

SUSTAIN-HTA

Survey Health

Technology

Assessment

education needs



**Funded by
the European Union**



**UK Research
and Innovation**

The SUSTAIN-HTA project is funded by the European Union's Horizon Europe programme under the grant agreement No 101136318. The UK participant is supported by UKRI grant No 10106859 (National Institute for Health and Care Excellence). Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union, the United Kingdom, HaDEA or UKRI. Neither the European Union, the United Kingdom, nor the granting authorities can be held responsible for them.

Acknowledgements

The overall effort to develop this survey on Health Technology Assessment (HTA) educational needs was coordinated by Liza van Mun, Wietske Kievit, and Wija Oortwijn, Radboudumc, Work Package (WP) lead of WP3 (Education and Training), in collaboration with the WP3 and SUSTAIN-HTA consortium members.

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This survey on HTA educational needs is a shared resource of the SUSTAIN-HTA consortium.

Please cite this survey as:

van Mun, L.A.M., Kievit, W., Oortwijn, W. SUSTAIN-HTA Survey Health Technology Assessment education needs. Version 1 March 2026.

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Survey HTA education needs

Thank you for participating in this survey.

This survey was developed by the European coordination and support action SUSTAIN-HTA, which is a European initiative aimed to support the pan-European HTA workforce and align HTA expertise via a robust education and training framework. SUSTAIN-HTA aims to build HTA capacity to address the needs of EU HTA organizations. In line with these aims, SUSTAIN-HTA developed this survey, which was used previously to identify HTA educational needs of HTA organisations in Europe. For more information, please visit <https://sustain-hta.org/>.

You will be asked to select three domains you want your organization to improve, taking the mandate and level of maturity of your HTA organisation into consideration. Based on the results of this survey, we will be able to point **your organization** towards appropriate existing training programs or develop additional targeted trainings. By completing this survey, you agree that **this** data can be anonymously used within a case study to illustrate the potential use of this survey. More information can be found in the information sheet.

You can save your answers and edit or finish your answers at a later time, until **the 18th of February 2026**.

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Informed consent

- I agree to take part in this survey.
- I understand that participation in this survey is voluntary and that I can withdraw from the survey at any time.
- I confirm that I have read and understood the information sheet provided for this survey [link].
- I understand that my data will be used in an anonymised format and my name and/or organisation will not be used in any reports or publications resulting from the survey, unless I specifically consent to this.
- I understand that my data can be used anonymously within a case study, which can be published in reports or publications.
- I understand the meaning of the above statements.

*

☐ Yes

☐ No, which means I cannot take part in this survey

Experience

Please complete the personal and work-related questions.

In which country do you work? *

In which organization do you work? *

How many assessors currently work in your organization? *

What is the scope of HTA in your organization? Please note which aspects are currently included within the assessment process. *

- ☐ Clinical assessment
- ☐ Economic assesment
- ☐ Budget impact analysis
- ☐ Andere

Please choose the three EUnetHTA core domains in which your organization is most experienced: *

Selecteer 3 opties.

- ☐ Health problem and current use of the technology
- ☐ Description and technical characteristics
- ☐ Safety
- ☐ Clinical effectiveness
- ☐ Costs and economic evaluation
- ☐ Ethical analysis
- ☐ Organisation aspects
- ☐ Patient and/or carer, social, and cultural aspects
- ☐ Legal aspects

In one sentence, how would you characterize your organization's HTA capacity in terms of alignment with its scope and whether it requires strengthening? *

What is your function within the organization? *

Competencies you want your team and/or organisation to improve

The following questions will cover competency domains to answer at a team and/or organization level. We ask you to review three domains.

What is the first competency domain you want your team and/or organisation to improve, taking the mandate and level of maturity of your HTA organisation into consideration? *

You can select one domain now and the two other domains later

- ☐ Health problem and current use of the technology - HTA domain
- ☐ Description and technical characteristics - HTA domain
- ☐ Safety - HTA domain
- ☐ Clinical effectiveness - HTA domain
- ☐ Costs and economic evaluation - HTA domain
- ☐ Ethical analysis - HTA domain
- ☐ Organisation aspects - HTA domain
- ☐ Patient and/or carer, social, and cultural aspects - HTA domain
- ☐ Legal aspects - HTA domain
- ☐ Environmental aspects - HTA domain
- ☐ Introduction to HTA - process domain
- ☐ Prioritization - process domain
- ☐ Scoping - process domain
- ☐ Synthesis of evidence - process domain
- ☐ Dissemination - process domain
- ☐ Stakeholder engagement in HTA - process domain
- ☐ Communication and others - process domain
- ☐ Artificial Intelligence use in HTA - process domain

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Health problem and current use of the technology': *

You can select multiple competencies.

- ☐ Health problem – competent level: Understand the health problem related to the technology under assessment, including the current context (e.g., population characteristics, setting, health professional characteristics), clinical pathway, and general features relevant to HTA (e.g., natural history of condition, and incidence/prevalence)
- ☐ Alternatives to the technology – competent level: Understand the alternatives to the technology under assessment
- ☐ Relevant information on the technology – competent level: Understand the relevant information on the current use of the technology under assessment
- ☐ Relevant information on the technology – proficient level: Analyze information from different studies and stakeholders regarding the current use of the technology under assessment

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Description and technical characteristics': *

You can select multiple competencies.

- ☐ Technical characteristics – competent level: Understand the technology and its technical characteristics, including the purpose (e.g., prevention, diagnosis, treatment, monitoring, rehabilitation) and the mechanism of action
- ☐ Data on the technology – competent level: Understand data on the technology, retrieved from different studies and relevant stakeholders
- ☐ Data on the technology – proficient level: Analyze data on the technology, retrieved from different studies and relevant stakeholders
- ☐ Clinical and medical technology development – competent level: Understand the basics of clinical and medical technology development for different types of technologies (pharmaceuticals, vaccines, medical devices, imaging, blood products, genetic and genomic tests, public health initiatives, Advanced Therapy Medicinal Products (ATMP's), digital health technologies, etc.)
- ☐ Context of the technological innovation – competent level: Understand the context in which technological innovation is developed

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Safety':

*

You can select multiple competencies.

- ☐ Safety in HTA – competent level: Understand adverse events, patient safety, occupational safety, environmental safety, and safety risk management
- ☐ Safety in HTA – proficient level: Analyze adverse events, patient safety, occupational safety, environmental safety, and safety risk management
- ☐ Safety in HTA – expert level: Evaluate adverse events, patient safety, occupational safety, environmental safety, and safety risk management

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Clinical Effectiveness': *

You can select multiple competencies.

- ☐ Clinical effectiveness evidence – competent level: Identify relevant clinical effectiveness evidence, for example mortality, morbidity, as well as patient reported outcome measures (PROMs), and quality of life
- ☐ Clinical effectiveness evidence – proficient level: Analyze relevant clinical effectiveness evidence, for example mortality, morbidity, as well as patient reported outcome measures (PROMs), and quality of life
- ☐ Clinical effectiveness evidence – expert level: Evaluate the clinical effectiveness of health technologies, for example mortality, morbidity, as well as patient reported outcome measures (PROMs), and quality of life

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Costs and economic evaluation': *

You can select multiple competencies.

- ☐ Relative strength of economic evaluations – competent level: Understand the relative strength of different economic evaluations
- ☐ Relative strength of economic evaluations – proficient level: Analyze the relative strength of different economic evaluations
- ☐ Relative strength of economic evaluations – expert level: Evaluate the relative strength of different economic evaluations
- ☐ Quality of economic analysis – competent level: Discuss the quality of published economic analyses
- ☐ Quality of economic analysis – proficient level: Analyze the quality of published economic analyses
- ☐ Quality of economic analysis – expert level: Evaluate the quality of published economic analyses
- ☐ Economic analysis – competent level: Understand different types of economic analyses, including budget impact analysis, their purpose and output, and relevant concepts including opportunity cost, discounting, perspective, uncertainty, health costs, clinical data inputs, incremental cost-effectiveness ratio (ICER), health-related utility measures, and sensitivity analysis
- ☐ Economic analysis – proficient level: Undertake economic analyses, including budget impact analysis
- ☐ Economic analysis – expert level: Design economic evaluation studies, including budget impact analysis
- ☐ Economic modelling – competent level: Understand economic modelling, including different types of model structure
- ☐ Economic modelling – proficient level: Undertake economic modelling, including building a model in a software application
- ☐ Economic modelling – expert level: Evaluate economic modelling

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Ethical analysis': *

You can select multiple competencies.

