

Joint Action Health Workforce
Planning and Forecasting



Joint Action Health Workforce
Planning and Forecasting

Joint Action on Health Workforce Planning and Forecasting

UPDATE REPORT
**Working Group on European Health
Workforce**
Brussels, November 24, 2014

Michel Van Hoegaerden, Programme Manager



Funded by
the Health Programme
of the European Union

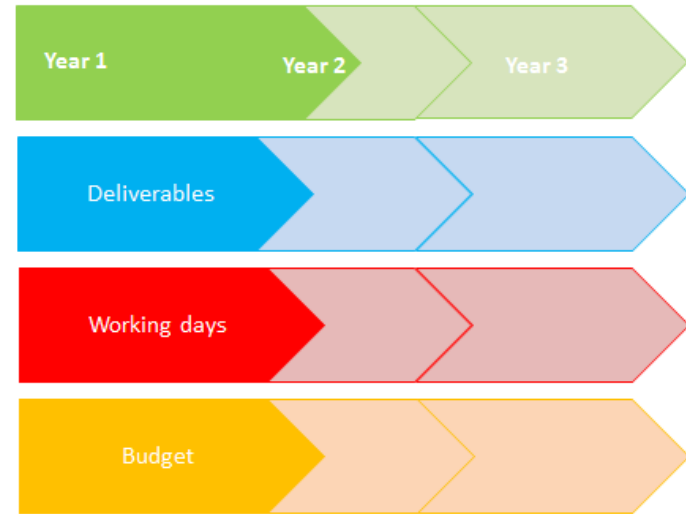


Joint Action Health Workforce
Planning and Forecasting

WP1 Interim report is provided to CHAFEA and made available to all partners on SHAREPOINT :

https://collab.health.fgov.be/sites/dg1/CW/JAEUHWF/WP_1/Official%20Reporting/

Overall Progress:



WP2 New dissemination plan on SHAREPOINT :

https://collab.health.fgov.be/sites/dg1/CW/JAEUHWF/WP_1/Meeting/Executive%20Board%20Meetings/141104_WP2_D023%20Dissemination%20plan.docx

, and conference is set-up.

WP3 Evaluation work started - D061 fully evaluated. See SHAREPOINT :

https://collab.health.fgov.be/sites/dg1/CW/JAEUHWF/WP_1/Meeting/Executive%20Board%20Meetings/141028_WP3_Draft%20Ev%20Report%20D061%20User's%20Guidelines%20on%20Qualitative%20Methods_version05.doc



Funded by
the Health Programme
of the European Union

JOINT ACTION CONFERENCE ON IMPROVING PLANNING METHODOLOGIES AND DATA ACROSS EUROPE



December 4th – 5th in Rome
under the auspices of the Italian presidency

CURRENT STATE OF ART

- Up to date: 172 participants registered and still growing (target: 250)
- Wide variety of partners/stakeholders/ decision-makers registered
- Programme of the conference almost completed
- The conference will thematically tackle three main topics:
 - Employment of HWF
 - Improving Planning Methodologies
 - Applicability of the Global Code of Practice

