Young EAP
Proactive approach to future challenges resonated in education, advocacy and innovation to make true difference for children who need our medical care.
Young EAP today
Aim

- Strategic Plan 2019 “and beyond” (draft): consultation stakeholders
  - Final Plan: December 31, 2018
  - For internal and external use
- Support / help to reach objectives

- Interactive session (4 questions, plus 1 test question)
  - Kahoot: www.kahoot.com (“Play!”)
  - PIN:
Ready to join?

Join at kahoot.it and enter the game PIN

88 Players

Kahoot!

Start

Game PIN

Enter

Play more, anywhere and anytime, on your own or with friends. Get our new app!

Find out more

Create your own kahoot for FREE at kahoot.com

Play with the new Kahoot! app

Download on the App Store, Get it on Google Play
1. Do you like interactive sessions?

No, I hate interacting
No, I feel uncomfortable using electronic devices
Yes, I normally don’t speak up easily but now I can
Yes, I love to share my opinion and expertise
Call for input on draft Strategic Plan 2019

Twitter @EurAcademyPaeds

Young EAP is happy to receive input and suggestions on our draft Strategic Plan for 2019. The draft objectives for 2019 are based on an extensive internal SWOT analysis. Young EAP is now searching for input of stakeholders.

This draft will be finalized before December 31, 2018.

Please direct your suggestions and comments to L.schrier@lumc.nl while including your name, position and contact details.

Young EAP draft Strategic Plan 2019

Young EAP Strategic Plan 2019

<table>
<thead>
<tr>
<th>WHY, WHAT &amp; HOW?</th>
<th>WHERE ARE WE NOW?</th>
<th>WHAT ARE OUR STRATEGICAIMS &amp; PRIORITIES FOR CHANGE?</th>
</tr>
</thead>
<tbody>
<tr>
<td>What are we inspiring to change? EAP's vision, and thus also Young EAP's vision, is to advance the health of children and young people across Europe.</td>
<td>Based on our SWOT analysis, strategic aims were determined by discussing the following questions: (1) What are the implications of our current strengths and weaknesses? (2) How can we use our strengths to seize opportunities and address potential threats? (3) How can we use (future) opportunities to expand?</td>
<td>In 2019, the Young EAP Core Group aims to:</td>
</tr>
<tr>
<td>What do we do, whom do we serve and how do we serve them? Young EAP's mission is to: (1) educate: improve quality of training for pediatric trainees across Europe. (2) increase diversity in pediatric post-graduate training and of UEMS health care, and (3) advocate: represent pediatricians in European themes related to child health and pediatric training.</td>
<td></td>
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<tr>
<td>What are our core values? Solidarity, diversity and transparency, ambitious &amp; goal-oriented approach.</td>
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</table>
Introduction

Purpose Strategic Plan:

• Clarify what Young EAP is about;
• Decide priorities for the use of resources;
• Analyse how best to deal with upcoming changes and transitions; and
• Set concrete goals including measurable performance targets.
Introduction

Process

• Summer 2018: SWOT analysis (e-survey) and Brainstorm Session (RRR, LOW Europe)

• August-Sept: Draft Strategic Plan (dedicated TaskForce)

• Oct: Consultation Executive Committee EAP

• Nov-dec: Consultation other stakeholders
  • National societies, subspecialty societies [today]
    • Summary sent 1 month prior to Winter Meeting: thanks for input!
  • European Junior Doctors
Introduction

What was Young EAP set up to do?