- ☐ Ethical analysis – competent level: Understand the importance of ethical analysis in HTA, ethical aspects in relation to the technology under consideration and the HTA process, fact/value dichotomy, and common bioethical issues and concepts (e.g., treatment refusal, privacy, autonomy, informed consent, conflicts of interest, resource allocation, justice, non-maleficence, beneficence, solidarity)
- ☐ Methods for ethical analysis – competent level: Understand methods for the analysis of ethical aspects in HTA
- ☐ Methods for ethical analysis – proficient level: Analyze ethical aspects in HTA, including relevant beliefs and values
- ☐ Methods for ethical analysis – expert level: Evaluate an analysis of ethical aspects in HTA, including the strengths and weaknesses of arguments

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Organisational aspects': *

You can select multiple competencies.

- ☐ Organisational aspects – competent level: Understand which organizational aspects affect the implementation of a technology
- ☐ Methods for organisational aspects – competent level: Understand methods for analysis of organizational and implementation issues in HTA
- ☐ Methods for organisational aspects – proficient level: Analyze how the technology will be implemented and the organizational aspects such as work processes, patient care pathway, management, access, demographic variation, required training, workforce, and sustainability (such as economic growth and social well-being)
- ☐ Methods for organisational aspects – expert level: Evaluate an analysis of organizational aspects affecting implementation of a health technology

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Patient and/or carer, social, and cultural aspects': *

You can select multiple competencies.

- ☐ Patient and/or carer, social, and cultural aspects – competent level: Understand which patient and/or carer, social, and cultural aspects affect an HTA, such as equity, equality, acceptability of a technology, community norms, and healthcare professional preferences
- ☐ Methods for patient and/or carer, social, and cultural aspects – competent level: Understand methods for analysis of patient and/or carer, social, and cultural aspects
- ☐ Methods for patient and/or carer, social, and cultural aspects – proficient level: Analyze patient and/or carer, social, and cultural aspects in an HTA
- ☐ Methods for patient and/or carer, social, and cultural aspects – expert level: Evaluate an analysis of patient and/or carer, social, and cultural aspects in an HTA

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Legal aspects': *

You can select multiple competencies.

- ☐ Legal aspects – competent level: Understand which legal aspects affect an HTA, such as confidentiality and intellectual property provisions and rules and regulations
- ☐ Methods for legal aspects – competent level: Understand methods for analysis of legal aspects relevant to the technology
- ☐ Methods for legal aspects – proficient level: Analyze legal aspects relevant to the technology, such as health data privacy and data storage
- ☐ Methods for legal aspects – expert level: Evaluate an analysis of legal aspects relevant to the technology

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Environmental aspects': *

You can select multiple competencies.

- ☐ Environmental aspects – competent level: Understand the environmental aspects of the technology under assessment and when to consider this in an HTA
- ☐ Methods for environmental aspects – competent level: Understand different methods for analysis of environmental aspects relevant to the technology
- ☐ Methods for environmental aspects – proficient level: Analyze environmental aspects related to the HTA
- ☐ Methods for environmental aspects – expert level: Evaluate an analysis of environmental aspects related to the HTA

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Introduction to HTA': *

You can select multiple competencies.

- ☐ Health policy analysis – competent level: Understand the concept and relevance of health policy analysis
- ☐ Health care management – competent level: Understand the concept of health care management
- ☐ Health system models and practice – competent level: Understand different health system models and practices, including their structures, country-specific health indicators, types of indicators, their epidemiological interpretations, actors in the system, and financing
- ☐ Health system models and practice – proficient level: Analyze different health system models and practices, including their structures, country-specific health indicators, types of indicators, their epidemiological interpretations, actors in the system, and financing
- ☐ Definition of HTA – competent level: Understand the definition, including the multidisciplinary nature of HTA
- ☐ HTA application – competent level: Understand the HTA process, rationale for HTA, its application in various contexts, how HTA influences decision making, stakeholders that may be involved, and the differences between countries
- ☐ HTA at different levels of health care – competent level: Understand similarities and differences in HTA at different levels of health care (micro, meso, and macro)
- ☐ Health services evaluation – competent level: Understand the concept of health services evaluation
- ☐ Basics of HTA – competent level: Understand the basics of HTA methodologies, including strengths and weaknesses
- ☐ Evidence-based medicine – competent level: Understand the contribution of evidence-based medicine to HTA
- ☐ Influence of evidence and economics – competent level: Understand the influence of evidence and economics in usual healthcare practice and policy making, including principles of supply and demand and market approaches
- ☐ Lifecycle approach – competent level: Understand the lifecycle of health technologies in healthcare systems
- ☐ Health technology reassessment and post-market review – competent level: Understand the concept of re-assessment, the ways in which HTA-informed decisions can be reviewed over time as new information becomes available, and the local process for post-market review
- ☐ Health technology reassessment and post-market review – proficient level: Undertake re-assessment of a health technology
- ☐ Health technology reassessment and post-market review – expert level: Evaluate re-assessment of a health technology
- ☐ Methods for evaluating strategic decisions – competent level: Understand methods for formulating, implementing, and evaluating strategic decisions in healthcare
- ☐ Methods for evaluating strategic decisions – proficient level: Apply methods for formulating, implementing, and evaluating strategic decisions in healthcare

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Prioritization': *

You can select multiple competencies.

- ☐ Priority setting in healthcare systems – competent level: Understand the objectives of healthcare systems and how the choice of objective may impact priority setting
- ☐ Prioritization – competent level: Understand prioritization of research and governmental or international health policy planning
- ☐ Prioritization – proficient level: Apply prioritization of research and governmental or international health policy planning
- ☐ Prioritization – expert level: Formulate prioritization of research and governmental or international health policy planning
- ☐ Methodologies – competent level: Understands the research methodologies used for informing priorities in healthcare systems
- ☐ Methodologies – proficient level: Apply the research methodologies used for informing priorities in healthcare systems
- ☐ Methodologies – expert level: Evaluate the research methodologies used for informing priorities in healthcare systems
- ☐ Horizon scanning – competent level: Understand the process of horizon scanning and its influence on prioritization, including the key aspects; identification, filtering and prioritization, impact assessment, and preparedness
- ☐ Horizon scanning – proficient level: Analyze the outcomes of horizon scanning and its influence on prioritization
- ☐ Horizon scanning – expert level: Evaluate the outcomes of horizon scanning and develop recommendations for prioritization

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Scoping': *

You can select multiple competencies.

- ☐ HTA studies – competent level: Understand how HTA studies are initiated (by whom, how, and why)
- ☐ Evidence requirements – competent level: Understand information and evidence requirements for regulation and healthcare policy making in the context of new and existing health technologies
- ☐ Systematic searching – competent level: Understand basic systematic searching for evidence on health technologies, including Boolean operators, key words, indexing terms, databases
- ☐ Systematic searching – proficient level: Execute basic systematic searching for evidence on health technologies, including identifying and locating sources
- ☐ Study designs – competent level: Understand characteristics of different study designs, including epidemiological study designs, clinical comparative studies, Real World Data (RWD), and the related evidence hierarchy
- ☐ Clinical practice guidelines – competent level: Understand the need of clinical practice guidelines in a HTA context
- ☐ PICO – competent level: Understand PICO (Patient, Intervention, Comparator, Outcome) formulation
- ☐ PICO – proficient level: Apply PICO formulation
- ☐ PICO – expert level: Evaluate PICO formulation
- ☐ Research protocol – competent level: Understand a research protocol for a HTA to address a policy issue
- ☐ Research protocol – proficient level: Carry out a specific research protocol for a HTA to address a policy issue
- ☐ Research protocol – expert level: Develop a specific research protocol for a HTA to address a policy issue

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Synthesis of evidence': *

You can select multiple competencies.

