



Joint Action Health Workforce  
Planning and Forecasting

# Joint Action on Health Workforce Planning and Forecasting

## Handbook on Planning Methodologies

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# Before starting The JA EUHWF framework

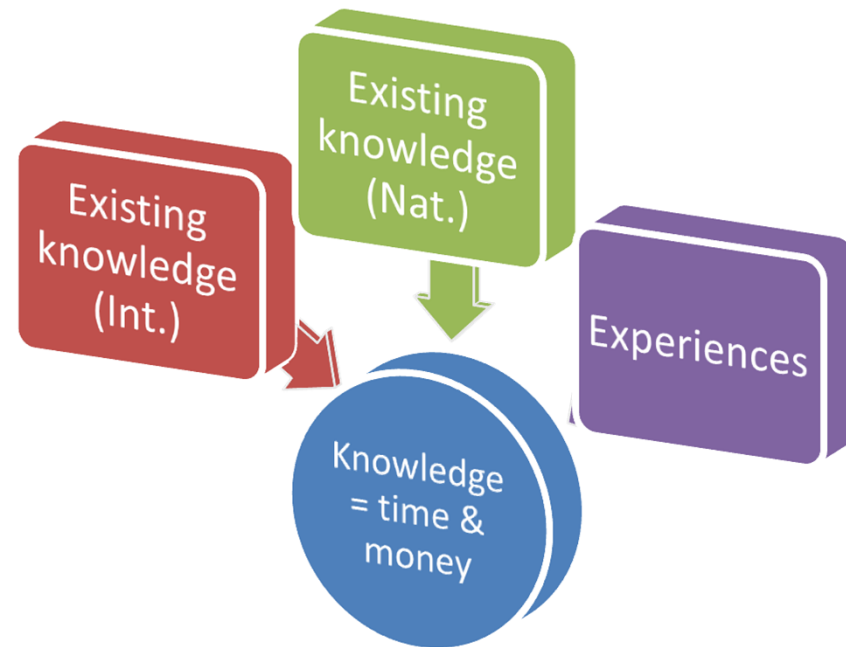


# Before starting Why a handbook ?

Experience from countries with HWF planning history shows important investments.

By sharing the knowledge we save a lot of money, and some project time.

By sharing experience, we help the change management by showing that it is feasible.



# Handbook on Planning methodologies

01

What is the handbook?

*Analysis of experiences*

*Collection of good practices*

*Useful insights*

02

How to use the handbook?

