



**Training packages for health professionals to
improve access and quality of health services
for migrants and ethnic minorities, including
the Roma
(MEM-TP project)**

EC contract no. 2013 62 09

Revised interim report

Covering the reporting period from
March 2014 to December 2014
With an update of activities taking place from
January to March 2015

Reporting date
Final revision March 27, 2015

Riitta-Liisa Kolehmainen-Aitken
Project coordinator



Contents

Introduction	1
Administrative and budget matters	2
Achieved project results	4
Project management mechanisms	4
Completed work packages	4
WP1: Migrant and ethnic minorities review report (Deliverable 1)	4
WP2: Review of existing training materials (Deliverable 2)	5
WP3: Training programme for health professionals and health care providers (Deliverable 3)	6
Work package in process	6
WP4: Training workshop programme and content (Deliverable 4)	6
Additional activities	6
Work programme planned for the following period	7
Annex 1	
Deliverable 1: WP1 Synthesis report and appendices of the migrant and ethnic minorities review	
Annex 2	
Deliverable 2: WP2 Review of existing training materials	
Annex 3	
Deliverable 3: WP3 New training package: Table of contents	
Annex 4	
Deliverable 4: WP4 Training of trainers workshop programme and content	
Annex 5	
Draft schedule for the pilot training	
Annex 6	
Draft design for the evaluation of the training plan	
Annex 7	
Draft plan for the final dissemination workshop	
Annex 8	
Planned work programme for the following period	



Training packages for health professionals to improve access and quality of health services for migrants and ethnic minorities, including the Roma (MEM-TP project)

EC contract no. 2013 62 09

Interim report (Deliverable 6)

Introduction

The aim of the MEM-TP project is to improve access and quality of health services for migrants and ethnic minorities in the European Union by reviewing, developing, testing and evaluating training in migrant and ethnic minority health for front-line health professionals, and disseminating the project results.

The European Commission (EC) awarded the project in late December 2013 to a consortium of institutions under a service contract. The consortium consists of the Andalusian School of Public Health (EASP) as the lead partner, and the University of Copenhagen (Faculty of Health and Medical Sciences), Azienda Unitn Sanitaria Locale Reggio Emilia in Italy and University of Amsterdam (Academisch Medisch Centrum) as members. The International Organization of Migration (IOM), European Public Health Alliance (EPHA), Jagiellonian University in Poland, National Institute of Public Health of Romania, and Trnava University in Slovakia collaborate with the project as subcontractors.

The kick-off meeting was held in Luxembourg on February 26, 2014. The inception report (Deliverable 0) was submitted to the EC in March 2014. An extraordinary meeting of the Advisory Group (AG) was held in Granada, Spain, on 11 April 2014, taking advantage of the attendance of many AG members in EUPHA's 5th Conference on Migrant and Ethnic Minority Health at the EASP. Dr. Isabel de la Mata, Principal Advisor for Public Health in EU/SANCO attended the meeting.

From April to September 2014, the consortium partners responsible for Deliverables 1 and 2 (review of the migrant and ethnic minorities situation in the EU and review of existing training materials, respectively) conducted the reviews and documented them. The final reports were revised based on feedback received from the EU and other consortium members, suffering various modifications to be finally approved on March, 6 2015 (teleconference); on March 12, 2015 was confirmed this approval through electronic communication. The reports can be downloaded from the MEM-TP project website (<http://www.mem-tp.org>).



The development of the training programme (Deliverable 3) took place between August and November 2014. The final outline of content was agreed on the 19th of November. Teaching material was further developed in December 2014 and revised in January 2015 to take account of feedback received, to have the first version of the set of materials to be tested in the ToT

The training of trainers workshop was scheduled and held between 28 and 30 January 2015 at the EASP in Granada, Spain. The participants include three selected health trainers from each of the six countries that will participate in the follow-on pilot training. These are Denmark, Italy, Poland, Rumania, Slovakia and Spain. Following the workshop, the trained trainers will adapt the training package (Deliverable 4) and run pilot training programmes in their own countries between March and April of 2015. The country-level pilots will then be evaluated (Deliverable 5).