- ☐ Evidence synthesis – competent level: Understand evidence synthesis
- ☐ Evidence synthesis – proficient level: Undertake evidence synthesis
- ☐ Quality of evidence – competent level: Understand an analysis of the quality of evidence supporting a health technology, such as risk of bias analysis
- ☐ Quality of evidence – proficient level: Analyze the quality of evidence supporting a health technology, using for example risk of bias appraisals and quality of body of evidence analysis
- ☐ Quality of evidence – expert level: Evaluate an analysis of the quality of evidence supporting a health technology
- ☐ Systematic reviews and meta-analysis – competent level: Understand systematic reviews and meta-analysis and their role in HTA, including what they entail, why they are conducted, and their benefits and limitations
- ☐ Systematic reviews and meta-analysis – proficient level: Execute and analyze systematic reviews and meta-analysis, including selecting appropriate methods
- ☐ Systematic reviews and meta-analysis – expert level: Evaluate systematic reviews and meta-analysis
- ☐ Statistics – competent level: Understand basic statistics relevant to HTA, such as hypothesis testing, descriptive statistics, effect measures, measures of association, interpretation of confidence intervals, and minimal clinically important differences
- ☐ Statistics – proficient level: Execute and analyze statistics relevant to HTA, such as adjusted indirect comparisons, multivariate analyses, statistical modelling, diagnostic and predictive statistical measures, survival analyses, and exploration of heterogeneity
- ☐ Statistics – expert level: Evaluate statistical analysis relevant to HTA
- ☐ Qualitative data or mixed methods – competent level: Understand the role of qualitative research in HTA and its approaches, such as questionnaires, surveys, semi-structured interviews, Delphi techniques, and focus groups
- ☐ Qualitative data or mixed methods – proficient level: Execute and analyze qualitative data using different approaches such as thematic analysis, narrative review, content or discourse analysis
- ☐ Qualitative data or mixed methods – expert level: Design and evaluate qualitative or mixed methods
- ☐ Applicability and generalisability – competent level: Understand the applicability and generalizability of evidence due to national and international differences in context and its implications for decision-making
- ☐ Applicability and generalisability – proficient level: Analyze the applicability and generalizability of a particular evidence base for local HTA
- ☐ Applicability and generalisability – expert level: Evaluate the applicability and generalizability of the available evidence and assessments of applicability and generalizability undertaken by others

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Dissemination': *

You can select multiple competencies.

- ☐ Purpose and use of methods – competent level: Understand the purpose and use of methods from a multidisciplinary perspective in the HTA being conducted
- ☐ Purpose and use of methods – proficient level: Apply the purpose and the use of methods from a multidisciplinary perspective in the HTA being conducted
- ☐ Purpose and use of methods – expert level: Develop a clear vision of the purpose and the use of methods from a multidisciplinary perspective in the HTA being conducted
- ☐ Communication plan – competent level: Understand a communication plan for a given health technology
- ☐ Communication plan – proficient level: Prepare a communication plan for a given health technology, including tailoring this to the target audience(s)
- ☐ Contribution to decision-making – competent level: Understand why and how a particular HTA will contribute to decision-making, pricing policy, and clinical practice
- ☐ Contribution to decision-making – proficient level: Analyze why and how a particular HTA will contribute to decision-making, pricing policy, and clinical practice
- ☐ Contribution to decision-making – expert level: Develop a rationale why and how a particular HTA will contribute to decision-making, pricing policy, and clinical practice
- ☐ Questions – competent level: Understand questions from reviewers and other stakeholders effectively
- ☐ Questions – proficient level: Analyze questions from reviewers and other stakeholders effectively
- ☐ Questions – expert level: Manage questions from reviewers and other stakeholders effectively
- ☐ HTA report – competent level: Understand HTA products, such as a full HTA, rapid HTA, and mini HTA, and their strengths and limitations
- ☐ HTA report – proficient level: Prepare HTA products, such as a full HTA, rapid HTA, and mini HTA
- ☐ HTA report – expert level: Evaluate and develop HTA products, such as a full HTA, rapid HTA, and mini HTA within a given timeline

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Stakeholder engagement': *

You can select multiple competencies.

- ☐ Engaging stakeholders – competent level: Understand the rationale for and approaches to engage stakeholders in HTA, including patients and public
- ☐ Engaging stakeholders – proficient level: Identify, engage, and involve different stakeholders in HTA, including patients and public
- ☐ Different viewpoints – competent level: Understand different viewpoints from stakeholders, including differences between perspectives
- ☐ Different viewpoints – proficient level: Analyze different viewpoints from stakeholders
- ☐ Different viewpoints – expert level: Evaluate different viewpoints from stakeholders
- ☐ Deliberative process – competent level: Understand the importance of deliberation in HTA and the concept of a deliberative process for HTA
- ☐ Deliberative process – proficient level: Apply a deliberative process for HTA
- ☐ Deliberative process – expert level: Evaluate a deliberative process for HTA

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Communication and others': *

You can select multiple competencies.

- ☐ Writing and referencing skills – competent level: Recognize professional writing and referencing styles
- ☐ Writing and referencing skills – proficient level: Apply professional writing and referencing skills
- ☐ Time management – competent level: Understand effective time management
- ☐ Time management – proficient level: Apply effective time management
- ☐ Critical thinking – competent level: Understand critical thinking in HTA
- ☐ Critical thinking – proficient level: Apply critical thinking in HTA
- ☐ Unbiased and objective approach – competent level: Understand an unbiased and objective approach
- ☐ Unbiased and objective approach – proficient level: Apply an unbiased and objective approach
- ☐ Managerial processes and principles – competent level: Understand managerial processes and principles
- ☐ Managerial processes and principles – proficient level: Apply managerial processes and principles
- ☐ Working in a team – competent level: Understand working effectively in a team
- ☐ Working in a team – proficient level: Work effectively in a team
- ☐ Working in a team – expert level: Manage a team
- ☐ Advancing arguments – competent level: Understand arguments taking into account a legal, economic, and managerial approach
- ☐ Advancing arguments – proficient level: Analyze arguments taking into account a legal, economic, and managerial approach
- ☐ Advancing arguments – expert level: Formulate arguments taking into account a legal, economic, and managerial approach
- ☐ Scientific principles – competent level: Understand principles that guide scientific practices, including honesty, diligence, transparency, independence, and responsibility
- ☐ Scientific principles – proficient level: Apply principles that guide scientific practices, including honesty, diligence, transparency, independence, and responsibility
- ☐ Scientific principles – expert level: Evaluate the use of principles that guide scientific practices, including honesty, diligence, transparency, independence, and responsibility

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Artificial Intelligence in HTA': *

You can select multiple competencies.

- ☐ AI – competent level: Understand AI methods (tools and techniques) in HTA
- ☐ AI – proficient level: Apply AI methods in HTA in a responsible way
- ☐ AI – expert level: Evaluate AI methods in HTA

Competencies you want your team and/or organisation to improve (second domain)

The following questions will cover competency domains to answer at a team and/or organization level. You can select a second domain now.

