

Joint Action Health Workforce
Planning and Forecasting



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Joint Action on Health Workforce Planning and Forecasting

**SEEHN meeting
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I. Introduction

Why Planning & Forecasting



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Global deficit of Health Workforce is estimated to rise to about 12.9 million skilled health professionals (midwives, nurses and physicians) by 2035. (source WHO/

GHWA-2013)

A EU note estimated the deficit* for EU at 1.1 million in 2020.

Major variation within EU and within countries.

Large impact of the health professionals and students mobility

*very poor assumptions but the trend is OK

The factors influencing Health Workforce

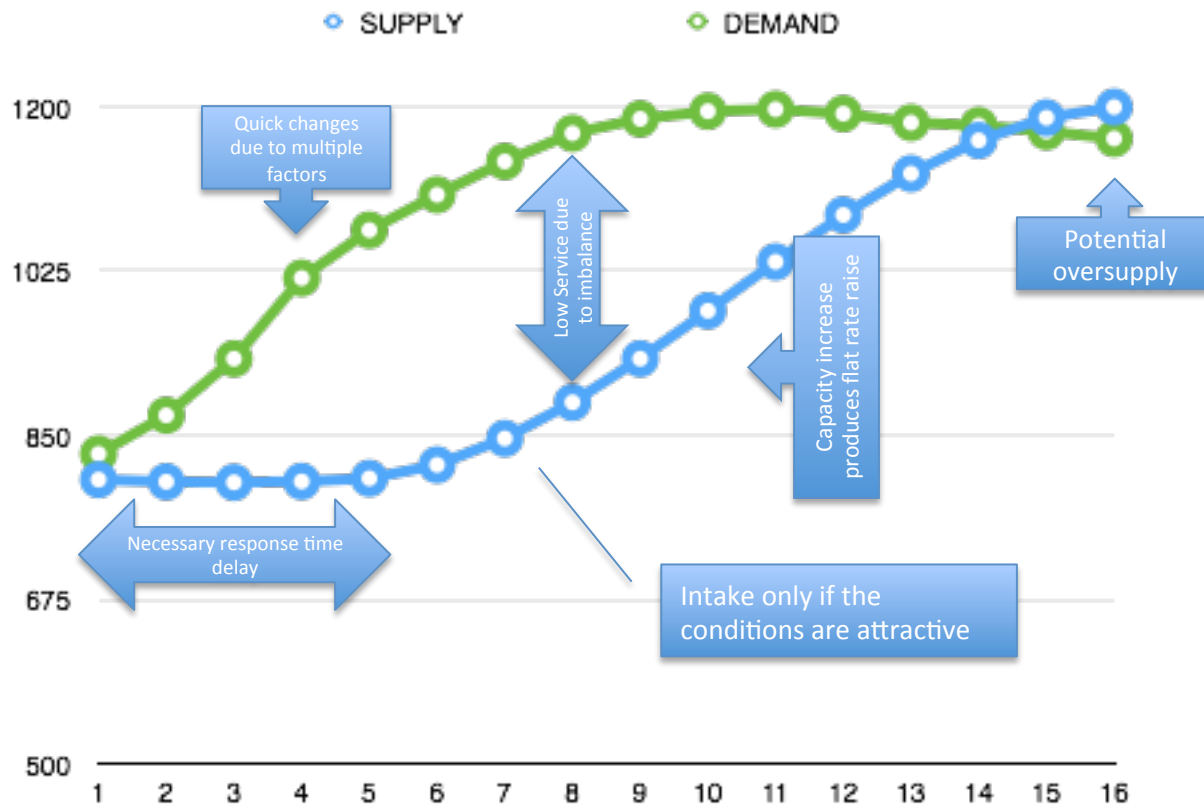


- All those factors are both threats and opportunities
- The kinetic to for analysing a threat and build policies on the opportunities is the issue!



WHY DO WE NEED TO PLAN ?

... let's answer the question «What if we let go ? »



ADAPTING TOO SLOWLY !

PLANNING HELPS



Main questions :

- How does the shortage (or inadequacy) impacts the patients ?
- Which assurance do we have that the production will respond to the needs ?