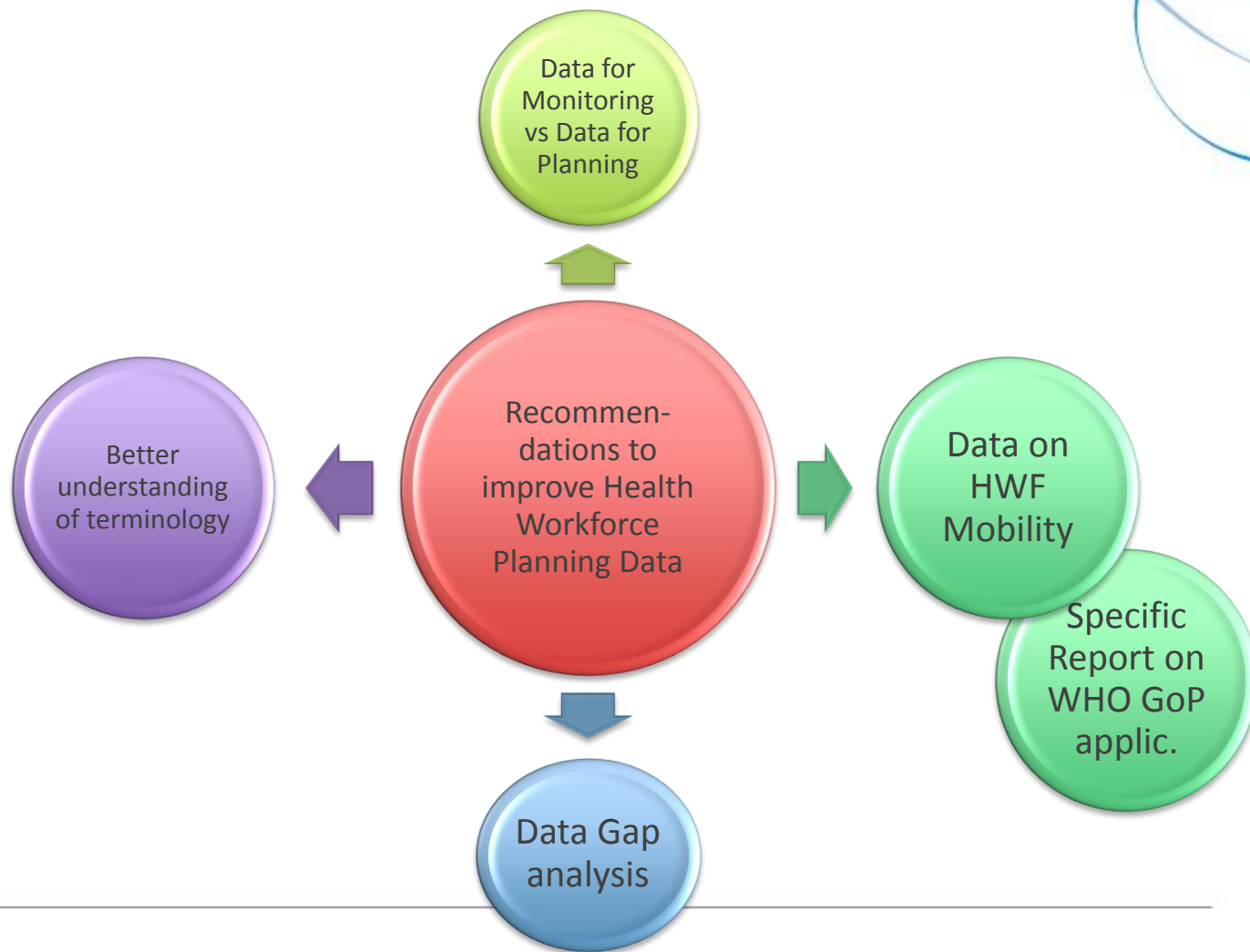
All information on our website: www.euhwforce.eu

The JA EUHWF : Core work packages

WP 4

HWF planning
data

Hungary



WP4 – results to date

ACTIVITY 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

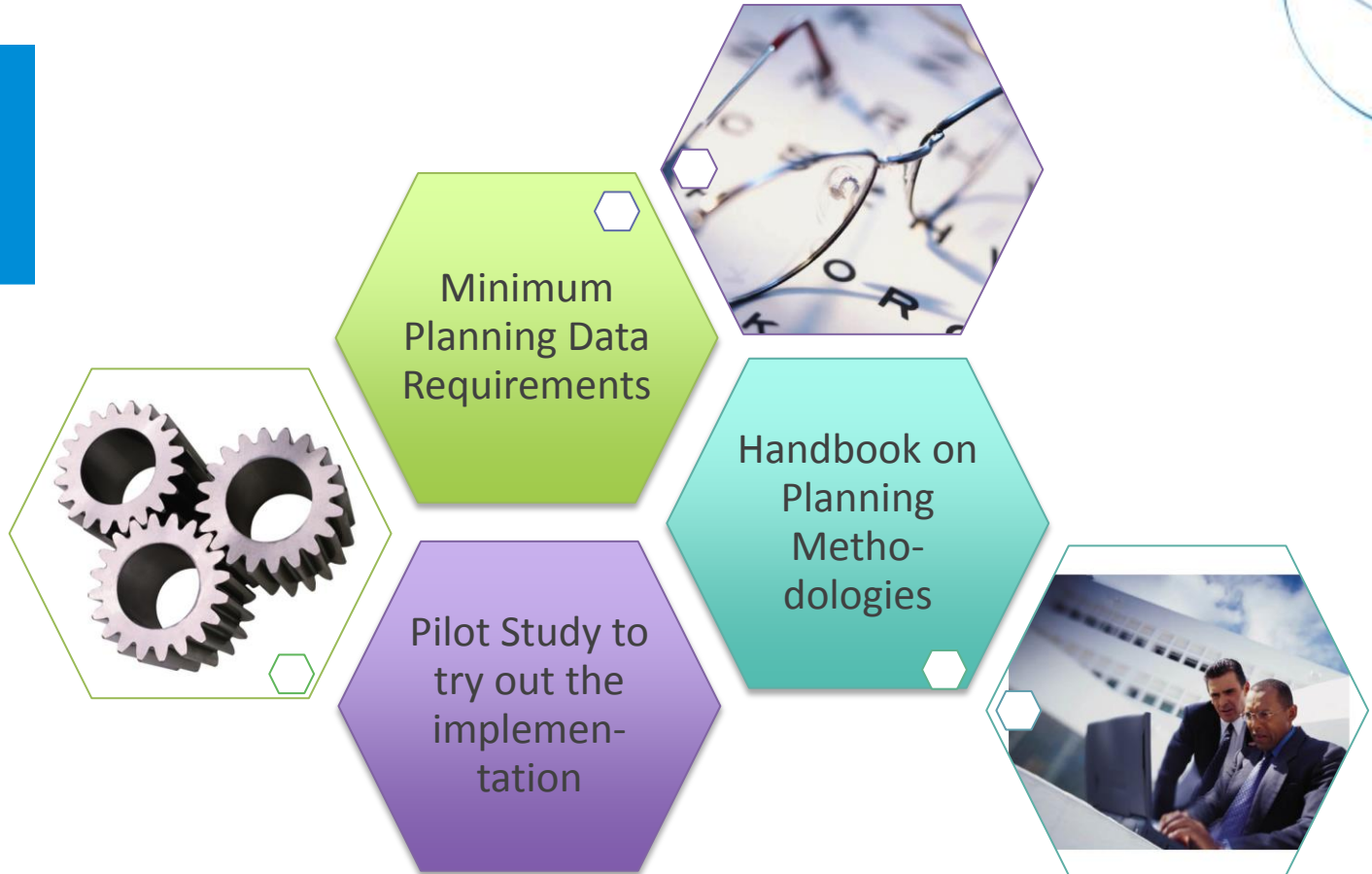
- Rome December 3rd.
- Final report with recommendations due in March 2015