What is the second competency domain you want your team and/or organisation to improve, taking the mandate and level of maturity of your HTA organisation into consideration? *

You can select one domain now and the last domain later

- ☐ Health problem and current use of the technology - HTA domain
- ☐ Description and technical characteristics - HTA domain
- ☐ Safety - HTA domain
- ☐ Clinical effectiveness - HTA domain
- ☐ Costs and economic evaluation - HTA domain
- ☐ Ethical analysis - HTA domain
- ☐ Organisation aspects - HTA domain
- ☐ Patient and/or carer, social, and cultural aspects - HTA domain
- ☐ Legal aspects - HTA domain
- ☐ Environmental aspects - HTA domain
- ☐ Introduction to HTA - process domain
- ☐ Prioritization - process domain
- ☐ Scoping - process domain
- ☐ Synthesis of evidence - process domain
- ☐ Dissemination - process domain
- ☐ Stakeholder engagement in HTA - process domain
- ☐ Communication and others - process domain
- ☐ Artificial Intelligence use in HTA - process domain

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Health problem and current use of the technology': *

You can select multiple competencies.

- ☐ Health problem – competent level: Understand the health problem related to the technology under assessment, including the current context (e.g., population characteristics, setting, health professional characteristics), clinical pathway, and general features relevant to HTA (e.g., natural history of condition, and incidence/prevalence)
- ☐ Alternatives to the technology – competent level: Understand the alternatives to the technology under assessment
- ☐ Relevant information on the technology – competent level: Understand the relevant information on the current use of the technology under assessment
- ☐ Relevant information on the technology – proficient level: Analyze information from different studies and stakeholders regarding the current use of the technology under assessment

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Description and technical characteristics': *

You can select multiple competencies.

- ☐ Technical characteristics – competent level: Understand the technology and its technical characteristics, including the purpose (e.g., prevention, diagnosis, treatment, monitoring, rehabilitation) and the mechanism of action
- ☐ Data on the technology – competent level: Understand data on the technology, retrieved from different studies and relevant stakeholders
- ☐ Data on the technology – proficient level: Analyze data on the technology, retrieved from different studies and relevant stakeholders
- ☐ Clinical and medical technology development – competent level: Understand the basics of clinical and medical technology development for different types of technologies (pharmaceuticals, vaccines, medical devices, imaging, blood products, genetic and genomic tests, public health initiatives, Advanced Therapy Medicinal Products (ATMP's), digital health technologies, etc.)
- ☐ Context of the technological innovation – competent level: Understand the context in which technological innovation is developed

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Safety':

*

You can select multiple competencies.

- ☐ Safety in HTA – competent level: Understand adverse events, patient safety, occupational safety, environmental safety, and safety risk management
- ☐ Safety in HTA – proficient level: Analyze adverse events, patient safety, occupational safety, environmental safety, and safety risk management
- ☐ Safety in HTA – expert level: Evaluate adverse events, patient safety, occupational safety, environmental safety, and safety risk management

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Clinical Effectiveness': *

You can select multiple competencies.

- ☐ Clinical effectiveness evidence – competent level: Identify relevant clinical effectiveness evidence, for example mortality, morbidity, as well as patient reported outcome measures (PROMs), and quality of life
- ☐ Clinical effectiveness evidence – proficient level: Analyze relevant clinical effectiveness evidence, for example mortality, morbidity, as well as patient reported outcome measures (PROMs), and quality of life
- ☐ Clinical effectiveness evidence – expert level: Evaluate the clinical effectiveness of health technologies, for example mortality, morbidity, as well as patient reported outcome measures (PROMs), and quality of life

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Costs and economic evaluation': *

You can select multiple competencies.

- ☐ Relative strength of economic evaluations – competent level: Understand the relative strength of different economic evaluations
- ☐ Relative strength of economic evaluations – proficient level: Analyze the relative strength of different economic evaluations
- ☐ Relative strength of economic evaluations – expert level: Evaluate the relative strength of different economic evaluations
- ☐ Quality of economic analysis – competent level: Discuss the quality of published economic analyses
- ☐ Quality of economic analysis – proficient level: Analyze the quality of published economic analyses
- ☐ Quality of economic analysis – expert level: Evaluate the quality of published economic analyses
- ☐ Economic analysis – competent level: Understand different types of economic analyses, including budget impact analysis, their purpose and output, and relevant concepts including opportunity cost, discounting, perspective, uncertainty, health costs, clinical data inputs, incremental cost-effectiveness ratio (ICER), health-related utility measures, and sensitivity analysis
- ☐ Economic analysis – proficient level: Undertake economic analyses, including budget impact analysis
- ☐ Economic analysis – expert level: Design economic evaluation studies, including budget impact analysis
- ☐ Economic modelling – competent level: Understand economic modelling, including different types of model structure
- ☐ Economic modelling – proficient level: Undertake economic modelling, including building a model in a software application
- ☐ Economic modelling – expert level: Evaluate economic modelling

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Ethical analysis': *

You can select multiple competencies.

- ☐ Ethical analysis – competent level: Understand the importance of ethical analysis in HTA, ethical aspects in relation to the technology under consideration and the HTA process, fact/value dichotomy, and common bioethical issues and concepts (e.g., treatment refusal, privacy, autonomy, informed consent, conflicts of interest, resource allocation, justice, non-maleficence, beneficence, solidarity)
- ☐ Methods for ethical analysis – competent level: Understand methods for the analysis of ethical aspects in HTA
- ☐ Methods for ethical analysis – proficient level: Analyze ethical aspects in HTA, including relevant beliefs and values
- ☐ Methods for ethical analysis – expert level: Evaluate an analysis of ethical aspects in HTA, including the strengths and weaknesses of arguments

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Organisational aspects': *

You can select multiple competencies.

- ☐ Organisational aspects – competent level: Understand which organizational aspects affect the implementation of a technology
- ☐ Methods for organisational aspects – competent level: Understand methods for analysis of organizational and implementation issues in HTA
- ☐ Methods for organisational aspects – proficient level: Analyze how the technology will be implemented and the organizational aspects such as work processes, patient care pathway, management, access, demographic variation, required training, workforce, and sustainability (such as economic growth and social well-being)
- ☐ Methods for organisational aspects – expert level: Evaluate an analysis of organizational aspects affecting implementation of a health technology

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Patient and/or carer, social, and cultural aspects': *

You can select multiple competencies.

- ☐ Patient and/or carer, social, and cultural aspects – competent level: Understand which patient and/or carer, social, and cultural aspects affect an HTA, such as equity, equality, acceptability of a technology, community norms, and healthcare professional preferences
- ☐ Methods for patient and/or carer, social, and cultural aspects – competent level: Understand methods for analysis of patient and/or carer, social, and cultural aspects
- ☐ Methods for patient and/or carer, social, and cultural aspects – proficient level: Analyze patient and/or carer, social, and cultural aspects in an HTA
- ☐ Methods for patient and/or carer, social, and cultural aspects – expert level: Evaluate an analysis of patient and/or carer, social, and cultural aspects in an HTA

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Legal aspects': *

You can select multiple competencies.

- ☐ Legal aspects – competent level: Understand which legal aspects affect an HTA, such as confidentiality and intellectual property provisions and rules and regulations
- ☐ Methods for legal aspects – competent level: Understand methods for analysis of legal aspects relevant to the technology
- ☐ Methods for legal aspects – proficient level: Analyze legal aspects relevant to the technology, such as health data privacy and data storage
- ☐ Methods for legal aspects – expert level: Evaluate an analysis of legal aspects relevant to the technology

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Environmental aspects': *

You can select multiple competencies.

- ☐ Environmental aspects – competent level: Understand the environmental aspects of the technology under assessment and when to consider this in an HTA
- ☐ Methods for environmental aspects – competent level: Understand different methods for analysis of environmental aspects relevant to the technology
- ☐ Methods for environmental aspects – proficient level: Analyze environmental aspects related to the HTA
- ☐ Methods for environmental aspects – expert level: Evaluate an analysis of environmental aspects related to the HTA

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Introduction to HTA': *

You can select multiple competencies.

