



D3.3 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	15/03/2024	Dissemination level	Public



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

1. Purpose of this Final Evaluation	1
2. Evaluation questions to be answered	2
3. Methodology of this Final Evaluation	3
4. Target audience	4
5. Data collected and evaluation tools used	5
a. Gantt chart and tasks with deliverables and milestones checklist	5
b. Indicators	5
c. Meeting minutes	5
d. Peer review system for quality assurance	5
e. Self-evaluation questionnaire and semi-structured interviews	6
f. Interviews with relevant stakeholders	6
6. Execution of the Final Evaluation	7
7. Results of the final evaluation	8
a. Deliverables and milestones	8
b. Process-, output- and outcome indicators of the ROUTE-HWF project	9
c. The final self-evaluation questionnaire	9
d. Opinions from relevant stakeholders	11
8. Conclusion	13
9. References	14
Annex 1. Gantt chart of the ROUTE-HWF project	15
Annex 2. Tasks with deliverables and milestones checklist	18
Annex 3. Process-, output- and outcome indicators of the ROUTE-HWF project	26
Annex 4. Annual Project Self-Evaluation Questionnaire	41

1. Purpose of this Final Evaluation

The aim of this Deliverable D3.3, which is the third and final deliverable of Work Package (WP) 3, is to provide a final evaluation report for ROUTE-HWF project, which answers the set of evaluation questions drafted in the evaluation plan (D3.1). Moreover, this final report summarizes each of the steps outlined in the evaluation plan based on all activities undertaken during the execution of the project.

The general purpose of the final evaluation is to verify if the ROUTE-HWF project has been implemented as planned and has reached 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 final evaluation report of ROUTE-HWF includes features of a formative and summative evaluation (Clarke, 1999) as described in the evaluation plan (D3.1).

2. Evaluation questions to be answered

We formulated and used the following questions to be answered in this final evaluation report to verify if the ROUTE-HWF project has been implemented as planned and has reached its defined objectives.

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

We formulated and used the following questions to be answered in this final evaluation report to verify if the defined specific objectives of ROUTE-HWF been achieved.

1. Has the definition and taxonomy of the concept of medical deserts been provided?
2. Have the guidelines on how the EU Member States can monitor and measure medical deserts at national and subnational levels been developed?
3. Have in-depth insights on factors driving desertification and of HWF policy responses and approaches to medical deserts been provided?
4. Has an optimal mix of HWF policy responses and approaches to medical desert per category of the taxonomy on medical deserts been provided?

5. Has a roadmap that will support the EU Members States in designing and implementing their workforce, actions and initiatives related to medical deserts been developed?

3. Methodology of this Final Evaluation

This final evaluation has focused on the ROUTE-HWF project processes over the 36 months since its kick-off in March 2021. The evaluation methodology was aimed to describe how the project has operated, how the parts of the project fit together, and how the staff members perceived the project. Methods have been chosen based on the evaluation aspect concerned, the specific question to be answered and accompanying indicators.

WPs 1-8 of the ROUTE-HWF project have been evaluated from the formative evaluation perspective. WPs 4-8 of the ROUTE-HWF project have been evaluated from the summative evaluation perspective as well. Table 1 provides an overview of the WPs by type of evaluation.

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 & Summative
WP 5	Development of guidelines for monitoring and measuring medical deserts	Formative & Summative

WP 6	Development of the ROUTE-HWF roadmap	Formative & Summative
WP 7	Case studies on medical deserts	Formative & Summative
WP 8	Consensus-building workshop	Formative & Summative

4. Target audience

As this final evaluation is primarily internally oriented, the target audience of this has been those who had a responsibility for planning, managing, and delivering the ROUTE-HWF project milestones and deliverables. These were 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 able to provide feedback on problems and progress, assuming an interactive role.

For the summative evaluation, the target audience was those that can reach a decision on the future of the project, that is, the relevant collaborating stakeholders. The role of the evaluator will be more independent, in comparison to the formative evaluation who often interacts with the project staff on a regular basis throughout the evaluation.

5. Data collected and evaluation tools used

Different data sources and evaluation tools have been used for this final 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 plan. 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 were 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 at least two experts from the Consortium not involved in their development (mostly NIVEL and FAD). Quality issues, if applicable, have been reported to the WP leader in charge of the milestone 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, and 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 products has occurred before submission and presentation of 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 final evaluation, a self-evaluation questionnaire was conducted among all members of the Steering Committee representing all WPs within the ROUTE-HWF project. In addition, qualitative interviews were held with partners at the end of the first year to determine what has gone well and where improvements are needed.

f. Interviews with relevant stakeholders

For this final evaluation, opinions of relevant collaborating stakeholders were additionally gathered in order to get some feedback about:

- 1) Overall Impact: What impact do you believe the ROUTE-HWF project could have on improving healthcare access and quality in medical deserts?
- 2) Sustainability: How sustainable do you believe are the ROUTE-HWF project's outcomes? What should be in place to ensure the project's long-term impact and continuation beyond the funding period?

These questions were posed by the Evaluator to all the participants during the expert workshop organized in Zagreb on November 30 and December 1, 2023.

