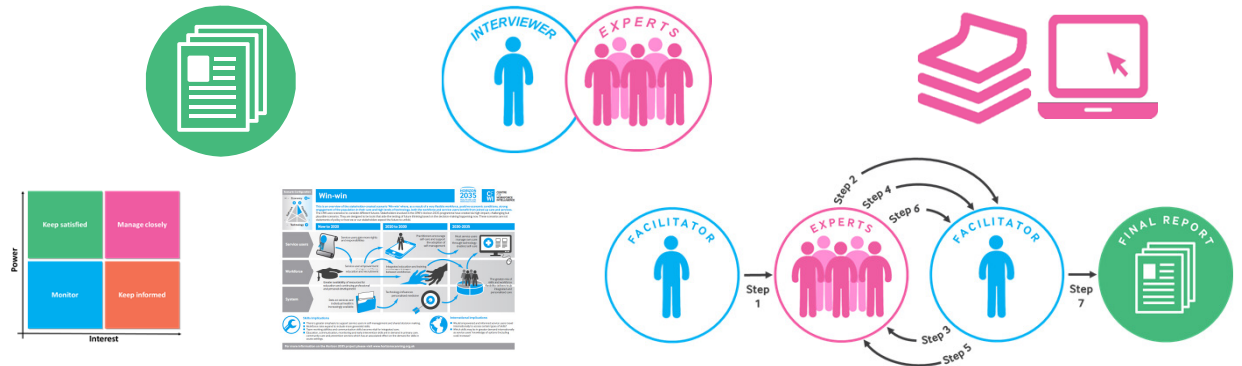




Joint Action Health Workforce  
Planning and Forecasting

# User guidelines on qualitative methods



*MATT EDWARDS*

*WP6 Leader / Head of Horizon Scanning and International  
Centre for Workforce Intelligence, UK*

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JA plenary Assembly  
Madrid, March 2015

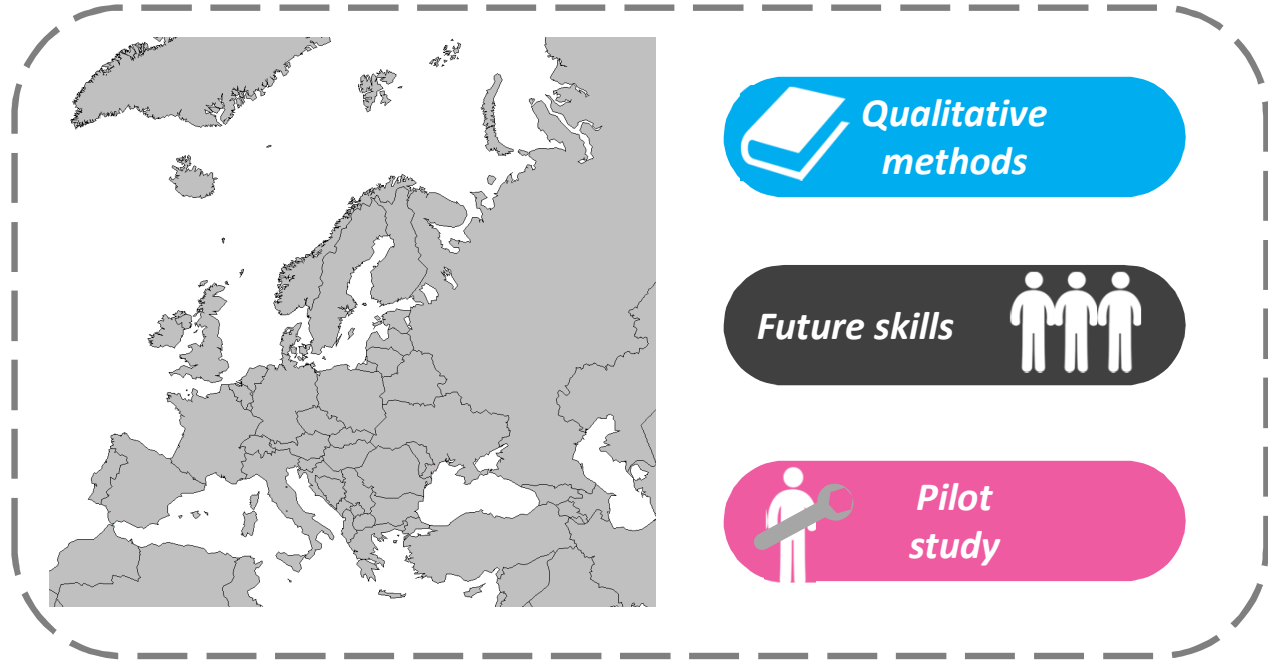


Funded by  
the Health Programme  
of the European Union

# WP6 Horizon Scanning



Horizon scanning  
and qualitative



## Objective for the user guidelines

“The user guidelines will identify and classify the various methodologies used to do qualitative health workforce planning across Member States”