- ☐ Health policy analysis – competent level: Understand the concept and relevance of health policy analysis
- ☐ Health care management – competent level: Understand the concept of health care management
- ☐ Health system models and practice – competent level: Understand different health system models and practices, including their structures, country-specific health indicators, types of indicators, their epidemiological interpretations, actors in the system, and financing
- ☐ Health system models and practice – proficient level: Analyze different health system models and practices, including their structures, country-specific health indicators, types of indicators, their epidemiological interpretations, actors in the system, and financing
- ☐ Definition of HTA – competent level: Understand the definition, including the multidisciplinary nature of HTA
- ☐ HTA application – competent level: Understand the HTA process, rationale for HTA, its application in various contexts, how HTA influences decision making, stakeholders that may be involved, and the differences between countries
- ☐ HTA at different levels of health care – competent level: Understand similarities and differences in HTA at different levels of health care (micro, meso, and macro)
- ☐ Health services evaluation – competent level: Understand the concept of health services evaluation
- ☐ Basics of HTA – competent level: Understand the basics of HTA methodologies, including strengths and weaknesses
- ☐ Evidence-based medicine – competent level: Understand the contribution of evidence-based medicine to HTA
- ☐ Influence of evidence and economics – competent level: Understand the influence of evidence and economics in usual healthcare practice and policy making, including principles of supply and demand and market approaches
- ☐ Lifecycle approach – competent level: Understand the lifecycle of health technologies in healthcare systems
- ☐ Health technology reassessment and post-market review – competent level: Understand the concept of re-assessment, the ways in which HTA-informed decisions can be reviewed over time as new information becomes available, and the local process for post-market review
- ☐ Health technology reassessment and post-market review – proficient level: Undertake re-assessment of a health technology
- ☐ Health technology reassessment and post-market review – expert level: Evaluate re-assessment of a health technology
- ☐ Methods for evaluating strategic decisions – competent level: Understand methods for formulating, implementing, and evaluating strategic decisions in healthcare
- ☐ Methods for evaluating strategic decisions – proficient level: Apply methods for formulating, implementing, and evaluating strategic decisions in healthcare

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Prioritization': *

You can select multiple competencies.

- ☐ Priority setting in healthcare systems – competent level: Understand the objectives of healthcare systems and how the choice of objective may impact priority setting
- ☐ Prioritization – competent level: Understand prioritization of research and governmental or international health policy planning
- ☐ Prioritization – proficient level: Apply prioritization of research and governmental or international health policy planning
- ☐ Prioritization – expert level: Formulate prioritization of research and governmental or international health policy planning
- ☐ Methodologies – competent level: Understands the research methodologies used for informing priorities in healthcare systems
- ☐ Methodologies – proficient level: Apply the research methodologies used for informing priorities in healthcare systems
- ☐ Methodologies – expert level: Evaluate the research methodologies used for informing priorities in healthcare systems
- ☐ Horizon scanning – competent level: Understand the process of horizon scanning and its influence on prioritization, including the key aspects; identification, filtering and prioritization, impact assessment, and preparedness
- ☐ Horizon scanning – proficient level: Analyze the outcomes of horizon scanning and its influence on prioritization
- ☐ Horizon scanning – expert level: Evaluate the outcomes of horizon scanning and develop recommendations for prioritization

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Scoping': *

You can select multiple competencies.

- ☐ HTA studies – competent level: Understand how HTA studies are initiated (by whom, how, and why)
- ☐ Evidence requirements – competent level: Understand information and evidence requirements for regulation and healthcare policy making in the context of new and existing health technologies
- ☐ Systematic searching – competent level: Understand basic systematic searching for evidence on health technologies, including Boolean operators, key words, indexing terms, databases
- ☐ Systematic searching – proficient level: Execute basic systematic searching for evidence on health technologies, including identifying and locating sources
- ☐ Study designs – competent level: Understand characteristics of different study designs, including epidemiological study designs, clinical comparative studies, Real World Data (RWD), and the related evidence hierarchy
- ☐ Clinical practice guidelines – competent level: Understand the need of clinical practice guidelines in a HTA context
- ☐ PICO – competent level: Understand PICO (Patient, Intervention, Comparator, Outcome) formulation
- ☐ PICO – proficient level: Apply PICO formulation
- ☐ PICO – expert level: Evaluate PICO formulation
- ☐ Research protocol – competent level: Understand a research protocol for a HTA to address a policy issue
- ☐ Research protocol – proficient level: Carry out a specific research protocol for a HTA to address a policy issue
- ☐ Research protocol – expert level: Develop a specific research protocol for a HTA to address a policy issue

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Synthesis of evidence': *

You can select multiple competencies.

- ☐ Evidence synthesis – competent level: Understand evidence synthesis
- ☐ Evidence synthesis – proficient level: Undertake evidence synthesis
- ☐ Quality of evidence – competent level: Understand an analysis of the quality of evidence supporting a health technology, such as risk of bias analysis
- ☐ Quality of evidence – proficient level: Analyze the quality of evidence supporting a health technology, using for example risk of bias appraisals and quality of body of evidence analysis
- ☐ Quality of evidence – expert level: Evaluate an analysis of the quality of evidence supporting a health technology
- ☐ Systematic reviews and meta-analysis – competent level: Understand systematic reviews and meta-analysis and their role in HTA, including what they entail, why they are conducted, and their benefits and limitations
- ☐ Systematic reviews and meta-analysis – proficient level: Execute and analyze systematic reviews and meta-analysis, including selecting appropriate methods
- ☐ Systematic reviews and meta-analysis – expert level: Evaluate systematic reviews and meta-analysis
- ☐ Statistics – competent level: Understand basic statistics relevant to HTA, such as hypothesis testing, descriptive statistics, effect measures, measures of association, interpretation of confidence intervals, and minimal clinically important differences
- ☐ Statistics – proficient level: Execute and analyze statistics relevant to HTA, such as adjusted indirect comparisons, multivariate analyses, statistical modelling, diagnostic and predictive statistical measures, survival analyses, and exploration of heterogeneity
- ☐ Statistics – expert level: Evaluate statistical analysis relevant to HTA
- ☐ Qualitative data or mixed methods – competent level: Understand the role of qualitative research in HTA and its approaches, such as questionnaires, surveys, semi-structured interviews, Delphi techniques, and focus groups
- ☐ Qualitative data or mixed methods – proficient level: Execute and analyze qualitative data using different approaches such as thematic analysis, narrative review, content or discourse analysis
- ☐ Qualitative data or mixed methods – expert level: Design and evaluate qualitative or mixed methods
- ☐ Applicability and generalisability – competent level: Understand the applicability and generalizability of evidence due to national and international differences in context and its implications for decision-making
- ☐ Applicability and generalisability – proficient level: Analyze the applicability and generalizability of a particular evidence base for local HTA
- ☐ Applicability and generalisability – expert level: Evaluate the applicability and generalizability of the available evidence and assessments of applicability and generalizability undertaken by others

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Dissemination': *

You can select multiple competencies.

- ☐ Purpose and use of methods – competent level: Understand the purpose and use of methods from a multidisciplinary perspective in the HTA being conducted
- ☐ Purpose and use of methods – proficient level: Apply the purpose and the use of methods from a multidisciplinary perspective in the HTA being conducted
- ☐ Purpose and use of methods – expert level: Develop a clear vision of the purpose and the use of methods from a multidisciplinary perspective in the HTA being conducted
- ☐ Communication plan – competent level: Understand a communication plan for a given health technology
- ☐ Communication plan – proficient level: Prepare a communication plan for a given health technology, including tailoring this to the target audience(s)
- ☐ Contribution to decision-making – competent level: Understand why and how a particular HTA will contribute to decision-making, pricing policy, and clinical practice
- ☐ Contribution to decision-making – proficient level: Analyze why and how a particular HTA will contribute to decision-making, pricing policy, and clinical practice
- ☐ Contribution to decision-making – expert level: Develop a rationale why and how a particular HTA will contribute to decision-making, pricing policy, and clinical practice
- ☐ Questions – competent level: Understand questions from reviewers and other stakeholders effectively
- ☐ Questions – proficient level: Analyze questions from reviewers and other stakeholders effectively
- ☐ Questions – expert level: Manage questions from reviewers and other stakeholders effectively
- ☐ HTA report – competent level: Understand HTA products, such as a full HTA, rapid HTA, and mini HTA, and their strengths and limitations
- ☐ HTA report – proficient level: Prepare HTA products, such as a full HTA, rapid HTA, and mini HTA
- ☐ HTA report – expert level: Evaluate and develop HTA products, such as a full HTA, rapid HTA, and mini HTA within a given timeline

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Stakeholder engagement': *

You can select multiple competencies.

