

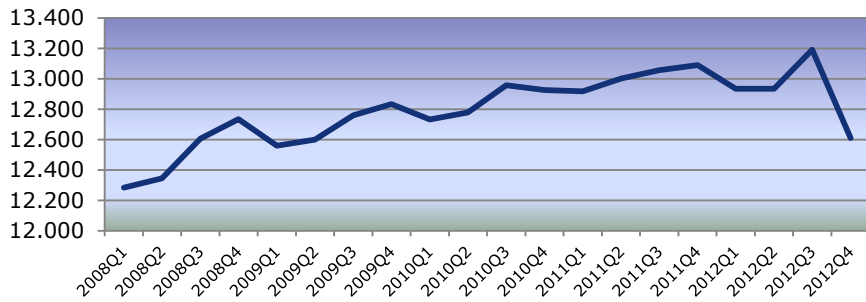


Joint Action Workforce Planning and Forecasting WP 7 Kick Off EU Expectations

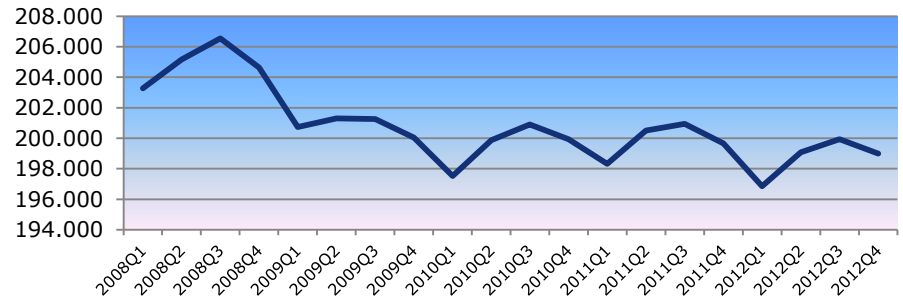
Caroline Hager
European Commission
Health and Consumers Directorate-General
Healthcare Systems Unit

EU Health Workforce (8% of total EU workforce)

Trends in employment in the human health sector



Trends in employment in all other sectors



Underlying issues

Ageing population and workforce

Rise of chronic diseases and co-morbidities

Mobility of health workers



Problems to be tackled

Increasing demand for health workers

Change in models of care delivery (less hospital-centric, more primary care)

Unequal distribution
Limited data causes fragmentation of workforce planning

WHAT CAN EU DO?

➤ **No legal competence**
in health workforce policy



➤ **Promote European cooperation:**

- ✓ Exchange of best practice
- ✓ Support European networks
- ✓ Promote European research



