

Joint Action Health Workforce
Planning and Forecasting



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Joint Action on Health Workforce Planning and Forecasting

**Tina Jacob, WP1 leader
2015/10/06, Bucarest**



Funded by
the Health Programme
of the European Union

Background (1)



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



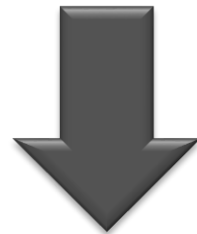
- Changing demographics
- Working conditions
- Mobility of HWF



**Health
Workforce
Planning
is crucial!**

Background (2)

- 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

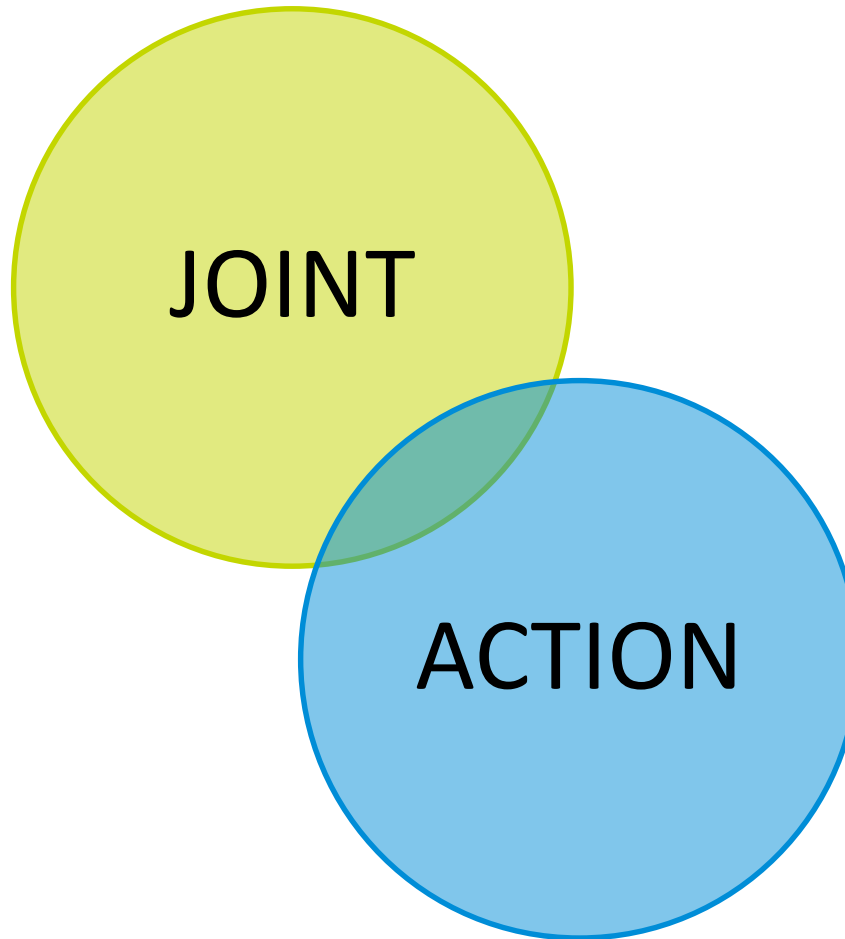
International 'ethical' recruitment



- 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



- 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 1st 2013

Duration:
3 years

The JA EUHWF: specific objectives

Increased knowledge :

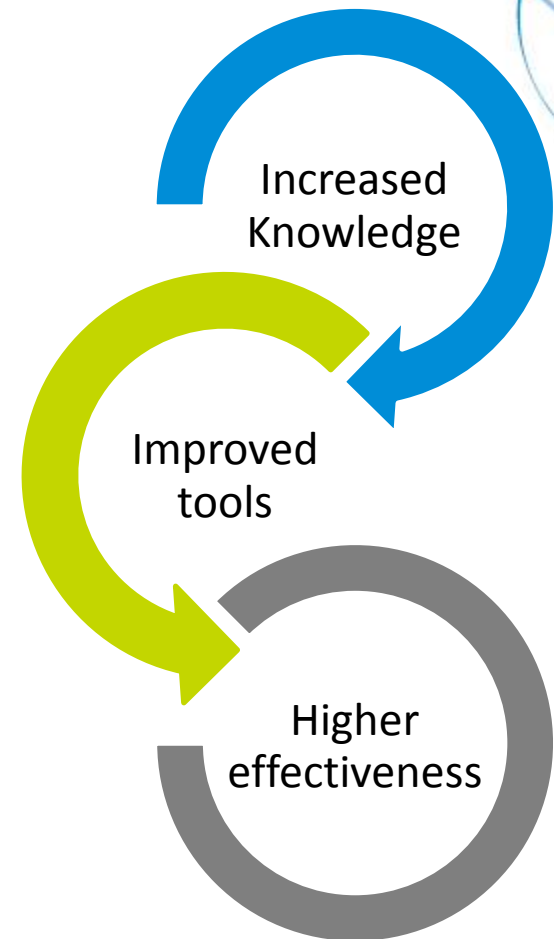
- Better understanding of terminology
- Updated information on mobility trends
- Estimation of future skills and competencies needed for the HWF