• Wish EC to more directly involve pediatric residents
• Official EAP network of national junior paediatric reps
• Winter Meeting 2017

• Support work EAP in areas of education, innovation and advocacy in areas where voice of residents is of added value
• Objectives: Terms of Reference
VISION AND MISSION

YOUNG EAP AIMS TO EDUCATE, INNOVATE AND ADVOCATE TO FURTHER ADVANCE CHILD HEALTH ACROSS EUROPE. YOUNG EAP EXISTS TO:

- Represent the interest of paediatric trainees within the European Academy of Paediatrics (EAP)
- Advise the Executive Committee of the EAP on matters related to trainees and training
- Act as EAP think tank
- Participate in relevant EAP councils, committees and working groups
- Be a formal member of organizing committees of the EAPS Congress and the EAP MasterCourse
- Share research experience and opportunities across Europe
- Share clinical opportunities across Europe
- Participate as a member of the EAP visiting committee during accreditation visits of European expert centres
- Represent the EAP in the communication with junior sections/trainee representatives of EAP’s subspecialty societies and promote interdisciplinary courses and symposiums
- Advocate about European and national issues related to the health of children and specifically include the trainee voice

YOUNG EAP – TERMS OF REFERENCE
Introduction: “statistics”

01 April 2017

02 Plus today

- Full or associated EAP member
- “Not yet attained definite post at senior level”
- Up to 2 yEAP members per country
- 3-yr term
- Committed to be active member

http://eapaediatrics.eu/young-eap/: names and links to members
Introduction: representation

01 Young EAP

02 Junior paed
Introduction: representation

01 Young EAP

02 Junior paed

(European) Junior Doctors
All medical disciplines
- Training standards
- Working and training conditions
- Mobility
Introduction

01 Young EAP

02 Junior paed

03 Voting rights

Full member of EAP; Official nomination by national society
This meeting:

Other countries: conflicting responsibilities
Purpose

“What are we inspiring to change?”

Our vision is to advance the health of children and young people across Europe.

“Whom do we serve and how?”

We serve children who need our medical care and pediatric residents.

Our mission is to

1. educate (improve quality of training for pediatric residents across Europe)
2. innovate (drive innovation in PGT and child health care); and
3. advocate (represent residents in European themes related to child health a/o pediatric training)
Purpose: core values

Which values meet needs of Young EAP members and those we serve?

• Solidarity
• Diversity
• Transparency
• Ambitious
• Goal-oriented approach*

[Young EAP Survey & SWOT analysis]

*In order to be effective, we also need to

• Have a proactive attitude
• Aim for transformational change
Example: core values

Ishrier (EJD, NL) 1:06 AM
FYI: pls find the Zoom invite for this evening's meeting below:

European Academy Paediatrics is inviting you to a scheduled Zoom meeting.
Topic: Young EAP monthly meeting for Officials
Time: Nov 13, 2018 8:00 PM Brussels
Join Zoom Meeting
https://zoom.us/j/866692307
One tap mobile
+1669906833,866692307# US (San Jose)
+16468769923,866692307# US (New York)
Dial by your location
+1 669 900 6833 US (San Jose)
+1 646 876 9923 US (New York)
Meeting ID: 866 692 307
Find your local number: https://zoom.us/u/adpwPw403M (edited)

Let's aim for a 45-60m meeting and discuss (1) Strategic Plan 2019: (a) your Strategic Aims (5' each max); (b) replies from EAP members to draft (10' max - see #year_strategicplan for input Mitch Blair); (2) Young EAP Statements in response to Lancet paper (attached).

Anything else you'd like to discuss (that can't be discussed during the EAP Winter Meeting), e.g. preparation for Winter Meeting / hotels etc? (edited)
#inn_choosing-wisely

**Corinne Wyder (Swiss delegate) 3:07 AM**
welcome you both! now we only miss Ketil
most recent list. I don't think we will find any more issues throughout Europe
Excel Spreadsheet ▼

EXL-Choosing wisely.xlsx 117 kB Excel Spreadsheet

@Andreas @Ketil Survey Data. 30 out of 40 countries have responded
Excel Spreadsheet ▼

CW Survey.xlsx 23 kB Excel Spreadsheet

**Ketil Stordal (NOR, guest) 9:29 AM**
Hi, now I have joined!

**Ischier (EJD, NL) 1:10 PM**
Welcome, @Karoly Illy (NL, guest), @Zachi Grosman (ISR, guest) and @Ketil Stordal (NOR, guest) to this channel! Pls let me know if you have any questions about Slack and I will do my best to help out! Looking forward to working together here, in this dedicated space!

