

Joint Action Health Workforce
Planning and Forecasting



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Stakeholder analysis and dissemination



PLENARY ASSEMBLY MEETING

WP2 presentation

Zuzana Matlonova
Ministry of Health Slovakia

Judith van den Broek
European Health Management Association



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WHY DID WE DO THE ANALYSIS?

The goal of the stakeholder analysis is to identify stakeholders in the Member States involved in the Joint Action (JA) on health workforce planning, and to assess their interests in the Joint Action's outputs.

In order to support this interaction, the purpose of the stakeholder analysis is to:

- Identify the interests of stakeholders;
- Exchange knowledge on preferred ways of interaction;
- Involve stakeholders in actively promoting JA outputs and results at national level.

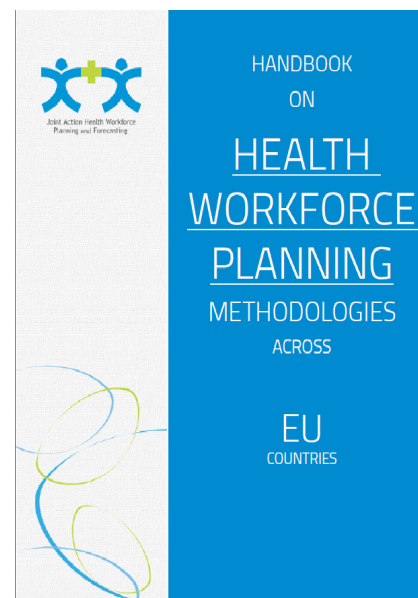


THE IMPORTANCE OF STAKEHOLDERS IN THE PLANNING PROCESS

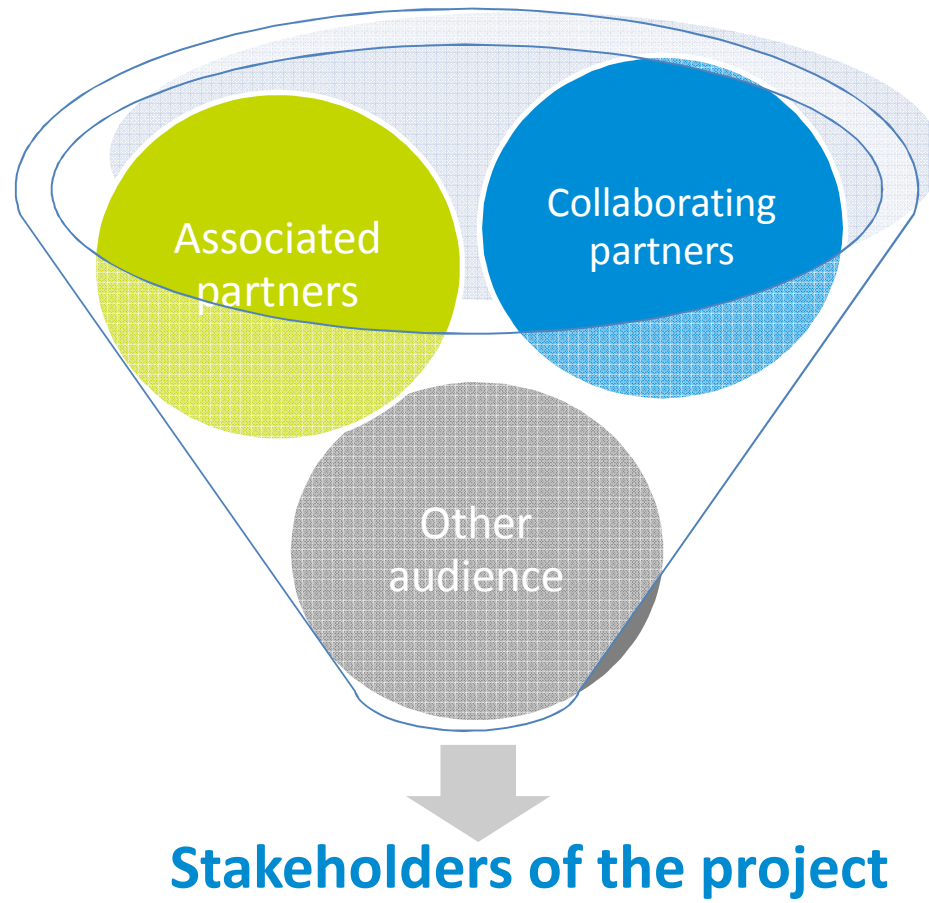
- **Stakeholders' involvement** plays an essential part in order to develop a integrated, comprehensive national health workforce policy
- **The Handbook on Planning Methodologies** clearly indicates that all of the planning models presented in the Handbook (with exception of the Netherlands) include the stakeholders (mostly as the advisors)