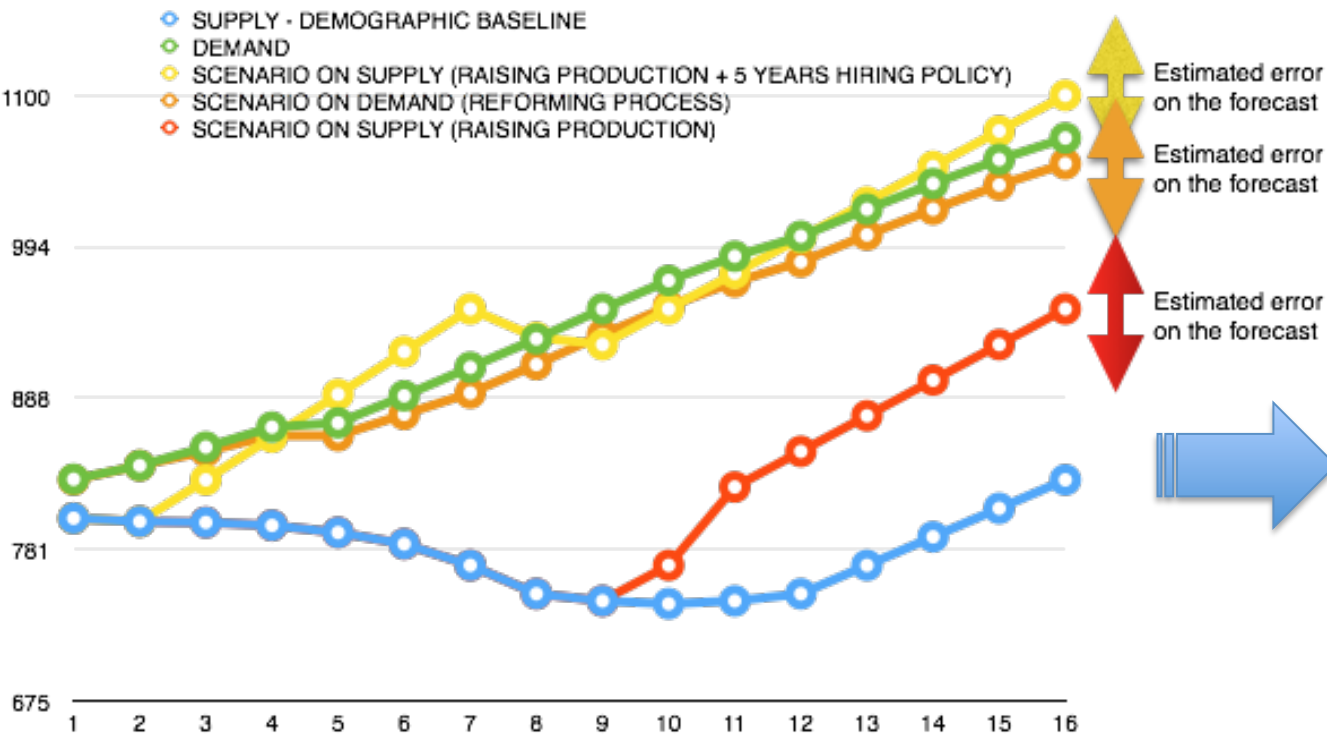
WHAT PLANNING IS NOT:



DISCHARGE OF
RESPONSIBILITY

XXXXX
XXXXX

WHAT PLANNING IS:



Competent
authority





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II. EU Joint Action

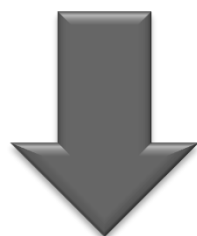
What do we do about it ?



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EU REACTION

- Great variety in HWF planning methods across MSs
- Great variety in HWF planning levels across MSs
- Sharing and exchanging practices will support MSs capacity in HWF Planning



2012: EU Action Plan for the Health Workforce

Action Plan

Improve workforce planning

Anticipate skills needs

Recruitment and retention

International 'ethical' recruitment



- European platform of Member States and professional organisations by launching a three year EU Joint Action on workforce forecasting and planning
- Mapping education and training capacities of health professionals in cooperation with OECD

The JA EUWHF (2)

General Objective

To collaborate and exchange between Member States to support them in their health workforce planning and to increase Member States' and Europe's capacity to take effective and sustainable measures.