**Zachi Grosman (ISR, guest) 6:01 PM**
Hi everybody,
I have started going over the excel, and it seems that some grouping process can be done before the discussion in Brussels, because some items repeat themselves many times and obviously such items are a priori candidates for a consensus European statement. Corinne can you do the grouping please?
2. Which values meet needs of yEAP members, those we serve and our stakeholders [national societies, EAP subspecialty societies] best?

Solidarity and Diversity
Transparency
Ambitious & Goal-oriented approach
Other: …
Internal appraisal: members

01 Young EAP

02 Junior paed

03 Voting rights

Full member of EAP; Official nomination by national society
01 Young EAP today

02 Active members

- Attending yEAP monthly Zoom meetings
- Actively involved in achieving yEAP objectives (at least 1 project)
01 Young EAP today

02 Active members

- Attending yEAP monthly Zoom meetings
- Actively involved in achieving yEAP objectives (at least 1 project)
- Inactive countries approached

Current member looking for replacement
Internal appraisal: projects

Completed projects

• European survey about PGT in Adolescent Medicine [WG]: submitted
• Comparison of national training programs (content & structure) [own]: reporting phase
• EAPS 2018 joint trainee events [own]

Ongoing projects

• European Exam & Clinical Cases Book [EBP]
• EAP MasterCourse 2019 [EAP]
• ...
Ongoing projects

• Courses:
  • European Courses in Core Training [own]: endorsement, evaluation for need regional training
  • High-value pediatric care & change management [own]: European e-course

• Surveys:
  • Working and Training Conditions Survey [own] > publication
  • Centralisation of pediatric care Survey [own] > publication

• EAP Research Grant

• Webinars ("Future of pediatric care & training"), including EAP Educational Series [own] > resource
Dear paediatric resident,

In 2017, paediatric residents from all over Europe became an official part of the European Academy of Paediatrics; Young EAP. Amongst others, we aim to improve our specialty training, share ideas and experiences and advocate about European and national issues.

To get a better understanding of the similarities and differences in working and learning conditions within Europe, we kindly ask you to fill in this questionnaire. We will use the results of the questionnaire to find out where our opportunities for improvement lie.

The questionnaire consists of four topics with a total of 29 questions. It takes around 10-15 minutes to fill in the whole questionnaire. We kindly ask you to complete it the 15th of January the latest. Thank you in advance for your collaboration. If you have any questions about or comments on this questionnaire, please send an email to Young.EAP.1@gmail.com.

Kind regards,
Young EAP
Paediatric practice is dynamic and continually changes with evidence and experience. Keeping up with contemporary best practice can be challenging. Out-of-date practices can lead to patients getting inappropriate, unnecessary or even potentially harmful interventions. The identification and reduction of low-value medical practices has the potential to drive safer, high-quality patient care and guide appropriate decisions in resource-limited situations.

Dr. Sarah Dalton is paediatrician (Emergency Medicine) and president of the Paediatrics & Child Health Division of the Royal Australasian College of Physicians. In this webinar, she guided us through the development of means to decrease low-value care in paediatrics and shared her experience on how to involve clinicians in systems change. Prof. Laurens Stassen, surgeon, and Corry van Rooyen, educator, are director and project leader of the Dutch "Awareness Project", a national program that aims to train residents to be good stewards of limited health care resources. This program includes training of various techniques related to medical decision-making and quality improvements aimed at delivering high value to patients. In this webinar, they shared their experience in this field. If you want to learn more about what Young EAP is doing in this field, please contact Andreas Trobsich.

