

# Intentions for mobility of the next health workforce generation



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# The migration of young health professionals



- What indicate the intentions of the new generation – a brain gain or a brain drain?
- Which are the driving factors for mobility of the next health professionals' generation?
- What are the stick factors in the country of origin?
- Could we expect different mobility patterns for the next 10-15 years?





78  
Students

?  
Migration



# Health professionals in Bulgaria

## Current situation and future trends





## **Factors stimulating emigration:**

- **Political factors**
  - Political instability
- **Socio-economic factors**
  - Remunerations
  - Unemployment
  - Living standard

## **Factors limiting emigration:**

- **Social and cultural factors**
  - Family
  - Social and cultural ties



# Health workforce



2015 - 505 certificates



- \* Germany – 153 colleagues
- \* England – 132 colleagues
- \* Ireland – 47 colleagues



Remunerations?





Pull  
factors

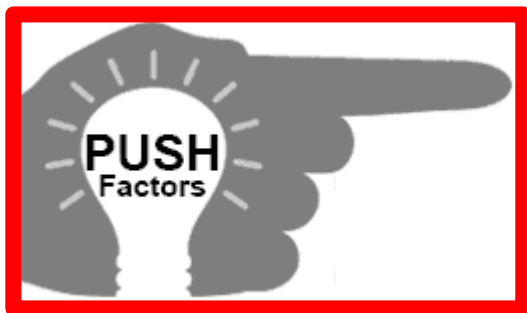
Push  
factors

Results  
Bulgaria

Stick  
factors

Stay  
factors





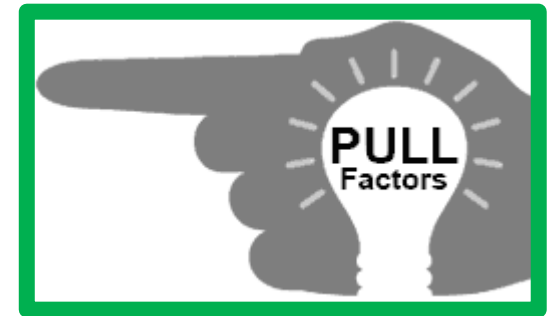
## Ranking of reasons making Bulgarian work abroad:

1. Low income
2. Poor working conditions
3. Under-funded health system
4. Lack of resources (especially modern medical equipment)
5. Lack of career opportunities
6. Unsatisfactory living conditions
7. Low prestige of the profession





## Ranking the pull factors in the receiving country:



1. Higher remuneration
2. Better working conditions
3. Better facilities and better funded health facilities
4. Higher quality of life
5. Access to modern medical technologies
6. Professional / career development opportunities
7. Education and training opportunities
8. Social recognition of medical profession
9. Low stress



## STICK Factors



- Family and friends
- Fear of change and the unknown
- Lack of foreign language skills
- Age
- Visas and work permits (recognition of diplomas) outside the EU
- Attractive private practice
- Position in the professional hierarchy