Administrative and budget matters

The EASP has signed the following agreements and subcontracts with consortium members and subcontractors:

1. The Consortium Agreement between a) Escuela Andaluza de Salud Paluduz (Spain) Registration number: ES A-18049635, b) Faculty of Health and Medical Sciences, University of Copenhagen (Denmark) Registration number: 29 979812; c) Azienda Unita Sanitaria Locale Reggio Emilia - AUSL (Italy) Registration number: 01598570354; and d) Academisch Medisch Centrum bij Universiteit van Amsterdam (Netherlands) Registration number: NL-004627672B01 was signed on December 28, 2014
2. Subcontract to EAHC Contract Nr. 2013 62 09 between a) Escuela Andaluza de Salud Paludaa (Spain) Registration number: ES A-18049635 and b) Jagiellonian University Medical College (Poland) signed on May 19, 2014.
3. Subcontract to EAHC Contract Nr. 2013 62 09 between a) Escuela Andaluza de Salud Paludaa (Spain) Registration number: ES A-18049635 and b) Trnava University Registration number: ES A-18049635 and b) n a) 014.72B01 was signed on December
4. Subcontract to EAHC Contract Nr. 2013 62 09 between a) Escuela Andaluza de Salud Paludaa (Spain) Registration number: ES A-18049635 and b) National Institute for Public Health (Romania) signed on April 16, 2014.
5. Subcontract to EAHC Contract Nr. 2013 62 09 between a) Escuela Andaluza de Salud Paludaa (Spain) Registration number: ES A-18049635 and b) European Public Health Alliance signed on May 10, 2014.



6. Subcontract to EAHC Contract Nr. 2013 62 09 between a) Escuela Andaluza de Salud Pública (Spain) Registration number: ES A-18049635 and b) International Organization for Migration signed on June 13, 2014.

The EASP has made the following bank transfers:

1. On June 12, 2014, three bank transfers to the following consortium members: Faculty of Health and Medical Sciences, University of Copenhagen (Denmark), Azienda Unitn Sanitaria Locale Reggio Emilia - AUSL (Italy) and Academisch Medisch Centrum bij Universiteit van Amsterdam (Netherlands). The amount of each transfer was 12.000,00 EUR.
2. On June 12, 2014, four bank transfers to the following subcontracting institutions: Jagiellonian University Medical College; Faculty of Health Care and Social Work, National Institute for Public Health and European Public Health Alliance. The amount of each transfer was of 3.000,00 EUR.
3. On June 12, 2014, one bank transfer to the International Organization for Migration for 12.000,00 EUR.

The following meetings and teleconferences were held after the kick-off meeting in Luxembourg on February 26, 2014:

- Teleconference between EASP and CHAFEA on April 8, 2014.
- Meeting of the Organisational Management Committee (OMC) on April 9, 2014 at EASP.
- Meeting between Advisory Group (AG) and Dr. Isabel de la Mata (in conjunction with the 5th European Conference of EUPHA) on April 11, 2014.
- Teleconference between CHAFEA and the OMC on September 22, 2014 regarding WP1 and WP2.
- Teleconference between the Advisory Group members, on January 21, 2015, and then with CHAFEA, to discuss organizational aspects and the final contents of the ToT.
- Teleconference between all members of the Organisational Management Committee (OMC), on February 25, 2015, to review recent changes in WP1 and WP2 and evaluate results of the ToT held the previous month in Granada.
- Teleconference between CHAFEA, EC/SANTE, the EASP team and representatives of the Danish partner, on March 6, 2015, to review and provisionally approve WP1 and WP2 sent to CHAFEA after incorporating the changes suggested by it and consortium members and for final approval of the Interim Report. The final Interim Report will be submitted to CHAFEA as soon as the agreed to modifications have been incorporated.



Between teleconferences, the OMC members have worked together using the space set aside for this purpose on the MEM-TP website. The EASP team managing the MEM-TP project has met weekly.