- *Stakeholders may differ between member states but generally this will include the training institutes, the professionals, the health insurance companies and general public*
- *Participation of the stakeholders in the process of setting the goals is advisable*
- *Regular communication on the topics under revision and on monitoring results of the progress made is essential to keep stakeholders involvement guaranteed*
- *The planning instruments have to be at the disposal of all stakeholders in order to create a level playing field*



IDENTIFICATION OF JOINT ACTION TARGET GROUPS



IMPLEMENTATION PROCESS

How did it all work?

What are the basic stages of SKD analysis?

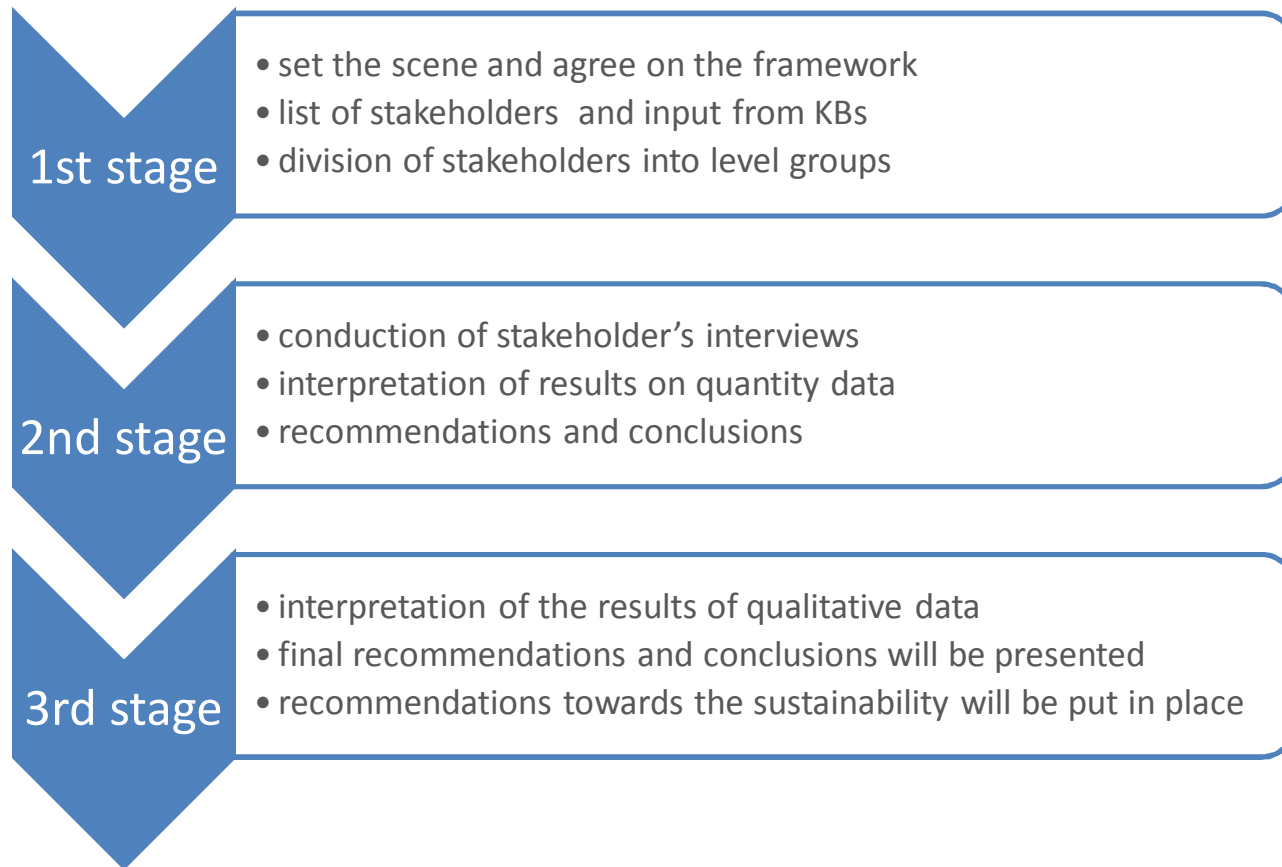
What resources were needed?

