

Joint Action Health Workforce  
Planning and Forecasting



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# Joint Action on Health Workforce Planning and Forecasting

Nikolina Radeva - Medical University of Varna  
Ekaterina Shirokova  
Savi Shishkov

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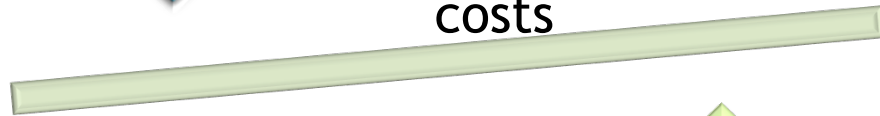


Funded by  
the Health Programme  
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# Background (1)



- Current HWF shortages
- Rising need for care
- Rising health care costs



- Changing demographics
- Working conditions
- Mobility of HWF



Health  
Workforce  
Planning  
is crucial !

## Background (2)



A shortage of 1 million health workers is expected by 2020 in Europe. In order to support Europe's Member States to prepare for the expected changes in available health workers and their skill-mixes, the European Commission supports collaboration between Member States - a Joint Action - to tackle this challenge.

## Background (3)

- Great variety in HWF planning methods across MSs
- Great variety in HWF planning levels across MSs
- Sharing and exchanging practices will support MSs capacity in HWF Planning



2012: EU Action Plan for the Health Workforce

### Action Plan

Improve workforce planning

Anticipate skills needs

Recruitment and retention

International 'ethical' recruitment



- European platform of Member States and professional organisations by launching a three year EU Joint Action on workforce forecasting and planning
- Mapping education and training capacities of health professionals in cooperation with OECD

# The JA EUWHF (1)

- Sharing Knowledge
- Working together
- Exchange between Member States

**JOINT**

**ACTION**

- Usable output
- Tangible outcome
- Focus on practice

# The JA EUWHF (2)

## General Objective

To collaborate and exchange between Member States to support them in their health workforce planning and to increase Member States' and Europe's capacity to take effective and sustainable measures.

### Focus on 5 professions :

- doctors
- nurses
- pharmacists
- dentists
- midwives



Starting date:  
April 1<sup>st</sup> 2013

Duration:  
3 years

# The JA EUHWF: specific objectives

## Increased knowledge :

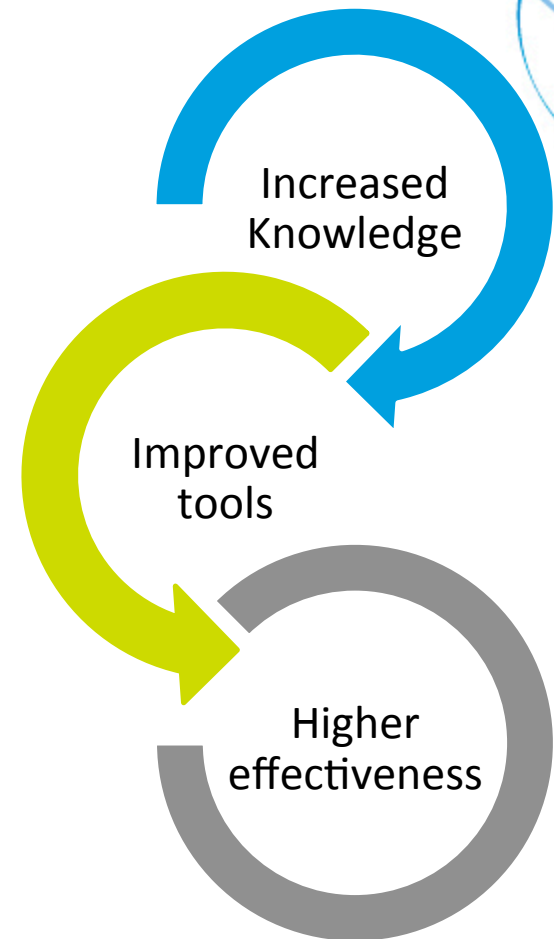
- Better understanding of terminology
- Updated information on mobility trends
- Estimation of future skills and competencies needed for the HWF