Improved tools:

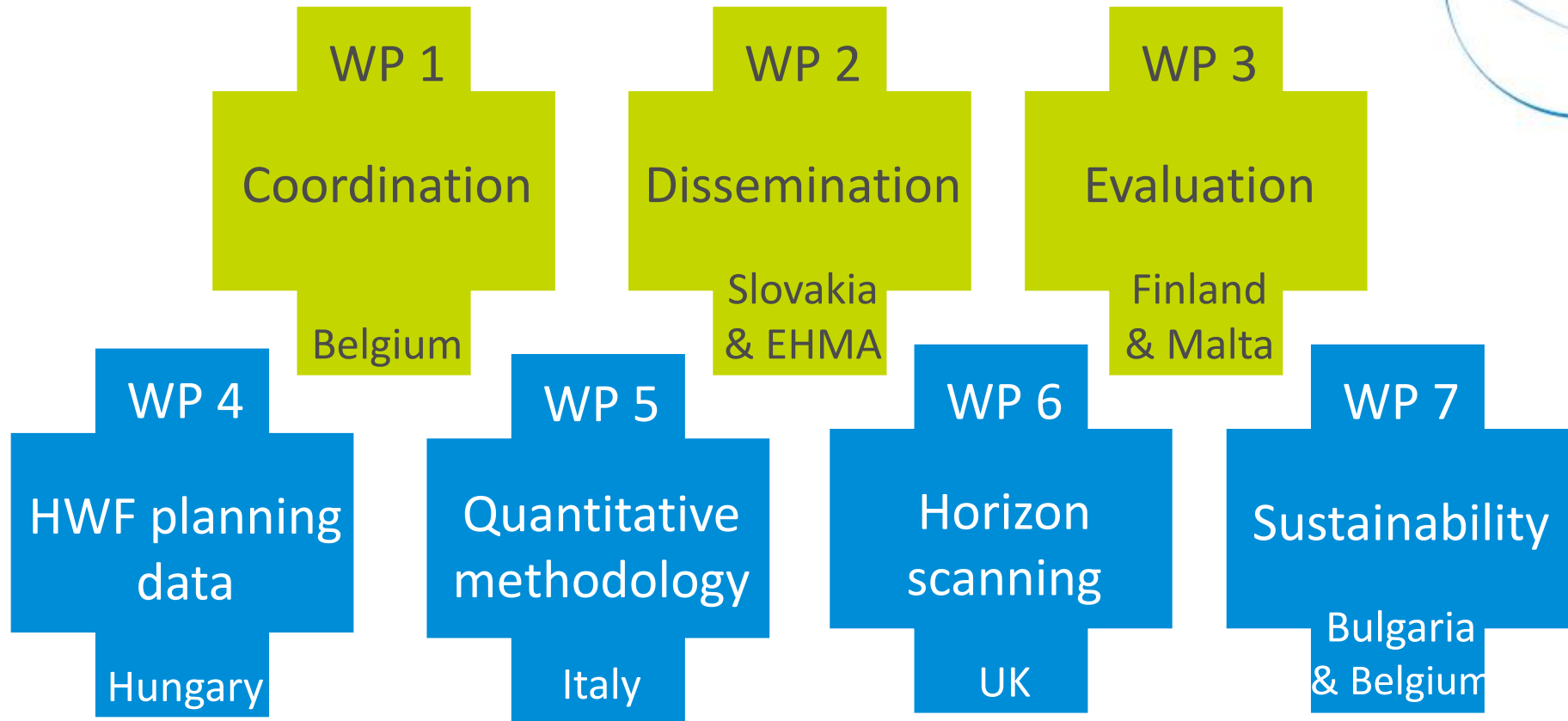
- Guidelines on quantitative and qualitative planning methodologies
- Platform for cooperation to find possible solutions on expected shortages