Why is this analysis useful?

What can be achieved?



3 STAGES (PARTS) OF STAKEHOLDER ANALYSIS

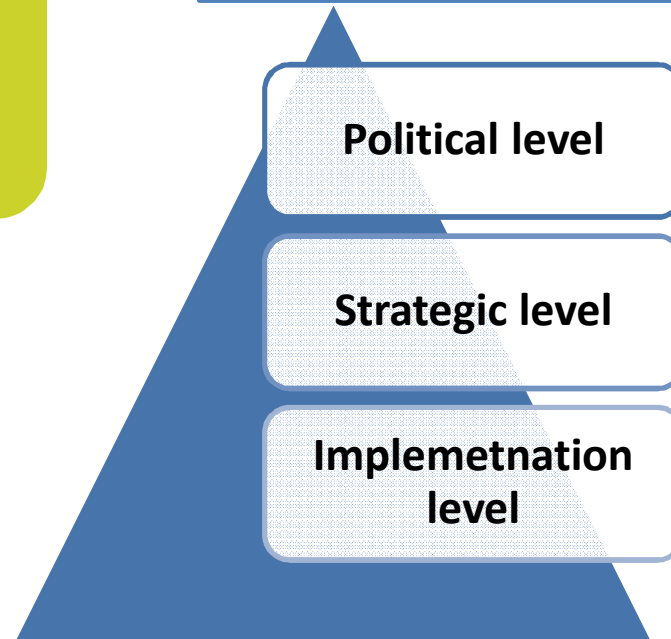


STAKEHOLDER ANALYSIS part I



Stakeholder analysis part I provided in-country list of most important stakeholders conducted via the network of Knowledge brokers

Division of Stakeholders based on the In-country knowledge brokers' inputs



STAKEHOLDER ANALYSIS part II

➤ **Methodology:**

Approach to the analysis

Implementation of the analysis

Processing of data

➤ **Presentation of results:**

List of stakeholders

Interests of the stakeholders

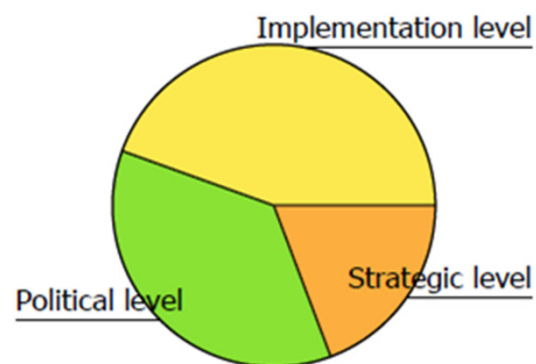
➤ **Conclusions and next steps**



PRESENTATION OF RESULTS

Number of stakeholders at each level in %

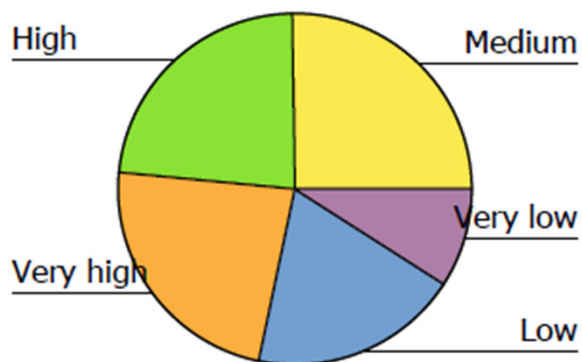
	Frequency	Percent
Implementation level	97	43 %
Political level	79	35 %
Strategic level	42	19 %
Missing classifications	10	4 %
Total	228	100 %



PRESENTATION OF RESULTS

Number of stakeholders in relation to each ranking level

	Frequency	Percent	Percent of responders
Medium	25	11 %	25 %
High	23	10 %	23 %
Very high	23	10 %	23 %
Low	19	8 %	19 %
Very low	9	4 %	10 %
Missing	129	57 %	
Total	228	100 %	100 %



PRESENTATION OF RESULTS

The share of motivation ranking at three levels

SKD Level	Very low	Low	Medium	High	Very high	Total
Political level	0	4	12	5	12	33
	0	12 %	36 %	15 %	36 %	100 %
Strategic level	1	4	4	7	5	21
	5	19 %	19 %	33 %	24 %	100 %
Implementation level	8.00	11.00	9.00	11.00	6.00	45.00
	18	24 %	20 %	24 %	13 %	100 %
Total	9	19	25	23	23	100
	9	19 %	25 %	23 %	23 %	100 %