Focus on 5 professions :

- doctors
- nurses
- pharmacists
- dentists
- midwives



Starting date:
April 1st 2013

Duration:
3 years

The JA EUHWF: specific objectives

Increased knowledge :

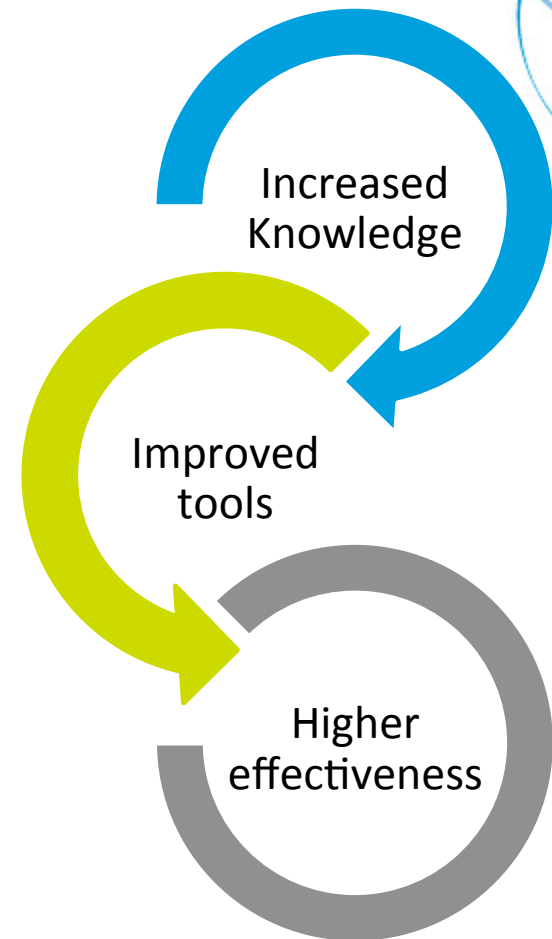
- Better understanding of terminology
- Updated information on mobility trends
- Estimation of future skills and competencies needed for the HWF

Improved tools:

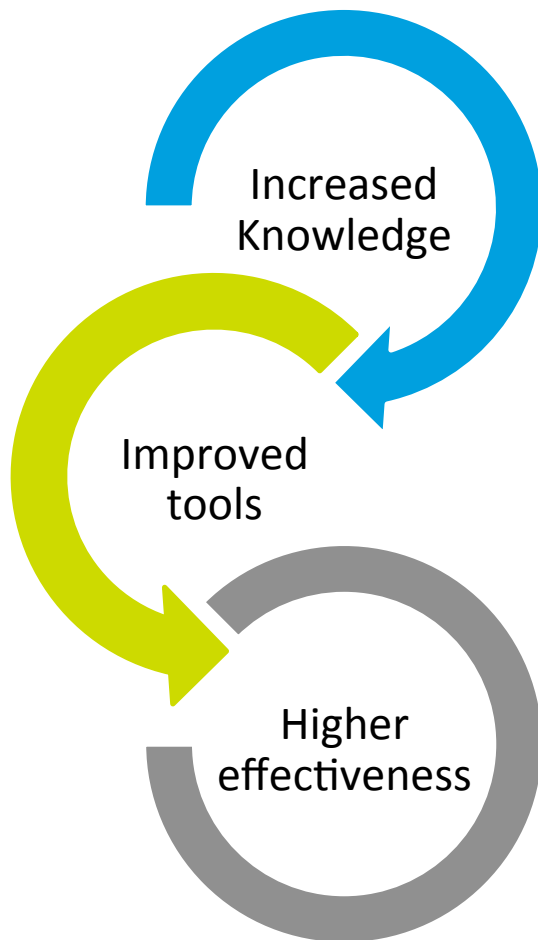
- Guidelines on quantitative and qualitative planning methodologies
- Platform for cooperation to find possible solutions on expected shortages

Higher effectiveness:

- Better monitoring by access to timely data
- Increased quantitative and qualitative planning capacity
- Higher impact of HWF planning and forecasts on policy decision making