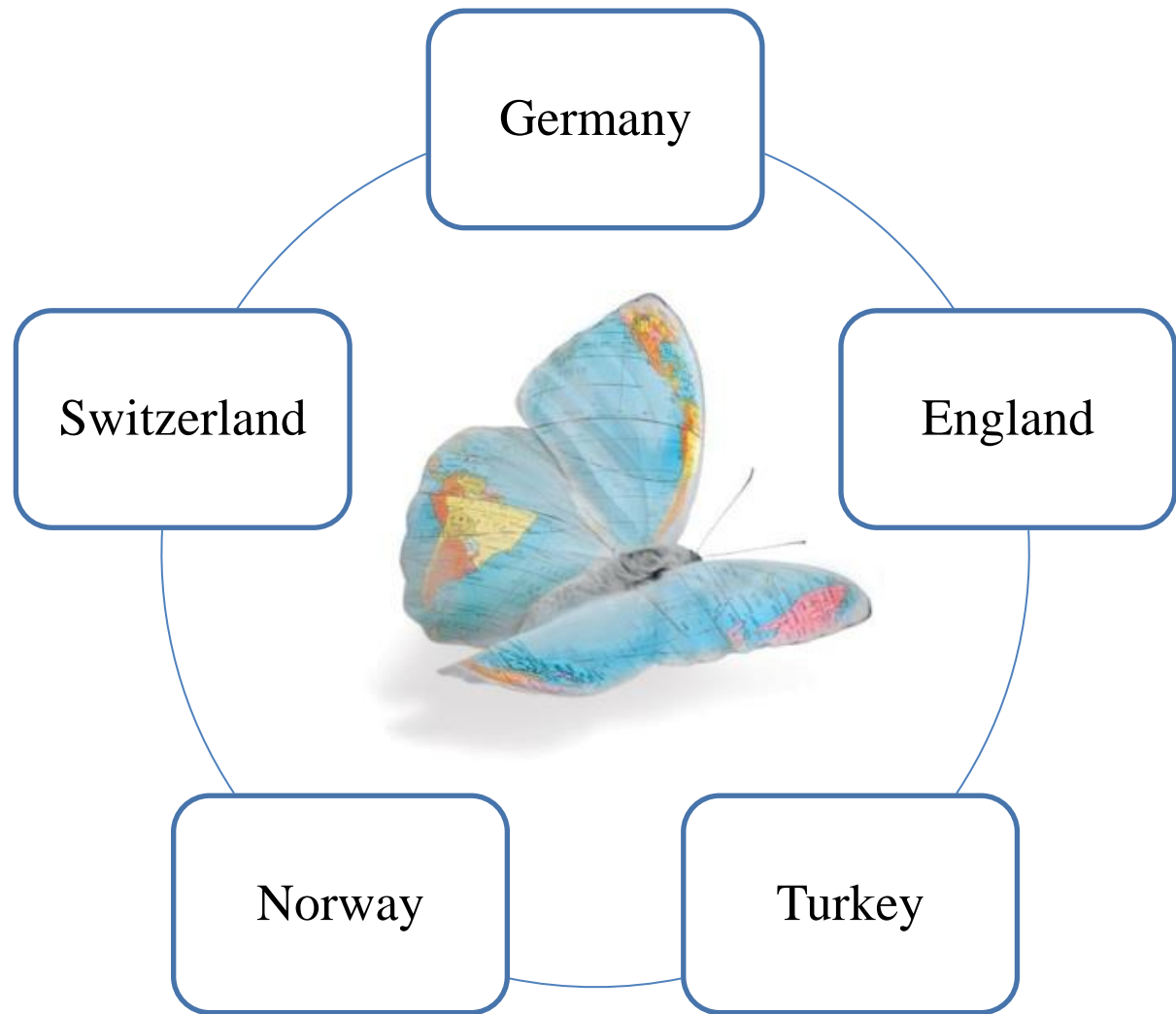
## STAY Factors



- Solidity
- Patriotism
- Opportunities for the whole family (including education for children)
- Ongoing training and specialization
- Promising career
- Job security and social security
- Reluctance to break new lifestyle and social relations



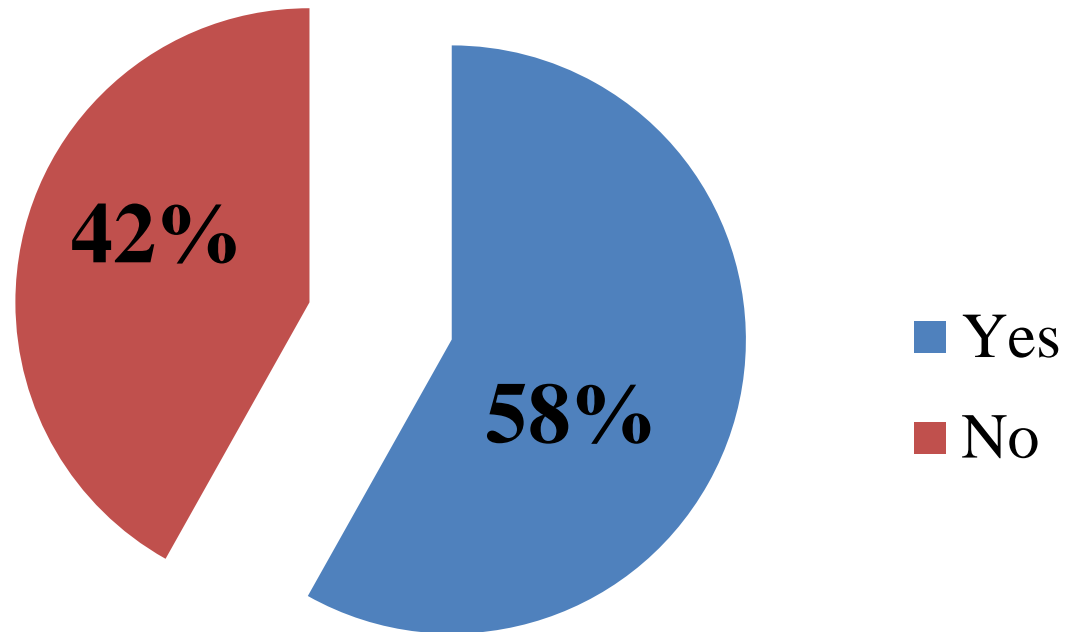
**We prefer..**



Home  
or abroad?