## Improved tools:

- Guidelines on quantitative and qualitative planning methodologies
- Platform for cooperation to find possible solutions on expected shortages

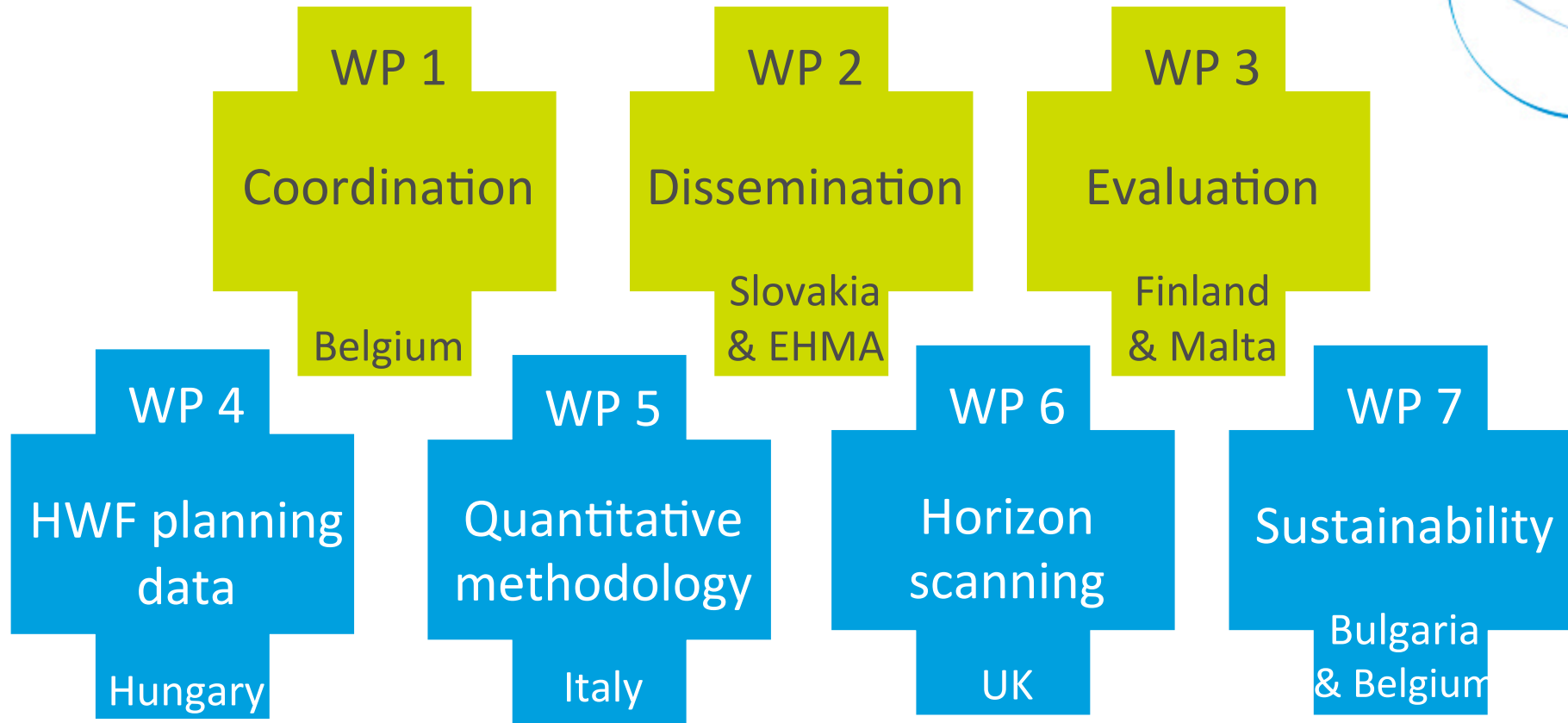
## Higher effectiveness:

- Better monitoring by access to timely data
- Increased quantitative and qualitative planning capacity
- Higher impact of HWF planning and forecasts on policy decision making





# The JA EUWHF : 7 work packages

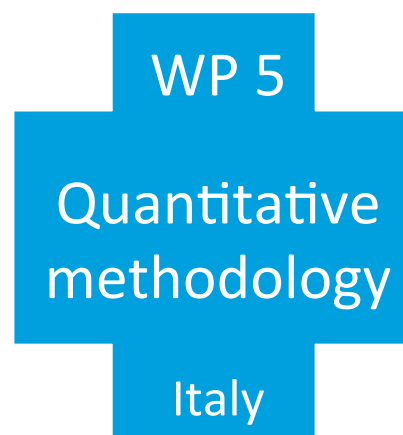


# The JA EUHWF : Horizontal work packages



The horizontal work packages support the core work packages in achieving their purpose. They form together the **Management Office** of the JA EUHWF.