Higher effectiveness:

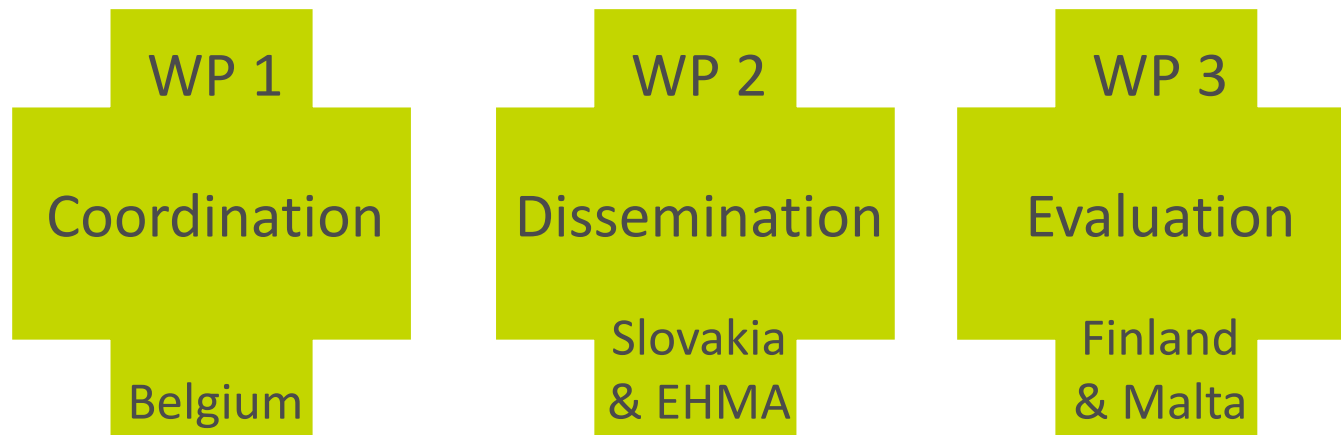
- Better monitoring by access to timely data
- Increased quantitative and qualitative planning capacity
- Higher impact of HWF planning and forecasts on policy decision making



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.

WP 4

HWF planning data

Hungary

WP 5

Quantitative methodology

Italy

WP 6

Horizon scanning

UK

WP 7

Sustainability

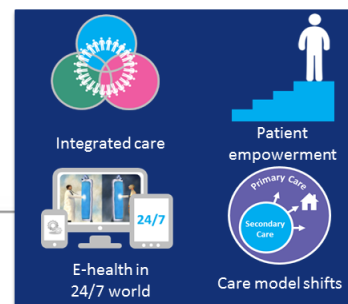
Bulgaria & Belgium

- Terminology mapping
- Mobility data
- HWF planning data

- Minimal data set
- Quantitative planning methodology
- Pilot project

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

- Network of experts
- Policy advice
- Technical recommendations



WP 4
HWF planning data
Hungary

REPORT
D041 - Terminology mapping:
Creating better understanding of terminology

REPORT
D043 – HWF planning data:
Providing information on data gaps and challenges in data collection for HWF planning

+ WP4 Toolkit and Recommendations for delivering better quality HWF Planning data

REPORT
D042 - Mobility research:
Providing updated information on mobility trends of HWF



WP 5
Quantitative
methodology
Italy

REPORT
D051 - Minimum dataset:
Agreeing on minimum data requirements for HWF planning

REPORT
D054 - Experiences of pilot projects:
Sharing results of testing the handbook and guidelines



D052 and D053 - (webbased) Handbook on planning methodologies:
Reviewing and assessing 7 advanced health workforce planning methodologies and selecting good useful practices for other Member States to learn from

D061 - User Guidelines on estimating future needs: Identification and classification of the various methodologies used to do qualitative health workforce planning across Member States

D062 - Policy reports on future competences (skills, knowledge, attitude): Estimation of future competences needed in the health workforce in 2035

