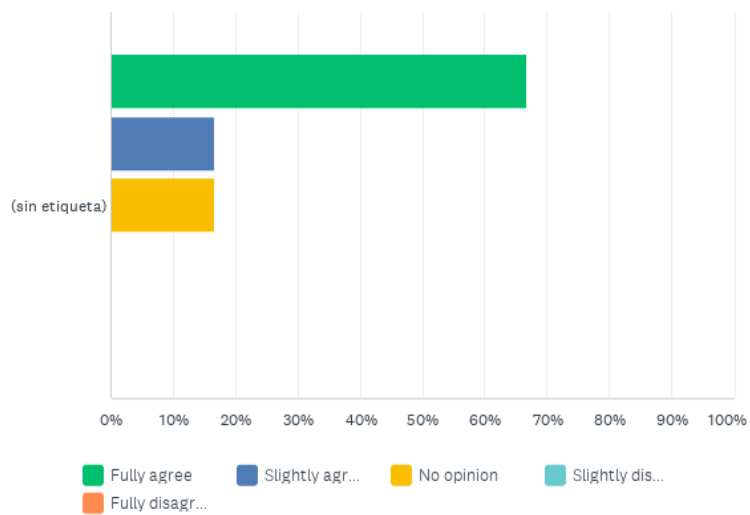
P9: Decision-making is done correctly



P9: Decision-making is done correctly

| | FULLY AGREE | SLIGHTLY AGREE | NO OPINION | SLIGHTLY DISAGREE | FULLY DISAGREE | TOTAL | PROMEDIO PONDERADO |
|----------------|--------------|----------------|------------|-------------------|----------------|-------|--------------------|
| (sin etiqueta) | 100.00% 6 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 6 | 1.00 |

P10: Resources allocated to carry out the various tasks are sufficient



P10: Resources allocated to carry out the various tasks are sufficient

| | FULLY AGREE | SLIGHTLY AGREE | NO OPINION | SLIGHTLY DISAGREE | FULLY DISAGREE | TOTAL | PROMEDIO PONDERADO |
|----------------|-------------|----------------|-------------|-------------------|----------------|-------|--------------------|
| (sin etiqueta) | 66.67% 4 | 16.67% 1 | 16.67% 1 | 0.00% 0 | 0.00% 0 | 6 | 1.50 |

