



# EU cooperation: health workforce

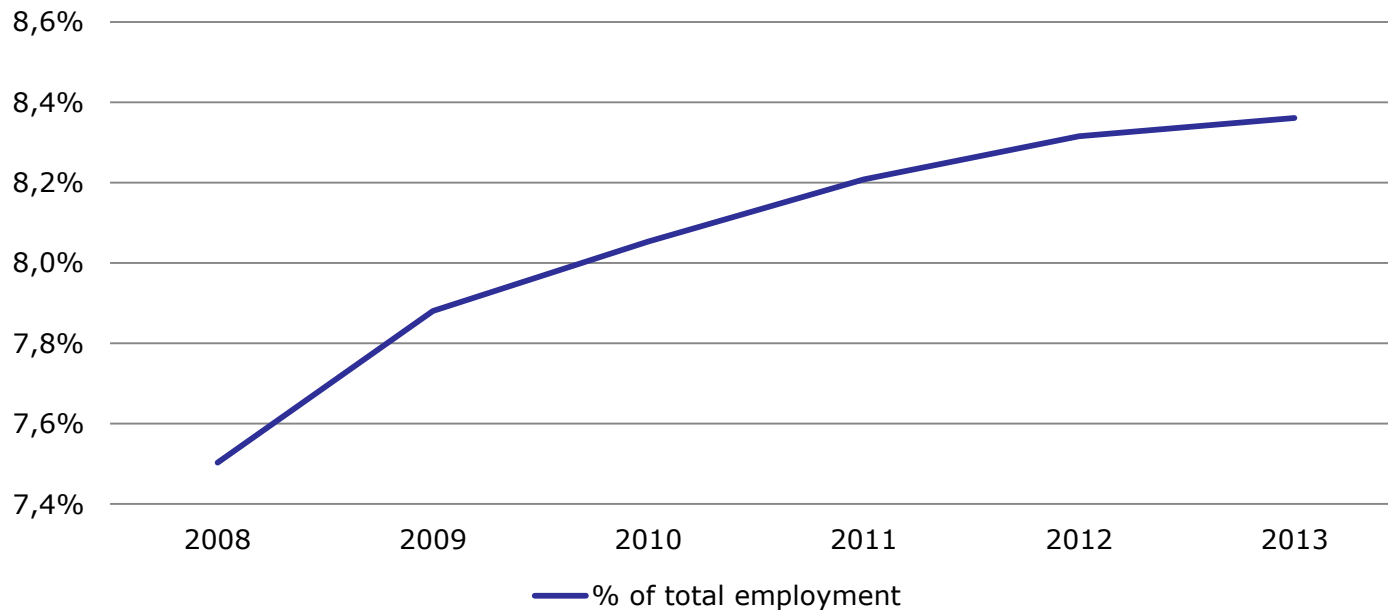
**Andrzej Rys**  
**Director Health systems and products**  
**DG Health and Food Safety**  
**European Commission**

**4 December 2014**

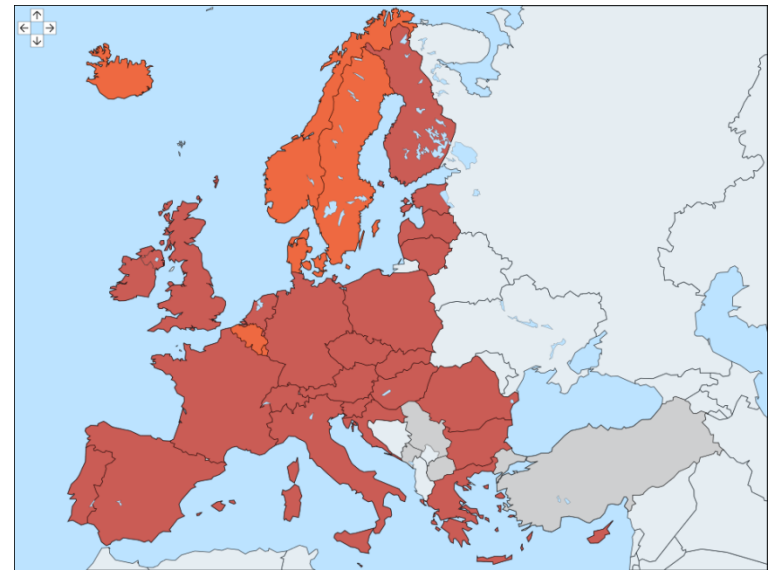
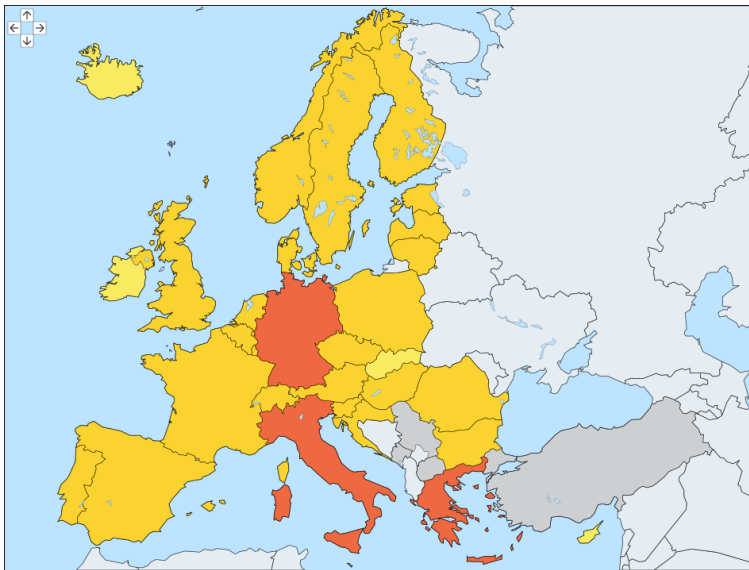
# New European Commission

## *New Boost for Jobs, Growth & Investment*

### Healthcare as % of total employment



# EU is ageing



Ratio < 20%
  Ratio 20-29%
  Ratio 30-39%
  Ratio > 40%

1 Eurostat database (2014). Old age dependency ratio is defined as the projected number of persons aged 65 and over expressed as a percentage of the projected number of persons aged between 15 and 64.

