

Joint Action Health Workforce  
Planning and Forecasting



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# Joint Action on Health Workforce Planning and Forecasting

Tina Jacob, Project Officer  
28th November 2014, Paris



Funded by  
the Health Programme  
of the European Union

# Background (1)



- Current HWF shortages
- Rising need for care
- Rising health care costs



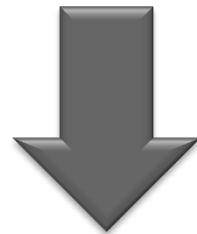
- Changing demographics
- Working conditions
- Mobility of HWF



Health  
Workforce  
Planning  
is crucial !

## Background (2)

- 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

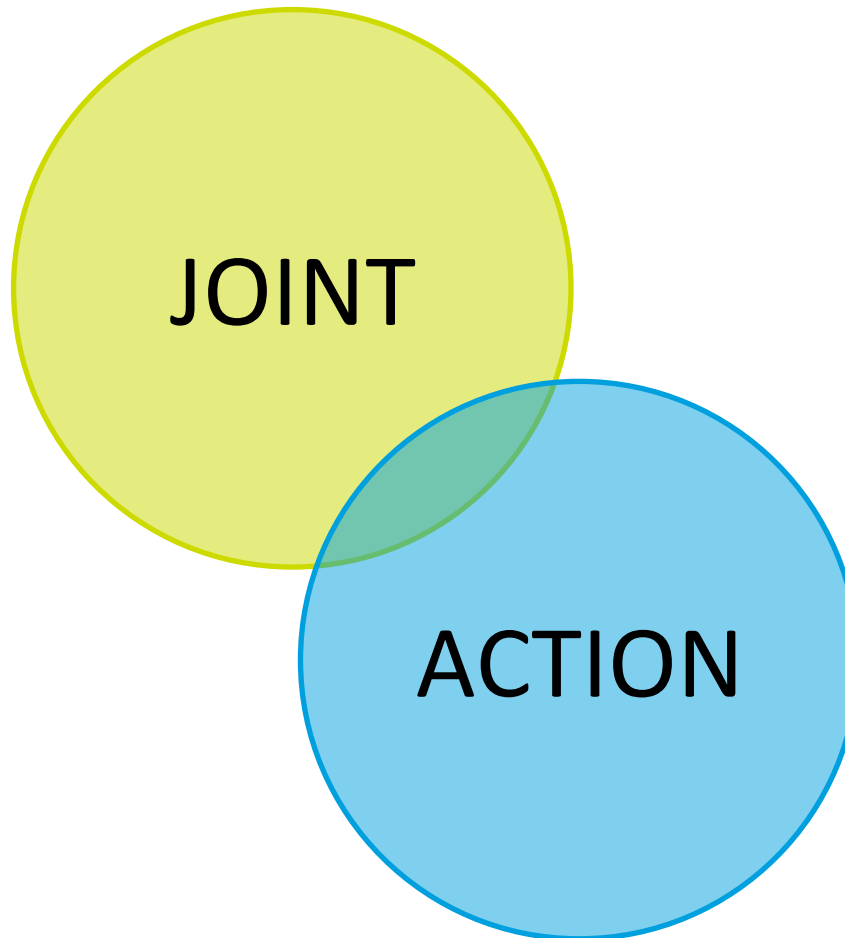
International 'ethical' recruitment



- 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 (1)

