

Country Examples on the International recruitment of Health Personnel - Finland

Ulla-Maija Laiho, Director of Development
Ministry of Employment and the Economy, Finland

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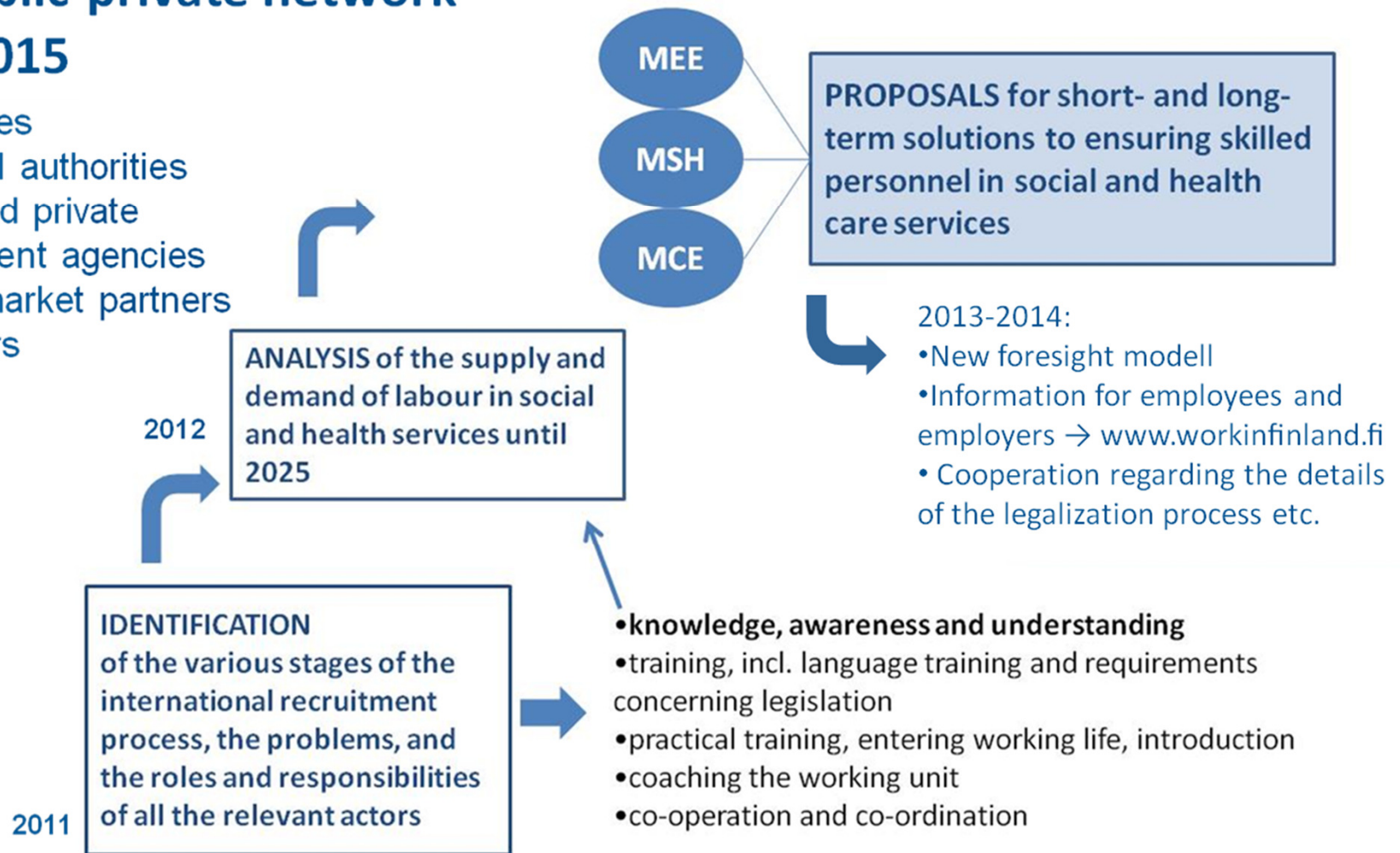
Basic facts

- Share of social and health care personnel is ca. 16 % of workforce, making it the largest sector.
- 80 % are working in the public sector; 85 % are women.
- Doctors and nurses from abroad - a small proportion of the workforce
- Doctors, nurses and assisting nurses are the largest professional groups in health care – about a half of them are retiring by 2025.
- International recruitment is a very new phenomenon: systematic processes have been implemented in recruiting small groups of nurses from EU/ETA and Philippines.
- Awareness of the future development – lack of skilled personnel – is the reason and motivation for both public and private sector to prepare for international recruitment on a larger scale.