- ☐ Engaging stakeholders – competent level: Understand the rationale for and approaches to engage stakeholders in HTA, including patients and public
- ☐ Engaging stakeholders – proficient level: Identify, engage, and involve different stakeholders in HTA, including patients and public
- ☐ Different viewpoints – competent level: Understand different viewpoints from stakeholders, including differences between perspectives
- ☐ Different viewpoints – proficient level: Analyze different viewpoints from stakeholders
- ☐ Different viewpoints – expert level: Evaluate different viewpoints from stakeholders
- ☐ Deliberative process – competent level: Understand the importance of deliberation in HTA and the concept of a deliberative process for HTA
- ☐ Deliberative process – proficient level: Apply a deliberative process for HTA
- ☐ Deliberative process – expert level: Evaluate a deliberative process for HTA

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Communication and others': *

You can select multiple competencies.

- ☐ Writing and referencing skills – competent level: Recognize professional writing and referencing styles
- ☐ Writing and referencing skills – proficient level: Apply professional writing and referencing skills
- ☐ Time management – competent level: Understand effective time management
- ☐ Time management – proficient level: Apply effective time management
- ☐ Critical thinking – competent level: Understand critical thinking in HTA
- ☐ Critical thinking – proficient level: Apply critical thinking in HTA
- ☐ Unbiased and objective approach – competent level: Understand an unbiased and objective approach
- ☐ Unbiased and objective approach – proficient level: Apply an unbiased and objective approach
- ☐ Managerial processes and principles – competent level: Understand managerial processes and principles
- ☐ Managerial processes and principles – proficient level: Apply managerial processes and principles
- ☐ Working in a team – competent level: Understand working effectively in a team
- ☐ Working in a team – proficient level: Work effectively in a team
- ☐ Working in a team – expert level: Manage a team
- ☐ Advancing arguments – competent level: Understand arguments taking into account a legal, economic, and managerial approach
- ☐ Advancing arguments – proficient level: Analyze arguments taking into account a legal, economic, and managerial approach
- ☐ Advancing arguments – expert level: Formulate arguments taking into account a legal, economic, and managerial approach
- ☐ Scientific principles – competent level: Understand principles that guide scientific practices, including honesty, diligence, transparency, independence, and responsibility
- ☐ Scientific principles – proficient level: Apply principles that guide scientific practices, including honesty, diligence, transparency, independence, and responsibility
- ☐ Scientific principles – expert level: Evaluate the use of principles that guide scientific practices, including honesty, diligence, transparency, independence, and responsibility

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Artificial Intelligence in HTA': *

You can select multiple competencies.

- ☐ AI – competent level: Understand AI methods (tools and techniques) in HTA
- ☐ AI – proficient level: Apply AI methods in HTA in a responsible way
- ☐ AI – expert level: Evaluate AI methods in HTA

Competencies you want your team and/or organisation to improve (third domain)

The following questions will cover competency domains to answer at a team and/or organization level. You can select a third domain now.

What is the third competency domain you want your team and/or organisation to improve, taking the mandate and level of maturity of your HTA organisation into consideration? *

- ☐ Health problem and current use of the technology - HTA domain
- ☐ Description and technical characteristics - HTA domain
- ☐ Safety - HTA domain
- ☐ Clinical effectiveness - HTA domain
- ☐ Costs and economic evaluation - HTA domain
- ☐ Ethical analysis - HTA domain
- ☐ Organisation aspects - HTA domain
- ☐ Patient and/or carer, social, and cultural aspects - HTA domain
- ☐ Legal aspects - HTA domain
- ☐ Environmental aspects - HTA domain
- ☐ Introduction to HTA - process domain
- ☐ Prioritization - process domain
- ☐ Scoping - process domain
- ☐ Synthesis of evidence - process domain
- ☐ Dissemination - process domain
- ☐ Stakeholder engagement in HTA - process domain
- ☐ Communication and others - process domain
- ☐ Artificial Intelligence use in HTA - process domain

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Health problem and current use of the technology': *

You can select multiple competencies.

- ☐ Health problem – competent level: Understand the health problem related to the technology under assessment, including the current context (e.g., population characteristics, setting, health professional characteristics), clinical pathway, and general features relevant to HTA (e.g., natural history of condition, and incidence/prevalence)
- ☐ Alternatives to the technology – competent level: Understand the alternatives to the technology under assessment
- ☐ Relevant information on the technology – competent level: Understand the relevant information on the current use of the technology under assessment
- ☐ Relevant information on the technology – proficient level: Analyze information from different studies and stakeholders regarding the current use of the technology under assessment

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Description and technical characteristics': *

You can select multiple competencies.

- ☐ Technical characteristics – competent level: Understand the technology and its technical characteristics, including the purpose (e.g., prevention, diagnosis, treatment, monitoring, rehabilitation) and the mechanism of action
- ☐ Data on the technology – competent level: Understand data on the technology, retrieved from different studies and relevant stakeholders
- ☐ Data on the technology – proficient level: Analyze data on the technology, retrieved from different studies and relevant stakeholders
- ☐ Clinical and medical technology development – competent level: Understand the basics of clinical and medical technology development for different types of technologies (pharmaceuticals, vaccines, medical devices, imaging, blood products, genetic and genomic tests, public health initiatives, Advanced Therapy Medicinal Products (ATMP's), digital health technologies, etc.)
- ☐ Context of the technological innovation – competent level: Understand the context in which technological innovation is developed

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Safety':

*

You can select multiple competencies.

- ☐ Safety in HTA – competent level: Understand adverse events, patient safety, occupational safety, environmental safety, and safety risk management
- ☐ Safety in HTA – proficient level: Analyze adverse events, patient safety, occupational safety, environmental safety, and safety risk management
- ☐ Safety in HTA – expert level: Evaluate adverse events, patient safety, occupational safety, environmental safety, and safety risk management

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Clinical Effectiveness': *

You can select multiple competencies.

- ☐ Clinical effectiveness evidence – competent level: Identify relevant clinical effectiveness evidence, for example mortality, morbidity, as well as patient reported outcome measures (PROMs), and quality of life
- ☐ Clinical effectiveness evidence – proficient level: Analyze relevant clinical effectiveness evidence, for example mortality, morbidity, as well as patient reported outcome measures (PROMs), and quality of life
- ☐ Clinical effectiveness evidence – expert level: Evaluate the clinical effectiveness of health technologies, for example mortality, morbidity, as well as patient reported outcome measures (PROMs), and quality of life

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Costs and economic evaluation': *

You can select multiple competencies.