- Sharing Knowledge
- Working together
- Exchange between Member States



- Usable output
- Tangible outcome
- Focus on practice

# 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 1<sup>st</sup> 2013

Duration:  
3 years

# The JA EUHWF: specific objectives

## Increased knowledge :

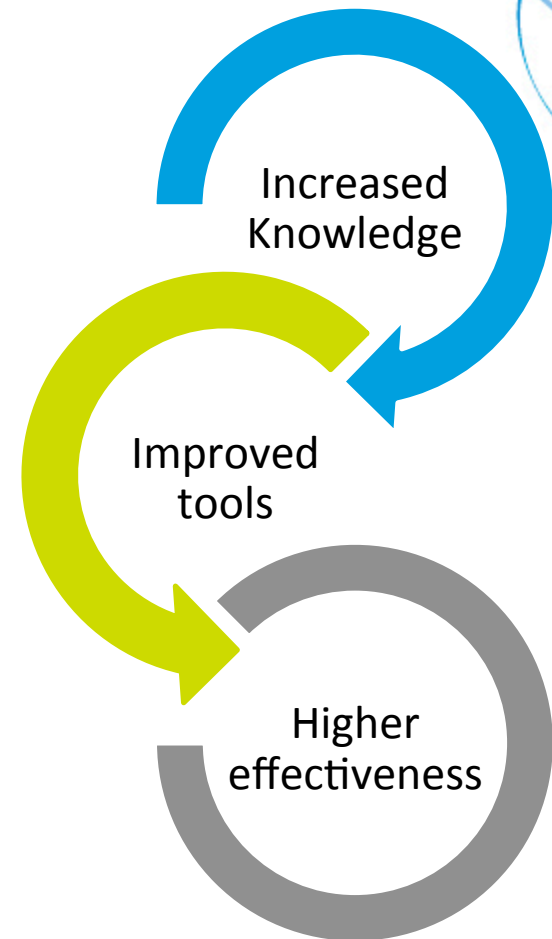
- Better understanding of terminology
- Updated information on mobility trends
- Estimation of future skills and competencies needed for the HWF

## Improved tools:

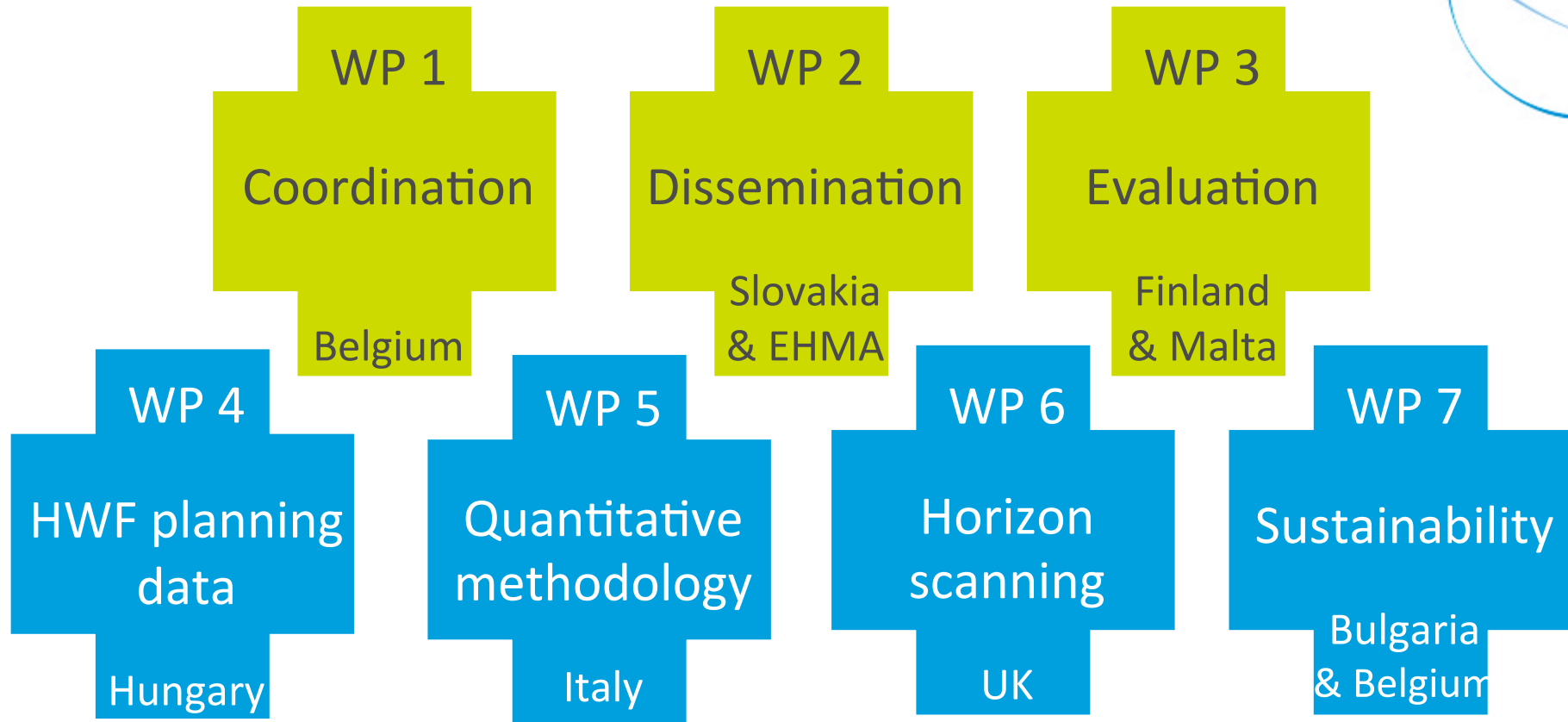
- Guidelines on quantitative and qualitative planning methodologies
- Platform for cooperation to find possible solutions on expected shortages

