



Joint Action Health Workforce
Planning and Forecasting

The Health Workforce Planning in Italy



JOINT ACTION HEALTH WORKFORCE
Firenze - May 7th 2014

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Funded by
the Health Programme
of the European Union



Joint
P

The Italian Health Workforce planning: systems involved

**Forecasting of
needs for Healthcare
professionals**

Ministry of Health

Regions

Professional boards

**strong
link**

**Setting number for
enrolments in
University courses**

**Ministry of Education,
University and Research**

Universities



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Starting from the laws...key points for planning

- *Short term forecasting of healthcare professionals (yearly)*
- *Medium term forecasting of the number of physicians by speciality (three-years)*
- *Items to consider in the estimates calculation:*
 - ✓ objectives and essential level of assistance indicated by Health National Plan;
 - ✓ organisational models of services;
 - ✓ employment offer;
 - ✓ work demand, considering healthcare professionals not yet working and those in training
- *Items to consider in the specialisation training contracts allocation:*
 - ✓ training capacity of each Italian University
 - ✓ assistential volume of health structures of the training network

Steps in the Italian Health Workforce planning

Forecasting health workforce needs from Regions' and health professional Associations' data



Data collection, synthesis and analysis



Data comparison between Regions and health professional Associations (Boards and others)



Ministry of Health proposes NHS workforce needs

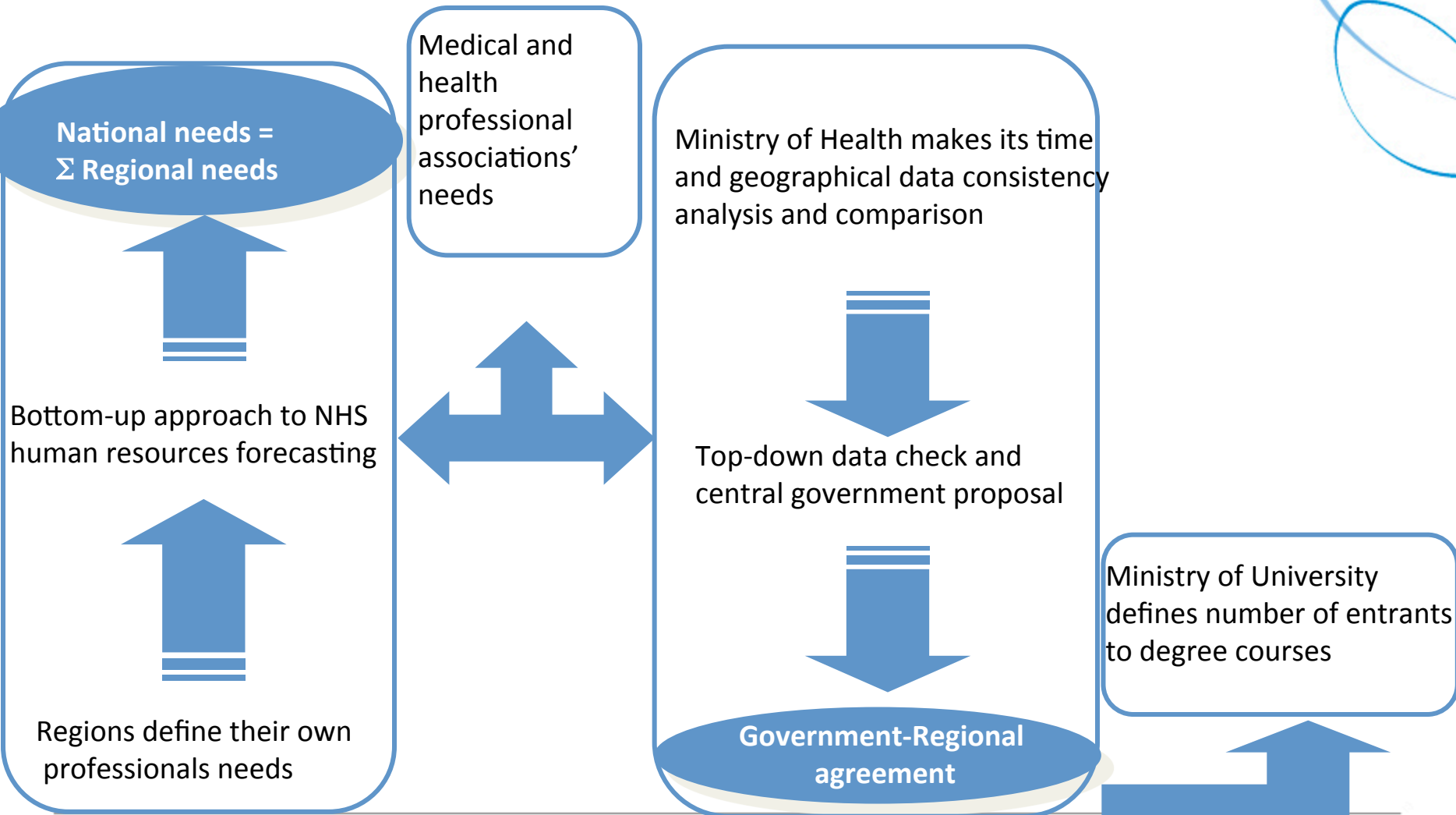


Government-Regional Agreement

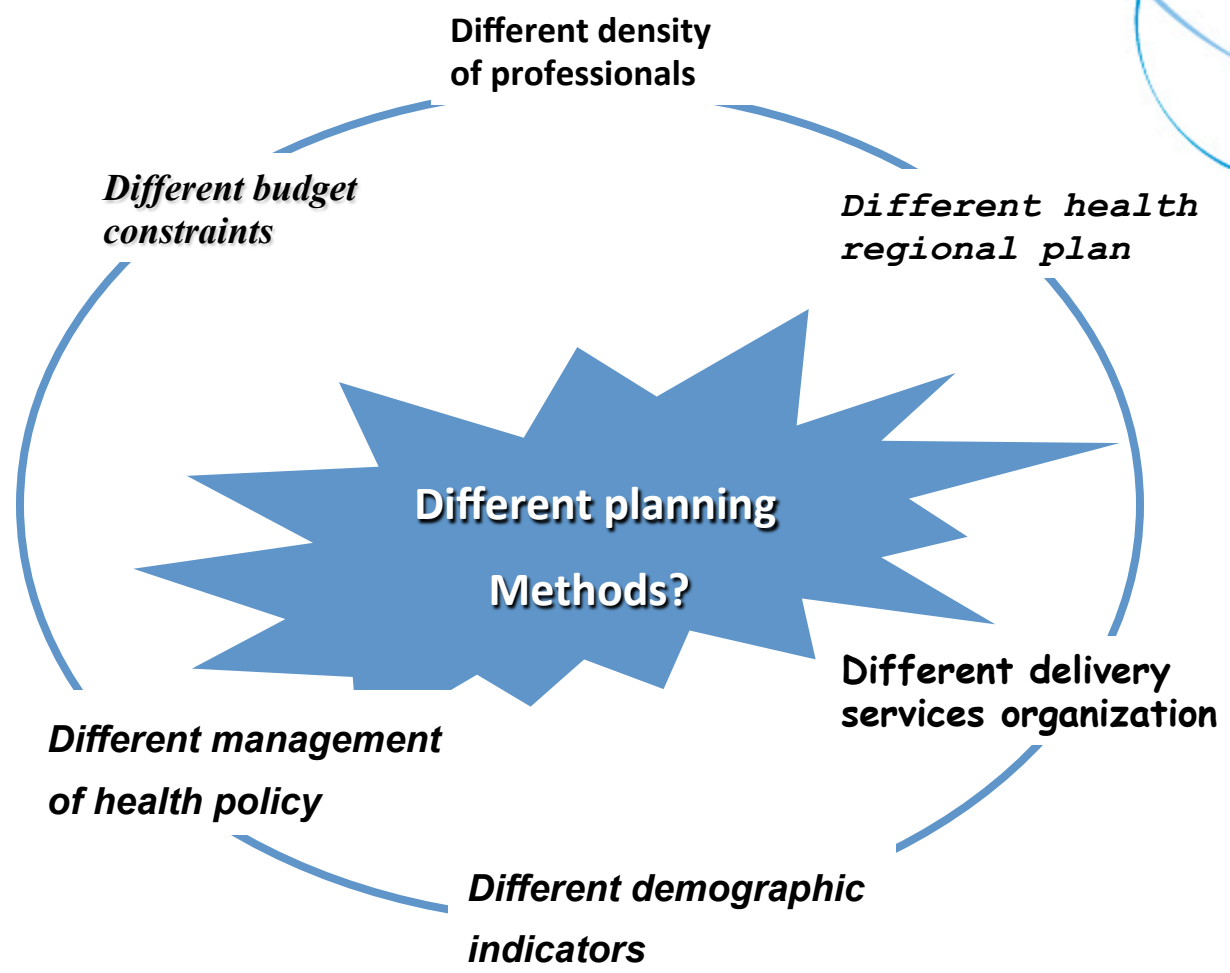
Communication of results to Ministry of Education, University and Research to regulate the access to academic courses



Pattern of roles in health workforce planning



The Regions...necessarily different...