*Web version*

*Reading paths*

03

Conclusions

*Recommendations*

*Acknowledgements*

# 01 What is the handbook ?





# Analysis of experiences

# Key elements of a planning system

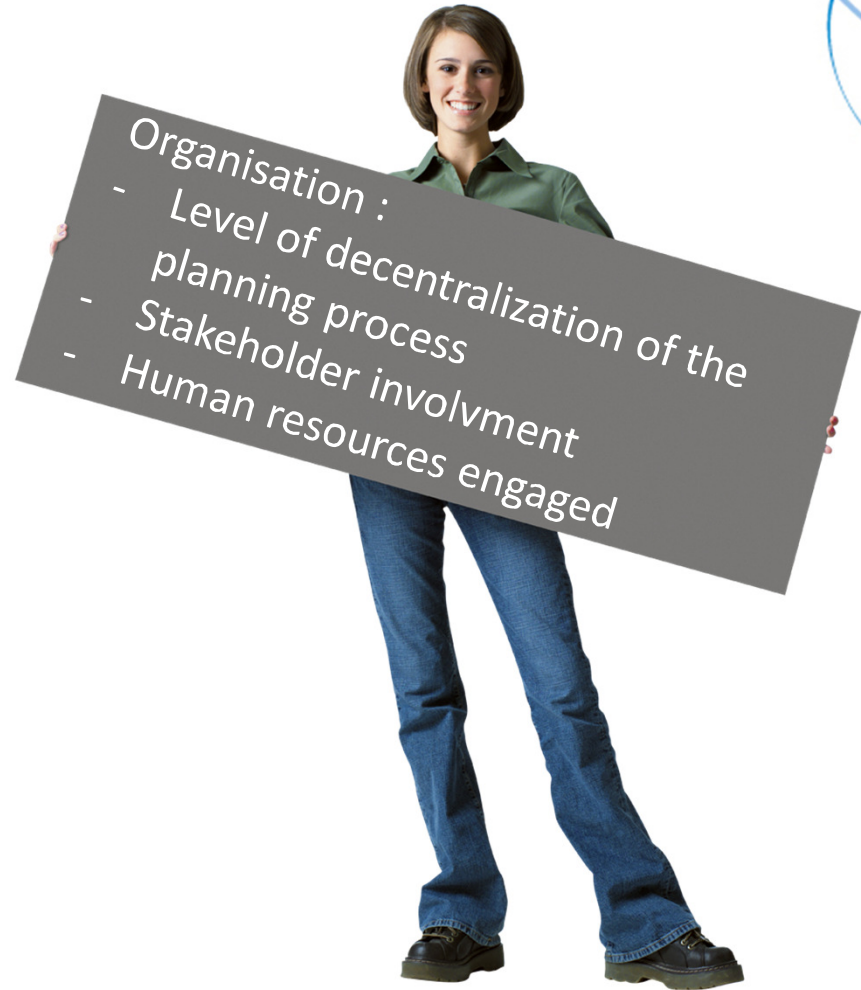


# 7 selected planning systems





# Findings : Organisation and goals



# Findings : Data and Policy Actions



## Data:

- Individual or aggregated database
- Different data sources
- Updating
- Purposes of data collection



## Link to policy actions :

- Which instruments to reach the goals ?
- How involve and convince policy makers ?

# Findings : Mathematical Forecasting tool

Forecasting tool :

- Supply and demand
- Professions in focus
- Projection period
- Scenario creation
- Relation with other sectors
- Multiprofessions forecasting
- Statistical method
- Evaluation of the forecasting



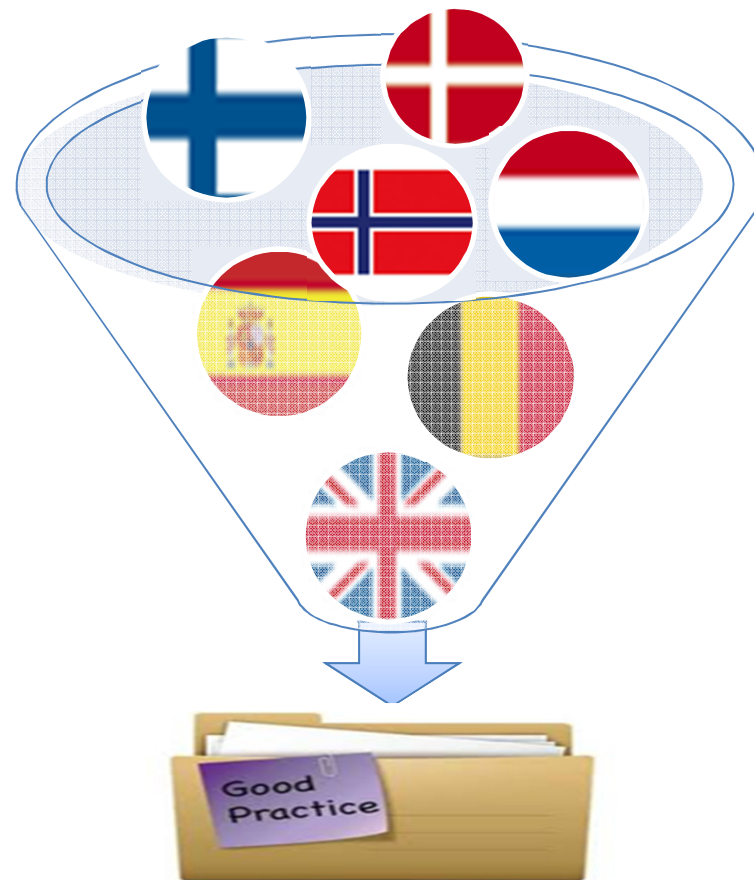


# Good practices

# Good practices ≠ Instructions



# The identification of the good practices



# Good practices : Organisation and goals



**Goals:**

England	Good practice on to define explicit, transparent and specific goals on HWF planning.
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**Organisation :**

Belgium	Good practice on involvement of stakeholders, elaboration of a common proposal, reporting and advising the policy makers (and how it's important to have the right staff to manage this process). With examples of reports to the policy makers.
England	Good practice on stakeholder involvement: the experiences of the "call for evidence" and the process of "triangulation".
Spain	Good practices on multi regional planning: organization aspects and forecasting model with special attention on in-land migration impacts.

