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Joint Action on
Health Workforce Planning and Forecasting

Work Package 5

Exchange of good practices in planning and forecasting methodologies

Italy

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1. Presentation of the WP5 Leader

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ITALY: Ministry of Health (leader) and
Agenas - National Agency for Regional Healthcare

Name	Roles
Giovanni Leonardi	WP Leader
Egle Parisi	Knowledge broker
Paolo Michelutti	Project Manager
Achille Iachino	Analysis & metodology
Ragnar Gullstrand	Analysis & metodology
Annalisa Malgieri	Technical expert
Cristina Sabatini	Technical expert
Barbara Labella	Statistic survey
Sandro Di Sabatino	Infomation technology
Anna Maria Pacini	Budget & reporting

2. Partners of the WP5

Partners	
1. FPS – Belgium	10. CAPORG – Netherlands
2. NCPHA – Bulgaria	11. MoH – Netherlands
3. MoH – Denmark (collab. partner)	12. MoH – Poland
4. MoH – Finland	13. ACSS – Portugal
5. UNI_HB – Germany	14. SI – Slovenia
6. NSPHJ - Greece	15. MoH –Spain
7. SU – Hungary	16. EFN
8. MoH – Iceland	17. HOPE
9. MoH - Ireland (collab. partner)	18. PGEU

3. Objectives of the WP5

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- Mapping the actual use of
  - ✓ planning methods to govern the Health Workforce market;
  - ✓ quantitative forecasting models for a systematic assessment of future workforce needs.

- Condensing the best planning methods and forecasting models in a cook-book to be used by member states and a minimum data set for forecasting.

- Experimenting the methods and the models in two countries.

- Health professions in focus are doctors, nurses, pharmacists, dentists and midwifes (the five health professions covered by the Recognition of Professional Qualifications Directive).

4. Mapping of actual planning methods

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1. Coverage (health professionals)
2. Actors (University, Ministry of Health, Regions ....)
3. Specific legislation.
4. Objectives of the planning and the decisions to be taken (who and which).
5. Gradual path of activation (steps / successes and failures).
6. Organization of the planning process.
7. Use of forecasting methods.
8. Frequency of forecasting.
9. Monitoring of the process using specific indicators.
10. What were the planning results (outcome indicators)

5. Mapping of actual forecasting methods

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Planning models _demand_ based	Planning models _supply_ based

1. Drivers (proposed by OECD):
   I. Population size;
   II. Current health care utilization;
   III. Changing utilization patterns;
   IV. Changing delivery models;
   V. GDP/income growth.
	1. Drivers (proposed by OECD):
	   I. Inflows (training and mobility);
	   II. Stock;
	   III. Outflows (retirement/retention rates and mobility);
	   IV. Productivity.

2. Tools (ICT systems)	2. Tools (ICT systems)
3. Processes and procedures	3. Processes and procedures
4. Players	4. Players
5. Projection period	5. Projection period

6. Best pratices

	Planning (= organized decision making)	No planning
Forecasting (=predicting the future on the base of certain assumptions)	Ideal situation	Wasted time and money?
No forecasting	Risk of insufficient actions / overacting / wrong decisions	Trust in the invisible hand

7. Milestones and Deliverables of the WP

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1. Minimum data set (for forecasting)

2. Exchange of good practices (web-platform)

3. Defining and experimenting guide lines on HWF planning ("cookbook" to be used in two countries, Portugal and Italy)

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8. WP5 kick-off

To our partners

you're welcome in Rome

on the 17th of May.

Save the date!

EUHWforceWP5@agenas.it

10 **Thank you for your attention !**