Theory of Change Framework - Survey

Background

This survey has been developed as part of ongoing discussions on the Theory of Change framework (Task 3.2 of the project). The theory of change is a planning tool which maps out and creates causal links between the actions, processes, outputs and outcomes that lead to the desired impact of the project and will support the evaluation of the BeWell strategy as well as the implementation of (pilot) programmes.

Aim and structure

The aim of this survey is to engage with BeWell project partners in looking ahead to understand possible trends, challenges, and opportunities that will influence the health workforce's green and digital competences. The survey is divided into three main sections that focus on the health workforce, digital skills, and green skills. It consists of a mix of open questions and statements. Through this survey, we aim to arrive at a clearer joint vision about the following three elements:

- current and future needs of the health workforce,
- impact we want to achieve as part of the BeWell movement, and
- changes that need to take place to move in the intended direction.

Analysis

The analysis of survey results will feed into the subsequent meetings on the Theory of Change framework, and – as part of WP3 – will also be used to inform parallel processes, such as the development of the BeWell skills strategy.

Length of time to complete the survey

We estimate that it may take you around 15 minutes to complete this survey. After giving your background, the survey contains three separate sections on the health workforce, digital transition, and green transition.

Thank you for your help in refining and improving the work of the BeWell project!
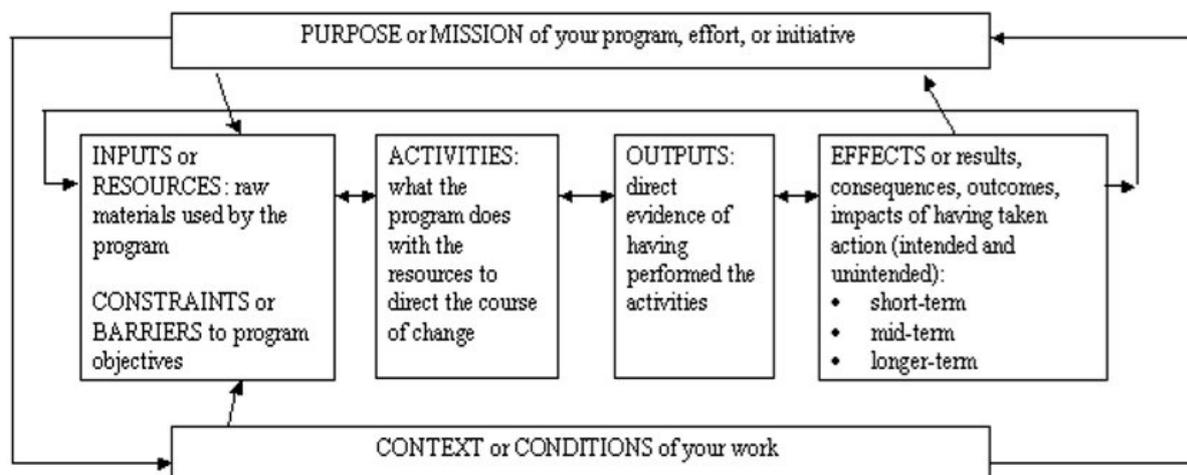
1. Introduction

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Organisation: European Forum for Primary Care

Stakeholder type*
- o   Accreditation, certification, recognition or qualification body
- o   European or national social partner
- o   Health sector/health professional association
- o   Higher education/vocational education training institution
- o   Industry
- o   Non-governmental organisation
- o   Public authority at local, regional or national level
- o   Research institute
- o   Small and medium-sized or large enterprise (including social enterprises)
- o   Trade union
- o   Autre :

2. Health workforce

This section aims to gather information around the current and future needs of the health workforce, against a complex and evolving landscape.

Describe your assumptions about the health workforce in 2035. What are the three biggest **challenges** and three potential **opportunities**? *

Challenges:
1. The re-organisation of the health care systems: taking in account the shortage of professionals, limited financial resources, and due to the health care needs due to population changes (demographic change: age, migration…)
2. Making the shift from uni-professional, fragmented and reactive care systems to interprofessional care systems that offer integrated and person centred care that is proactive (population health approach, prevention,..) . This requires investment into training of (future) health staff, financing, … a more holistic approach.
3. Implementing a culture of quality of care, which is in line with paradigm's as goal oriented care and lean organisation. Limiting unneeded administrative burden and maximizing the importance of patient goals and experiences, and prioritises workforce wellness.