6. Execution of the Final Evaluation

From M1 to M3, the FAD team, as leaders of the evaluation plan (WP3), developed the Evaluation Plan (Deliverable 3.1). This was first approved by the Steering Committee and next by the Project Officer from HaDEA. From M4 to M18, the FAD team carried out the Mid-term Evaluation Report which was also approved by Steering Committee and the Project Officer from HaDEA. In parallel, 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 were carrying out their tasks and responsibilities in due time.

The tasks included:

- 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 has been 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 could benefit the project team. The Quality and Evaluation Team members have collected information related to the progress of the tasks assigned to their respective organizations using a questionnaire (see next chapter). Answers to this questionnaire have been discussed during the Steering Committee meeting, providing additional feedback to the lead evaluator.

The summative evaluation exercise has been carried out throughout the project.

7. Results of the final evaluation

a. Deliverables and milestones

Annex 1 shows the Gantt chart of the ROUTE-HWF project that covers the period of this final evaluation (M1-M36). 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, 7 and 8 have run according to planning and have barely experienced any delay during the period M1-M36.

In case of WPs 4, 5 and 6 delays have occurred, mainly due to delay in the task T4.5: the execution of the online survey among European countries. The reasons for this delay were multiple. First, for several 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 quite time-consuming and complex for a few 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. This has been explained and communicated with HaDEA in the accompanying Comments when submitting/uploading the deliverables.

b. Process-, output- and outcome indicators of the ROUTE-HWF 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 summarize 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 related to WPs 4 to 7. 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 and/or through an online meeting. In addition, it was stressed that answers do not need to be based on “extra research” and are allowed to be limited, stressing that financial compensation is available and that co-publication is possible.

c. The final self-evaluation questionnaire

Annex 4 shows the results of the annual project self-evaluation questionnaire, specifically conducted for this final evaluation (see Chapter V section e above). Four members of the Steering Committee, representing all WPs within the ROUTE-HWF project, participated before the end of the project in this self-evaluation questionnaire. The results of the self-evaluation are:

- One hundred percent (n=4) of the members of the Steering Committee that answered the questionnaire:
 - Fully belief that the project will deliver the outputs according to planning.
 - Fully agree that the outcomes will have the impact envisioned.
 - Fully agree to the statement that the tasks undertaken will contribute to the results defined.
 - Fully believe that the results will have the level of quality as originally expected.
 - Fully agree that the project is managed well.
 - Fully agree that they are aware of the risks in the project.

- Fully believe that the results will have the level of quality as originally expected
- Fully believe that the resources allocated to carry out the various tasks are sufficient.
- Fully agree that decision-making is done correctly.
- Seventy five percent (n=3) of the members of the Steering Committee that answered the questionnaire:
 - Fully agree that the project is still in line with the original schedule; twenty-five percent (n=1) slightly agree.

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

- *“A good project overall with a good sense of team spirit”*. (Responder 1).
- *“Great team, very relevant topic, marvellous atmosphere, would love to continue working together in the future”*. (Responder 3).
- *“Excellent project”*. (Responder 4).

Strong points that were highlighted were:

- *“Good team spirit, policy relevance, focus on academic publications with several being published already and a few more coming up. Interest in collaborating in the future as well”* (Responder 1).
- *“Sense of belonging to a common cause, motivation, support among each other, reached final objectives, feeling of success”* (Responder 2).

However, some weak points were underlined:

- *“Delays in the deliverables through their interconnection and ‘path-dependency’, forced to deliver the last versions at the end of the project period”* (Responder 1).
- *“Data availability given the broad scope and coverage of the project”* (Responder 2).
- *“Impact of COVID-19 on project outcomes”* (Responder 4).

In addition, when asked for the next steps:

- *“There are good premises to continue to work in the future as a project team as well” (Responder 2).*

To summarize the results, all the members of the ROUTE-HWF agree that:

- The project will deliver the outcomes defined.
- The outcomes will have the impact envisioned.
- The tasks undertaken will contribute to the results defined.
- The project is well managed.
- The communication within the project is sufficient.
- They are aware of the risks in the project.
- Decision-making is done correctly.
- The resources allocated to carry out the various tasks are sufficient.
- The results will have the level of quality as originally expected.

d. Opinions from relevant stakeholders

The stakeholders consulted at the expert workshop in Zagreb had a positive view of the ROUTE-HWF Roadmap, noting its significant role in addressing healthcare challenges in underserved areas (see D8.1 as well for the results of the workshop evaluation questionnaire). They stated that the project will support countries to improve their policies towards medical deserts, increase awareness on the topic, to eventually mitigate regional disparities in healthcare access and quality. This includes displaying opportunities like enhanced patient support, telehealth adoption, and the creation of patient-centred policies. Another insight mentioned was that the project could not only improve regional balance in healthcare outcomes, but also promotes collaboration among healthcare providers – highlighting the Roadmap's comprehensive approach to tackling (regional) healthcare disparities.

After the Zagreb expert workshop contacts with several participants were extended, enlarging and strengthening the network of the ROUTE-HWF consortium. Some quotes

from email-exchanges with these participants are presented in the box below (anonymized for reasons of privacy).

“Once again, many thanks for your invitation. I enjoyed the workshop and I wish you, and your colleagues, the best for the last stretch of the project”

“Thank you for inviting me to a great ROUTE-HWF project meeting. It was a successful meeting for all participants. Your team is fantastic, and I'm sure it's partly so because they are hard working professionals and partly because of your flexible lead. I hope we can work together in future.”