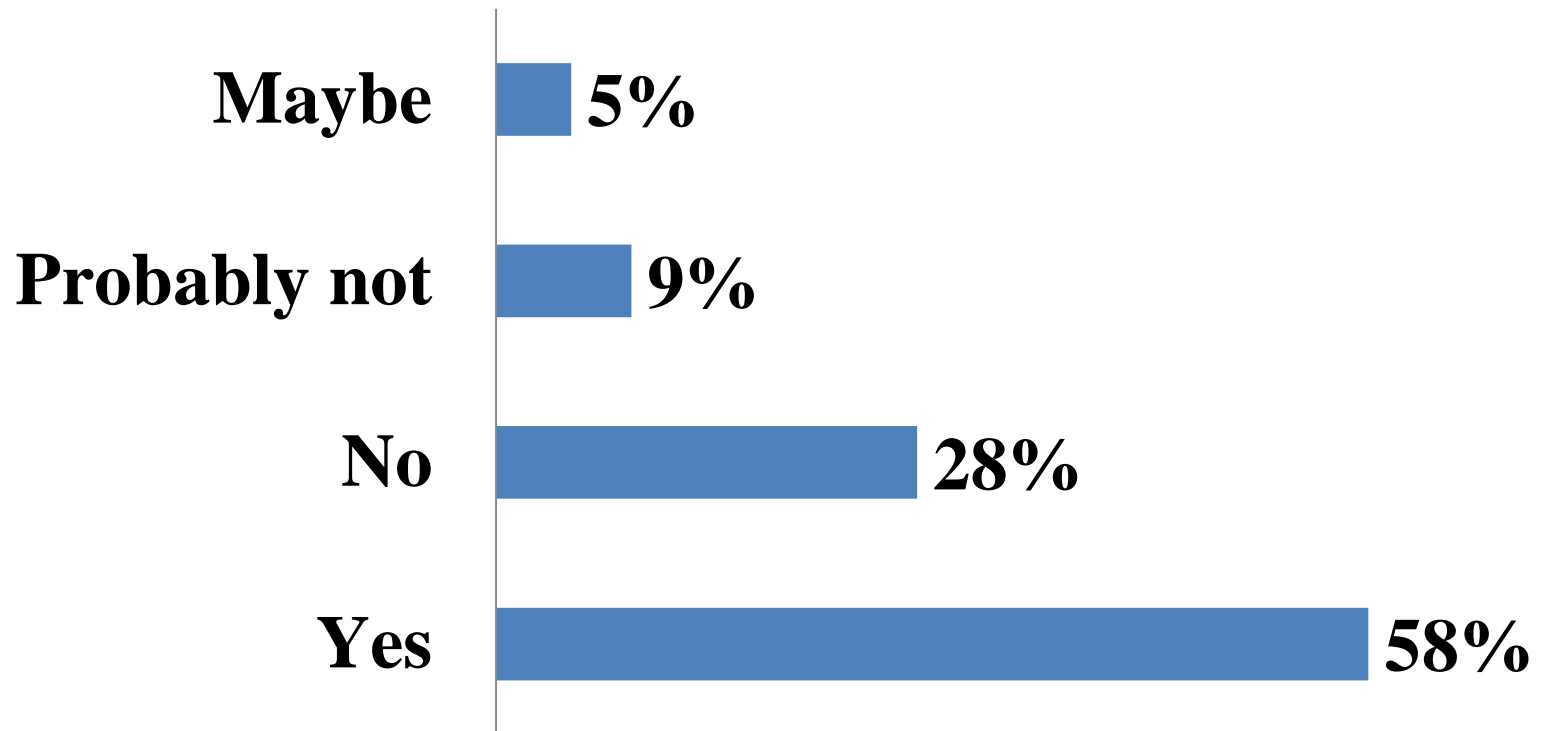


## Have you thought of working abroad?



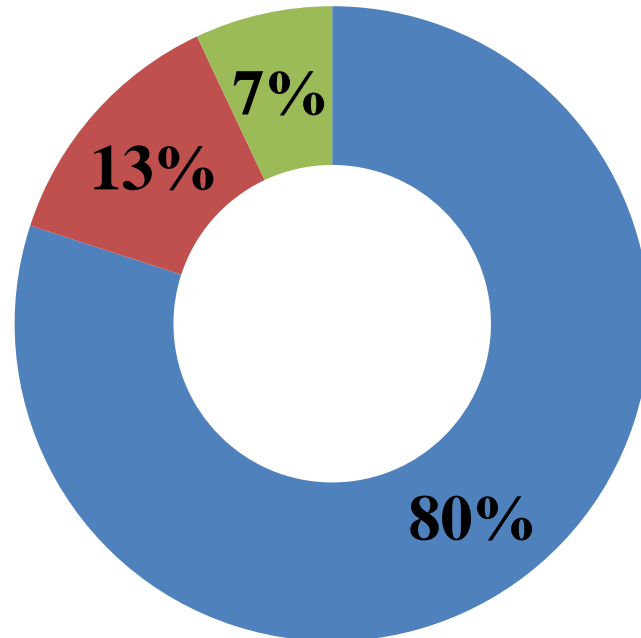


**If you specialize abroad after your graduation, would you come back to practice