Opportunities:
1. Growing possibilities and examples of Global and intersectoral collaboration, also made possible by the growing number of digital communication possibilities.
2. The paradigm shift from disease oriented health care towards person-centred integrated, goal oriented health care, strengthening Primary Care, and substituting expensive hospital care with primary care or social support. This paradigm shift will be reinforced by the need to reduce costs and therefor increase "Care that fits the patients' needs and goals".
3. Changes in thoughts about quality from evidence based 'measurable' indicators (e.g. level of glucose in your diabetes patients, number of antibiotic prescriptions etc) to quality through continuous learning and setting you own / your organisations 'goals for improvement.

Which investments should be **prioritised today** to increase the resilience of the health workforce, and its digital/green competences by 2035? Rank the following in order of priority (1 being the highest priority and 6 being the lowest priority)*

(3) Preparing health professionals for emerging health challenges (e.g., emerging infectious diseases, ageing populations, increasing burdens of chronic disease)

(2) Overhauling recruitment and retention structures to make the health sector more attractive to students and young professionals (e.g., improved work-life balance, attractive pay and benefits, career prospects)

(5) Upskilling/reskilling health professionals to increase leadership training/capacity in digital/green initiatives

(1) Upskilling/reskilling health professionals to coordinate more effectively across sectors and focus on disease prevention (to reduce the overall burden on health system)

(6) Building a solid digital health infrastructure in line with the European Health Data Space Strategy and providing adequate training to all users of the system, whether health professionals, patients, or others

(4) Developing a clear strategy to address the impacts of climate and environmental determinants on health and training health professionals to address these challenges at the level of their patients and working environments

Other comments:

The actions above are only targeting health professionals, but health professionals will also gain a lot by the following structural and organisational changes:
- diminish the administrative burden, aimed at control and supposedly quality guarantee
- implement new ways of assessing and improving quality of care
- new financial structure facilitating person-centred instead of disease centred care
- rethinking the quality requirements for materials and procedures, facilitating re-use of materials and less waste.

For each of the following statements, choose between the following answers. Give one answer for each statement: *Strongly agree – agree – neither agree nor disagree - disagree – strongly disagree – don't know*

The current cost-of-living crisis will lead to new austerity measures. These will directly impact on public spending on health and education now and in the near future, hindering making investments in the upskilling and reskilling of the health workforce. Agree

Member States are giving political priority to addressing the overburdened health workforce and fragmented health systems, so there is a good chance for further investments in upskilling and reskilling. Disagree

In the coming 5 years, European collaboration will increase to address the needs of the health workforce. Disagree

Upskilling and reskilling efforts at European Union-level will not be as effective if Member States do not invest in improving working conditions, career prospects and retention of health workforce members. Strongly agree

Health professionals are overstretched. They have no time to learn new digital/green skills in addition to their currently high workload. Strongly agree

3. Upskilling and Reskilling: The Digital Transition

The **BeWell scoping review on digital skills** highlights the evolving nature of digital health and maps out a number of digital competences useful to the health ecosystem. These digital competences include: management, software and coding, networks and communication, security, interoperability, education and support. The review also recognises the need for members of the health workforce to have basic skills in using new technologies as well as understanding how the digital infrastructure works.

How do you define digital skills? *

The capacity/ability to find, connect. Use, create content, share, using the digital devices and tools in a safe and efficient manner.

In your opinion, what are the top three digital skills/knowledge/competences that the health workforce needs now? *

1. Ability to communicate with other professionals and with patients/citizens via digital tools and platforms
2. Reporting safely and according GDPR rules
3. Data literacy and information management: How to find relevant and reliable information from the World Wide Web, coaching patients relating to digital health literacy.

What do you think are the top three digital skills/knowledge/competences that the health workforce will need in 2035?

Same as above

Depending on your answers to these questions, explain why these needs will EITHER remain the same OR change over time.