“First of all, thank you and congratulations for the ROUTE-HWF conference in Zagreb - I was able to take quite a lot of useful information back to my country.”

In particular, the stakeholders' view on the ROUTE-HWF Roadmap was positive, seeing it as a strategic approach to ensuring long-term benefits in healthcare access in areas with limited medical services. They suggested conducting (standardized) evaluation research, to assess the effectiveness of the potential and tailored solutions proposed in the Roadmap and their impact on local healthcare access. This feedback underscores the importance of further research and policy development in sustaining the project's outcomes beyond its initial funding phase. Hence aiming for continuous monitoring, cross-national exchange and improvements in healthcare delivery in underserved regions i.e. medical desert areas.

8. Conclusion

The results of this final evaluation of the ROUTE-HWF project are, in sum, positive. All the deliverables and milestones have been achieved, in spite not all WPs were running according to plan. There was one delay that affected three of the WPs, that was identified because of multiple barriers in conducting the country survey. Corrective solutions were applied through the running of the project.

Members of the Steering Committee have shown strong satisfaction with the ROUTE-HWF project, indicating that its performing has been excellent. The consensus among the member is that the project will be completed on schedule and meet its objectives. They praise the project's management, decision-making, and resource allocation, acknowledging that these factors contribute to its success. While the majority we optimistic about adhering to the timeline, there were minor concerns regarding potential delays.

The ROUTE-HWF committee/consortium members also enjoyed the collaboration and are proud of their achievements, expressing a desire to continue working together in the future. However, they have identified challenges, such as delays in completing certain tasks, issues with accessing comprehensive data, and the adverse effects of COVID-19 on the project's progress. These points of feedback highlight both the project's strengths and areas where there is room for improvement, especially in terms of data collection and managing unforeseen challenges.

Relevant stakeholders are positive about the ROUTE-HWF Roadmap, acknowledging its promising role in enhancing healthcare in underserved regions. It has potential to improve access and quality of healthcare, with benefits including better patient support and increased telehealth use. The roadmap promotes collaborative efforts among healthcare professionals and suggests a one-year evaluation to measure its effectiveness. This emphasizes the importance of ongoing research and education for sustainable improvement in healthcare delivery for areas lacking medical services.

9. 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

Tasks	Lead partner	Year 1											
		Q1			Q2			Q3			Q4		
		M1 mar-21	M2 abr-21	M3 may-21	M4 jun-21	M5 jul-21	M6 ago-21	M7 sep-21	M8 oct-21	M9 nov-21	M10 dic-21	M11 ene-22	M12 feb-22
WP1 – Coordination of the project													
T1.1: Organise kick-off meeting and draft project handbook and work	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 YLIOPIIS												
T2.2: Develop ROUTE-HWF project leaflet	VAASAN YLIOPIIS		D2.1										
T2.3: Stakeholder and target group analysis	VAASAN YLIOPIIS		M2.1										
T2.4: Develop ROUTE-HWF website	VAASAN YLIOPIIS			D2.2									
T2.5: Develop a dissemination plan and report	VAASAN YLIOPIIS			D2.3									
T2.6: Develop ROUTE-HWF project booklet for the public	VAASAN YLIOPIIS												
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												
WP4 – Development of a definition and taxonomy of medical deserts													
T4.1: Develop a definition and taxonomy of medical deserts	NIVEL												
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												
T4.9: Analysis of stakeholder workshop results	NIVEL												
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 YLIOPIIS												
T5.2: Item list development for online survey	VAASAN YLIOPIIS												
T5.3: Database search and analysis of available HWF data	VAASAN YLIOPIIS												
T5.4: Analysis of online survey	VAASAN YLIOPIIS									M5.1			
T5.5: Analysis and drafting of first version guidelines	VAASAN YLIOPIIS												
T5.6: Analysis of stakeholder workshop results	VAASAN YLIOPIIS												
T5.7: Analyse the six in-depth case studies on medical deserts	VAASAN YLIOPIIS												
T5.8: Analyse the 1,5 day expert workshop results	VAASAN YLIOPIIS												
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												