- ☐ Relative strength of economic evaluations – competent level: Understand the relative strength of different economic evaluations
- ☐ Relative strength of economic evaluations – proficient level: Analyze the relative strength of different economic evaluations
- ☐ Relative strength of economic evaluations – expert level: Evaluate the relative strength of different economic evaluations
- ☐ Quality of economic analysis – competent level: Discuss the quality of published economic analyses
- ☐ Quality of economic analysis – proficient level: Analyze the quality of published economic analyses
- ☐ Quality of economic analysis – expert level: Evaluate the quality of published economic analyses
- ☐ Economic analysis – competent level: Understand different types of economic analyses, including budget impact analysis, their purpose and output, and relevant concepts including opportunity cost, discounting, perspective, uncertainty, health costs, clinical data inputs, incremental cost-effectiveness ratio (ICER), health-related utility measures, and sensitivity analysis
- ☐ Economic analysis – proficient level: Undertake economic analyses, including budget impact analysis
- ☐ Economic analysis – expert level: Design economic evaluation studies, including budget impact analysis
- ☐ Economic modelling – competent level: Understand economic modelling, including different types of model structure
- ☐ Economic modelling – proficient level: Undertake economic modelling, including building a model in a software application
- ☐ Economic modelling – expert level: Evaluate economic modelling

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Ethical analysis': *

You can select multiple competencies.

- ☐ Ethical analysis – competent level: Understand the importance of ethical analysis in HTA, ethical aspects in relation to the technology under consideration and the HTA process, fact/value dichotomy, and common bioethical issues and concepts (e.g., treatment refusal, privacy, autonomy, informed consent, conflicts of interest, resource allocation, justice, non-maleficence, beneficence, solidarity)
- ☐ Methods for ethical analysis – competent level: Understand methods for the analysis of ethical aspects in HTA
- ☐ Methods for ethical analysis – proficient level: Analyze ethical aspects in HTA, including relevant beliefs and values
- ☐ Methods for ethical analysis – expert level: Evaluate an analysis of ethical aspects in HTA, including the strengths and weaknesses of arguments

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Organisational aspects': *

You can select multiple competencies.

- ☐ Organisational aspects – competent level: Understand which organizational aspects affect the implementation of a technology
- ☐ Methods for organisational aspects – competent level: Understand methods for analysis of organizational and implementation issues in HTA
- ☐ Methods for organisational aspects – proficient level: Analyze how the technology will be implemented and the organizational aspects such as work processes, patient care pathway, management, access, demographic variation, required training, workforce, and sustainability (such as economic growth and social well-being)
- ☐ Methods for organisational aspects – expert level: Evaluate an analysis of organizational aspects affecting implementation of a health technology

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Patient and/or carer, social, and cultural aspects': *

You can select multiple competencies.

- ☐ Patient and/or carer, social, and cultural aspects – competent level: Understand which patient and/or carer, social, and cultural aspects affect an HTA, such as equity, equality, acceptability of a technology, community norms, and healthcare professional preferences
- ☐ Methods for patient and/or carer, social, and cultural aspects – competent level: Understand methods for analysis of patient and/or carer, social, and cultural aspects
- ☐ Methods for patient and/or carer, social, and cultural aspects – proficient level: Analyze patient and/or carer, social, and cultural aspects in an HTA
- ☐ Methods for patient and/or carer, social, and cultural aspects – expert level: Evaluate an analysis of patient and/or carer, social, and cultural aspects in an HTA

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Legal aspects': *

You can select multiple competencies.

- ☐ Legal aspects – competent level: Understand which legal aspects affect an HTA, such as confidentiality and intellectual property provisions and rules and regulations
- ☐ Methods for legal aspects – competent level: Understand methods for analysis of legal aspects relevant to the technology
- ☐ Methods for legal aspects – proficient level: Analyze legal aspects relevant to the technology, such as health data privacy and data storage
- ☐ Methods for legal aspects – expert level: Evaluate an analysis of legal aspects relevant to the technology

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Environmental aspects': *

You can select multiple competencies.

- ☐ Environmental aspects – competent level: Understand the environmental aspects of the technology under assessment and when to consider this in an HTA
- ☐ Methods for environmental aspects – competent level: Understand different methods for analysis of environmental aspects relevant to the technology
- ☐ Methods for environmental aspects – proficient level: Analyze environmental aspects related to the HTA
- ☐ Methods for environmental aspects – expert level: Evaluate an analysis of environmental aspects related to the HTA

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Introduction to HTA': *

You can select multiple competencies.

- ☐ Health policy analysis – competent level: Understand the concept and relevance of health policy analysis
- ☐ Health care management – competent level: Understand the concept of health care management
- ☐ Health system models and practice – competent level: Understand different health system models and practices, including their structures, country-specific health indicators, types of indicators, their epidemiological interpretations, actors in the system, and financing
- ☐ Health system models and practice – proficient level: Analyze different health system models and practices, including their structures, country-specific health indicators, types of indicators, their epidemiological interpretations, actors in the system, and financing
- ☐ Definition of HTA – competent level: Understand the definition, including the multidisciplinary nature of HTA
- ☐ HTA application – competent level: Understand the HTA process, rationale for HTA, its application in various contexts, how HTA influences decision making, stakeholders that may be involved, and the differences between countries
- ☐ HTA at different levels of health care – competent level: Understand similarities and differences in HTA at different levels of health care (micro, meso, and macro)
- ☐ Health services evaluation – competent level: Understand the concept of health services evaluation
- ☐ Basics of HTA – competent level: Understand the basics of HTA methodologies, including strengths and weaknesses
- ☐ Evidence-based medicine – competent level: Understand the contribution of evidence-based medicine to HTA
- ☐ Influence of evidence and economics – competent level: Understand the influence of evidence and economics in usual healthcare practice and policy making, including principles of supply and demand and market approaches
- ☐ Lifecycle approach – competent level: Understand the lifecycle of health technologies in healthcare systems
- ☐ Health technology reassessment and post-market review – competent level: Understand the concept of re-assessment, the ways in which HTA-informed decisions can be reviewed over time as new information becomes available, and the local process for post-market review
- ☐ Health technology reassessment and post-market review – proficient level: Undertake re-assessment of a health technology
- ☐ Health technology reassessment and post-market review – expert level: Evaluate re-assessment of a health technology
- ☐ Methods for evaluating strategic decisions – competent level: Understand methods for formulating, implementing, and evaluating strategic decisions in healthcare
- ☐ Methods for evaluating strategic decisions – proficient level: Apply methods for formulating, implementing, and evaluating strategic decisions in healthcare

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Prioritization': *

You can select multiple competencies.

- ☐ Priority setting in healthcare systems – competent level: Understand the objectives of healthcare systems and how the choice of objective may impact priority setting
- ☐ Prioritization – competent level: Understand prioritization of research and governmental or international health policy planning
- ☐ Prioritization – proficient level: Apply prioritization of research and governmental or international health policy planning
- ☐ Prioritization – expert level: Formulate prioritization of research and governmental or international health policy planning
- ☐ Methodologies – competent level: Understands the research methodologies used for informing priorities in healthcare systems
- ☐ Methodologies – proficient level: Apply the research methodologies used for informing priorities in healthcare systems
- ☐ Methodologies – expert level: Evaluate the research methodologies used for informing priorities in healthcare systems
- ☐ Horizon scanning – competent level: Understand the process of horizon scanning and its influence on prioritization, including the key aspects; identification, filtering and prioritization, impact assessment, and preparedness
- ☐ Horizon scanning – proficient level: Analyze the outcomes of horizon scanning and its influence on prioritization
- ☐ Horizon scanning – expert level: Evaluate the outcomes of horizon scanning and develop recommendations for prioritization

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Scoping': *

You can select multiple competencies.

- ☐ HTA studies – competent level: Understand how HTA studies are initiated (by whom, how, and why)
- ☐ Evidence requirements – competent level: Understand information and evidence requirements for regulation and healthcare policy making in the context of new and existing health technologies
- ☐ Systematic searching – competent level: Understand basic systematic searching for evidence on health technologies, including Boolean operators, key words, indexing terms, databases
- ☐ Systematic searching – proficient level: Execute basic systematic searching for evidence on health technologies, including identifying and locating sources
- ☐ Study designs – competent level: Understand characteristics of different study designs, including epidemiological study designs, clinical comparative studies, Real World Data (RWD), and the related evidence hierarchy
- ☐ Clinical practice guidelines – competent level: Understand the need of clinical practice guidelines in a HTA context
- ☐ PICO – competent level: Understand PICO (Patient, Intervention, Comparator, Outcome) formulation
- ☐ PICO – proficient level: Apply PICO formulation
- ☐ PICO – expert level: Evaluate PICO formulation
- ☐ Research protocol – competent level: Understand a research protocol for a HTA to address a policy issue
- ☐ Research protocol – proficient level: Carry out a specific research protocol for a HTA to address a policy issue
- ☐ Research protocol – expert level: Develop a specific research protocol for a HTA to address a policy issue

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Synthesis of evidence': *

You can select multiple competencies.