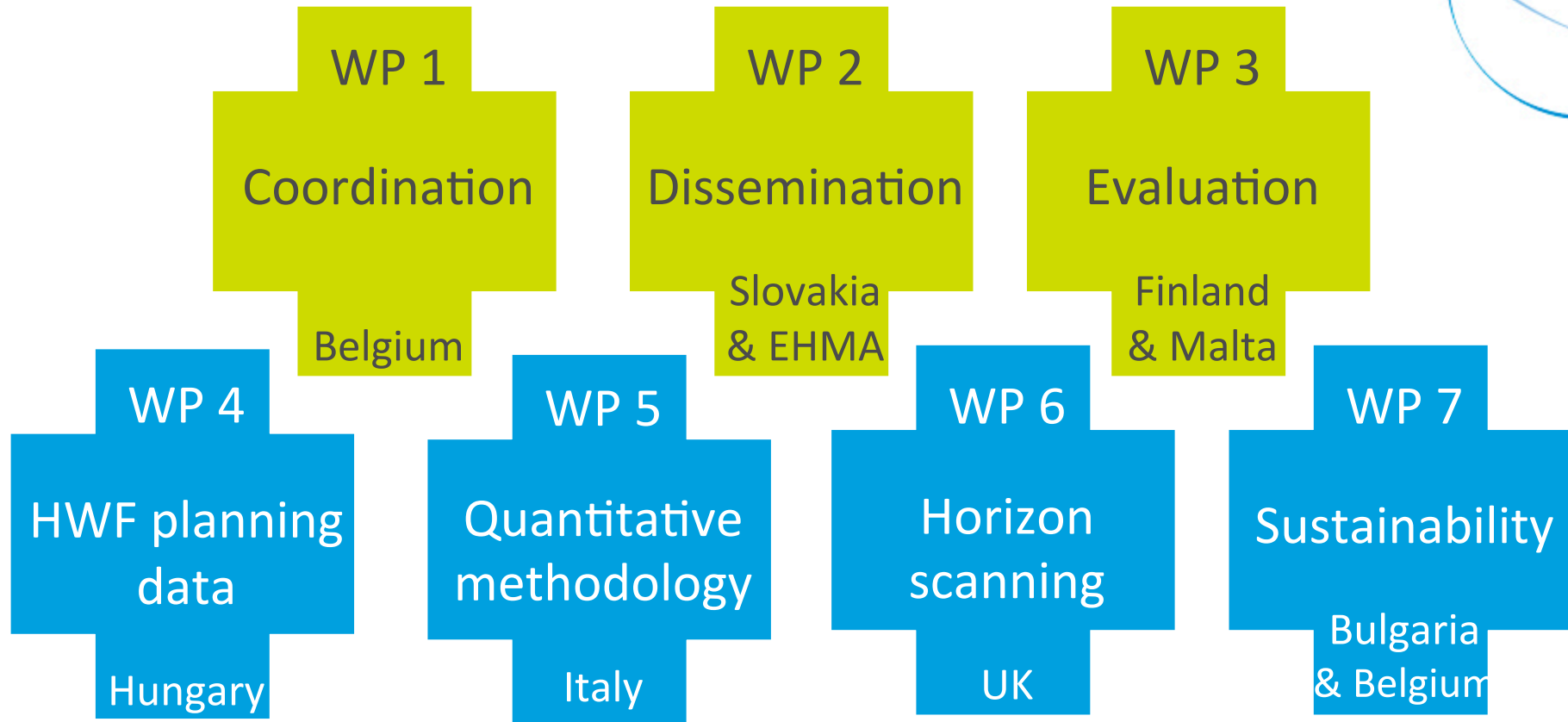


The JA EUHWF: Main Messages



- There is a lot to learn from each other
- Despite the differences, planning together has a future
- International reporting is useful
- Good definitions can be found and used at national level
- Easy tools lead to good policy results
- Mobility data collection is feasible
- Behind to horizon is our future
- Planning is feasible
- Data collection may be achieved