Tasks	Lead partner	Year 2											
		Q1			Q2			Q3			Q4		
		M13 mar-22	M14 abr-22	M15 may-22	M16 jun-22	M17 jul-22	M18 ago-22	M19 sep-22	M20 oct-22	M21 nov-22	M22 dic-22	M23 ene-23	M24 feb-23
WP1 – Coordination of the project													
T1.1: Organise kick-off meeting and draft project handbook and work	NIVEL												
T1.2: Project coordination and decision making	NIVEL												
T1.3: Develop a risk management plan	NIVEL												
WP2 – Dissemination of the project													
T2.1: Set up the dissemination committee	VAASAN YLIOPIIS												
T2.2: Develop ROUTE-HWF project leaflet	VAASAN YLIOPIIS												
T2.3: Stakeholder and target group analysis	VAASAN YLIOPIIS												
T2.4: Develop ROUTE-HWF website	VAASAN YLIOPIIS												
T2.5: Develop a dissemination plan and report	VAASAN YLIOPIIS						D2.4						
T2.6: Develop ROUTE-HWF project booklet for the public	VAASAN YLIOPIIS												
WP3 – Evaluation of the project													
T3.1: Develop an internal evaluation plan	FAD												
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			D4.1				
T4.2: Literature review	NIVEL												
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												
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 YLIOPIIS		D5.1			D5.2			D5.1				
T5.2: Item list development for online survey	VAASAN YLIOPIIS												
T5.3: Database search and analysis of available HWF data	VAASAN YLIOPIIS												
T5.4: Analysis of online survey	VAASAN YLIOPIIS												
T5.5: Analysis and drafting of first version guidelines	VAASAN YLIOPIIS												
T5.6: Analysis of stakeholder workshop results	VAASAN YLIOPIIS												
T5.7: Analyse the six in-depth case studies on medical deserts	VAASAN YLIOPIIS												
T5.8: Analyse the 1,5 day expert workshop results	VAASAN YLIOPIIS												
WP6 – Development of the ROUTE-HWF roadmap													
T6.1: Develop ROUTE-HWF roadmap	FAD										D6.1		
T6.2: Literature review	FAD												
T6.3: Item list development for online survey	FAD												
T6.4: Analysis of online survey	FAD												
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	UJ									M7.1			
T7.2: Recruitment of country informants for each case study	UJ												
T7.3: Carrying out six selected case studies	UJ												
T7.4: Analysis of the six in-depth case studies	UJ												

Tasks	Lead partner	Year 3											
		Q1			Q2			Q3			Q4		
		M25	M26	M27	M28	M29	M30	M31	M32	M33	M34	M35	M36
		mar-23	abr-23	may-23	jun-23	jul-23	ago-23	sep-23	oct-23	nov-23	dic-23	ene-23	feb-23
WP1 – Coordination of the project													
T1.1: Organise kick-off meeting and draft project handbook and work	NIVEL												
T1.2: Project coordination and decision making	NIVEL												
T1.3: Develop a risk management plan	NIVEL												
WP2 – Dissemination of the project													
T2.1: Set up the dissemination committee	VAASAN YLIOPISTO												
T2.2: Develop ROUTE-HWF project leaflet	VAASAN YLIOPISTO												
T2.3: Stakeholder and target group analysis	VAASAN YLIOPISTO												
T2.4: Develop ROUTE-HWF website	VAASAN YLIOPISTO												
T2.5: Develop a dissemination plan and report	VAASAN YLIOPISTO												D2.5
T2.6: Develop ROUTE-HWF project booklet for the public	VAASAN YLIOPISTO												D2.6
WP3 – Evaluation of the project													
T3.1: Develop an internal evaluation plan	FAD												
T3.2: Carry out and monitor the evaluation plan	FAD												D3.3
WP4 – Development of a definition and taxonomy of medical deserts													
T4.1: Develop a definition and taxonomy of medical deserts	NIVEL												D4.2
T4.2: Literature review	NIVEL												D4.3
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												
T4.7: Analysis and drafting of first version definition and taxonomy	NIVEL												
T4.8: Preparing and conducting stakeholder workshops	NIVEL												
T4.9: Analysis of stakeholder workshop results	NIVEL												
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												D5.2
T5.2: Item list development for online survey	VAASAN YLIOPISTO												D5.3
T5.3: Database search and analysis of available HWF data	VAASAN YLIOPISTO												
T5.4: Analysis of online survey	VAASAN YLIOPISTO												
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							D6.2					D6.2
T6.2: Literature review	FAD												D6.3
T6.3: Item list development for online survey	FAD												
T6.4: Analysis of online survey	FAD												
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	UJ			M7.2									
T7.2: Recruitment of country informants for each case study	UJ												
T7.3: Carrying out six selected case studies	UJ												
T7.4: Analysis of the six in-depth case studies	UJ					D7.1						D7.1	
WP8 – Consensus-building workshop													
T8.1: Organisation of 1,5 day consensus-building workshop	U ZAGREB MED												
T8.2: Prepare discussion paper for the workshop	U ZAGREB MED							M8.2					
T8.3: Online task for workshop participants	U ZAGREB MED												
T8.4: Conduct 1,5 day consensus-building workshop	U ZAGREB MED									M8.2			
T8.5: Analyse workshop results	U ZAGREB MED									D8.1			D8.1

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
T1.2	Project coordination and decision making	-	-	FAD	Feb 29 th , 2024	Yes
T1.3	Develop a risk management plan	D1.1	Risk management plan	NIVEL	July 31 st , 2021	Yes
T2.1	Set up the dissemination committee	-	-	VAASAN YLIOPIS	March 31 st , 2021	Yes
T2.2	Develop ROUTE-HWF project leaflet	D2.1	Leaflet to promote the ROUTE-HWF project	VAASAN YLIOPIS	April 30 th , 2021	Yes
T2.3	Stakeholder and target group analysis	M2.1	List of stakeholders and target groups for ROUTE-HWF	VAASAN YLIOPIS	April 30 th , 2021	Yes
T2.4	Develop ROUTE-HWF website	D2.2	ROUTE-HWF website	VAASAN YLIOPIS	May 31 th , 2021	Yes