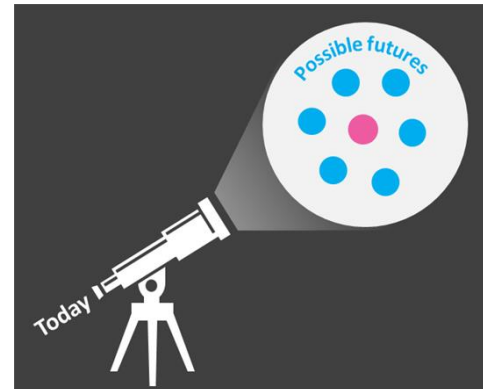
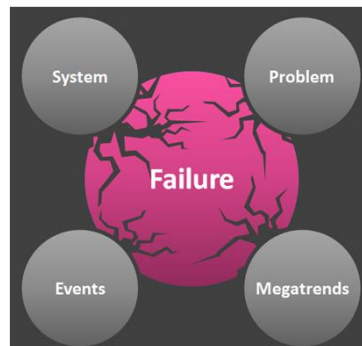
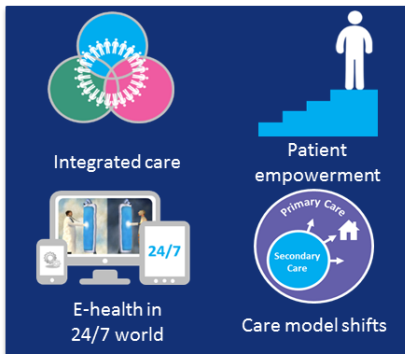
D064 - Report on pilot project in Belgium: Test the methods in the user guidelines together with the policy reports in Belgium on physicians



What if the future is not what we expect?

Consider many futures

Transparent and participatory approach



WP 7

Sustainability

Bulgaria
& Belgium



D071 - Sustainability strategy: How to increase impact of results of Joint Action on HWF-policy in Europe

VISION

SKILLS

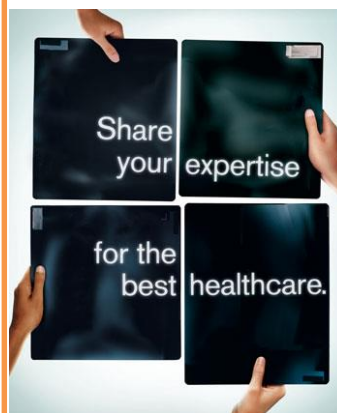
INCENTIVES

RESOURCES

ACTION PLAN

D072 – List of Experts: Identifying experts (individuals & organisations) to take work forward for sustainable impact

ask
an EXPERT



TECHNICAL EXPERTISE



D073 – Technical recommendations: Analyses deliverables of Joint Action and targets key technical messages and recommendations to the right audiences

D074 – Policy recommendations: Analyses deliverables of Joint Action and targets key policy messages and recommendations to the right audiences