The JA EUWHF : 7 work packages

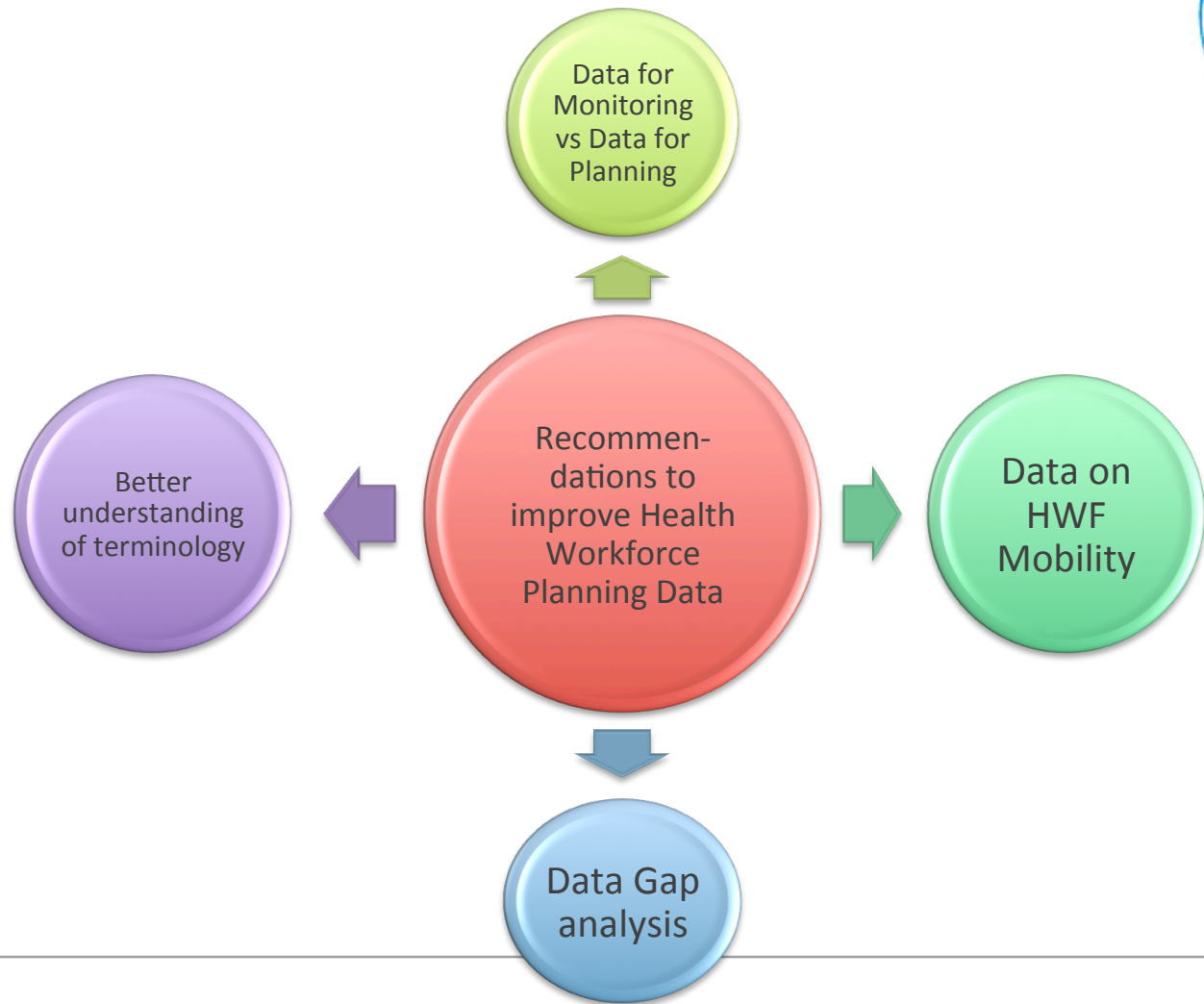


The JA EUHWF : Core work packages

WP 4

HWF planning
data

Hungary



WP4 – results to date

ACTIIVITY 1 – International data collection

Finalizing a gap analysis of the response process to the WHO/OECD/EU Joint Questionnaire

- 27 recommendations
 - Some improvement proposed to the JQ process
 - Many good practices proposed at the national level
- Final version due in March 2015

ACTIVITY 2 – Mobility data

Applicability of the WHO Global Code of Practice to EU

- draft report to be presented on December 4th (Rome)
- Final report due in March 2015

Final Workshop on Mobility Data

- Rome December 3rd.
- Final report with recommendations due in March 2015

The JA EUHWF : Core work packages

WP 5

Quantitative
methodology

Italy



WP5 – results to date

FIRST EVER EU
HANDBOOK BASED ON
EXISTING EXPERIENCE
ALMOST OUT



**Build on the experience of countries
with a demand & a supply model.**

1. Belgium;
2. Finland;
3. The Netherlands;
4. England;
5. Norway.

**Adding 2 countries using a
supply based model:**

6. Denmark and
7. Spain.



**Millions of euros worth
knowledge made
available web-based**

- ⇒ Many high value contributors
- ⇒ No 'ideal' method, but explained experience in context.

