

Support to improve the distribution of healthcare professionals and develop a competence assessment framework for healthcare workers in Lithuania

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Supporting reforms in 27 Member States



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Support to Improve the Distribution of Healthcare Professionals and Develop a Competence Assessment Framework for Healthcare Workers in Lithuania

Project title for communication to a wide audience

Developing a Competence development framework for and improving the distribution of healthcare workers in Lithuania

Outline the context of the project

Lithuania suffers from an unequal distribution of the healthcare workforce throughout the country as well as the lack of a suitable continuous professional development framework for healthcare specialists. Additionally, there is already a mismatch in supply and demand of certain groups of healthcare workers, which is likely to exacerbate in the future. These issues contribute to the overall challenges of healthcare quality and accessibility across the country. The Project therefore aims to address Lithuania's challenges in the development of healthcare professionals' skills and competencies as well as attracting and distributing medical specialists throughout the country.

Brief presentation of the Beneficiary Authority

The Beneficiary Authority of the project was the Ministry of Health of the Republic of Lithuania. The Ministry forms and implements healthcare policy, including the professional development, planning and distribution of healthcare workforce.

Description of what needs were addressed

The Project addressed two distinct needs: (i) the need of a model to identify, monitor and manage healthcare professional's skills and (ii) the need of a strategy to attract healthcare professionals to healthcare institutions in need and to improve their distribution across Lithuania.

Methodology and approach used to produce the final deliverables

The Project addressed the two needs by applying both qualitative and quantitative analysis, in the form of focus groups and surveys, foreign best practice studies, via desk research and international workshops, as well as gathering inputs of the key healthcare system stakeholders to form the policy recommendations.

Key deliverables and activities that were undertaken

Each of the desired outcomes were addressed by separate deliverables outlined below.

Outcome 1: Development of the healthcare professionals' skills and competency assessment model to enable identification, monitoring and planning of healthcare professional skills

Deliverable 2: Analysis of the current professional development system

We carried out 2 surveys with 798 total respondents, 7 focus groups and 12 interviews to assess the current professional development model. The analysis allowed to capture the views of healthcare professionals towards the current professional development system in Lithuania and incorporate these views in the newly developed model.

Deliverable 3: EU and international best practices report in the areas of skills assessment, monitoring and development in the healthcare sector

We compared professional development models from 5 European countries and organised two international workshops to present the findings of the analysis and discuss the models' applicability to Lithuania.

Deliverable 4: Model to identify, monitor and manage health professionals' skills

We prepared the professional development model, which was designed to effectively identify, monitor, and manage healthcare professionals' skills. We also provided guidelines for the implementation, monitoring and evaluation of the model.

The model was developed in consultation with various stakeholders of healthcare community, culminating in a model presentation at a high-level conference.

Deliverable 5: Pilot study design and implementation roadmap to test the newly-developed model

We designed a pilot study to test the selected elements of the proposed professional development model before nationwide implementation of the model. The pilot study design included the methodological approach, implementation plan, monitoring and evaluation system as well as funding requirements.

Outcome 2: Development of the strategy to attract healthcare professionals and improve their distribution throughout the country

Deliverable 6: Strategy to attract healthcare professionals to healthcare institutions in need and to improve the distribution of the healthcare workforce

We completed an 'as-is' analysis of the current situation in Lithuania as well best practices applied in European countries to address the issue of attraction and distribution of healthcare professionals. We organised two workshops to present and select policies that could be implemented in Lithuania and conducted their feasibility study.

Deliverable 7: Action Plan to ensure the timely and effective implementation of the Strategy

We created the Action Plan outlining the implementation steps, required resources, and indicators to ensure a successful implementation of the Strategy following pilot study completion.

Deliverable 8: Pilot study design and implementation roadmap to test the effectiveness of selected recommendations included in the Strategy

We prepared a pilot study design to test the effectiveness of 4 policies before their nationwide implementation. The pilot study design outlines the implementation roadmap for each policy within the Strategy as well provides monitoring and evaluation framework.

Consultation with stakeholders, if relevant

The implementation of the Project will affect various stakeholders, therefore a working group consisting of the representatives of key stakeholders within the healthcare system was established and regularly consulted.

Key findings and lessons learned

Key findings and recommendations

We recommend that the Ministry of Health would proceed with conducting the pilot studies as soon as possible. The support from the DG REFORM and European Commission via existing instruments would be beneficial for the success of the policies' implementation.

Lessons learned

- Actively engaging stakeholders ensured that the Project addressed the genuine needs of the healthcare system and provided valuable insights into the practical implementation aspects.
- Regular involvement of the decision makers as well as project owners of the Beneficiary Authority is instrumental to the project's success.

Expected results

- 1) The completed implemented professional development model of healthcare workforce in Lithuania.
- 2) Implemented policies that contribute to reduction of shortages and distribution imbalances of healthcare workforce in Lithuania.

Expected impact

Increase in quality, effectiveness and resilience of the healthcare system, by guaranteeing homogenous and accessible healthcare services across the country.

Mention of EU assistance

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EU emblem and funding statement



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