# Good practices : Data and Policy Actions



## Data:

Belgium	Good practice on data collection of the supply side, with an in-depth analysis on how the process works, how data on "practicing" and "active" are collected, how FTE is calculated.
Netherlands	Good practice on data collection, in particular on FTE estimation (examples, detailed description of the process, tools, etc).
England	Good practice on data collection process



## Link to policy actions :

Netherlands	Good practice on self-evaluation of the effectiveness of the planning model (monitoring process and consumer satisfaction survey): examples and tools.
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# Good practices : Mathematical Forecasting tool

## Forecasting tool :

Netherlands	Good practice on the supply side forecasting "easy and flexible", main aspects of the model, available tools, etc.
Netherlands	Good practice on forecasting the demand side: in particular for dentist
Finland	Good practice on HWF planning harmonized with social and economic development and planning of other related sectors
Norway	Good practice on forecasting the HWF demand
Spain	Good practice on how HWF planning system takes into account budget constraints in its scenarios and it allows to evaluate alternative allocation of resources.





**Useful  
insights**

# Useful insights: Overview

Quantitative and  
qualitative  
forecasting  
methods

Planning capacity  
evaluation

Setting targets of  
HWF Planning

Health workforce  
wages

Assessing the  
current situation

Dependency of  
foreign trained  
HWF

## 02 How to use the handbook?



Web based



Reading Paths

# Reading paths

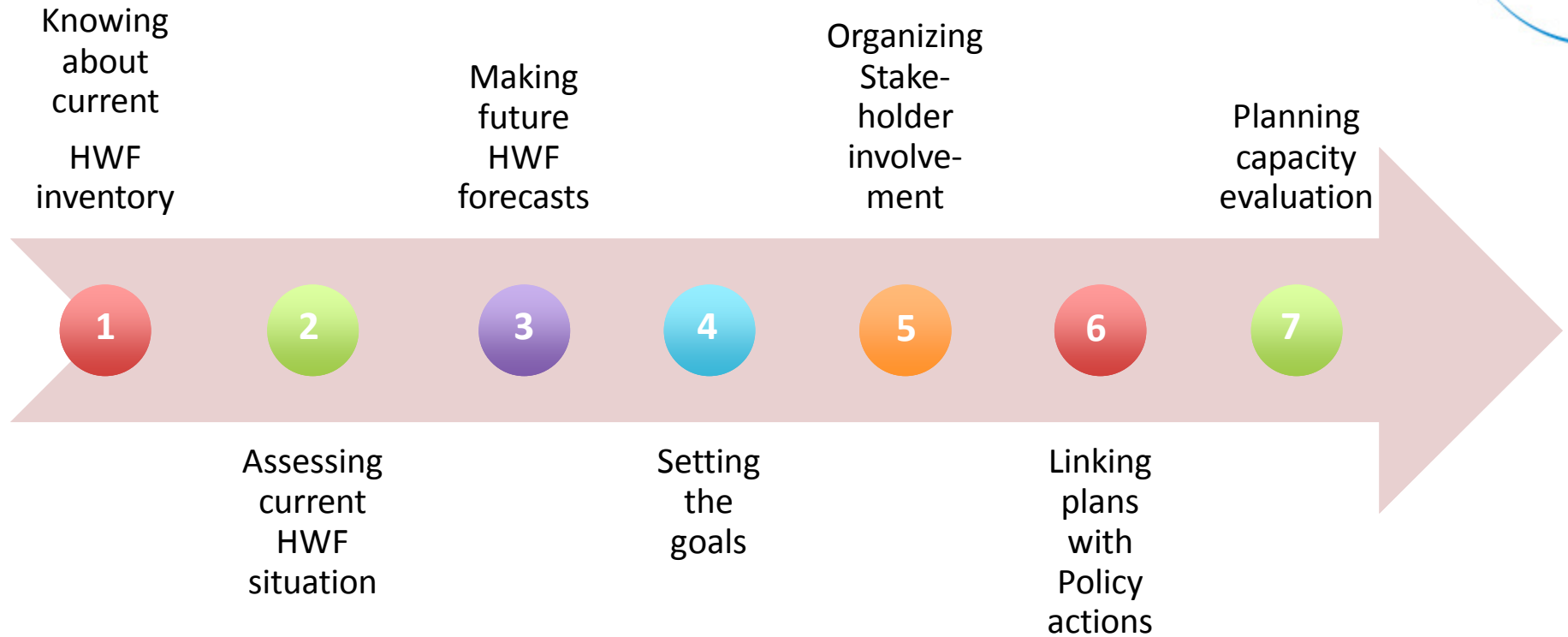
Improving planning systems



Implementing new planning systems

From theory to practice

# Example : implementation path



# 03 Conclusions



Recommendations

## Reccomendations

- 1) For countries candidate for implementation: **just start!**
- 2) For advanced countries: look what other planning systems are doing and **“copy” their successful practices.**
- 3) For everyone: planning HWF is feasible and **networking** is the real “good” solution.



# 04 When



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# Contributors and Acknowledgements

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