## 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 EUWHF : 7 work packages





# The JA EUHWF : Horizontal work packages

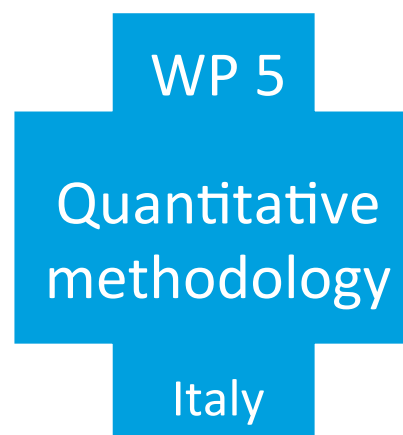


The horizontal work packages support the core work packages in achieving their purpose. They form together the **Management Office** of the JA EUHWF.

# The JA EUHWF : Core work packages



- Terminology mapping
- Mobility data
- HWF planning data



- Minimal data set
- Quantitative planning methodology
- Pilot projects



- Estimation of future needs
- Qualitative planning methodology
- Pilot projects



- Network of experts
- Policy advice
- Technical recommendations

# The JA EUHWF : Core work packages



- Terminology mapping: Create better understanding of terminology
- Mobility research: Provide updated information on migration and mobility trends of the HWF
- HWF planning data: Work towards a more effective monitoring of human resources for health by providing information on data gaps and difficulties in collecting and using data for planning purposes.