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**YoungEAP Webinar - Adding value to paediatric care**

**Evolve: Implementation**

**Difficult conversations**

RACP has developed three training resources, which provide examples of how to include the Evolve Top 5 List recommendations in difficult conversations between:

- a patient and a physician
- a carer and a physician
- a trainee and a Fellow

An RACP Paediatrics & Child Health Division Evolve Top 5 List recommendation was included as an example:

- Do not routinely order abdominal X-rays for the diagnosis of non-specific abdominal pain in children
BLOG

YOUNG EAP BLOG OCTOBER 2018: RAISING AWARENESS ON AMR, A GROWING HEALTH THREAT FOR CHILDREN AND ADULTS ALIKE

World Antibiotic Awareness Week takes place on 12-18 November, with the 2018 European Antibiotic Awareness Day taking place on 15 November 2018. On these important dates, the health community raises awareness on Antimicrobial resistance (AMR), a growing...

Read more...

YOUNG EAP SEPTEMBER BLOG – CLEANER AIR FOR HEALTHIER CHILDREN

In October/November 2018 WHO will convene the ‘First Global Conference on Air Pollution and Health’, which will bring authorities, policy makers, health professionals and other relevant entities together in a global effort to improve the quality of our...

Read more...

EAP BLOG NOVEMBER-DECEMBER 2018: ‘HEALTHY CHILD, HEALTHY WORLD’ DAY – WHY WE MUST KEEP ADVOCATING FOR CHILDREN’S (HEALTH) RIGHTS

On 20th November, we celebrated ‘Healthy Child Healthy World’ Day, a new initiative designed to raise awareness of every child’s right to a healthy and nurturing life. Dr. Rob Ross Russell, member of the European Acad...

Read more...

YOUNG EAP BLOG JUNE 2018: CHILDHOOD OBESITY – A GLOBAL PUBLIC HEALTH CONCERN

Introduction Childhood obesity is one of the most serious public health challenges of the 21st century. Last year, the Commission on Ending Childhood Obesity (ECHO) reported that the number of obese children and adolescents globally has increased tenfold...

Read more...

YOUNG EAP BLOG MAY 2018: PROTECTING CHILDREN FROM TOBACCO

The situation Exposure to SHS leads to an estimated 166,000 child deaths each year worldwide, with most of these deaths resulting from lower respiratory disease. It is estimated that 80% of youth in Europe are exposed to SHS in public spaces. Followin...

Read more...

YOUNG EAP BLOG MARCH 2018: CREATING CONFIDENCE IN VACCINES

Across Europe we have been facing the problem of decreasing immunisation coverage that undermi preventable disease to re-emerge. We need to explore the reasons be...

Read more...
Children are our future: we must not fail them in the fight against NCDs

By Sian Copley, Veronica Said Pullicino, Lenneke Schrier, Stefano del Toro, European Academy of Paediatrics and Young EAP

Non-communicable diseases (NCDs) are a major cause of mortality worldwide - in 2015 NCDs accounted for 70% of global mortality, with 80% of premature deaths occurring in low and middle-income countries. Childhood obesity, exposure to tobacco, air pollution and inequalities in health care access contribute to NCDs in childhood and adolescence, which in...
**Why:** to empower Young EAP members to by effective trainee representatives and yEAP project leaders/members (change agents) & effectively support EAP objectives

**What:** 3-year Leadership Program (rotating modules)
Skill-based, incl teach-the-teacher, Mentor Program and peer-to-peer advising. Competencies follow domains (purpose, people, process, personal)