Action plan for the EU health workforce

Forecasting workforce needs and improving workforce planning methodologies

↓
Planning
Training

Joint Action -2016
OECD study -2015

Anticipating future skills needs in the health professions

↓
New integrated care delivery models,
New technologies
Lifelong learning

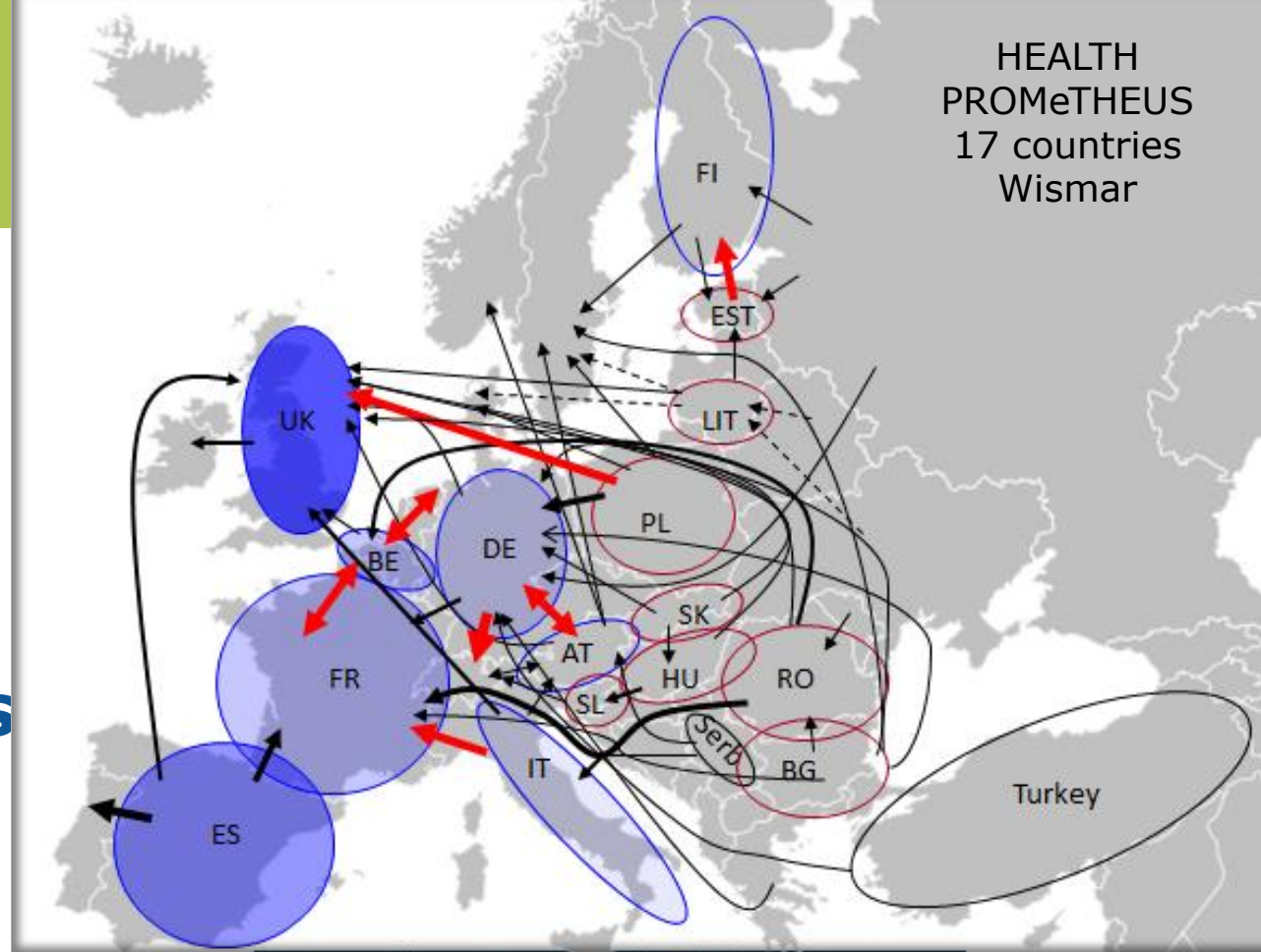
EU study on Continuous Professional Development -2014

Share good practice on effective recruitment and retention strategies for health professionals

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Attract and recruit new people,
Incentive mechanisms