Task No.	Task name	Deliverable / milestone No.	Deliverable / milestone name	Responsible partner	Delivery time	Completeness (Yes / No / In progress)
T2.5	Develop a dissemination plan and report	D2.3	Dissemination plan	VAASAN YLIOPIS	May 31 th , 2021	Yes
		D2.4	Mid-term dissemination report	VAASAN YLIOPIS	August 31 st , 2022	Yes
		D2.5	Dissemination report	VAASAN YLIOPIS	Feb 29 th , 2024	Yes
T2.6	Develop ROUTE-HWF project booklet for the public	D2.5	End of the project booklet	VAASAN YLIOPIS	Feb 29 th , 2024	Yes
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
		D3.3	Final evaluation report for ROUTE-HWF	FAD	Feb 29 th , 2024	Yes
T4.1	Develop a definition and taxonomy of medical deserts	D4.1	First version of a definition and taxonomy on medical deserts	NIVEL	Feb 28 th , 2022 <i>(extension permitted)</i>	Yes
		D4.2	Second version of a definition and taxonomy on medical deserts	NIVEL	July 31 st , 2023 <i>(extension permitted)</i>	Yes

Task No.	Task name	Deliverable / milestone No.	Deliverable / milestone name	Responsible partner	Delivery time	Completeness (Yes / No / In progress)
		D4.3	Final version of definition and taxonomy of medical deserts	NIVEL	Aug 31 st , 2023 <i>(extension permitted)</i>	Yes
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
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

Task No.	Task name	Deliverable / milestone No.	Deliverable / milestone name	Responsible partner	Delivery time	Completeness (Yes / No / In progress)
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
T4.10	Analyse the six in-depth case studies on medical deserts	-	-	NIVEL	August 31 th , 2023	Yes
T4.11	Analyse the 1,5 day expert workshop results	-	-	NIVEL	Jan 31 st , 2024	Yes
T5.1	Develop guidelines on monitoring and measuring	D5.1	First version of the guidelines on monitoring and measuring medical deserts	VAASAN YLIOPIS	February 28 th , 2022 <i>(extension permitted)</i>	Yes
		M5.2	Second version of the guidelines on monitoring and measuring medical deserts	VAASAN YLIOPIS	July 31 st , 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)
T5.2	Item list development for online survey	-	-	VAASAN YLIOPIS	June 30 th , 2021	Yes
T5.3	Database search and analysis of available HWF data	-	-	VAASAN YLIOPIS	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 YLIOPIS	December 31 st , 2021 <i>(extension permitted)</i>	Yes
T5.5	Analysis and drafting of first version guidelines	-	-	VAASAN YLIOPIS	February 28 th , 2022 <i>(extension permitted)</i>	Yes
T5.6	Analysis of stakeholder workshop results	-	-	VAASAN YLIOPIS	June 30 th , 2022	Yes
T6.1	Develop ROUTE-HWF roadmap	D6.1	First version of the ROUTE-HWF Roadmap	FAD	February 29 th , 2024	Yes
		D6.2	Second version of the ROUTE-HWF Roadmap	FAD	August 31 st , 2023 <i>(extension permitted)</i>	Yes
		D6.3	Final version of the ROUTE-HWF Roadmap	FAD	February 29 th , 2024	Yes
T6.2	Literature review	M6.1	Overview of the literature on factors driving	FAD	July 31 st , 2021	Yes





Task No.	Task name	Deliverable / milestone No.	Deliverable / milestone name	Responsible partner	Delivery time	Completeness (Yes / No / In progress)
			desertification and HWF policy responses and approaches to medical deserts			
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
T6.5	Analysis and drafting of first version ROUTE-HWF roadmap	-	-	FAD	November 30 th , 2022	Yes
T6.6	Analyse the six in-depth case studies on medical deserts	-	-	FAD	August 31 st , 2023	Yes
T6.7	Analyse results of the 1,5 day expert workshop	-	-	FAD	January 31 st , 2024	Yes







Task No.	Task name	Deliverable / milestone No.	Deliverable / milestone name	Responsible partner	Delivery time	Completeness (Yes / No / In progress)
T7.1	Develop and prepare case study protocol and template	M7.1	Case study protocol and template	JUK	November 30 th , 2022	Yes
T7.2	Recruitment of country informants for each case study	-	-	JUK	November 30 th , 2022	Yes
T7.3	Carrying out six selected case studies	M7.2	Six case studies on medical deserts	JUK	April 30 th , 2023	Yes
T7.4	Analysis of the six selected in-depth case studies	D7.1	Case study report	JUK	September 18 th , 2023 <i>(extension permitted)</i>	Yes
T8.1	Organisation of 1,5 day consensus-building workshop	-	-	UNIZG	September 30 th , 2023	Yes
T8.2	Prepare discussion paper for the workshop	M8.1	Preparatory discussion paper for the 1,5-day consensus-building workshop	UNIZG	August 31 st , 2023	Yes
T8.3	Online task for workshop participants	-	-	UNIZG	August 31 st , 2023	Yes
T8.4	Conduct 1,5 consensus-building workshop	M8.2	A 1,5-day consensus-building workshop with 66 stakeholders	UNIZG	November 30 th 2023	Yes