- ☐ Evidence synthesis – competent level: Understand evidence synthesis
- ☐ Evidence synthesis – proficient level: Undertake evidence synthesis
- ☐ Quality of evidence – competent level: Understand an analysis of the quality of evidence supporting a health technology, such as risk of bias analysis
- ☐ Quality of evidence – proficient level: Analyze the quality of evidence supporting a health technology, using for example risk of bias appraisals and quality of body of evidence analysis
- ☐ Quality of evidence – expert level: Evaluate an analysis of the quality of evidence supporting a health technology
- ☐ Systematic reviews and meta-analysis – competent level: Understand systematic reviews and meta-analysis and their role in HTA, including what they entail, why they are conducted, and their benefits and limitations
- ☐ Systematic reviews and meta-analysis – proficient level: Execute and analyze systematic reviews and meta-analysis, including selecting appropriate methods
- ☐ Systematic reviews and meta-analysis – expert level: Evaluate systematic reviews and meta-analysis
- ☐ Statistics – competent level: Understand basic statistics relevant to HTA, such as hypothesis testing, descriptive statistics, effect measures, measures of association, interpretation of confidence intervals, and minimal clinically important differences
- ☐ Statistics – proficient level: Execute and analyze statistics relevant to HTA, such as adjusted indirect comparisons, multivariate analyses, statistical modelling, diagnostic and predictive statistical measures, survival analyses, and exploration of heterogeneity
- ☐ Statistics – expert level: Evaluate statistical analysis relevant to HTA
- ☐ Qualitative data or mixed methods – competent level: Understand the role of qualitative research in HTA and its approaches, such as questionnaires, surveys, semi-structured interviews, Delphi techniques, and focus groups
- ☐ Qualitative data or mixed methods – proficient level: Execute and analyze qualitative data using different approaches such as thematic analysis, narrative review, content or discourse analysis
- ☐ Qualitative data or mixed methods – expert level: Design and evaluate qualitative or mixed methods
- ☐ Applicability and generalisability – competent level: Understand the applicability and generalizability of evidence due to national and international differences in context and its implications for decision-making
- ☐ Applicability and generalisability – proficient level: Analyze the applicability and generalizability of a particular evidence base for local HTA
- ☐ Applicability and generalisability – expert level: Evaluate the applicability and generalizability of the available evidence and assessments of applicability and generalizability undertaken by others

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Dissemination': *

You can select multiple competencies.

- ☐ Purpose and use of methods – competent level: Understand the purpose and use of methods from a multidisciplinary perspective in the HTA being conducted
- ☐ Purpose and use of methods – proficient level: Apply the purpose and the use of methods from a multidisciplinary perspective in the HTA being conducted
- ☐ Purpose and use of methods – expert level: Develop a clear vision of the purpose and the use of methods from a multidisciplinary perspective in the HTA being conducted
- ☐ Communication plan – competent level: Understand a communication plan for a given health technology
- ☐ Communication plan – proficient level: Prepare a communication plan for a given health technology, including tailoring this to the target audience(s)
- ☐ Contribution to decision-making – competent level: Understand why and how a particular HTA will contribute to decision-making, pricing policy, and clinical practice
- ☐ Contribution to decision-making – proficient level: Analyze why and how a particular HTA will contribute to decision-making, pricing policy, and clinical practice
- ☐ Contribution to decision-making – expert level: Develop a rationale why and how a particular HTA will contribute to decision-making, pricing policy, and clinical practice
- ☐ Questions – competent level: Understand questions from reviewers and other stakeholders effectively
- ☐ Questions – proficient level: Analyze questions from reviewers and other stakeholders effectively
- ☐ Questions – expert level: Manage questions from reviewers and other stakeholders effectively
- ☐ HTA report – competent level: Understand HTA products, such as a full HTA, rapid HTA, and mini HTA, and their strengths and limitations
- ☐ HTA report – proficient level: Prepare HTA products, such as a full HTA, rapid HTA, and mini HTA
- ☐ HTA report – expert level: Evaluate and develop HTA products, such as a full HTA, rapid HTA, and mini HTA within a given timeline

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Stakeholder engagement': *

You can select multiple competencies.

- ☐ Engaging stakeholders – competent level: Understand the rationale for and approaches to engage stakeholders in HTA, including patients and public
- ☐ Engaging stakeholders – proficient level: Identify, engage, and involve different stakeholders in HTA, including patients and public
- ☐ Different viewpoints – competent level: Understand different viewpoints from stakeholders, including differences between perspectives
- ☐ Different viewpoints – proficient level: Analyze different viewpoints from stakeholders
- ☐ Different viewpoints – expert level: Evaluate different viewpoints from stakeholders
- ☐ Deliberative process – competent level: Understand the importance of deliberation in HTA and the concept of a deliberative process for HTA
- ☐ Deliberative process – proficient level: Apply a deliberative process for HTA
- ☐ Deliberative process – expert level: Evaluate a deliberative process for HTA

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Communication and others': *

You can select multiple competencies.

- ☐ Writing and referencing skills – competent level: Recognize professional writing and referencing styles
- ☐ Writing and referencing skills – proficient level: Apply professional writing and referencing skills
- ☐ Time management – competent level: Understand effective time management
- ☐ Time management – proficient level: Apply effective time management
- ☐ Critical thinking – competent level: Understand critical thinking in HTA
- ☐ Critical thinking – proficient level: Apply critical thinking in HTA
- ☐ Unbiased and objective approach – competent level: Understand an unbiased and objective approach
- ☐ Unbiased and objective approach – proficient level: Apply an unbiased and objective approach
- ☐ Managerial processes and principles – competent level: Understand managerial processes and principles
- ☐ Managerial processes and principles – proficient level: Apply managerial processes and principles
- ☐ Working in a team – competent level: Understand working effectively in a team
- ☐ Working in a team – proficient level: Work effectively in a team
- ☐ Working in a team – expert level: Manage a team
- ☐ Advancing arguments – competent level: Understand arguments taking into account a legal, economic, and managerial approach
- ☐ Advancing arguments – proficient level: Analyze arguments taking into account a legal, economic, and managerial approach
- ☐ Advancing arguments – expert level: Formulate arguments taking into account a legal, economic, and managerial approach
- ☐ Scientific principles – competent level: Understand principles that guide scientific practices, including honesty, diligence, transparency, independence, and responsibility
- ☐ Scientific principles – proficient level: Apply principles that guide scientific practices, including honesty, diligence, transparency, independence, and responsibility
- ☐ Scientific principles – expert level: Evaluate the use of principles that guide scientific practices, including honesty, diligence, transparency, independence, and responsibility

Please select which competencies you want your team and/or organisation to improve within the competency domain 'Artificial Intelligence in HTA': *

You can select multiple competencies.

- ☐ AI – competent level: Understand AI methods (tools and techniques) in HTA
- ☐ AI – proficient level: Apply AI methods in HTA in a responsible way
- ☐ AI – expert level: Evaluate AI methods in HTA

No informed consent

You did not accept the informed consent, therefore, you cannot participate in the survey. Thank you for your time.

Closing statement

Do you have any additional comments that have not been addressed in the survey?

Thank you!

Thank you for your participation in this survey.

Deze inhoud is niet door Microsoft gemaakt noch goedgekeurd. De gegevens die u verzendt, zal worden gestuurd naar de eigenaar van het formulier.



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