EU study on recruitment and retention -2015

CHALLENGE: Mobility of Health Professionals



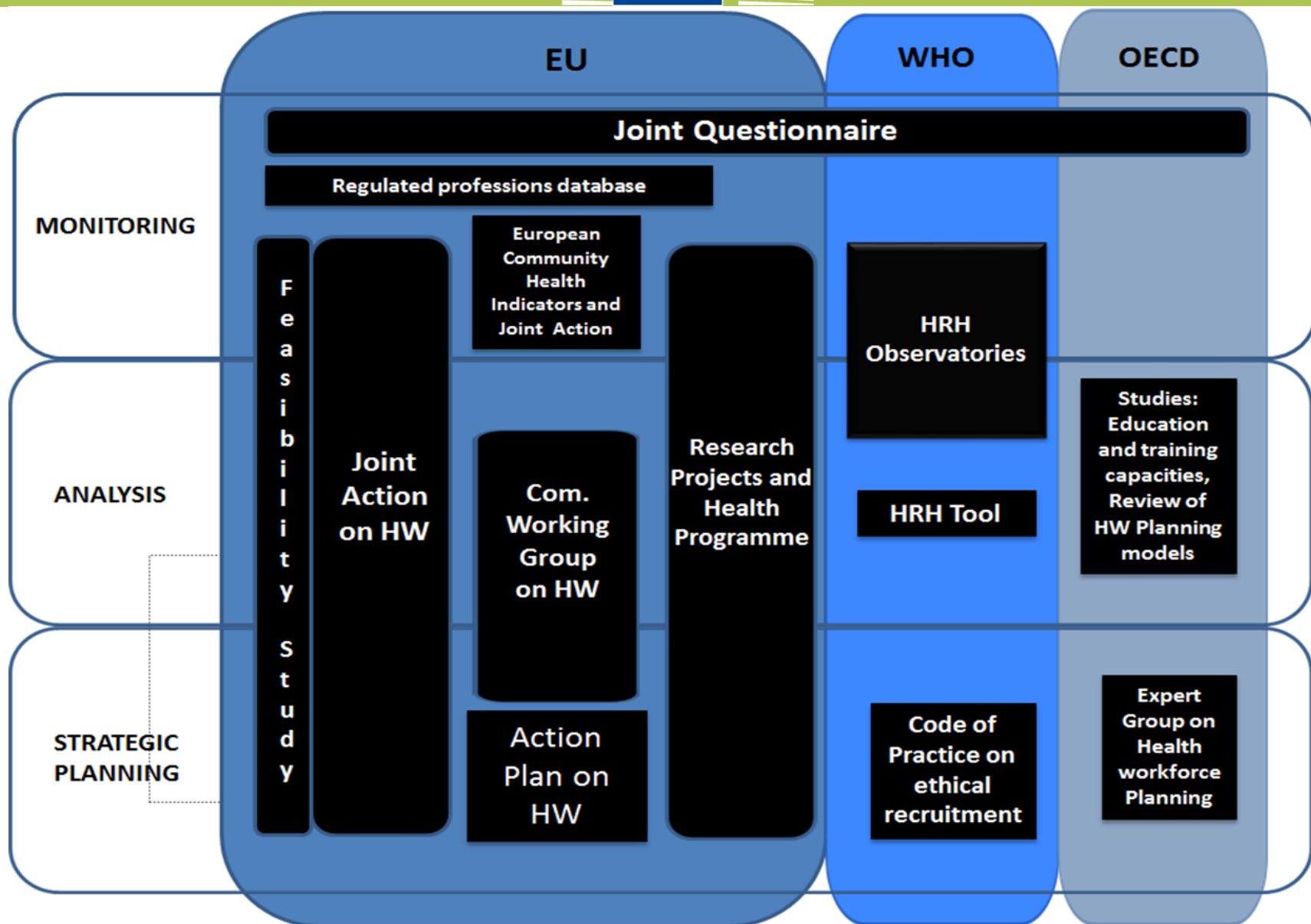
- *Complex and diverse with little data*
- *Two European research projects : Prometheus and Mobility of Health Professionals*
- *Huge challenge for Central and Eastern European countries*
- *Joint Action: report on circular mobility*

EU Expectations

- Economic crisis so every Euro counts!
- Commission priority: "Investing in health" also means investing in health workforce
- Workforce planning: key part in health care reforms and investment decisions, yet underdeveloped in EU
- Accessibility of Joint Action tools & guidelines:
- International Dimension: Integration of Joint Action



EU and international activities on HW





IMPORTANT Joint Action Recommendations

Member States' Consensus

- to strengthen European platform on health workforce planning and forecasting

If **yes**: HOW?

- **Business Plan** to maintain and expand cooperation and coordination between Member States and stakeholders
- ensure implementation of JA to benefit from efficient solutions - increase value for money



Financial Sustainability: EU Support

- Adoption of **Health Programme 2014-2020** – autumn 2013
 - Objective: support for the **sustainability of health workforce** by developing effective health workforce forecasting and planning

- Post Joint Action - Health programme 2016