# The JA EUHWF : Core work packages



- Terminology gap analysis
- Mobility data mapping
- HWF planning data analysis

- Minimal data set
- Quantitative planning methodology
- Pilot project

- Estimation of future needs
- Qualitative planning methodology
- Pilot project

- Network of experts
- Policy advice
- Technical recommendations

# The JA EUHWF : Core work packages

## WP 4

Data for improved  
health workforce  
planning

Hungary

- **Terminology gap analysis:** Create better understanding of terminology
- **Mobility data mapping:** Mapping of health workforce mobility data within the EU, including available mobility definitions, Preparation of policy recommendations on HWF mobility data and indicators, Discussion on the applicability of the WHO Code in EU contexts
- **HWF planning data:** Work towards a more effective monitoring of human resources for health by providing information on data gaps and difficulties in collecting and using data for planning purposes.

- Report on terminology mapping
- Report on mobility data in the EU
- Report on HWF planning data

# WP4 Activity 2: Mobility data mapping

## WP4 survey to partners 2013; some questions of the mobility part

1. Relevance of HWF mobility at national level.
2. Definition(s), availability and contents of HWF mobility data at national level.  
Definition(s) of HWF mobility and indicator(s) on HWF in use.  
Professional categories for which you record HWF mobility: stock data, inflow and/or outflow data.  
Data sources of mobility data.  
Use/ plan to use mobility data.  
Contact with authorities of other countries.
3. Validation, comparability of HWF mobility data, use of international data sources, recommendations.  
Validation mechanisms, comparability.  
EU processes that are currently available to use.  
International HWF databases.  
EU level actions relating to mobility support your work.

# The JA EUHWF : Core work packages

WP 5

Quantitative  
methodology

Italy

- Minimum data set: Agree on minimum data requirements for quantitative health workforce planning and forecasting
- Methodology: Review and assess EU existing quantitative workforce planning methods and tools
- Guidelines: Define and try-out of guidelines on quantitative HWF planning

- Minimal data set
- Handbook on planning methodologies
- Web portal
- Report on pilot project experiences

# The JA EUHWF : Core work packages



- Identification and classification of the various methodologies used to do qualitative health workforce planning across MSs
- Estimation of future skills and competencies needed in the health workforce over the next 20 years
- Enrichment of existing national models by try-out exercise (BE)

- User guidelines on estimating future needs
- Report on future skills and competencies
- Web portal
- Report on pilot project experiences

# The JA EUHWF : Core work packages

WP 7

Sustainability

Bulgaria  
& Belgium

- Analyse and review the project objectives and results in view of continuation and policy making
- Identify the partners, individuals and organizations to continue the activities and the format of the continuation of Health Workforce Planning after JA period.

- Sustainability strategy
- List of experts
- Technical recommendations
- Recommendations towards policy making



# WP7 SOCIETY SURVEY FOR FUTURE GENERATIONS



Within the Joint Action on Health Workforce planning & forecasting, the sustainability strategy identified the need to receive a strong feedback from the young generation. This encompasses with the very goal of the Planning activities, which is to identify possible futures for the current and the new generations of healthcare workers.

A survey has been conducted on the target group “upcoming generation”.