*Volunteers for EAP mentors?*

**Who:** Young EAP members & EAP subspecialty trainee reps

**When:** pre-Winter Meeting (face-to-face); 3mo webinars
<table>
<thead>
<tr>
<th>Key leadership domains</th>
<th>“Competencies”</th>
</tr>
</thead>
<tbody>
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<td><strong>Purpose</strong></td>
<td>Creation and articulation of direction/vision that motivates, accounts for, and adapts to current situation</td>
</tr>
<tr>
<td></td>
<td>• <strong>Articulating mission and vision</strong></td>
</tr>
<tr>
<td></td>
<td>• <strong>Strategic planning</strong></td>
</tr>
<tr>
<td><strong>People</strong></td>
<td>Ability to accomplish work through others</td>
</tr>
<tr>
<td></td>
<td>• Teamwork</td>
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<td></td>
<td>• Giving feedback</td>
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<td></td>
<td>• Motivating others</td>
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<td></td>
<td>• Consensus building</td>
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<td></td>
<td>• Cross-cultural communication</td>
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<tr>
<td><strong>Process</strong></td>
<td>Array of technical skills to accomplish</td>
</tr>
<tr>
<td></td>
<td>• Project management, including evaluation and budget development</td>
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<tr>
<td></td>
<td>• <strong>Change management</strong>, including conflict management</td>
</tr>
<tr>
<td><strong>Personal</strong></td>
<td>Use of self as instrument of leadership</td>
</tr>
<tr>
<td></td>
<td>• <strong>Leadership styles</strong></td>
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<td>• Public speaking</td>
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<td>• Self-monitoring</td>
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<td>• Resilience</td>
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<td>• Time management</td>
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</table>

Pilot: 2 workshops:  
Trainers experienced in training residents / program directors  
& EU communication strategies  
• Recorded > resource  
• Change strategies for  
(1) Choosing Wisely;  
(2) Migrant health in national curricula  
• Social media skills & Communication Plan
“Getting people to move”: Change Strategy
Personal “style”
> change strategy
> team composition

eyellow - political, power, coalition
blue - planned/map, rational,
red - motivational, trust, share
green - learning process, learning organisation
white - space/bring into motion, vision, creativity
yellow - political, power, coalition

blue

red

green - white
The Three Tenets of Advocacy

- Be brief
- Be helpful
- Be authoritative

Social Media > Twitter

Time for an exercise!

The European Commission (through DG SANTE) announced the development of an Action Plan on AMR and AMS. In response, EAP has published a statement welcoming the Action Plan and highlighting key areas for improvement, including a greater focus on AMS during medical education.

Write a tweet for the Young EAP Twitter account, taking into account:

- Possible hashtags;
- Accounts/handles to tag on the accompanying picture (up to 10 per tweet).
Social Media > LinkedIn

Pro Tips for Young EAP

- Create your own LinkedIn page
- Develop a social media calendar according to your key priorities
- Use it for thought leadership activities (e.g. young EAP blogs, takeaways from seminars)
- Limit internal access to your LinkedIn account

Social Media > Twitter

Pro Tips for Young EAP

- Create your own Twitter account
- Choose an informative handle that works in every language (e.g. @YoungEAP)
- Develop a social media calendar according to your key priorities
- Limit internal access to your Twitter account
- (Re-)Tweet with purpose
- Use members’ own Twitter accounts to further spread the message
No matter the communication platform, remember...

“Never argue with an idiot. They will only bring you down to their level and beat you with experience.” (George Carlin)

Apply the “Goldilocks Principle” as much as possible (tone, quantity, frequency, ...)

Social media accounts are the digital public face of your organisation/group

Practice makes perfect
2019

• Follow up online meetings Change Management
  • How to deal with resistance, negotiation techniques
  • Coaching sessions: challenges encountered during project management
• Compassionate Leadership Webinar (West)
• Intervision sessions
• Pilot mentor program
  • Berthold Koletzko
  • Zachi Grossman
  • Jernej Zavrsnik
Internal appraisal: governance

Terms of Reference

• Out-of-meeting decisions by Core Group:
  • Deemed acceptable if >50% of all countries decided to give authority in advance
  • Will be recorded in attachment to agenda next yEAP meeting
• Any other decision: voting procedures determined in ToR
• Young EAP chair reports back
  • To EC during EC meetings; in-between meetings, designated EC member will act on behalf of EC as primary contact person (2017: SdT; 2018: RRR)
  • To GA and EC through Strategic Plan (Winter) and Annual Report (Spring)
### Internal appraisal: SW(OT)

<table>
<thead>
<tr>
<th>Young EAP: What is going well?</th>
<th>Young EAP: What could be improved?</th>
</tr>
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In 2019, the Young EAP Core Group aims to:

- Advocate for training in Migrant health in Core countries currently not represented and evaluate why some current members are less active than others.
- Actively search for national representatives from minority European countries.
- Support members in building national societies.
- Develop educational material about Value Based Training and EBP; involvement in MasterCourse.
- Evaluate what paediatric trainees “need” and what future key trends in child health may be.
- Identify structural financial support.
- Invest in relationship with EAP Secretariat & LOW Europe.
- Invest in professional growth of members and external partners.
- Invest in social media and communication.
- Evaluate Working & Training Conditions of Control & Adolescent Medicine.
- Control & Adolescent Medicine.
- Advocating for training in Migrant health in Core countries currently not represented and evaluate why some current members are less active than others.
- Actively search for national representatives from minority European countries.
- Support members in building national societies.
### Young EAP: What is going well?
- Members: diversity and high motivation
- Organization: horizontal structure; clear, efficient and interesting monthly meetings; team of Officials with clear tasks and responsibilities
- Communication: online tools (int), dedicated space website & social media (ext)
- EAP: direct involvement in WG, Advocacy and EBP; involvement in MasterCourse
- Projects: several, some already completed successfully; blog & webinars

### Environment: (future) opportunities?
- Development European Exam
- Professional support EAP Secretariat. LOW Europe
- (Future) discussions in UEMS MJC relevant to Paediatrics
- (Future) activities other (junior) groups (e.g., EAP Subspec Soc, EJD, ECDC, WHO)
- Trend towards increased “interdisciplinary” collaboration

### Young EAP: What could be improved?
- Members: minority European countries not represented; some less active than others; not all with direct link to trainees
- Organization: Secretary position vacant; time and financial restraints
- Communication: outreach / impact unclear
- EAP: not all attending face-to-face EAP meetings
- Projects: potentially too many

### Environment: (future) threats
- Inefficient communication
- Key trends that will likely shape child health (care) in Europe not identified yet
- Decrease in number of trainees, unfavorable working conditions, decrease in appreciation paediatric workforce
- Parallel (instead of synergistic) approaches at European level
- (Ad hoc) Young EAP member support by national societies
Pilot survey “Future Key Trends”

Young EAP:
• Harmonisation of training and guidelines
• Equality, weaker social health systems and access to care
• Increasing complex health care systems, centralization of care
• Innovation & ethical challenges
• Consumer-driven approach to health care
• Specialized care for adolescents, growing group of children with chronic diseases
• Anti-vaccine and homeopathic medicine
• Fake news
• Decrease in appreciation of Paediatrics, skilled healthcare professionals
• Work-life balance

EAP member(s): future challenges
• Paediatricians as gatekeeper; pediatricians with knowledge of health care finances etc
• Workforce planning in Europe; interagency/interdisciplinary learning; business models which incentive high quality practice
3. The analysis of external (future) opportunities and threats is complete

Yes
No, the following point(s) should be considered:…
4. Which needs as EAP delegate / EAP subspecialty society rep should be addressed by Young EAP?
Strategic objectives

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Based on SWOT, **strategic objectives** were determined by discussing following questions:

(1) What are implications of our current strengths and weaknesses?
(2) How can we use our strengths to seize opportunities and intervene with potential threats?
(3) How can we use (future) opportunities to improve?

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Strategic objectives 2019

In 2019, the Young EAP Core Group aims to:
- Actively search for national representatives from countries currently not represented and evaluate why some current members are less active than others
- Support members in building national infrastructure to reach trainees
- Identify structural financial support
- Invest in relationship with EAP Secretariat & LOW Europe and external partners
- Invest in social media and communication
- Invest in professional growth of members and make Young EAP attractive for new members: Young EAP Leadership Program

