

Planning for future workforce needs: national experiences and international perspectives

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Belgium : from planning to coordination

Demand for health professionals

- *in quantity (adequate number)*
- *in quality (adequate qualification)*

! Many member states have difficulties in collecting data to assess and plan for future workforce needs

2010: Under the Belgian Presidency of the Council of Europe, Conference «*Investing in Europe's health workforce of tomorrow*» (*La Hulpe*)

2012: Action plan for the EU Health Workforce

=> Belgian Coordination of the JA HWFP



Key insights of 20 years planning in Belgium (1/4)

The different dimensions of manpower shortage:

- **By sector of activity**

hospitals, outpatient, home care, ...

- **By region**

Urban areas, rural areas, population density, ...

- **By speciality**

Medical specialities + or - attractive than others



Key insights (2/4)

Belgian main policy actions

- Monitoring and Regulation using a quota system
(tool: mathematical planning model)
- Measures to improve working and financial conditions
(attractiveness of profession)
- Restructuring the first line of care to reduce workload

! The important role of health professionals against health inequalities and their training!



Key insights (3/4)

Challenge of workforce planning is complex

Complexity of change:

- ◆ Non linear career
- ◆ Changes in medical practice and technical progress
- ◆ Populations and their needs - 2010:

% ageing	Brussels region	Flemish region	Walloon region
$(65Y\&+)/ (0-14Y) \times 100$	73,77	112,16	92,74

- ◆ The Bologna agreement and international mobility

Two types of mobility observed in Belgium

- *educational (basic studies and specialization)*
- *Professional*



Key insights (4/4)

Belgian main investment

- **Close collaboration** between departments of health, employment and education
- Investment in the monitoring and the regulation of professions with the help of a **mathematical planning tool**
 - ✓ *Universal forecasting model*
 - ✓ *More than 40 parameters*



Tomorrow

Belgium:

Improve the availability of data via from several sources linked on a permanent basis: health professional data, social security and health insurance data

=) to “feed” our mathematical planning model

Message of encouragement to all European partners:

Based on the existing experience among the network partners, developed and optimized by the JA, each member state will be able to improve the planning of its health professions



ALL TOGETHER, AS PARTNERS IN ONE PROJECT, WE CAN MOVE EUROPE'S HEALTH WORKFORCE PLANNING AND FORECASTING FORWARD

I hereby open the plenary assembly of the
JOINT ACTION ON HEALTH WORKFORCE PLANNING AND
FORECASTING.

Have a good plenary session!