# WP7 SOCIETY SURVEY FOR FUTURE GENERATIONS

This survey is scheduled to happen on a 2 years time schedule.  
**Year 1 (Dec, 2013 – June, 2014)**



# WP7 SOCIETY SURVEY FOR FUTURE GENERATIONS

Year 2 (Sept, 2014 – June 2015)

Sept.14

- Revised Survey
- Revised Tools

Oct.14-Jan.15

- Execution of the survey

Feb.15-Mar.15

- Compilation of the results
- Statistical analysis

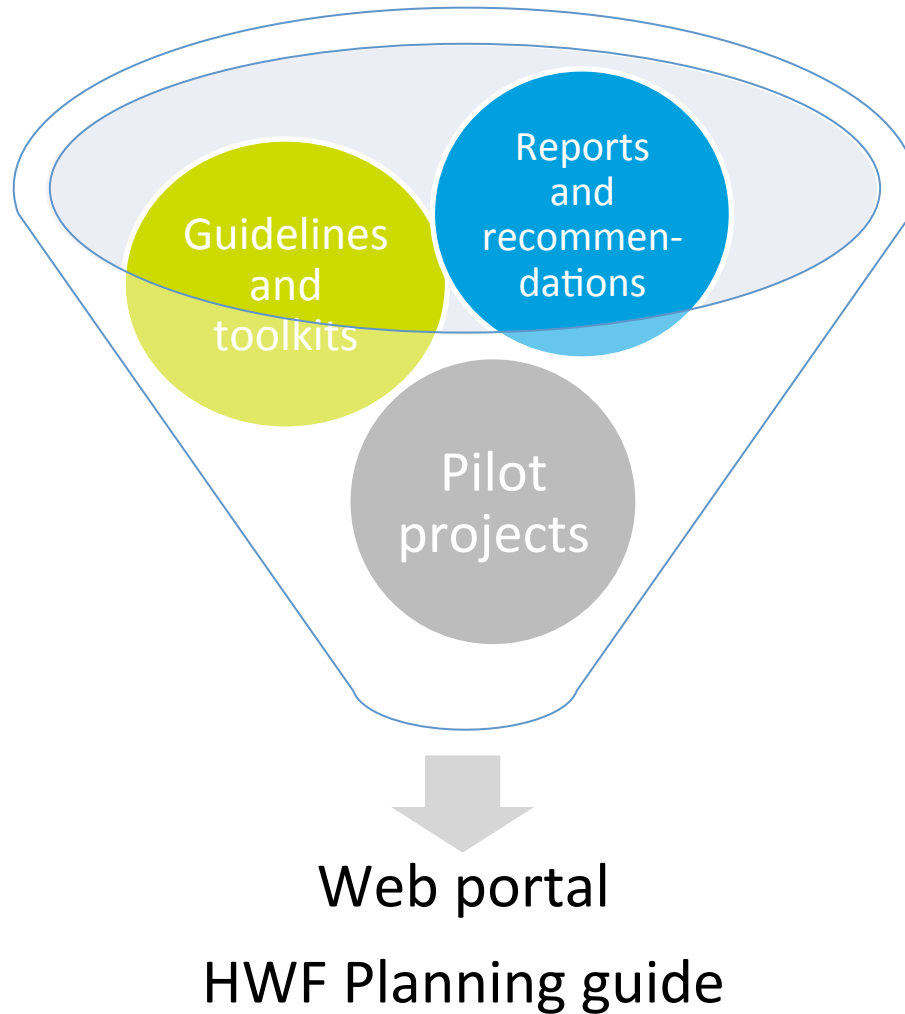
Apr.15

- Discussion of the final results
- Workshop sessions