Cross-sectoral cooperation and public-private network 2011-2015

- 3 ministries
- 2 national authorities
- Public and private employment agencies
- Labour market partners
- Employers



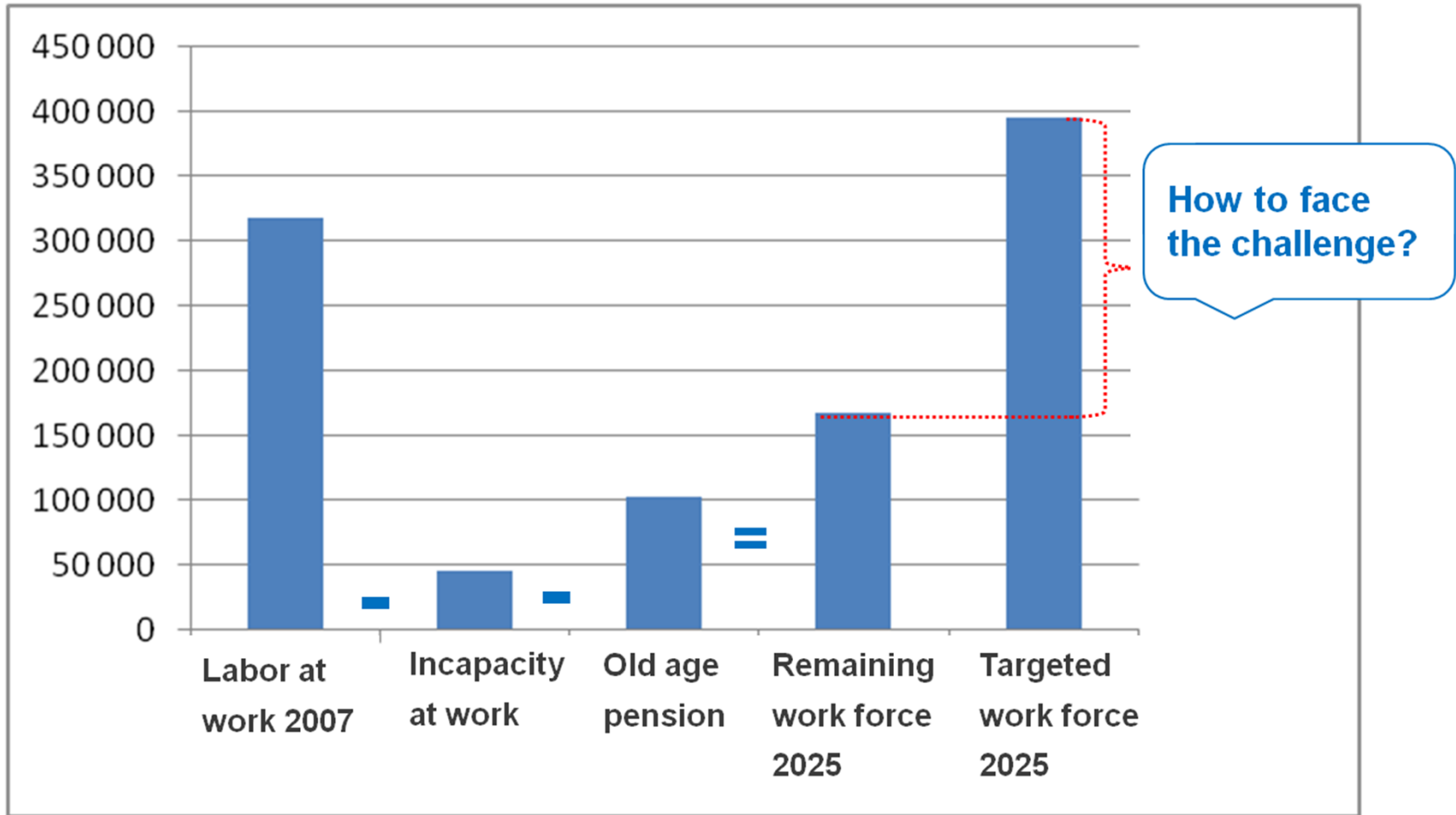
Example of a recruitment process - Nurses from the Philippines