In the April 4, 2014 teleconference with CHAFE A, the EASP, as the consortium lead partner, brought to the EC's attention their concern about the EC contract stipulation, stating that interim funding could only be made available after the country pilots were done. This inability to front-fund the pilots was proving to be an obstacle to organising them in some countries. After deliberation, the EC determined that the constraint could be addressed by slightly modifying the wording without having to amend the contract. The revised wording allows the Interim Report, which is to include a draft evaluation framework, to be submitted to the EC prior to the field tests. The Interim payment will be released, when the submitted Interim Report has been accepted by the EC.



Achieved project results

Project management mechanisms

The following project management mechanisms have been set up and are functioning:

1. Organisational Management Committee and an Advisory Group,
2. Signed consortium agreement, subcontracts and terms of reference,
3. Manual of Rules and Procedures,
4. Communication plan addressing both internal and external communication, and
5. Project website (<http://www.mem-tp.org>), designed and managed by the EASP to disseminate information on the development of the work packages, give updated information to the consortium members and CHAFEA, and facilitates communication between the Expert Working Group (EWG) members. The website contains all relevant project management documents and final deliverables. A closed area allows collaboration between the consortium members.

Completed work packages

The work packages WP1, WP2, and WP3 have been completed, and WP4 is ready in draft form. The final reports of WP1 and WP2 can be downloaded from the MEM-TP project website (<http://www.mem-tp.org>).

WP1: Migrant and ethnic minorities review report (Deliverable 1)

The search that formed the basis of the review covered EU projects and project reports, information from national authorities and international agencies in Europe. It also included publications on good practice during the last 10 years with special relevance for training programs in Europe. The Ministry of Health web sites of all European member states and all relevant EU Agencies and international organisations were examined. EU member states were contacted through the contact points identified in the technical proposal.

The review covers the characteristics of migrants and ethnic minorities in Europe, the state of health and health determinants, relevant legal and policy frameworks, barriers to access, factors undermining the quality of health service delivery, and good practices in addressing such barriers and factors. It concludes by suggesting a European framework for collaboration on migrant and ethnic minority health.

The report emphasises that the following factors are important in equipping health professionals to better meet the needs of migrants and ethnic minorities:

1. Socioeconomic factors need to be taken into consideration in any interventions to tackle health inequalities.



2. Health professionals need to receive background information for their country on the number and nature of migrants and ethnic minorities, as well as their health needs, because the numbers and types of migrants in Europe vary from country to country.
3. Services and interventions should be specifically targeted to migrant and ethnic minority populations, or their success may be limited. This is especially the case for very vulnerable groups such as the Roma.
4. Health professionals at all levels of an organisation should be aware of the barriers that migrants and ethnic minorities face. Individual health workers, however, cannot make improvements in the quality of care without the support of the whole organisation.
5. Training materials should reflect and describe the shift towards 'diversity sensitivity' (an intersectional approach) rather than remain exclusively focused on the support of the whole
6. Health professionals should work in an intersectoral way, wherever possible, in order to tackle health inequalities.
7. Countries could be encouraged to mainstream the adaptation of health systems to the needs of migrants and ethnic minorities by developing a European framework for collaboration on health.

The WP1 was finally approved in March 2015, as has been mentioned

WP2: Review of existing training materials (Deliverable 2)

The main aim of the training materials review was to identify, select and assess existing good quality training programmes that address the particular issues related to improving access and quality of health care delivery for migrants and ethnic minorities. The review covered the last 10 years and comprised four main stages: (1) a review of published and unpublished literature; (2) a survey addressing national contact persons, and representatives of international organisations and NGOs aimed at identifying and describing existing training programmes; (3) an analysis of information collected; and (4) an assessment of the quality of the training programmes identified. The quality assessment was done using criteria that covered the pedagogical approach of the training, its educational content, structure, participant characteristics, and evaluation. Good training practices produced in EU member states were identified as part of the review.