your profession in Bulgaria after that?**





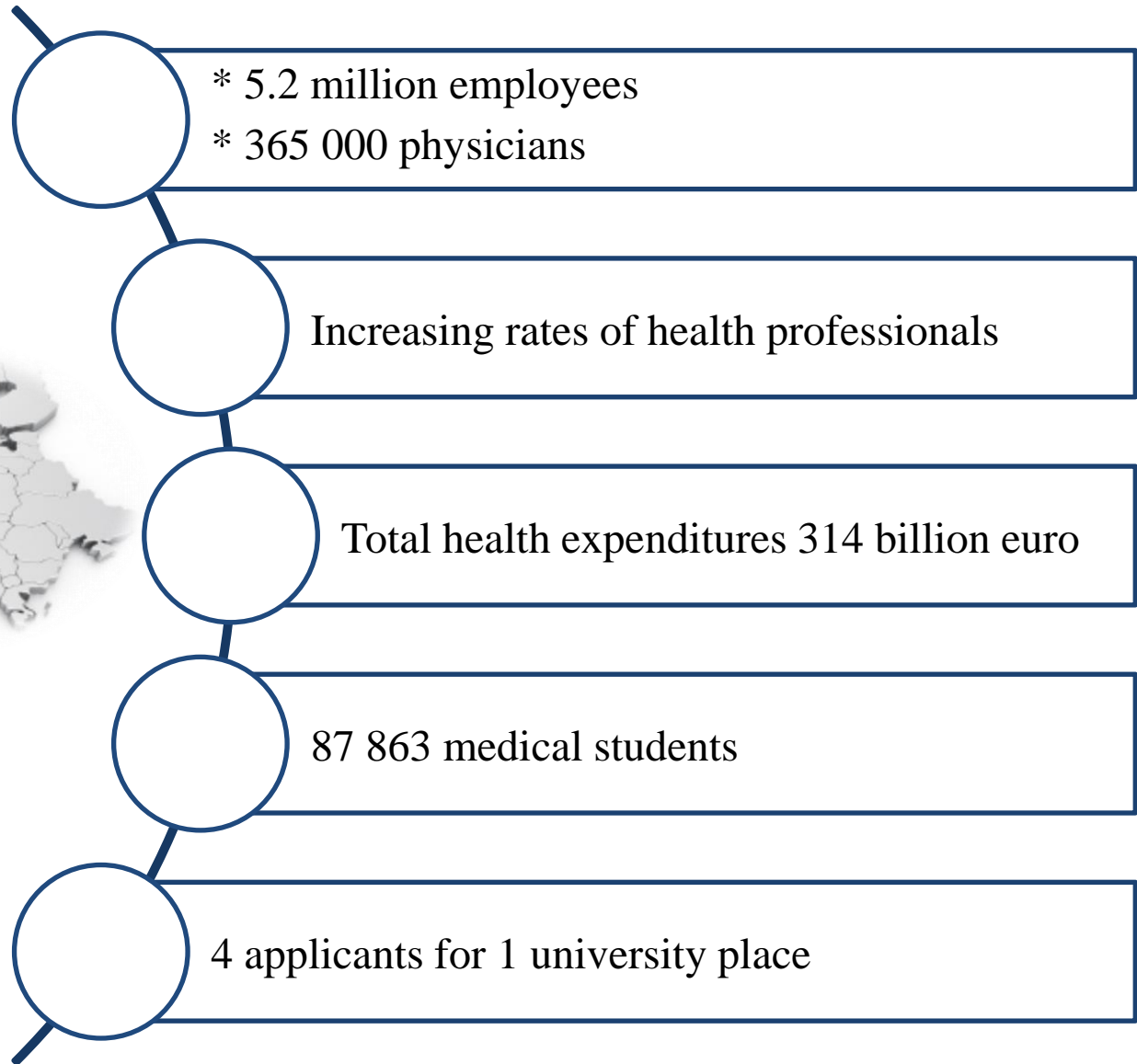
**Do you think that training, specialization or temporary work abroad are good start for career development in Bulgaria?**