- Review rounds

May.15-June15

- Production of the final chapter

# The JA EUHWF : Tangible outcome



# The JA EUHWF : Partners

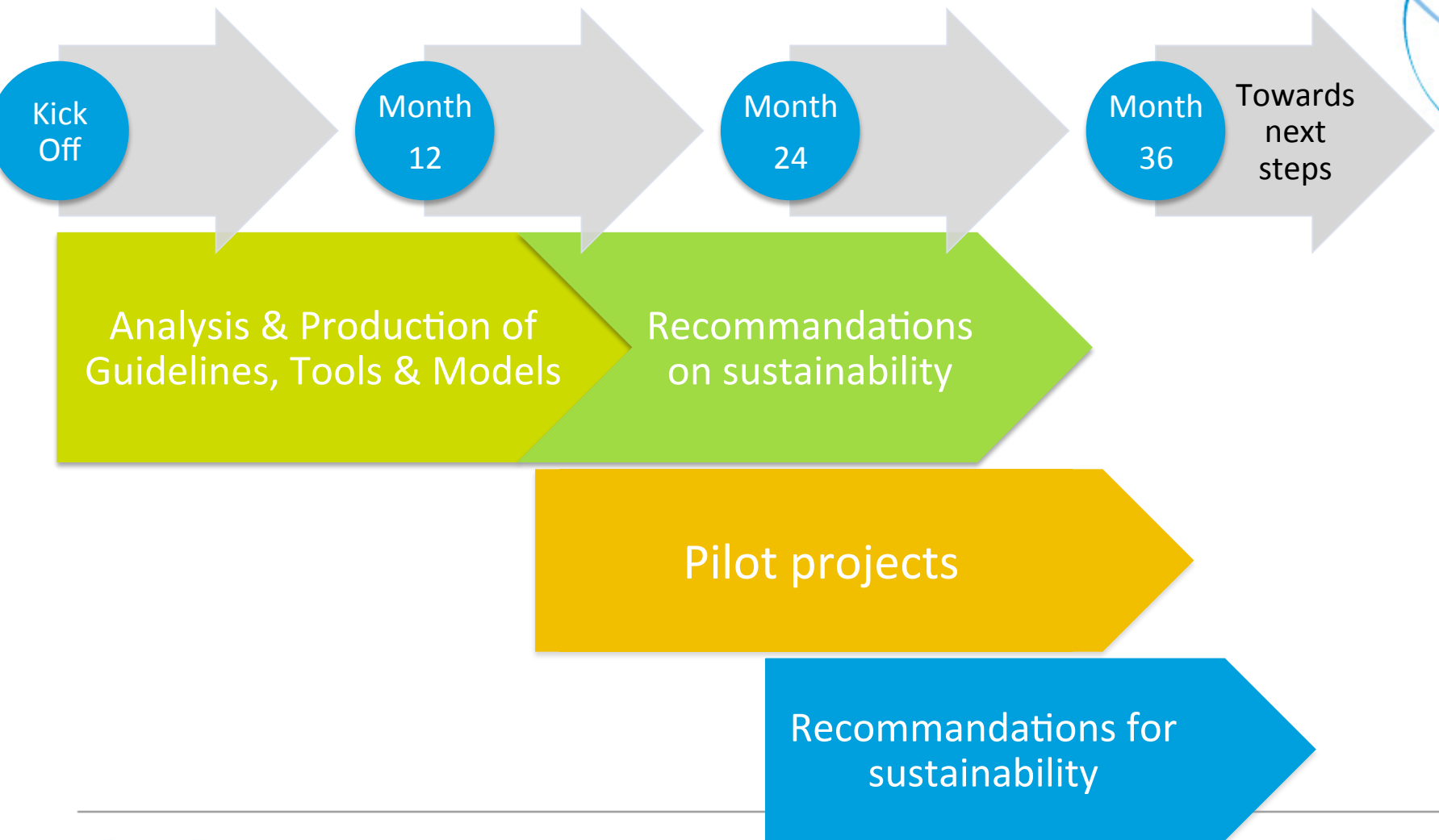
Currently, in our network we have :

- 30 associated partners
- 33 collaborating partners
- Mainly Ministries of health, universities and professional organisations
- New collaborating partners are joining every month
- Check out our full list of partners at [www.euhwforce.eu](http://www.euhwforce.eu)