# Planning and methods context

- Health workforce planning may describe the full range of policies and options surrounding health workforce policy (Scott et al, 2011).
- Projection models are used to estimate the future health workforce required, often to inform decisions on intake numbers to training pipelines for specific health professions and specialties.
- This is what most models do (inform numerus clausus), but they also should improve and develop, e.g. multiple workforces / demand sources / skills / qualitative considerations / multiple futures etc.
- Health workforce planning is embedded within the planning of health systems and whilst it is a technical process, it also reflects the political and social processes which determine the numbers, types and distribution of health workers in the system (Dreesch et al, 2005).

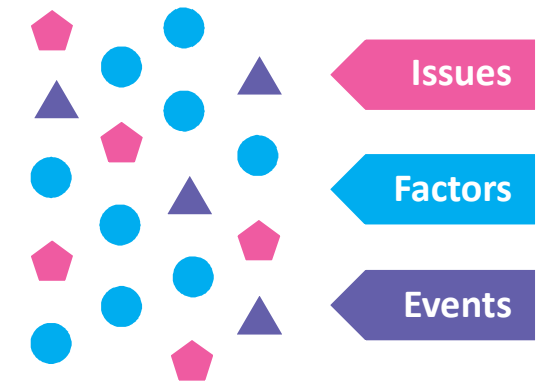
# Identification

- An analysis of the literature and a survey of WP6 partners across Europe
- Descriptions of health workforce planning and forecasting approaches for Belgium, Finland, Germany, Hungary, Netherlands, Spain and the United Kingdom



Results revealed that:

- Different MSs incorporate forward looking activities into health workforce planning and forecasting in different ways
- A range of qualitative methods are in use to look beyond the present and consider how certain factors or changes may influence the supply and demand of health workforces
- This is a positive finding and there is a rich wealth of practice within the EU that other can access as well as iterate.

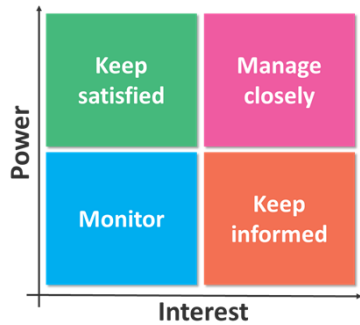


# Method selection help

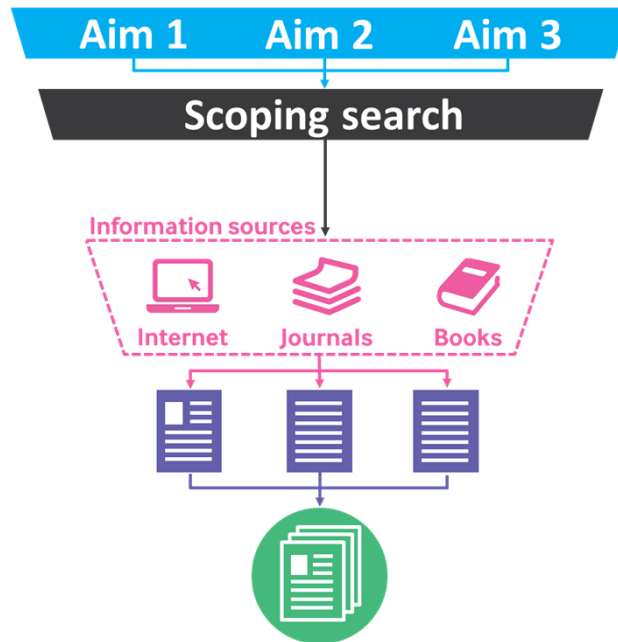
Choose what you would like to do	Method section
Identify people to be involved in your project.	3.1 Identifying stakeholders and experts
Understand what information already exists on a workforce topic.	3.2 Literature review
Interview stakeholders and experts to obtain a deeper understanding of a workforce topic.	3.3 Interviews
Collect qualitative or quantitative information from a defined group.	3.4 Surveys
Investigate plausible futures.	3.5 Scenarios
Quantify scenarios or uncertain variables.	3.6 Delphi exercises