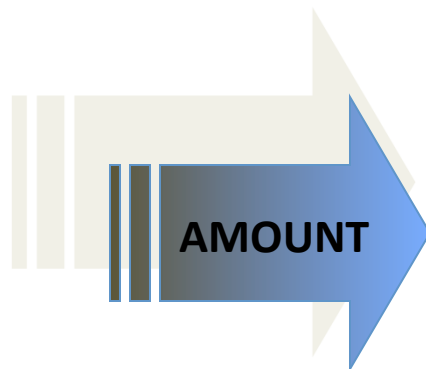


Current critical issues in the process

Single regional needs



National needs overall



≠ Collectivity considered

≠ Variables investigated

≠ Methodology applied

≠ Participants involved

≠ Indicators used

The involvement of Italian Regions in WP5

32 Institutional subjects

(*ministeri, università, associazioni, organismi internazionali*)

Corresponding to **18 Countries**

Collaborating partners:

- Basilicata
- Campania
- Emilia Romagna
- Lombardia
- Marche
- Piemonte
- Puglia
- Sicilia
- Toscana
- Veneto

From European dimension...



...to National dimension

**A GREAT
OPPORTUNITY!**

Next deliverables...up to the pilot study

1. D051 Minimum planning data requirements

November 2013

2. D052 Handbook on planning methodologies

September 2014

3. D053 Web portal on HWF planning methodologies

January 2015

4. D054 Report on WP5 pilot study experiences

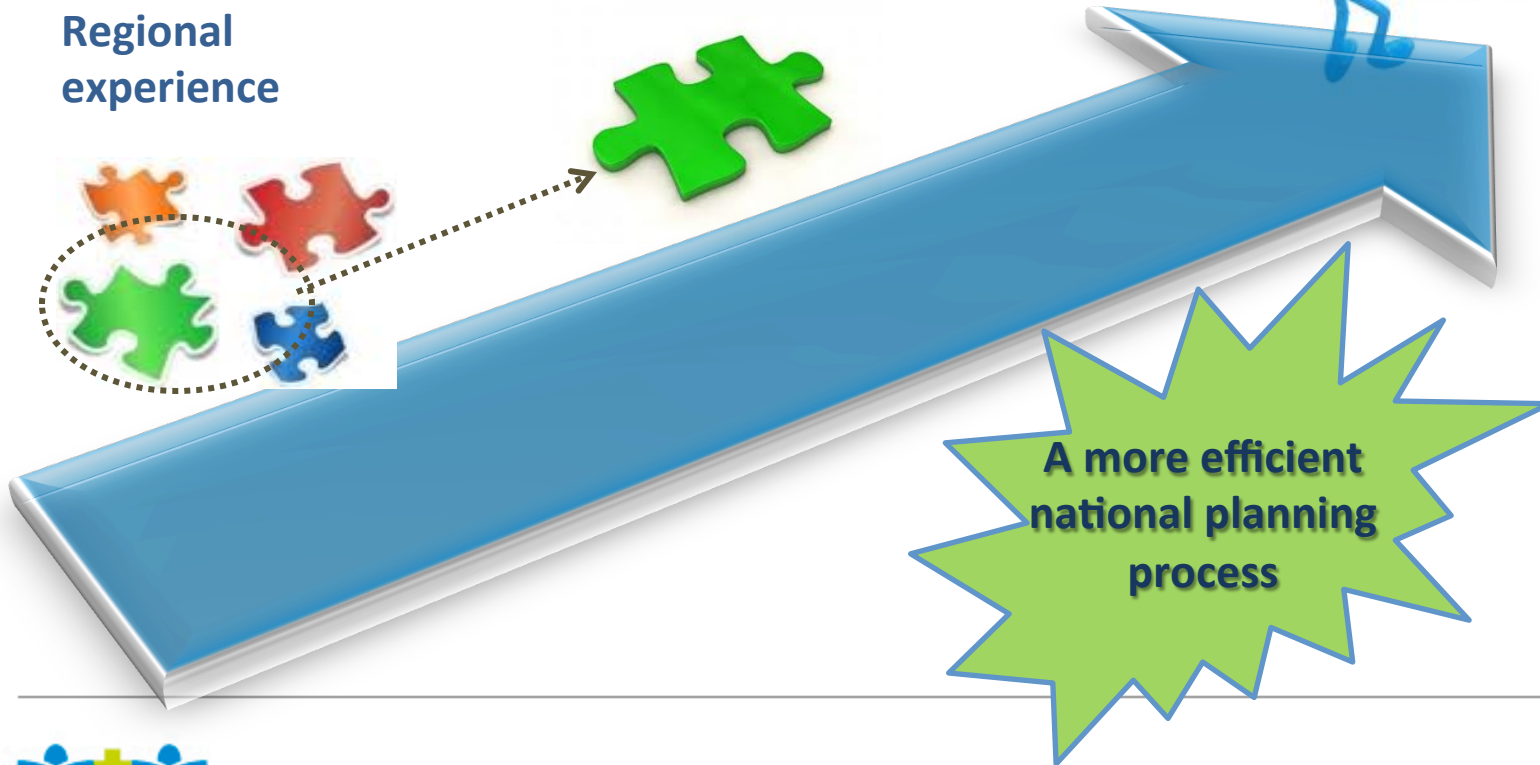
February 2016

What will await from pilot study?

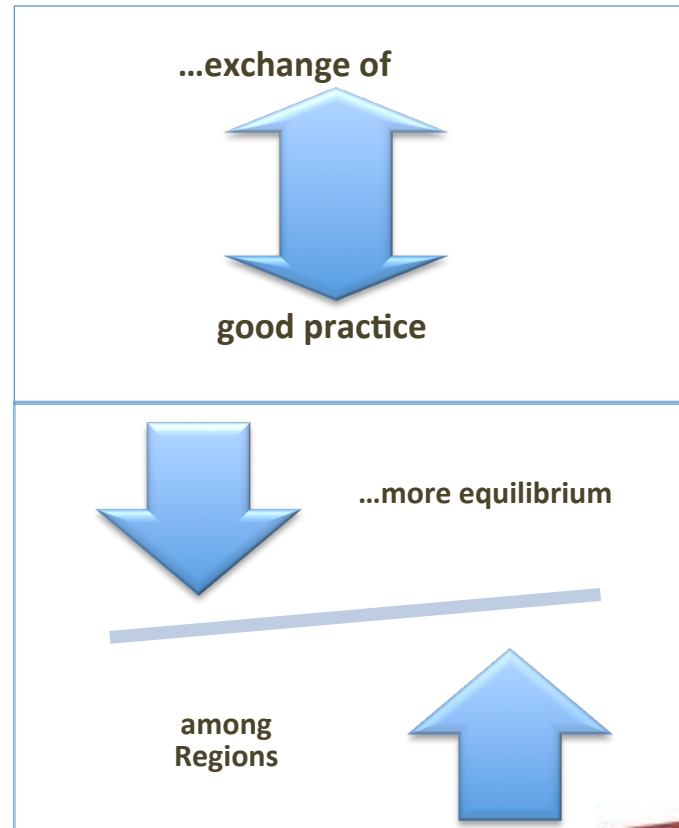
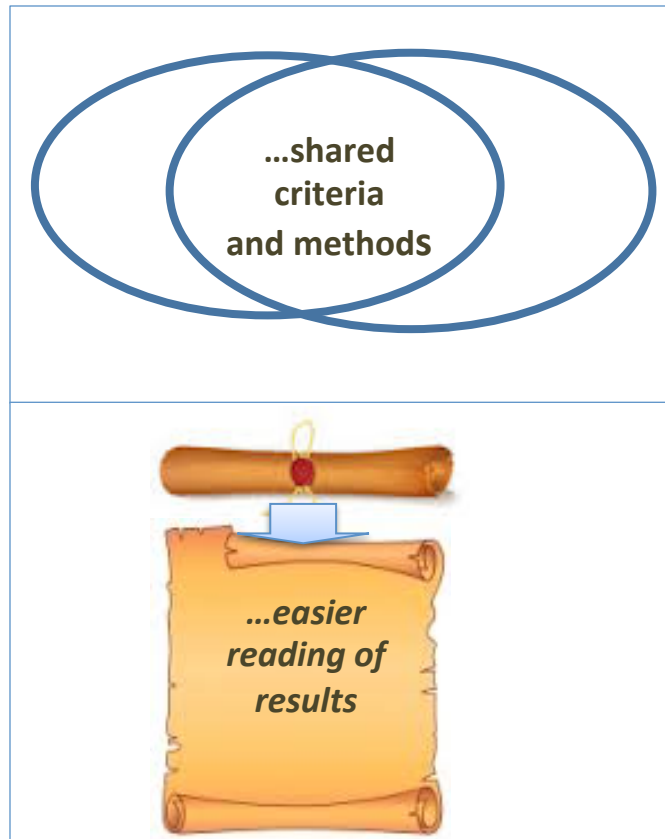
Good trial results
thanks to cooperation

Pilot
project

Regional
experience



Thanks to...



provide methodologies that Regions
may adapt to their needs





THANK YOU