Task No.	Task name	Deliverable / milestone No.	Deliverable / milestone name	Responsible partner	Delivery time	Completeness (Yes / No / In progress)
T8.5	Analyse workshop results	D8.1	Workshop report	UNIZG	November 30 th 2023 <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).		
-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 were 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.		
-Organisation of five workshops with health professionals' representatives, public authorities and patient organisations from national and subnational levels in each of the consortium							-5 workshops by M14 -30 participants		





Indicator	Type of indicator	Evaluation tool	Method to verify	Evaluation month	WP	Responsible partner	Target value	Result	Accomplishment
partner countries (NL, FI, ES, PL, HR) to discuss the first version of the taxonomy.									
1.5 Six case studies are conducted, informing (among others) the taxonomy development:	Process	Checklist incl. criteria for reviewing progress of the activity and timing.	Deliverable 7.1	M28	WP4	NIVEL			
-6 countries are recruited for the case studies.							-6 countries recruited		
-Case country informants review the taxonomy, suggest improvements and assess its feasibility and usefulness.							-6/6 case studies completed by M26		
1.6 An expert workshop is organized, informing (among others) the taxonomy development:	Process	Checklist incl. criteria for reviewing progress of the activity and timing.	Deliverable 4.2	M35	WP4	NIVEL	Evaluation carried out by M35		
-66 participants are recruited for the case studies.							-Min- 50 participants in workshop by M31		
-Case country informants review the taxonomy, suggest improvements and assess its feasibility and usefulness									






Indicator	Type of indicator	Evaluation tool	Method to verify	Evaluation month	WP	Responsible partner	Target value	Result	Accomplishment
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		
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		
Ad 1.5 Third version of the taxonomy based on refinements derived from the analysis of the 6 case studies.	Output	Checklist incl. criteria for reviewing progress of the activity, timing and quality.	Milestone 6.4 Third ROUTE-HWF webinar	M30	WP4	NIVEL	-Third version of the taxonomy in M30 -Third version presented in second webinar in M10		
A definition and taxonomy on medical deserts – based on the four steps method by Nickerson et al. (2013). Publication of the taxonomy in a peer review open access journal	Outcome / Impact	Checklist incl. criteria for reviewing progress of the activity, timing and quality..	Deliverable 4.2 Paper submitted	M35 M36	WP4	NIVEL	-A definition and taxonomy of the concept of medical deserts available in M35 -1 paper on taxonomy and definition in M36		
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)		
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 were 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.									
-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.		






Indicator	Type of indicator	Evaluation tool	Method to verify	Evaluation month	WP	Responsible partner	Target value	Result	Accomplishment
-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 YLIOPISTO			
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		
2.4 Six case studies are conducted, informing (among others) the guideline development:	Process	Checklist incl. criteria for reviewing progress of the activity and timing.	Deliverable 7.2	M26	WP5	UVA			
-6 countries are recruited for the case studies							-6 countries recruited by M18.		







Indicator	Type of indicator	Evaluation tool	Method to verify	Evaluation month	WP	Responsible partner	Target value	Result	Accomplishment
-Case country informants review the guidelines, suggest improvements and assess its feasibility and usefulness.							-6/6 case studies completed by M26.		
2.5 An expert workshop is organised, informing (among others) the guidelines development:	Process	Checklist incl. criteria for reviewing progress of the activity and timing.	Deliverable 5.2	M35	WP5	UVA	--		
-66 participants (2 per 33 ROUTE HWF countries)							Min. 50 participants in workshop by M31		
-Evaluation of the guidelines using results from the 1,5day expert workshop.							Evaluation carried out by M35		
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		
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		






Indicator	Type of indicator	Evaluation tool	Method to verify	Evaluation month	WP	Responsible partner	Target value	Result	Accomplishment
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		
Ad 2.5 Third version of the guidelines based on refinements derived from the analysis of the 6 cases studies.	Output	Checklist incl. criteria for reviewing progress of the activity, timing and quality.	Milestone 6.4 Third ROUTE-HWF webinar	M30 M30	WP5	UVA	-Third version of guidelines available in M30 -Third version presented in third webinar in M30		
Guidelines – based on a three-step iterative method – on how EU Member States can monitor and measure medical deserts (as defined and categorised in the developed taxonomy) at national and subnational levels.	Outcome / Impact	Checklist incl. criteria for reviewing progress of the activity, timing and quality.	Deliverable 5.2	M35	WP5	UVA	A set of guidelines on monitoring and measuring medical deserts available in M35.		
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).		







Indicator	Type of indicator	Evaluation tool	Method to verify	Evaluation month	WP	Responsible partner	Target value	Result	Accomplishment
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		
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).		
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 were invited.		Sample size not achieved
Participation rate.							-75% response rate in M10d in M5.		Response rate not achieved