# Methods

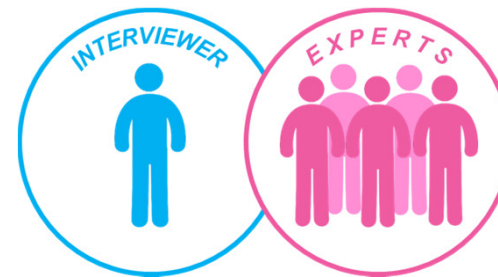
## Identifying stakeholders



## Literature reviews



## Interviews

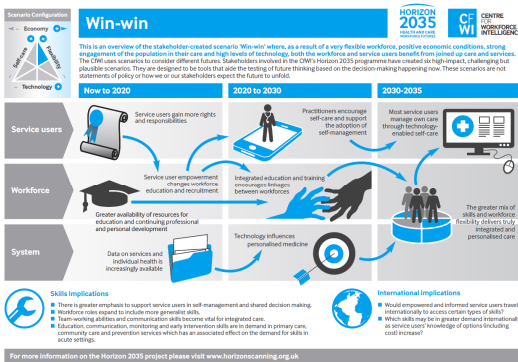


## Surveys

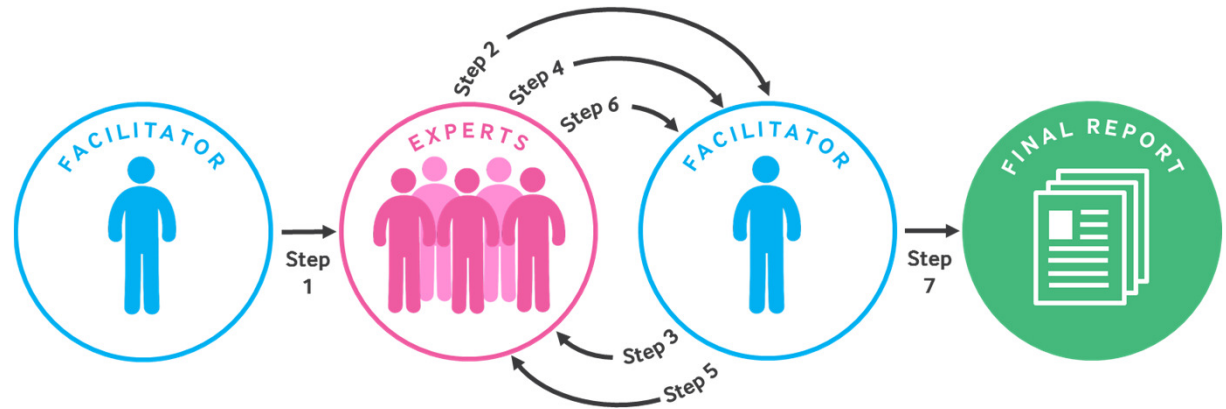


# Methods

## Scenarios



## Delphi





# Methods



**Identifying stakeholders**

 The Netherlands,  UK



**Literature reviews**

 Belgium,  Finland,  NL,  UK



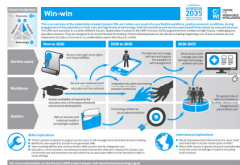