WP5 – Starting now

PILOT PROJECT ITALY	PILOT PROJECT PORTUGAL
<p>Building up planning capacity in a country with regional autonomy on healthcare.</p> <p><u>Targets :</u></p> <ul style="list-style-type: none">- Data collection- Forecasting the needs- Creating transparent calculation of education grants	<p>Building up planning capacity in a country with central management of healthcare.</p> <p><u>Targets :</u></p> <ul style="list-style-type: none">- Data collection- Full planning of 4 professions by 2020.- Create dialogue on the future needs
FEASIBILITY STUDY GERMANY	ANOTHER FEASIBILITY STUDY
<p>Could a self-regulated medical culture benefit from more planning ?</p> <p><u>Targets :</u></p> <ul style="list-style-type: none">- Install a stakeholders dialogue- Analyse feasibility and benefits.	<p>Eastern country case ?</p> <p><u>Proposed targets :</u></p> <ul style="list-style-type: none">- Asses the applicability of Western based handbook to Eastern countries- Identify implementation path

The JA EUHWF : Core work packages



Quantitative Planning
methodologies
enriched with
qualitative
information collection

Estimation of future
megatrends and
scenarios influencing
HWF

Advanced in-country
Planning system
taking expected
future changes into
account

Examples
of megatrends and scenarios :

- Rapid changing technology
- Future skills and skill mixes
- Changing patients' needs and expectations

WP6 – results to date

ACTIVITY 1 – Inventory of the methodologies for gathering qualitative informations	ACTIVITY 2 – Insights on future skills and competences
<p>Final version produced. Will be available in March 2015</p>	<p>55 interviews conducted 264 drivers identified</p> <ul style="list-style-type: none">• Interim presentation in Rome December 5th <p>Production of 5 policy briefs based on those findings in 2015.</p>
Activity 3 – build of a web content on portal	Activity 4 – Pilot study on the future of General Practitioners
<p>Portal to be delivered in March 2015</p>	<p>Start in December 2014</p>

The JA EUHWF : Core work packages

WP 7

Sustainability

Bulgaria
& Belgium



WP7 – results to date

Creating a Network of Experts	Gathering the opinion of younger generation
The mission and proposed organisation of the network of health workforce planning expert will be proposed at the plenary assembly in March 2015	4 pilot studies conducted that will lead to a proposal of consistently include younger generation opinion in policy dialogue regarding HWF
In progress	
Proposal of response to the following questions :	
1. How to further improve planning capacity & data collection?	2. How to move forward to policy dialogues and adoption of collective commitments?
3. What are the next actions to start in health, employment, education, ...?	4. Is circular mobility a myth or a reality?

The JA EUHWF : Useful outcome for SEEHN



SEEHN are mostly
sending countries
with higher challenge
EU does care
EU supports