The final WP2 report points out that, training programmes are characterised by low levels of participant involvement in training development, delivery, and evaluation. The main professional groups addressed are health professionals, but the general tendency is to address training programmes to a multi-professional audience. Cultural competence continues as the broad conceptual approach for training programmes, but alternate approaches such as intersectionality and person-centeredness are emergent. Training programmes are not systematically focusing on outcomes in training design, implementation and evaluation.



They are also poorly linked to key organisational and policy support mechanisms.

The WP1 was finally approved in March 2015, as has been mentioned

WP3: Training programme for health professionals and health care providers (Deliverable 3)

The Expert Working Group (EWG) for WP3 was set up and led by the EASP. Its first task was to review the challenges regarding access to health care services for migrants and ethnic minorities throughout the EU, as well as the best training practices. This review was done in light of the WP1 and WP2 final reports, including proposals for improvement obtained even after the conclusion of ToT, from partners and CHAFEA Next, the EWG developed a consensus regarding the implications of the findings of these work packages for the new training programme. The final detailed outline of the contents for the new training package was then developed in close collaboration with CHAFEA. This table of contents is included as Annex 3.

Work package in process

WP4: Training workshop programme and content (Deliverable 4)

The training of trainers workshop will be held at the Andalusian School of Public Health in Granada, Spain. The workshop programme and content have been finalised in close collaboration with the contracting authority. The programme with the content headings is included as Annex 4. The actual training material for the defined content of the workshop has been developed and is currently being revised in light of feedback. All training materials will be in English.

Concurrent with planning the training of trainers workshop, the EASP with its partners commenced the planning of the country-level pilot training programme. This includes designing the face-to-face training sessions, the guidelines for recruiting the participants, a brochure with the training content and the format for inviting participants. The draft pilot training schedule is included in Annex 5.

The WP4 partners have designed the methodology for evaluating the piloting of the training programme. The draft methodology can be found in Annex 6.



Additional activities

Final dissemination workshop: Annex 7 describes the preparatory work and a draft plan for arranging the final dissemination workshop, prepared by IOM with support of EPHA. The proposal is to hold the workshop in September 2015 either in Luxembourg or in Brussels.

Project representation: Ainhoa Ruiz Azarola presented the MEM-TP project in the *Conference on health inequities and vulnerability: Capacity building & interventions among EU Member States*. The conference was held from 20 to 21 October 2014 in Rome under the auspices of the EU Italian presidency.

Work programme planned for the following period

As shown in Annex 8, the immediate next programme activity at the time it was filed provisional interim report (December 2014) is the Training of Trainers workshop. It has been held at the Andalusian School of Public Health from January 28 to 30, 2015. In this workshop, the MEM-TP training package was shared with three trainers from each of six pilot countries, as well as with 5-6 additional trainees, sponsored by the IOM.

Country-level piloting of the training package is scheduled to take place from March to April 2015 with planning starting in February. The pilots will be evaluated and the training materials updated in light of the evaluation findings. The evaluation report will be finalised by the end of May 2015. The updating of the material will proceed parallel to the preparation of the evaluation report and will be completed in time for the dissemination workshop.

The dissemination workshop is planned for the second half of September in 2015. It will be held either in Luxembourg or in Brussels. The report of the dissemination workshop will be ready by the end of 2015.

The preparation of the final report will start in August 2015. It will be completed after the report of the dissemination workshop has been finalised in order to incorporate any insights from the workshop. The submission of the final report is planned to take place in January 2016 with the final administrative report being submitted in March 2016.



Annex 1

Deliverable 1: WP1 Synthesis report and appendices of the migrant and ethnic minorities review



Annex 2

Deliverable 2: WP2 Review of existing training materials



Annex 3

Deliverable 3: WP3 New training package: Table of contents



Annex 4

Deliverable 4: WP4 Training of train ers workshop programme and content



Annex 5

Draft schedule for the pilot training



Annex 6

Draft design for the evaluation of the training plan



Annex 7

Description of the preparatory work for the final dissemination workshop



Annex 8

Planned work programme for the following period