**Interviews**

 Belgium,  NL,  UK



**Surveys**

 Belgium,  Spain,  UK



**Scenarios**

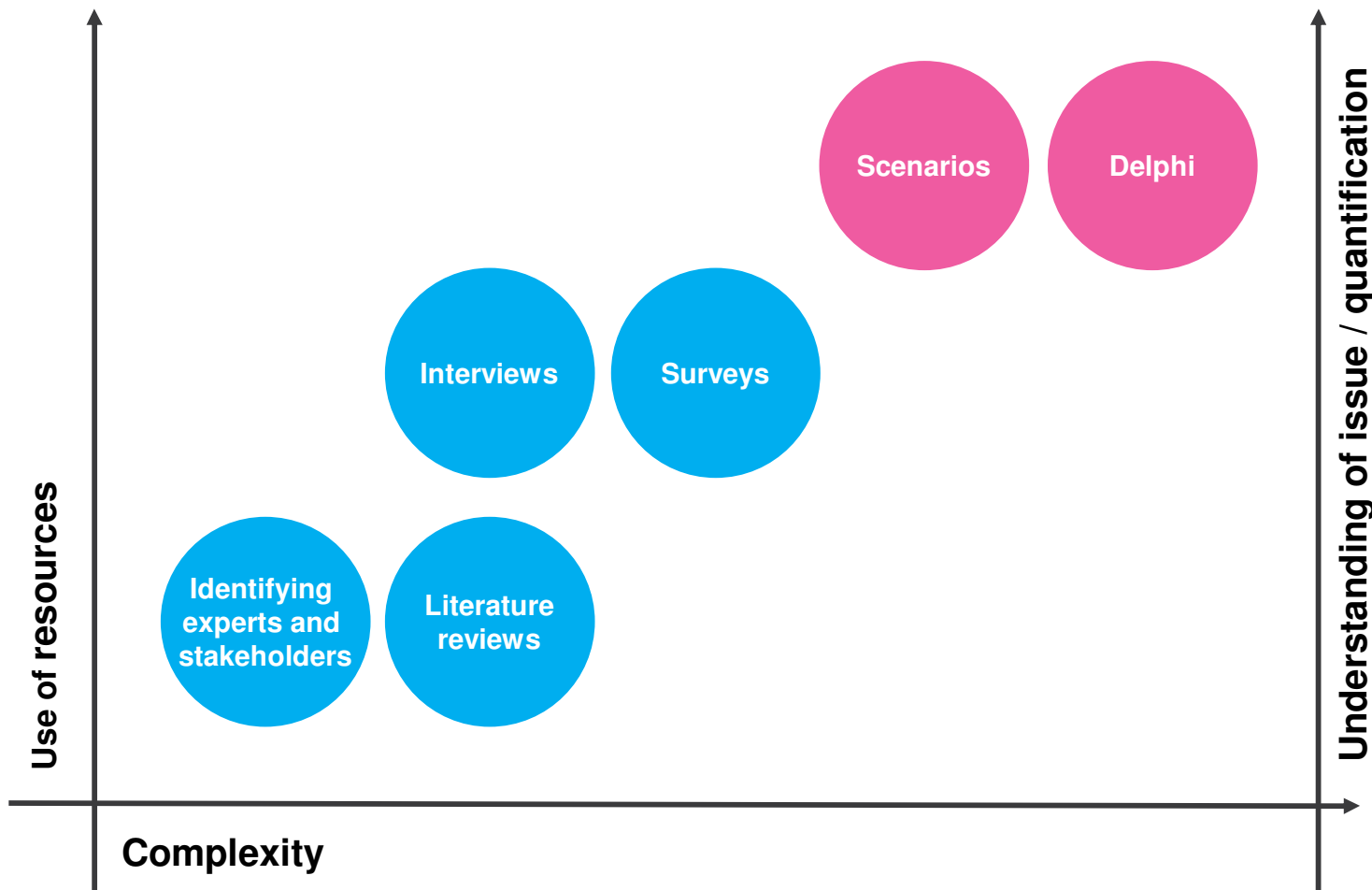
 BE,  FI,  GE,  NL,  SP,  UK



**Delphi**

 Belgium,  The Netherlands,  UK

# Methods: complexity and resources



Understanding and the ability to quantify increases when used in combination with model based planning

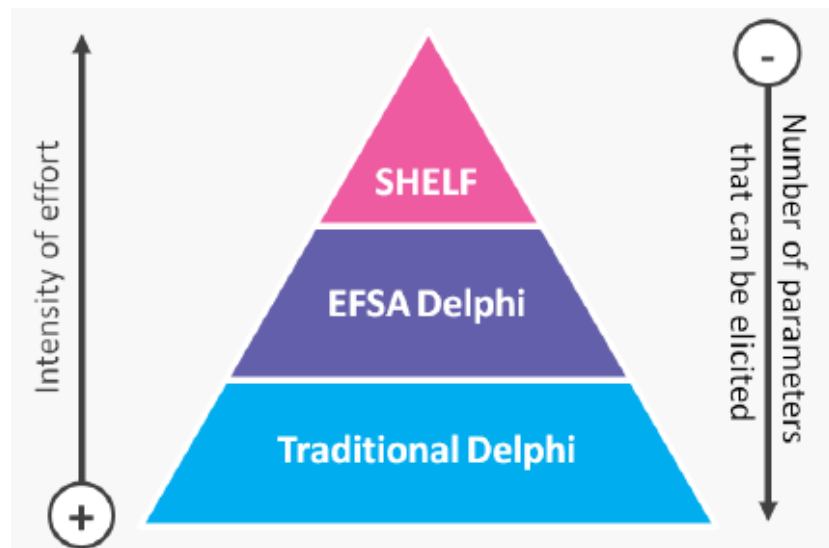
● Not always dependent on model-based planning