Indicator	Type of indicator	Evaluation tool	Method to verify	Evaluation month	WP	Responsible partner	Target value	Result	Accomplishment
3.3 Six case studies are conducted consisting (among others) of:	Process	Checklist incl. criteria for reviewing progress of the activity, timing and quality.	Deliverable 7.1 Newsletter 10	M28 M30	WP7	JUK	-Report in newsletter 10 (M30)		
-6 countries are recruited for the case study							-6 countries recruited by M18.		
A root cause analysis (RCA) of factors driving “desertification” at national and/or subnational level and an analysis of HWF policy responses and approaches at national and/or subnational level.							-6/6 case studies completed by M26		
Ad 3.3 A case study protocol and template developed.	Output	Checklist incl. criteria for reviewing progress of the activity, timing and quality.	Milestone 7.1	M21	WP7	JUK	- A case study protocol and template available in M21		
Ad 3.3 Case study templates are completed to inform the overview per country of factors driving “desertification” and of HWF policy responses and approaches to medical deserts.	Output	Checklist incl. criteria for reviewing progress of the activity, timing and quality.	Deliverable 7.1 Newsletter 10	M28 M30	WP7	JUK	-6 templates (1 per country) completed in M28 - Report in newsletter 10 (M30)		

Indicator	Type of indicator	Evaluation tool	Method to verify	Evaluation month	WP	Responsible partner	Target value	Result	Accomplishment
A case study report providing in-depth insights on factors driving “desertification” and on HWF policy responses and approaches to medical deserts.	Outcome / Impact	Checklist incl. criteria for reviewing progress of the activity, timing and quality.	Deliverable 7.1	M28	WP7	JUK	- Case study report available in M28		
Objective 4. To provide an optimal mix of HWF policy responses and approaches to medical deserts per category of the taxonomy on medical deserts.									
4.1 Six case studies are conducted consisting (among others) of:	Process	Checklist incl. criteria for reviewing progress of the activity, timing and quality.	Deliverable 7.1	M28	WP7	JUK			
6 countries are recruited for the case study							6 countries recruited by M18		
Case country informants provide input on an optimal mix of HWF policy responses and approaches.							6/6 case studies completed by M26		
4.2 Prepare a 1,5-day expert consensus-building workshop:	Process	Checklist incl. criteria for reviewing progress of the activity and timing.	Venue booked, participants invited and travel arrangements in meeting notes. Discussion paper in	M28, M30	WP8	UNIZG			

Indicator	Type of indicator	Evaluation tool	Method to verify	Evaluation month	WP	Responsible partner	Target value	Result	Accomplishment
			Milestone 8.1						
Book venue for workshop,							Venue for 80 persons booked by M28		
Recruit and invite participants, including experts, policymakers, representatives from health professional organisations and patient representatives, from national and subnational levels of the 33 ROUTE HWF countries.							-Min. 50 participants recruited by M30		
Make travel arrangements for participants							-Travel arranged for participants by M30		
Online preparatory task for participants							-Preparatory task carried out by M30		
4.3 An expert workshop is organised, informing (among others) the optimal mix of HWF policy responses and approaches:	Process	Checklist incl. criteria for reviewing progress of the activity, timing and quality.	Deliverable 8.1 Newsletter	M33 M33	WP8	UNIZG	Report in newsletter 11 (M33) is carried out by M31		
-66 stakeholders actively participate in the workshop (2 per 33 ROUTE HWF countries)						-Min. 50 participants by M31			

Indicator	Type of indicator	Evaluation tool	Method to verify	Evaluation month	WP	Responsible partner	Target value	Result	Accomplishment
-The consensus exercise on optimal policy mix of HWF policy responses is carried out						- Consensus exercise			
Ad 4.2 A discussion paper is developed as preparation for the workshop, including a draft concept of an optimal mix of HWF policy responses and approaches per taxonomy category.	Output	Checklist incl. criteria for reviewing progress of the activity, timing and quality.	Milestone 8.1	M30	WP8	UNIZG	- A preparatory discussion paper for workshop available in M30		
Workshop report including an optimal mix of HWF policy responses and approaches that can inform and be linked to the categories of the taxonomy on medical deserts.	Outcome / Impact	Checklist incl. criteria for reviewing progress of the activity, timing and quality.	Deliverable 8.1 Newsletter 11	M33 M33	WP8	UNIZG	-A workshop report in M33 -Report in in newsletter 11 (M33)		
Objective 5. To develop a roadmap, which will support EU Member States in designing and implementing their health workforce policies, actions and initiatives related to medical deserts.									
5.1 The results of the literature review, country survey, taxonomy and guidelines are integrated into a first version of the roadmap	Process	Checklist incl. criteria for reviewing progress of the activity, timing and quality.			WP6	FAD	Integration carried out by M21		
5.2 Six case studies are conducted, informing (among others) the roadmap development process:	Process	Checklist incl. criteria for reviewing progress of the activity, timing and quality.	Milestone 6.4	M30	WP6	FAD			

Indicator	Type of indicator	Evaluation tool	Method to verify	Evaluation month	WP	Responsible partner	Target value	Result	Accomplishment
-6 countries are recruited for the case study							-6 countries recruited by M18.		
Evaluation of the applicability and usability of the ROUTE-HWF roadmap as part of each case study							-6/6 case studies completed by M28		
5.3 An expert workshop is organised, informing (among others) the roadmap development process:	Process	Checklist incl. criteria for reviewing progress of the activity, timing and quality.	Deliverable 6.1	M36	WP6	FAD			
66 participants (2 per 33 ROUTE-HWF countries)							Min. 50 participants in workshop by M31		
Evaluation of the second version of the roadmap using results from the 1,5-day expert workshop							Evaluation carried out by M35		
Ad 5.1 A first version of the roadmap based on the literature review, survey results and integration with the taxonomy and guidelines is developed	Output	Checklist incl. criteria for reviewing progress of the activity, timing and quality.	Deliverable 6.1	M21	WP6	FAD	First version of the roadmap available in M21		