- Yes
- No
- I don't know



# Facts about German health system





## What about the general migration in Germany?

**1.15 million people**  
immigrated to Germany



**54.8%**  
EU-citizens

**150 000 Germans emigrated**  
from Germany



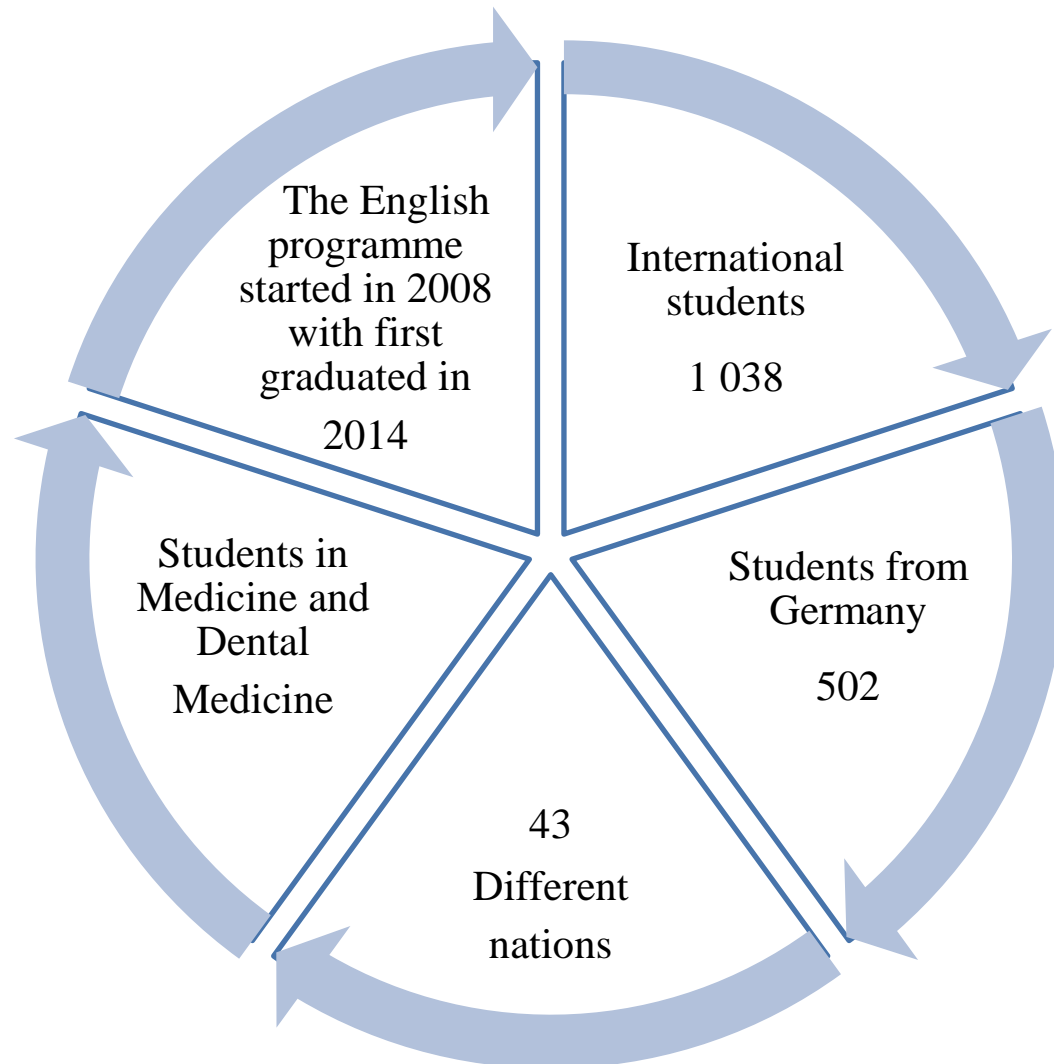
**28%**  
of them were with high  
education