In addition, Young EAP Officials & individual members will aim to:
- Contribute to the development of the European Paediatric Board Exam
- Evaluate what paediatric trainees “need” and what future key trends in child health may be (survey)
- Evaluate Working & Training Conditions of paediatric trainees in Europe (survey)
- Represent paediatric trainees in UEMS Multidisciplinary Joint Committees for Infection Control & Adolescent Medicine
- Advocate for training in Migrant health in Core Training
- Develop educational material about Value Based Health Care
- Include trainee voice in EAP Advocacy Activities
Strategic objectives 2019

In 2019, the Young EAP Core Group aims to:
- Actively search for national representatives from countries currently not represented
- why some current members are less active than others
- Support members in establishing national infrastructures
- Identify a team of Officials with clear tasks and responsibilities
- Invest in relationship with EAP Secretariat & LOW Europe and external partners
- Invest in professional growth of members
- make Young EAP attractive for new members
- Young EAP Leadership Program

Comm Plan

Spring Meeting 2019

Austrian example [TF]

Mentor Program

EBP rep

Surveys

yEAP reps

In addition, Young EAP Office members will aim to:
- Contribute to the development of the Paediatric Board Exam Evaluation
- Evaluate what paediatric training future key trends in child health
- Evaluate Working & Training Conditions of paediatric trainees in Europe (survey)
- Represent paediatric trainees in Multidisciplinary Joint Committees
- Control & Adolescent Medicine
- Advocate for training in Migrant health in Core Training
- Develop educational material about Value Based Health Care
- Include trainee voice in EAP Advocacy Activities

Collaborate, also interdisciplinary (e.g., educationalists, ethicists, innovators)
Strategic aims Migrant Health, 2019

1. Issue recommended learning materials for paediatric migrant health, via YEAP website

2. Inclusion of migrant health in national curricula for paediatric training

3. Endorsement of Budapest Declaration by:
   - YEAP
   - Other national paediatric societies, through YEAP members
4. YEAP webinars on migrant health:
   - Prof Charles Oberg, chair of international working group on migrant health
   - Dr Rita Nathawad, PID specialist in Jacksonville, interest in migrant health

5. Global Compact:
   - Encouraging governments to commit to Budapest declaration
   - How can YEAP help?

6. Increase social media presence, especially on Twitter
Change Strategy: example 2019

• WHY inclusion migrant health in national curricula?

• HOW to include it in European curriculum (consensus), work with expert partners, EAP delegates

• WHEN include in revision European curriculum (now), in national curricula in 5yrs?
  • Spring 2019: discussion Migrant Chapter (draft)
5. Do you think these strategic objectives should be pursued by Young EAP?

Yes

No, these objectives are not the right objectives
No, these objectives can’t be translated in “measures of success”
No, these objectives are not feasible / realistic
In conclusion

Process

• Summer 2018: SWOT analysis (e-survey) and Brainstorm Session (RRR, LOW Europe)
• August-Sept: Draft Strategic Plan (dedicated TaskForce)
• Oct: Consultation Executive Committee EAP
• Nov-dec: Consultation other stakeholders
  • National societies, subspecialty societies [today]

• December: include input EAP delegates, finalize measures for success (SMART; “make a true difference” & “improve”) & budget
• Beyond 2019? >> aims dependent on Resident survey (needs & future key trends), annual (2020) and 5-yr plan
Let’s get prepared for the future and contribute to shaping it!

**Webinar 1:**
Innovation in high quality systems & resilience of health care professionals: compassionate leadership (West)

**Webinar 2:**
Innovation in pediatrics, new ethical challenges & implications for training of future paediatricians (Tozzi)

**Webinar 3:**
Patient involvement in patient care and innovation (European Forum for Patients - Youth Section)
Future scenarios

MDs will acquire **new abilities**
Medicine will mean **interdisciplinarity**
We will better connect research with **industrial development**
MDs will become **entrepreneurs**
We will face new **ethical challenges**

https://www.youtube.com/watch?v=xa_aGtYTO3M
Young EAP
“Making a difference...”