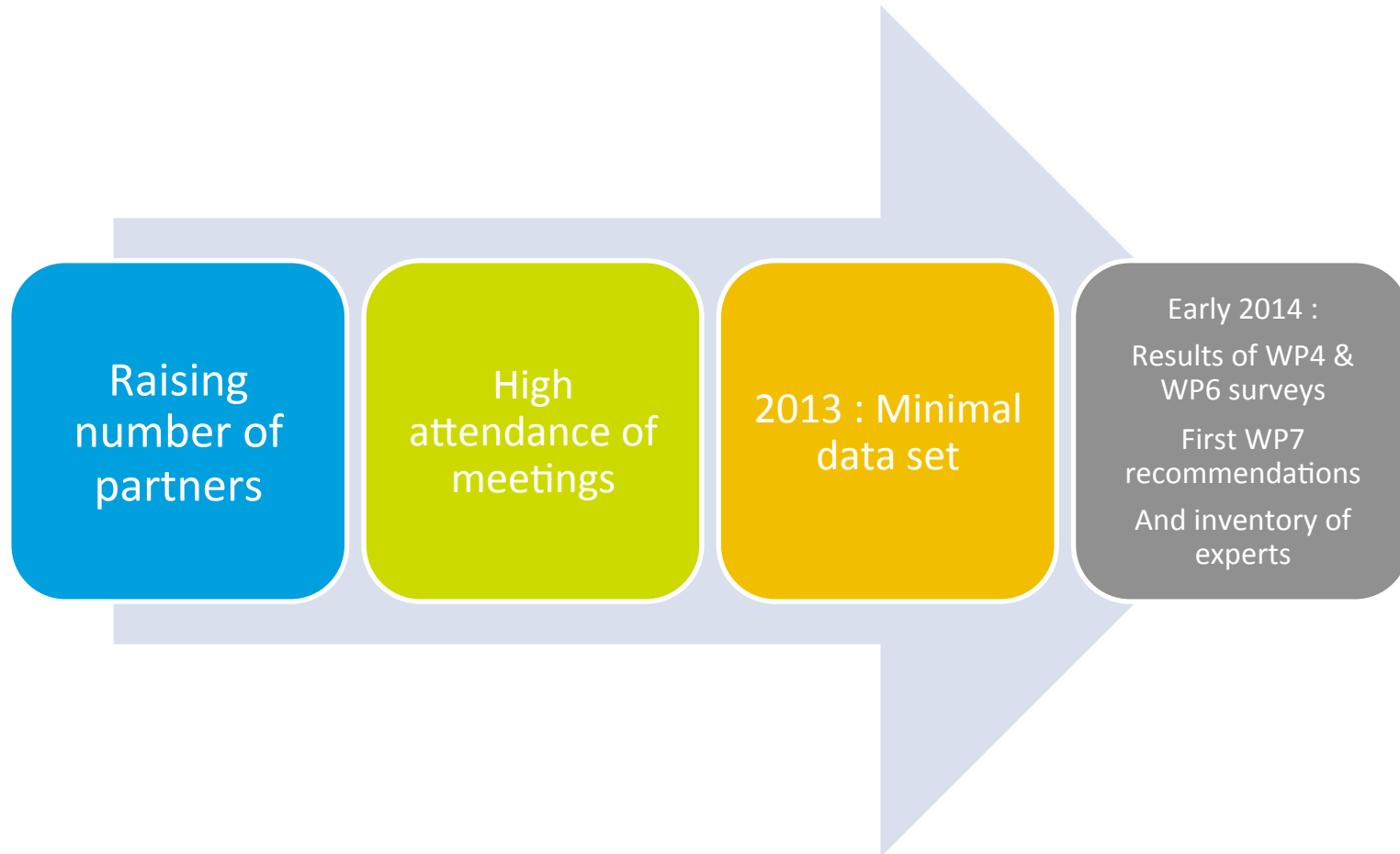
Want to join as a collaborating partner ?

- Send email to [EUHWForce@health.belgium.be](mailto:EUHWForce@health.belgium.be)

# The JA EUHWF : Planning



# The JA EUHWF : Progress



# The JA EUHWF : Save the date



JUN  
**16**

WP4 Meeting on the applicability of the WHO  
Global Code of Practice on the International  
Recruitment of Health Personnel  
WP5 Pilot Projects Meeting  
WP7 Meeting on sustainable implementation of  
HWF planning & forecasting capacity

**Lisboa**

DEC  
**4**

Joint Action Conference  
Stakeholder forum & Plenary meeting under the  
Italian Presidency

**Roma**



# The JA EUHWF : More information

## Website

<http://www.euhwforce.eu/> (temporary)

## Email

[EUHWForce@health.belgium.be](mailto:EUHWForce@health.belgium.be)

# Thank you for your attention !