Indicator	Type of indicator	Evaluation tool	Method to verify	Evaluation month	WP	Responsible partner	Target value	Result	Accomplishment
Ad 5.2 A second version of the roadmap based on refinements derived from the analysis of the 6 case studies	Output	Checklist incl. criteria for reviewing progress of the activity, timing and quality.	Deliverable 6.2	M30	WP6	FAD	Second version of the roadmap available in M30		
Ad 5.3 A final version of the roadmap based on refinements derived from 1,5-day expert consensus workshop	Output	Checklist incl. criteria for reviewing progress of the activity, timing and quality.	Deliverable 6.3	M36	WP6	FAD	Final version of the roadmap available in M30		
ROUTE-HWF roadmap which will support EU Member States in designing and implementing their health workforce policies, actions and initiatives related to medical deserts	Outcome / Impact	Checklist incl. criteria for reviewing progress of the activity, timing and quality.	Deliverable 6.3 Publication of the roadmap in a peer review open access journal	M36	WP6	FAD	-ROUTE-HWF roadmap available in M36 -Roadmap presented in fourth webinar in M36 -1 paper on roadmap out of medical deserts after M36		Publication in progress

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 (Feb 2024)

P1: The project will deliver the outputs / outcomes defined

Answered: 4; Omitted: 0

The project will deliver the outputs / outcomes defined
4 respuestas



P2: The outcomes will have the impact envisioned

Answered: 4; Omitted: 0

The outcomes will have the impact envisioned
4 respuestas



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

Answered: 4; Omitted: 0

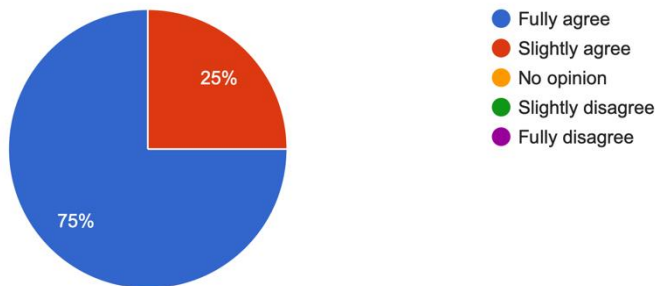
The tasks we undertake still contribute to the results defined
4 respuestas



P4: We are still in line with the original Schedule

Answered: 4; Omitted: 0

We are still in line with the original schedule
4 respuestas



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

Answered: 4; Omitted: 0

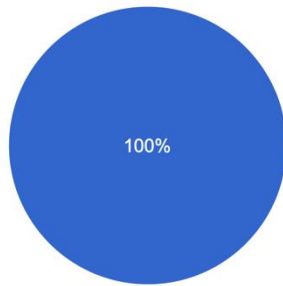
The project is managed well
4 respuestas



P6: The project is managed well

Answered: 4; Omitted: 0

The project is managed well
4 respuestas

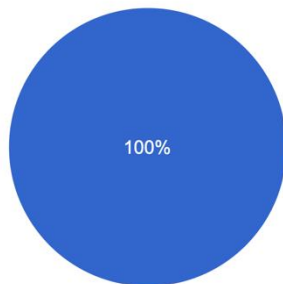


- Fully agree
- Slightly agree
- No opinion
- Slightly disagree
- Fully disagree

P7: The communication in the project is sufficient

Answered: 4; Omitted: 0

The communication in the project is sufficient
4 respuestas

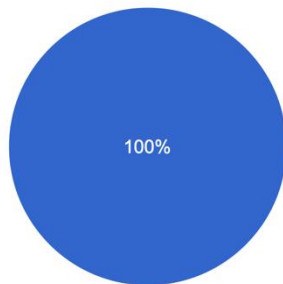


- Fully agree
- Slightly agree
- No opinion
- Slightly disagree
- Fully disagree

P8: We are aware of the risks in the Project

Answered: 4; Omitted: 0

We are aware of the risks in the project
4 respuestas



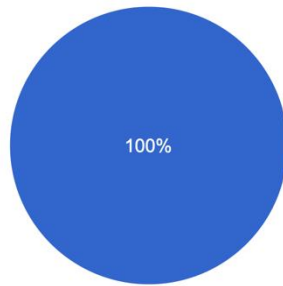
- Fully agree
- Slightly agree
- No opinion
- Slightly disagree
- Fully disagree

P9: Decision-making is done correctly

Answered: 4; Omitted: 0

Decision-making is done correctly

4 respuestas



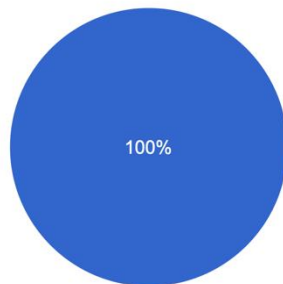
- Fully agree
- Slightly agree
- No opinion
- Slightly disagree
- Fully disagree

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

Answered: 4; Omitted: 0

Resources allocated to carry out the various tasks are sufficient

4 respuestas



- Fully agree
- Slightly agree
- No opinion
- Slightly disagree
- Fully disagree