**Facts from  
2014**



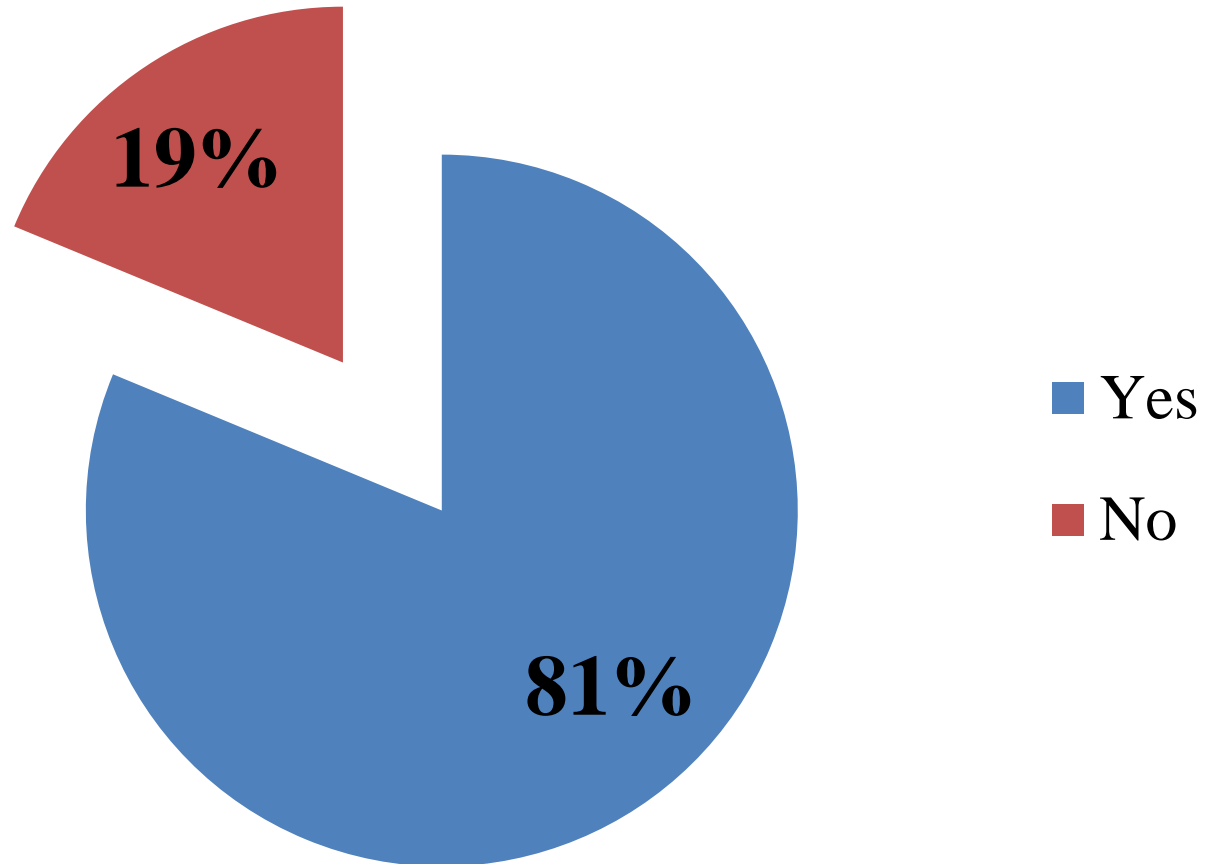


# German students in Medical University of Varna academic year 2015/2016

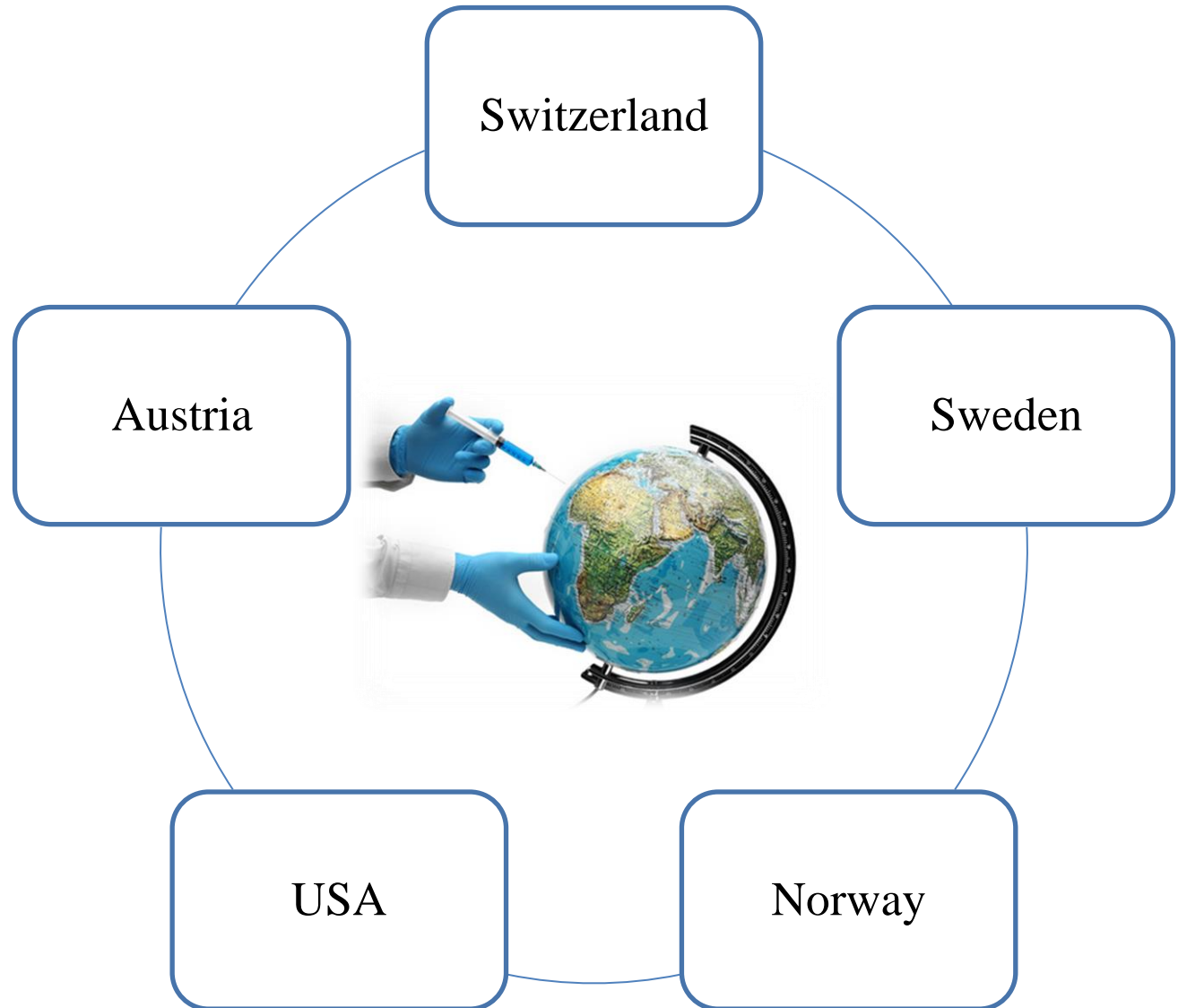


# General Intentions

Can you imagine to work abroad?



# We prefer..





Pull  
factors

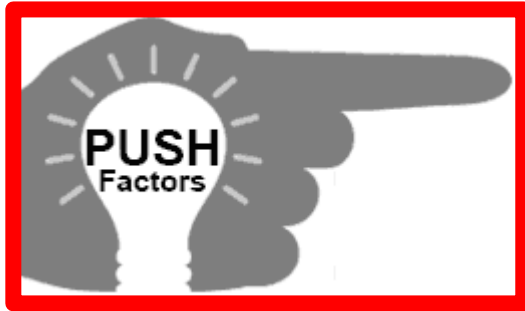
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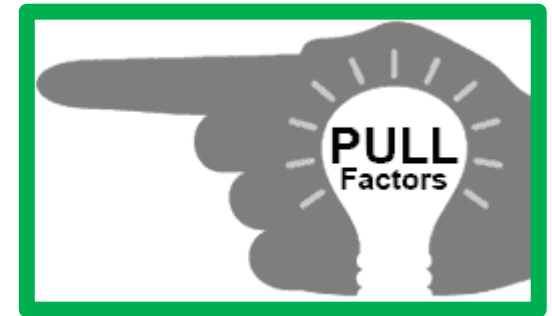


