



Joint Action Health Workforce
Planning and Forecasting

WP4 "Filling the gaps" Workshop

The mysterious matrix Lost in data?

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Gap analysis

- Minimum Planning Data Requirements (frequently used as MDS)
- set of data categories crucial for performing national health workforce planning (cf. D051)
- 38 data categories - 32 supply and 6 demand side
- Data area in columns
- Data dimensions in rows
- Average data **availability ratio** inserted = expressing the ratio of the number of data categories countries reported available/the total number of data categories in the given data area
- **Mean** values for the data dimensions = mean number of countries reporting available data for the categories

0	1	2	3	4	5	6	7	8	9	10	11	12
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		SUPPLY					DEMAND	
	Data areas	Labour force	Training	Retirement	Migration Inflow	Migration outflow	Population	Health consumption
	Availability ratio - Mean	84% - 10.13	58% - 7.00	58% - 7.00	50% - 6.00	22% - 2.67	86% - 10.33	64% - 7.67
Profession	72% - 8.60	12	10	9	8	4		
Age	60% - 7.14	12	5	7	5	2	11	8
Head count	74% - 8.86	12	10	10	7	4	11	8
FTE	58% - 7.00	7						
Geographical area	56% - 6.71	11	6	7	5	2	9	7
Specialisation	55% - 6.60	11	8	6	6	2		
Country of first qualification	32% - 3.80	6	3	3	5	2		
Gender	83% - 10.00	10						

Minimum Planning Data Requirements - gap matrix on availability

Gap analysis results

The most available data categories - Only 3 out of the total 38 data categories have been reported to be available in all the 12 countries, concluding no data gaps. All these three categories are within the labour force supply data area on the supply side: **profession, age and headcount**

The least available data categories - the largest gaps (columns) - are those related to the **Migration-Outflow data area** (geographical area, specialisation, profession, age and headcount) where the data availability rate is 22%. Only 2-4 (M=2.67) countries reported that data is available in these categories - sometimes solely by using estimates or proxy indicators

The availability (rows) of the **Country of first qualification** data reached the lowest (32%) availability rate, only 2-6 countries (M=3.80) reported to have these data. This indicates the gap, which is also linked to migration-mobility issues