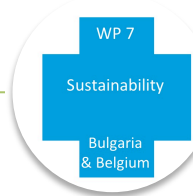
Political
follow up on
HWF Mobility



Accessible and
comprehensive guide
on Implementation

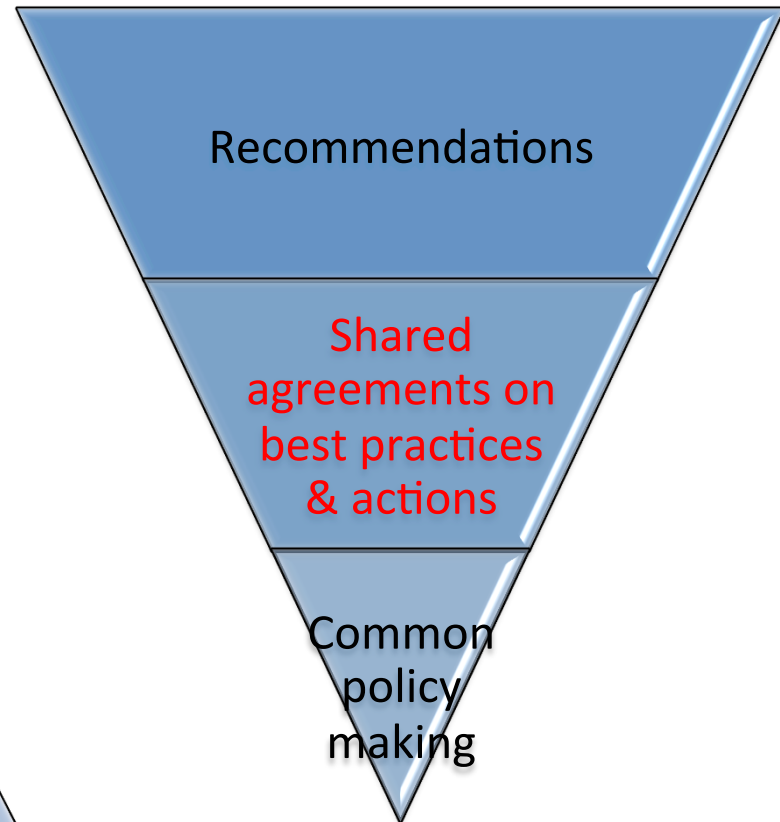
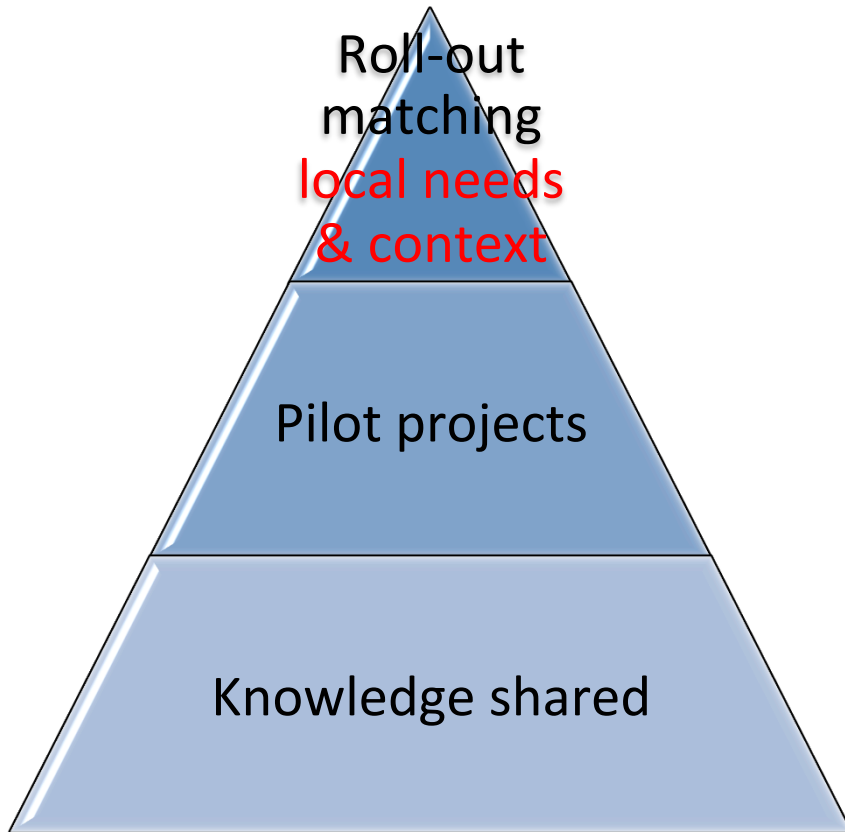


Better preperation
on future
challenges for HWF



Participation
in the Network
of Experts

Together is a key word



Agenda



DEC
4&5

Conference on improving planning
methodologies & data across Europe
(under the Italian Presidency)

Rome

winter
2015

3rd JA Conference on the future of
European Health Workforce

Bulgaria

The JA EUHWF : More information

Website

<http://www.euhwforce.eu/> (temporary)

Email

EUHWForce@health.belgium.be

Within EEHN members : BG Team

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Thank you for your attention !