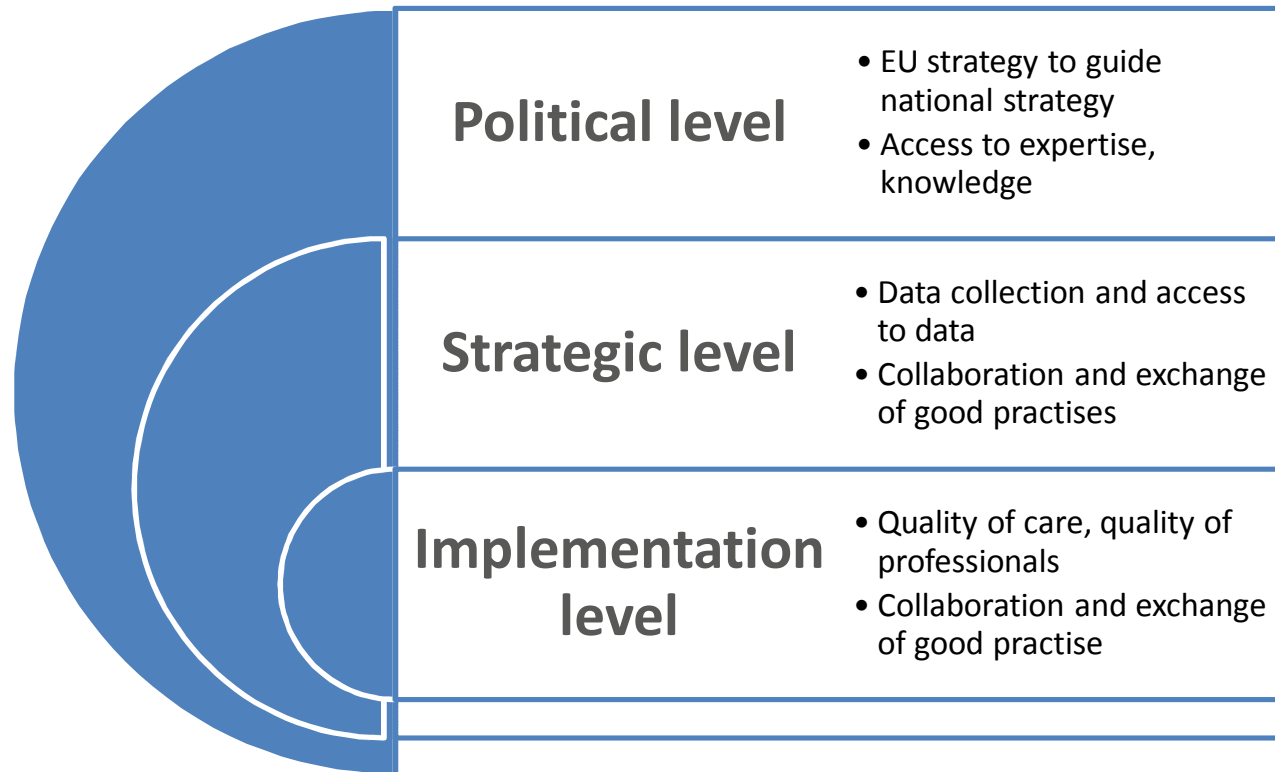
RECOMMENDATIONS SKD analysis part II

- **Explore** the relatively low **interest of stakeholders involved** in the implementation of workforce planning mechanisms.
- See whether (and if so; how) this interest could be increased by better **communicating the benefits of the Joint Action** to this particular group.
- Given the short time frame of the Joint Action, it is advised not to await the results of this possible exploration, but to **increase focus on professional groups** and other related stakeholders.



STAKEHOLDER ANALYSIS part III

(preliminary results)



WHAT'S NEXT?

- keep stakeholders informed
- via the stakeholder forum, **lead the discussion** on how to use the results of the JA and **implement** them **into practice**
- **manage the network** of the In-country knowledge brokers
- **monitor the needs** of the stakeholders
- **develop the network** of professional knowledge brokers
- **communicate the results** of the analysis to national level through the network of In-country knowledge brokers
- along with WP7, make the best use of the SKD analysis results and **use them in recommendations**





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**THANK YOU FOR YOUR
ATTENTION !**



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