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; | Adding 2 countries using a |
| 3. The Netherlands; | supply based model: |
| 4. England; | 6. Denmark and |
| 5. Norway. | 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">- Assess the applicability of Western based handbook to Eastern countries- Identify implementation path

The JA EUHWF : Core work packages

WP 6

Horizon
scanning

UK

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

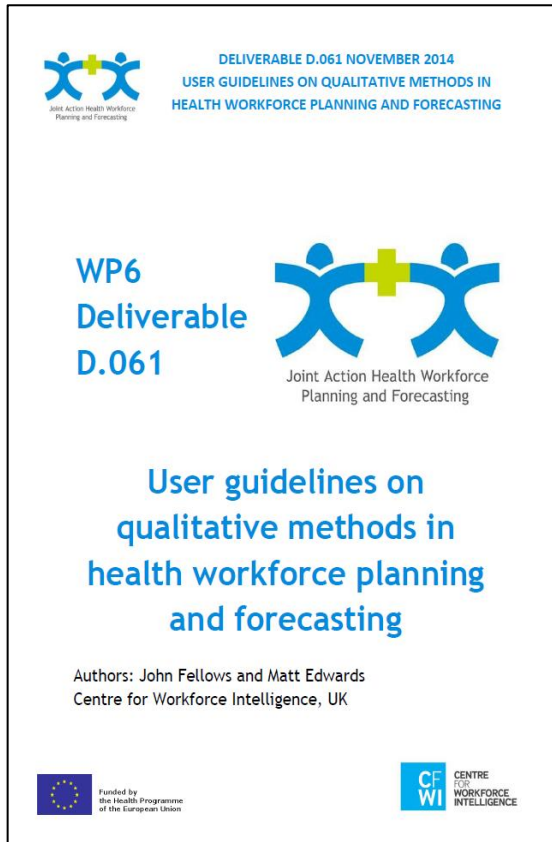
Exemples

- of megatrends and scenarios :
- Rapid changing technology
 - Future skills and skill mixes
 - Changing patients' needs and expectations

WP6 – results to date

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

WP6 User guidelines on qualitative methods (D061)



- Qualitative methods used by partners and Member States e.g. scenarios, surveys, Delphi, horizon scanning interviews etc.
- Presents and recommends methods that can help deal with inherent complexity and uncertainty as part of workforce planning within different health contexts.
- Individual descriptions, examples and tools from Belgium, Finland, Germany, Hungary, Netherlands, Spain and the United Kingdom.

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 (+1 to come) 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?



Joint Action Health Workforce
Planning and Forecasting

CONCLUSIONS:

Our top-value programme continuously receives additional support and new members

The expectations are higher than what we could deliver, as we are building the first steps

The real focus lays on the local ownership of the emergency to collect data, structure dialogue and plan HWF

The JA achieves its role of platform of collaboration beyond expectations.

The JA is a little bit behind schedule on the very tangible deliverable but the risk is kept low and the first deliverable will be published in the coming month.

Agenda



DEC
4&5

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

Rome

APRIL
2015

2^d JA Plenary Assembly
Spain or Belgium

The JA EUHWF : More information

Website

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

Email

EUHWForce@health.belgium.be

Thank you for your attention !