The needs for these will rise, as
1. The need for interprofessional care will rise => more need for communication between professionals
2. Possibilities will rise with innovation that is to be expected.
3. Likelihood of more regulations and possibilities in the digital realm outside the health sector => Likelihood of implementation of new overarching regulations (e.g. GDPR)

For each of the following statements, choose between the following answers. Give one answer for each statement: *Strongly agree – agree – neither agree nor disagree - disagree – strongly disagree – don't know*

The digital divide (the gaps in digital literacy skills) across members of the health workforce will grow if there is low motivation amongst professionals to engage in the digital transition.
Agree

The older members of the health workforce feel excluded from digital developments, and as a result, are less engaged in using digital solutions compared to their younger counterparts.
Strongly agree

The health ecosystem will never catch up with the pace of technological innovations if it does not have enough human and financial resources. Strongly Agree

Training in digital skills is needed to reduce the inequalities between rural and urban areas' access to essential services and health professionals, thereby minimising the existence of medical deserts. Disagree

Involving the health workforce in the development and roll-out of digital education and training programmes is the only way to showcase the added value of upskilling and reskilling. Strongly agree

Training in digital skills can increase the attractiveness of working conditions and career prospects for people in the health workforce. Disagree

Patients can directly benefit from there being a health workforce that is digitally skilled. Neither agree nor disagree

Continuing professional development (CPD) programmes focused on enhancing digital competences should be mandatory across all health settings to encourage equal opportunities for upskilling and reskilling. Agree

Prevention can play a more central role if public health professionals and the health workforce have increased knowledge of using digital tools such as m-health apps. Strongly Disagree

Maximising the use of digital skills among health professionals, with patients and the wider community, and supportive competencies like communication and interdisciplinary collaboration, must be improved. Strongly Agree

4. Upskilling and reskilling: The Green Transition

The **BeWell scoping review on green skills** notes that, although there is not yet a standard definition for green skills, the definitions identified have referred to the importance of improved environmental and societal sustainability. Further reference is made to two types of green skills. These are 'generic' green skills (including cognitive, technological and inter- and intrapersonal skills), which are needed across sectors to create more awareness and greening of processes, and 'job-specific' skills which aim to reduce the environmental impact of particular occupations.

How do you define green skills?*
Knowledge, ability and attitude to have a more sustainable and conscious way of living/working.

In your opinion, what are the top three green skills/knowledge/competences that the health workforce needs now?*

1. Knowledge of the environmental burden of healthcare procedures and materials, including medication (e.g. the immense high burden of pulmonary aerosols) as well as the knowledge and creativity to find alternatives,
2. Digital competence
3. Awareness of and lobbying around the impact of the environment on public health

What do you think are the top three green skills/knowledge/competences that the health workforce will need in 2035?

Same a above

Depending on your answers to these questions, explain why these needs will EITHER remain the same OR change over time.

The environmental challenge will be even bigger by 2035, by then we won't have an option to not act.

For each of the following statements, choose between the following answers. Give one answer for each statement: *Strongly agree – agree – neither agree nor disagree - disagree – strongly disagree – don't know*

It is still not fully understood what is meant by 'green skills' in the health ecosystem. Strongly agree

The health system is both vulnerable to, and is contributing to, the climate and environmental crisis. These are two additional reasons why the health workforce needs improved skills to act. Strongly agree

Health professionals have a role to play in combatting climate change and environmental degradation. Strongly agree

Developing green competences within the health workforce has become an urgent measure which will help to make the health system more resource efficient. Agree

The health workforce is not being enabled to work more sustainably (reasons include a lack of infrastructure and a lack of available training). Strongly agree

Training in green skills can increase the attractiveness of working conditions and career prospects in the health workforce. Disagree

Cognitive competences in green skills (such as environmental awareness, a willingness to learn about sustainable development, recognition of the need for change, innovation skills to address green challenges) are generally well-established in health settings. Disagree

1.There is insufficient training offered to the health workforce on interpersonal competences (e.g., coordination and management skills, communication) and intrapersonal competences (e.g., adaptability, transferable skills, resilience in the face of change).
2.This presents one of the main obstacles in applying green skills and making health systems more environmentally sustainable. These are two statements: First statement: Strongly agree, Second: Disagree

Technical competences (e.g., related to management and monitoring of waste [including single-use plastic waste], energy and water, sustainable food and food waste, procurement processes, risk management, impact assessment), are increasing, but are insufficient to facilitate the transition to greener solutions in health settings. Agree

The greening of health sector processes needs to be taken at a structural level (i.e., political/managerial/operational levels). This is needed to provide an enable environment for health professionals to take on sustainable practices. Agree

Preparing health professionals for future pandemic preparedness includes supporting staff – through training – in carrying out sustainable waste practices, such as the proper segregation of hazardous and non-hazardous waste. Agree

Continuous professional development programmes focused on enhancing green competences should be mandatory across all health settings to encourage equal opportunities for upskilling and reskilling. Disagree

Additional comments/links to resources (if any)