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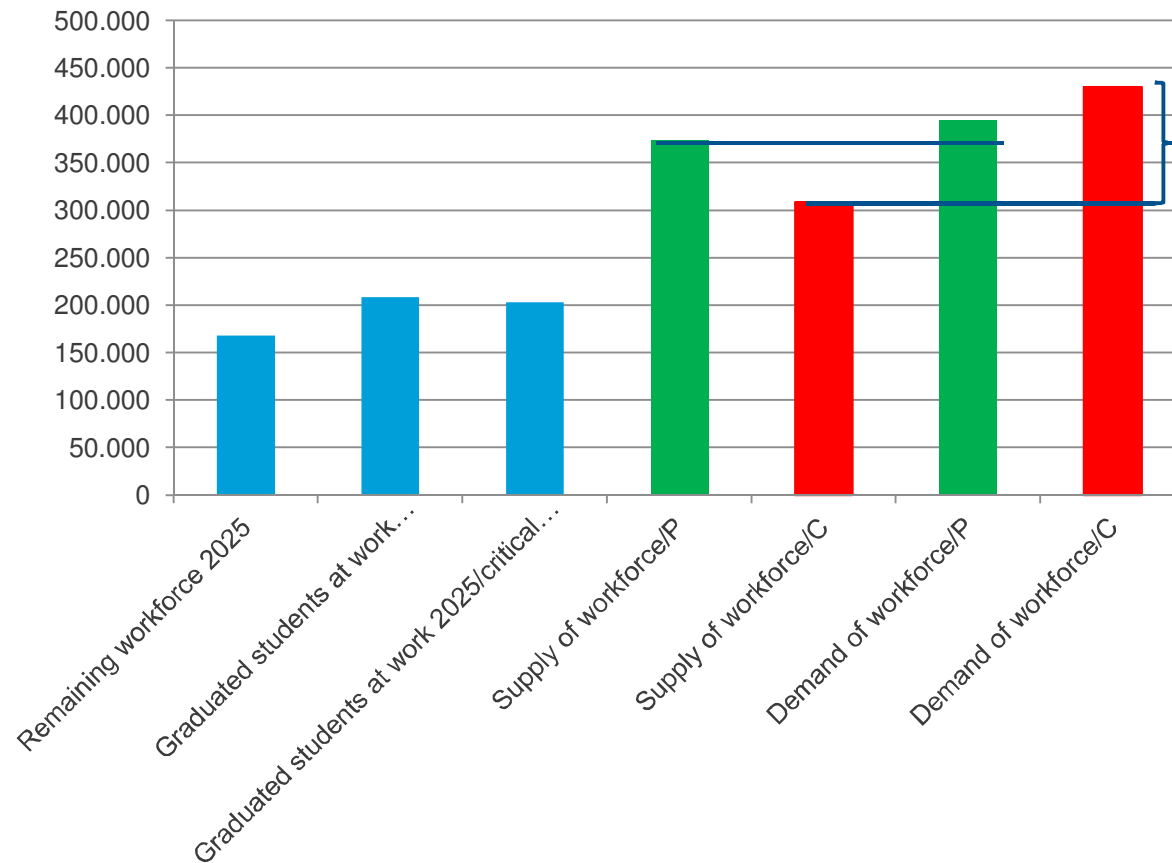
Private Employment Agency



Foresight modell - natural wastage of social and health care personnel



Supply and demand of workforce/positive and critical foresights



Preconditions of the

positive foresight

- productivity + 0,5 %/year
- lighter service concepts
- efficiency of education

The real need of international recruitment:

18 000 – 58 000 until 2025?



Conclusions for the present

- Develop and up-date a good knowledge base
- Improve the attraction of the professions and the branch
 - Good for those already working there
 - Easier to recruit
- More productivity
 - Improve the leadership and management
 - Full benefit of technology
 - Renew the processes together with the personnel
- Innovate services
 - Concepts to remove further the demand of 24x7 –services (aging population) – basic help in everyday life
 - Prevention – citizens' own responsibility

International recruitment is only a small part of the solution.



Thank You



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