1. Your view...

- Show our influence on specific topics/trends that will change in 5 years time (tobacco control) - evaluation: do we meet the (future) needs of children (nationally, at European level) > advocacy, training, innovation

- Advocate for more time for research/advocacy/leadership during training (respond to needs of changing paed population), improved work-life balance and working environment (sensitive to personal and professional development)

- Advocate for profession ([financial] appreciation of profession, GP without paediatric expertise]
"…based on trainee needs"

1. Your view...
   - Survey about needs (now and in five years: improvement?)
   - Site-visits
   - Collect information about health system, identify best practices
   - Connect to local junior paed societies
   - Encourage EAP membership
…”and communicate our work”

1. Your view...
   - Blog
   - Publications to European/international journals
   - Social media, newsletter, website
   - Press releases
   - National societies/hospitals (via Young EAP national reps)
   - Present at international conferences
   - Connect to other societies
Implications internal appraisal

- 2018: sustainability vs 2019: controlled growth (new & active)
- Member countries without junior society should set up appropriate infrastructure to reach residents
- Young EAP members important human resources “potential”
  - Invest in learning & growth
  - Identify structural financial support
- Active group of Officials vital to sustainability
  - Address time and financial constraints
  - Secretary position
- Strategic plan to prioritize projects, measure impact and provide framework for Communication Plan (to increase outreach)
Use of strengths & opportunities

- Actively support development of European Exam
- Controlled growth to increase mandate to speak & act on behalf of residents (e.g., UEMS MJC's, European discussions about working & training conditions)
- Clearly communicate objectives towards (potential) external partners (incl non-medical field) and invest in relationship with EAP Secretariat and LOW Europe
- Invest in strong links with external partners, lead for joint efforts?
- Focus on EU/WHO priorities (migrant health and infection control), areas unique to paediatrics (adolescent health) and residents (training and working conditions) and those related to health care reform (VBHC) until future key trends and resident needs have been identified
Panel 1: The European child and adolescent health strategy

The strategy aims to:
- Enable children and adolescents in the WHO European Region to realise their full potential for health, development, and wellbeing
- Reduce their burden of avoidable disease and mortality

Countries will set their own objectives to meet their specific needs.

Priorities of the strategy are:
- Making children’s lives visible
- Addressing the unfinished agenda of preventable death and infectious disease
- Transforming the governance of child and adolescent health
  - Supporting early childhood development
  - Supporting growth during adolescence
  - Reducing exposure to violence and shifting societal approaches from criminal justice to preventive and therapeutic services
- Protecting health and reducing risk
  - Achieving a tobacco-free millennial generation
  - Promoting healthy nutrition and physical activity
  - Tackling depression and other mental health problems in adolescence
  - Protecting children and adolescents from environmental risks
Pediatrics in the Year 2020 and Beyond: Preparing for Plausible Futures

Although the future of pediatrics is uncertain, the organizations that lead pediatrics, and the professionals who practice within it, have embraced the notion that the pediatric community must anticipate and lead change to ultimately improve the health of children and adolescents. In an attempt to proactively prepare for a variety of conceivable futures, the board of directors of the American Academy of Pediatrics established the Vision of Pediatrics 2020 Task Force in 2003. This group was charged to think broadly about the future of pediatrics, to predict and influence the future, to create actionable recommendations to guide pediatric organizations for a near-term and long-term future, and to develop strategies to support pediatrics. A separate list of trends with the potential to change the practice of pediatrics was identified as highly likely to happen, which includes changing demographic and clinical characteristics of children and families, burgeoning health information technology, ongoing medical advances, alterations in health care delivery system(s), growth of consumer-driven health care, dynamics of pediatric workforce, disasters (environmental, infectious, man-made), and globalism.

**TABLE 4** Eight Megatrends Identified Through the Scenario Process of the VOP 2020

1. Changing demographic and clinical characteristics of children and families
2. Burgeoning HIT
3. Ongoing medical advances
4. Alterations in health care delivery system(s)
5. Growth of consumer-driven health care
6. Dynamics of pediatric workforce
7. Disasters (environmental, infectious, man-made)
8. Globalism