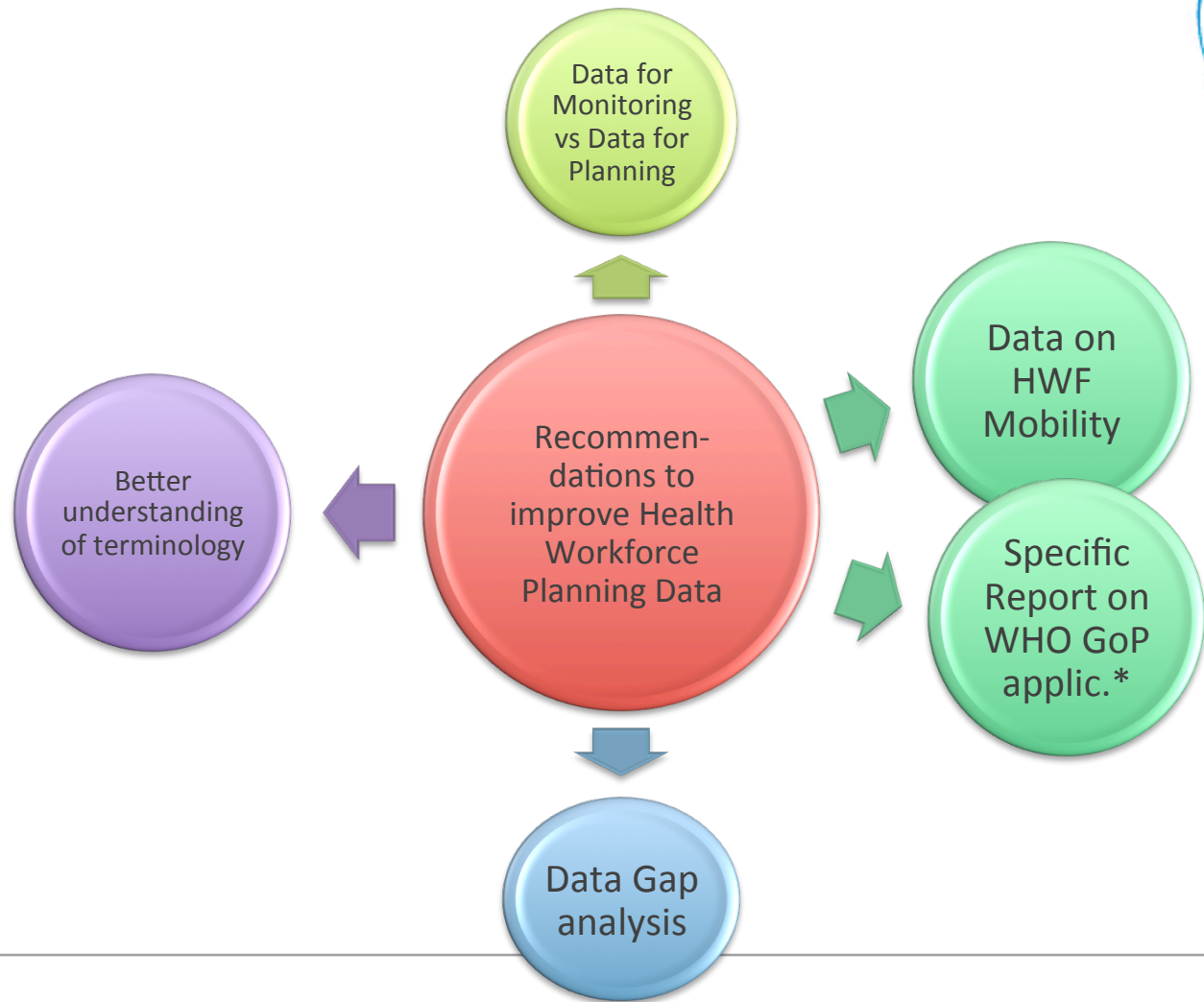
- Report on terminology mapping
- Report on mobility data
- Report on HWF planning data

# The JA EUHWF : Core work packages

WP 4

HWF planning  
data

Hungary



# WP4 – results to date

## ACTIVITY 1 – International data collection

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

- 27 recommendations
  - Some improvements 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 3<sup>rd</sup>
- Final report with recommendations due in March 2015

# The JA EUHWF : Core work packages

WP 5

Quantitative  
methodology

Italy

- Minimum data set: Agree on minimum data requirements for quantitative health workforce planning and forecasting
- Methodology: Review and assess EU existing quantitative workforce planning methods and tools
- Guidelines: Define and try-out of guidelines on quantitative HWF planning

- Minimal data set
- Handbook on planning methodologies
- Web portal
- Report on pilot project experiences

# 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
7. Spain



**Valuable knowledge  
made available online**

- ⇒ Many high value contributors
- ⇒ Not one 'ideal' method, but explained experience in context



# WP5 – Starting now

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

# The JA EUHWF : Core work packages



- Identification and classification of the various methodologies used to do qualitative health workforce planning across MSs
- Estimation of future skills and competencies needed in the health workforce over the next 20 years
- Enrichment of existing national models by try-out exercise (BE)

- User guidelines on estimating future needs
- Report on future skills and competencies
- Web portal
- Report on pilot project experiences

