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

1

ANALYSIS of the supply and demand of labour in social and health services until 2025

MEE
PROPOSALS for short- and longterm solutions to ensuring skilled
personnel in social and health

care services

MCE

2013-2014:

- New foresight modell
- •Information for employees and employers → www.workinfinland.fi
- Cooperation regarding the details of the legalization process etc.

IDENTIFICATION

2012

of the various stages of the international recruitment process, the problems, and the roles and responsibilities of all the relevant actors

•training, incl. language training and requirements

concerning legislation

knowledge, awareness and understanding

- practical training, entering working life, introduction
- coaching the working unit
- •co-operation and co-ordination

2011



Example of a recruitment process

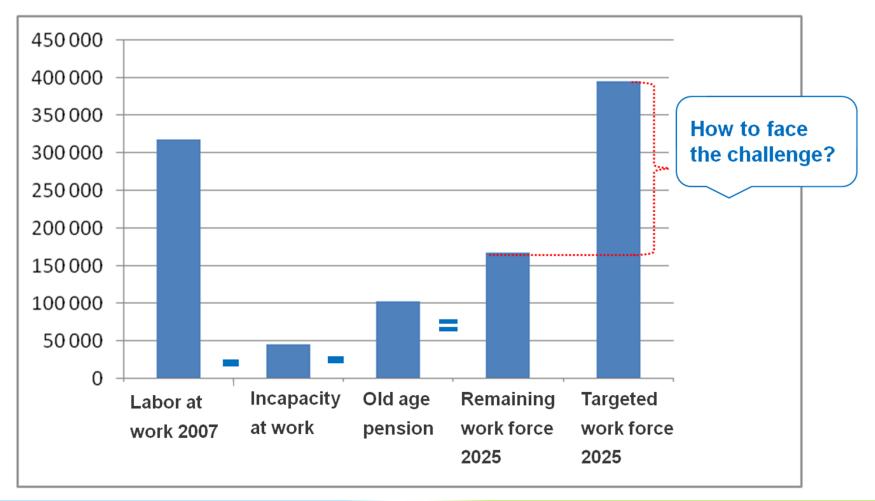
- Nurses from the Philippines



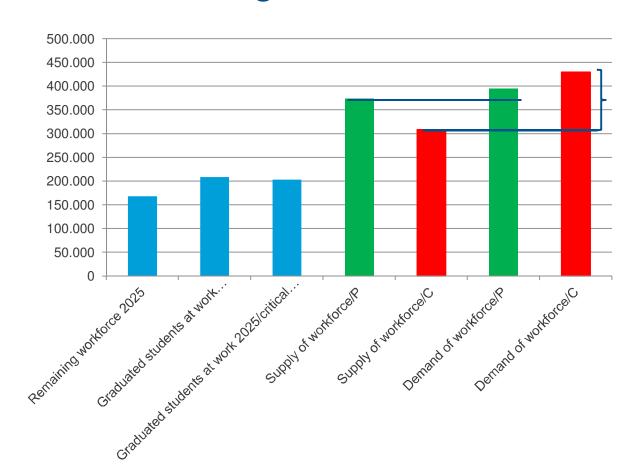


Foresight modell

- natural wastage of social and health care personnel



Supply and demand of workforce/positive and critical foresights



Preconditions of the positive foresight

- producivity + 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