# 2013

# 2050

# Chronic diseases and multi morbidity



**1504**



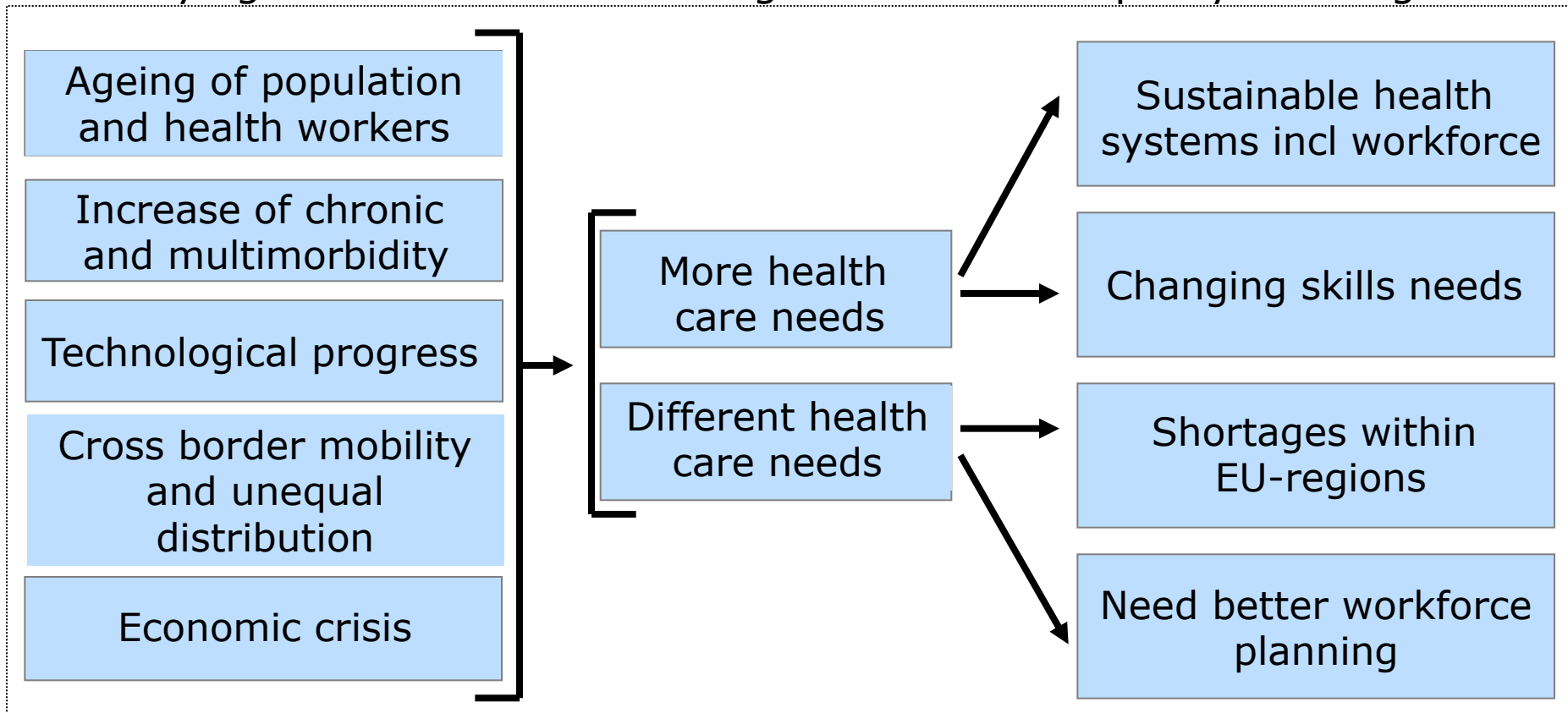
**2035**

# Why action on EU health workforce?

Underlying issues....

leading to...

... policy challenges



# Action Plan

1. Improve Workforce planning

Joint Action on Health Workforce Planning and Forecasting

2. Anticipate Skills Needs

Continuous Professional Development in Europe

Sector Skills Alliance on Elderly Care

EU funded research: OECD skills mismatches, MUNROS, RN4Cast

Core Competences of Healthcare Assistants

3. Recruitment and Retention

Recruitment & Retention: best practices

4. International Ethical Recruitment

WHO Global Code on international recruitment of health professionals

EU research on health workforce mobility

# Impact of EU cooperation & action (1)

By supporting European cooperation and complementing national efforts, the EU aims at:

- Increased and improved **capacity of health workforce planning and forecasting** at national level
- Improving **labour market intelligence** of the health and care sector at national level



## Impact of EU cooperation & action (2)

By supporting European cooperation and complementing national efforts, the EU aims to:

- promote **skills mix changes** for optimal and cost effective healthcare delivery
- encourage cooperation between **education, training and employment** to meet skills needs in the health and care sector
- increase **employability of young people** to work in the healthcare sector





# Role and impact of the Joint Action

- Congratulations on the first handbook and guidance!
- How to build on and increase the impact of Joint Action outputs for planning a sustainable health workforce?
- Future recommendations for strengthening cooperation: clock is ticking...





**Thank you!**