● Commonly dependent on model-based planning

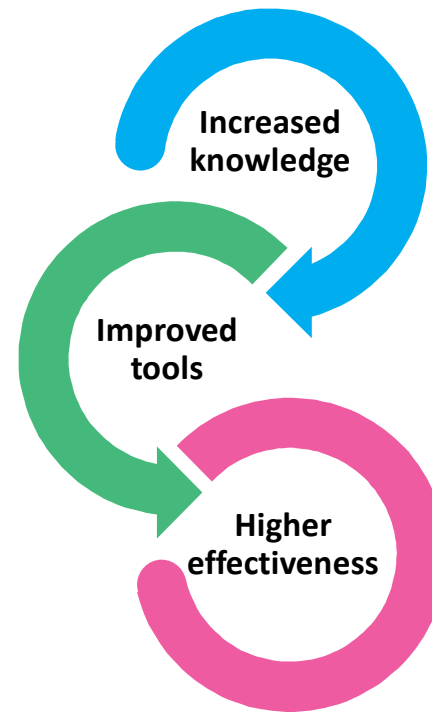
# Methods: refine and develop

D061: 'The application of qualitative methods is strongly advocated and their use in planning and forecasting processes should be refined and developed.'

We can see improvement now via the EU JA: Partners are already innovating their planning



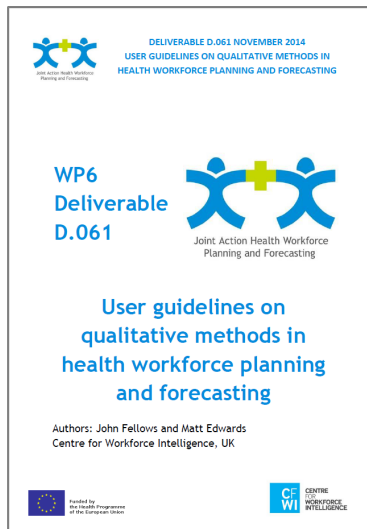
Source: CfWI (2015)



# WP6 User guidelines on qualitative methods



## Qualitative methods



- 1 Examples of methods in use across EU e.g. scenarios, surveys, Delphi, interviews and innovations.
- 2 Helps deal with inherent complexity and uncertainty of workforce planning.
- 3 Descriptions of health workforce planning and forecasting approaches for Belgium, Finland, Germany, Hungary, Netherlands, Spain and the United Kingdom.

Published 27 November 2014

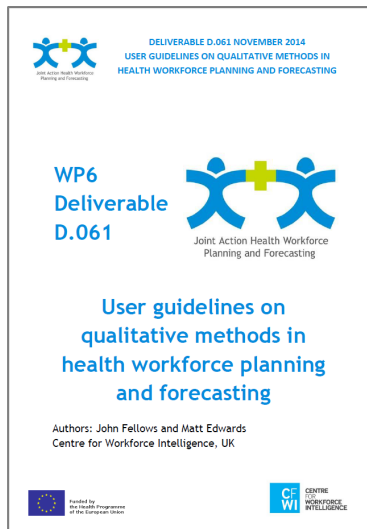
[www.euhwforce.eu](http://www.euhwforce.eu)

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# WP6 User guidelines on qualitative methods



## Qualitative methods



- 4 Use alongside quantitative methods to achieve integrated approaches to advance practice and better outcomes.
- 5 Recommends taking into account the different useful approaches for different contexts.
- 6 Methods can be used to systematically investigate different workforce futures and deal with uncertainty.

Published 27 November 2014

[www.euhwforce.eu](http://www.euhwforce.eu)

[www.horizonsscanning.org.uk](http://www.horizonsscanning.org.uk)



Fellows, J. and Edwards, M. (2014) *User Guidelines on Qualitative Methods in Health Workforce Planning and Forecasting*. [www.euhwforce.eu](http://www.euhwforce.eu) and [www.cfw.org.uk](http://www.cfw.org.uk)



# Acknowledgements

Thank you to the Ministry of Spain for the hosting of this assembly.

Also to acknowledge the continued support from the EU Commission, EU Joint Action team led by Michel Van Hoegaerden, the Department of Health, UK and our national and international partners and advisors for participating in our research.

**Questions welcomed.**