The JA EUHWF : Tangible outcome



The JA EUHWF : Partners

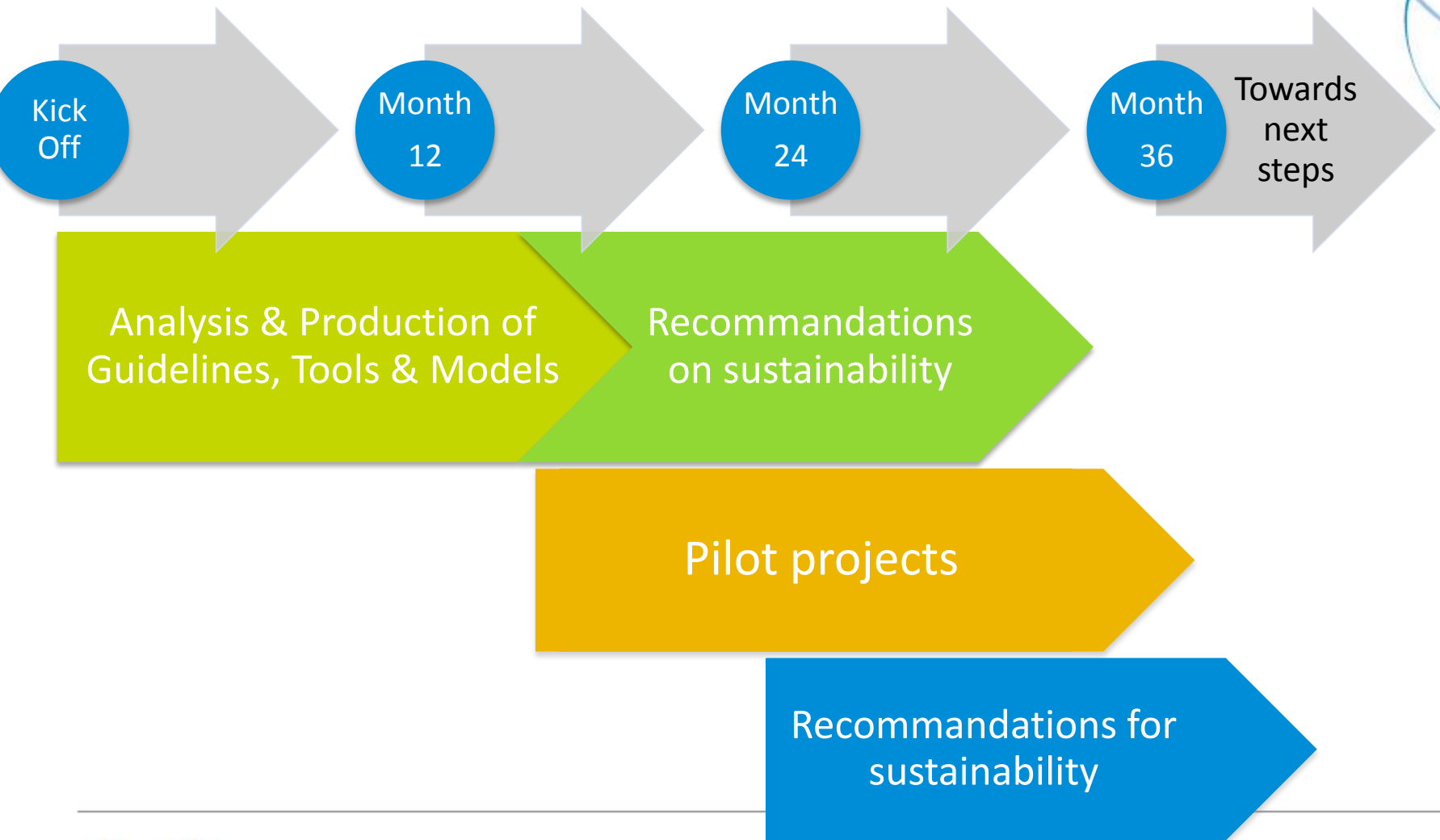
Currently, in our network we have :

- 30 associated partners
- 51 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.healthworkforce.eu

Want to join as a collaborating partner?

- Send email to EUHWForce@health.belgium.be

The JA EUHWF : Planning



Major results up until now

08/2015



Minimal Data Set

04/2014



Report on terminology gap analysis

06/2015



Report on the applicability to EU of the WHO Code of Practice for the recruitment of Health Professionals

06/2015



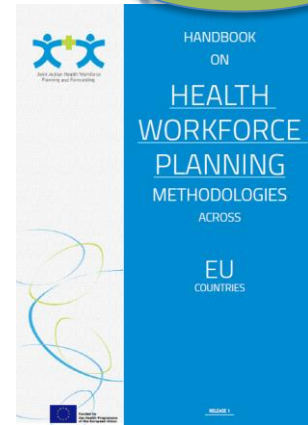
Sustainability Strategy

07/2015



User guidelines on qualitative methods in health workforce planning and forecasting

12/2014



First web based handbook on planning methodologies across EU Countries



Pilot Projects

Feasibility studies



Pilot Project BE



Major results still to come



Report on Mobility Data in the EU



Report on HWF planning data



Reports on Pilot projects
(Quant. & Qual.)



Report on Future Skills & Competencies



EU Network of Experts in HWF Planning



Technical Recommendations &
Recommendations towards policy making



Expert reference Groups Reports
Final Evaluation report



Stakeholder Analysis
Final Dissemination

Final Guide on HWF
Planning &
Forecasting

New website
with web
content

Platform of
collaboration

Final Technical &
Financial Report

The JA EUHWF : Save the date



11 Nov
2015

WP7 Workshop
on sustainability options
Varna (BG)

18-19 Feb
2016

Joint Action Conference n°3
Varna

3-4 May
2016

Closure Event &
Plenary Assembly meeting n°3
Belgium (exact place & date TBD)

Invitation to Joint Action Conference n°3

DAY 1



DAY 2



The JA EUHWF : More information

Website

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

<http://www.healthworkforce.eu> (coming soon)

Email

EUHWForce@health.belgium.be

Thank you for your attention!