# 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

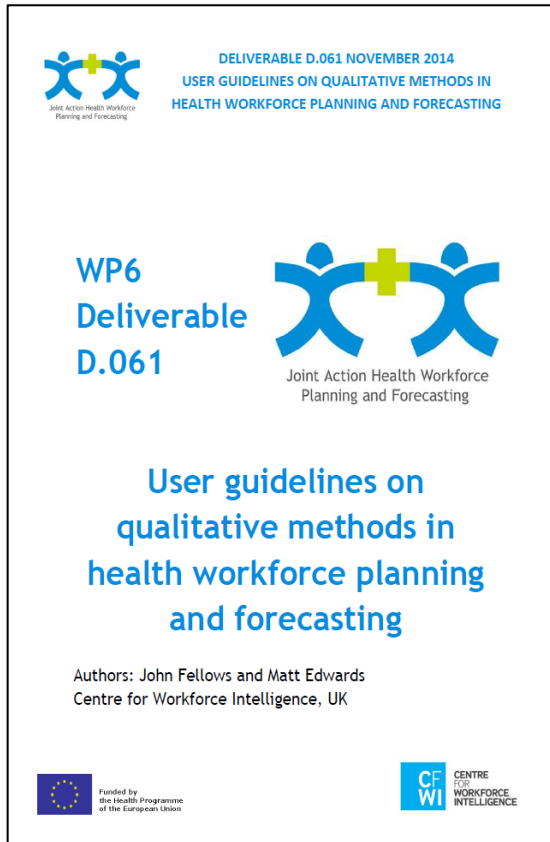
Examples of megatrends and scenarios :

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

# WP6 – results to date

<b>ACTIVITY 1 – Inventory of the methodologies for gathering qualitative information (User's guidelines on estimating future needs )</b>	<b>ACTIVITY 2 – Insights on future skills and competences (Report future skills &amp; competencies )</b>
Final version produced. Will be available in March 2015	55 interviews conducted 264 drivers identified <ul style="list-style-type: none"><li>• <b>Interim presentation in Rome December 5<sup>th</sup></b></li></ul> Production of 5 policy briefs based on those findings in 2015
<b>Activity 3 – build of a web content on portal (Web content on horizon scanning)</b>	<b>Activity 4 – Pilot study on the future of General Practitioners (Report on WP6 pilot study experiences)</b>
Portal to be delivered in March 2015	Start in December 2014

# WP6 User guidelines on qualitative methods (D061)



DELIVERABLE D.061 NOVEMBER 2014  
USER GUIDELINES ON QUALITATIVE METHODS IN  
HEALTH WORKFORCE PLANNING AND FORECASTING

WP6  
Deliverable  
D.061

Joint Action Health Workforce  
Planning and Forecasting

User guidelines on  
qualitative methods in  
health workforce planning  
and forecasting

Authors: John Fellows and Matt Edwards  
Centre for Workforce Intelligence, UK

Funded by  
the Health Programme  
of the European Union

CF  
WI CENTRE  
FOR  
WORKFORCE  
INTELLIGENCE

- 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.

# WP6 User guidelines on qualitative methods (D061)

- Literature review
- Input from other projects
  - Workshop
- In-country interviews
- Collation of information
  - Policy briefs



D062 Report future skills and competences:

This report will give an estimation of the future needs of skills and competences and their distribution.

It will contain a series of papers covering off either a key professional group (e.g. Nurses) or a large trend (e.g. ageing population)

# The JA EUHWF : Core work packages

WP 7

Sustainability

Bulgaria  
& Belgium

- Analyse and review the project objectives and results in view of continuation and policy making
- Identify the partners, individuals and organizations to continue the activities and the format of the continuation of Health Workforce Planning after JA period.

- Sustainability strategy
- List of experts
- Technical recommendations
- Recommendations towards policy making

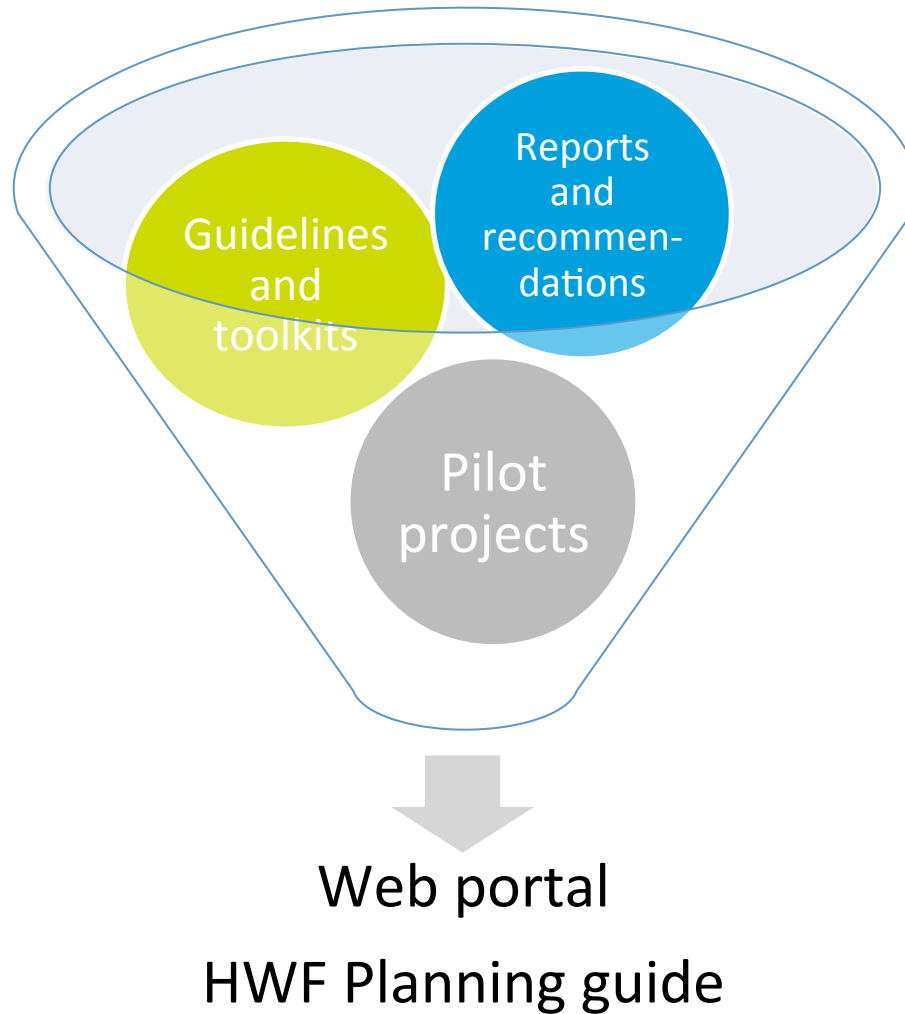
# The JA EUHWF : Core work packages

WP 7  
Sustainability  
Bulgaria  
& Belgium

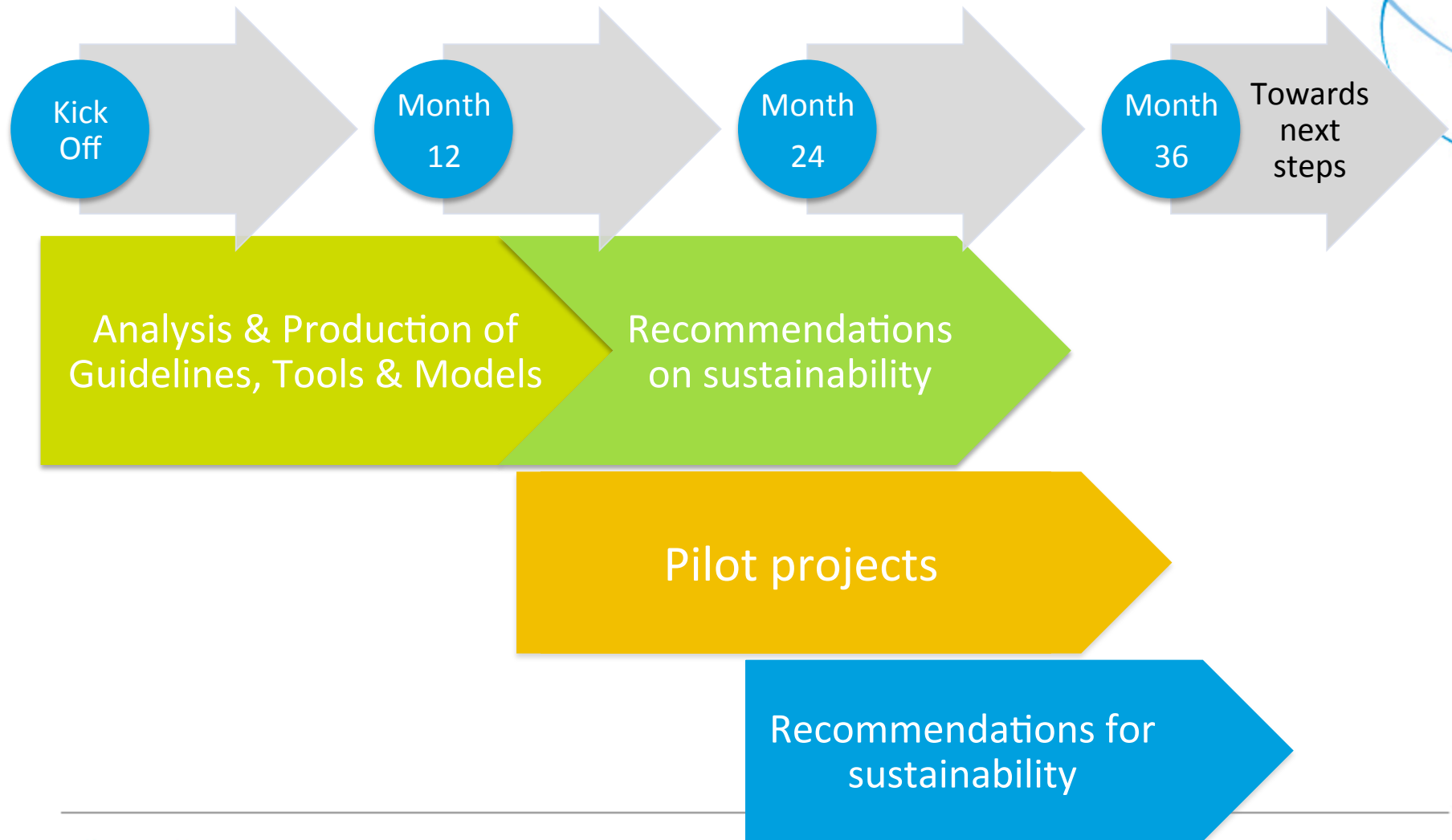




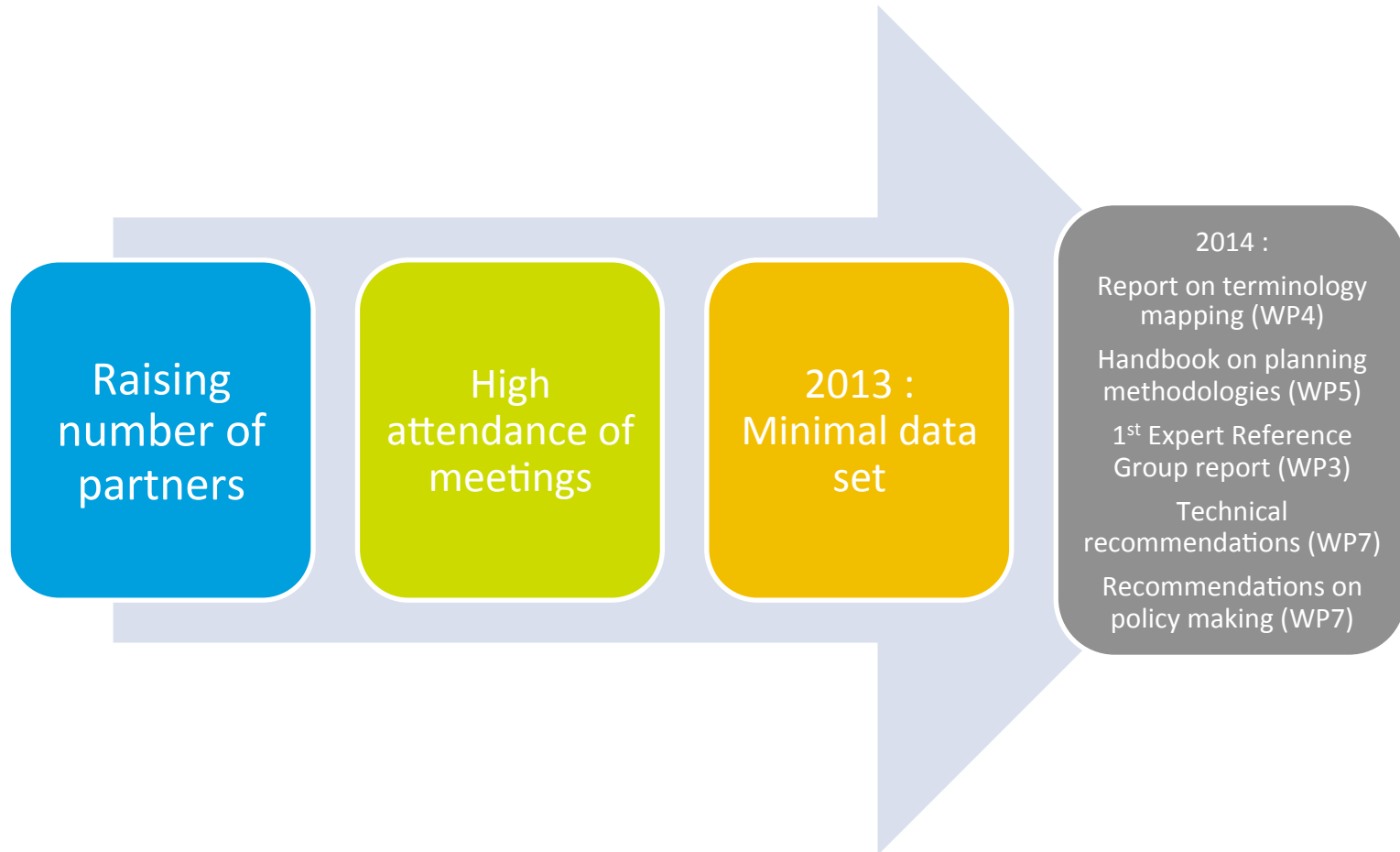
# The JA EUHWF : Tangible outcome



# The JA EUHWF : Planning



# The JA EUHWF : Progress



# The JA EUHWF : Partners

Currently, in our network we have :

- 30 associated partners
- 52 collaborating partners
- Mainly Ministries of health, universities and professional organisations
- New collaborating partners are joining every month
- Check out our full list of partners at [www.euhwforce.eu](http://www.euhwforce.eu)

Want to join as a collaborating partner ?

- Send email to [EUHWForce@health.belgium.be](mailto:EUHWForce@health.belgium.be)

# JOINT ACTION CONFERENCE ON IMPROVING PLANNING METHODOLOGIES AND DATA ACROSS EUROPE



December 4<sup>th</sup> – 5<sup>th</sup> in Rome  
under the auspices of the Italian presidency

## CURRENT STATE OF ART

- Up to date: 200 participants registered and still growing
- 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](http://www.euhwforce.eu)

# Agenda



Dec  
**3**

WP4 Workshop on Mobility Data & HWF Data  
Analysis  
Rome

DEC  
**4&5**

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



(end of)  
March  
**2015**

2<sup>nd</sup> JA Plenary Assembly  
Spain or Belgium

# The JA EUHWF : More information

## Website

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

## Email

[EUHWForce@health.belgium.be](mailto:EUHWForce@health.belgium.be)

# Thank you for your attention !