## Ranking of reasons making Germans work abroad:

1. Overwork
2. Higher salary
3. Career development



## Ranking the pull factors in the receiving country:



1. Higher salary
2. „Work-life“ balance
3. Possibilities for career development
4. More health staff



## STICK Factors



- Family
- Friends
- Language barrier
- Fear of change and unknown
- Age
- Feeling of safety
- General infrastructure

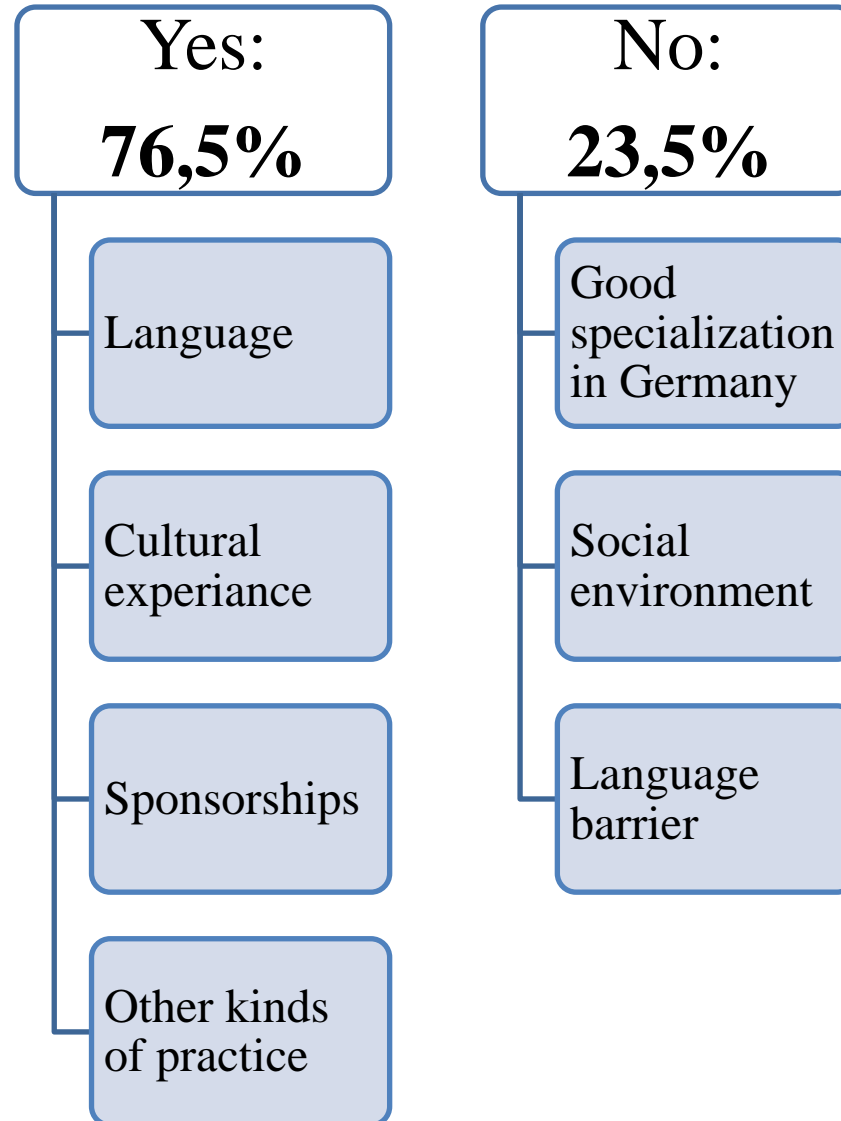
## STAY Factors



- Work-life balance
- Higher salary
- Lower taxes
- Promissing career pathes



# Have you thought of specializing abroad after your graduation?





# Do you think that training, specialization or temporary work abroad are a good start for your carrier development in Germany?

**Yes :  
100%**

Practice that you don't get in Germany

Personal vita (curriculum)

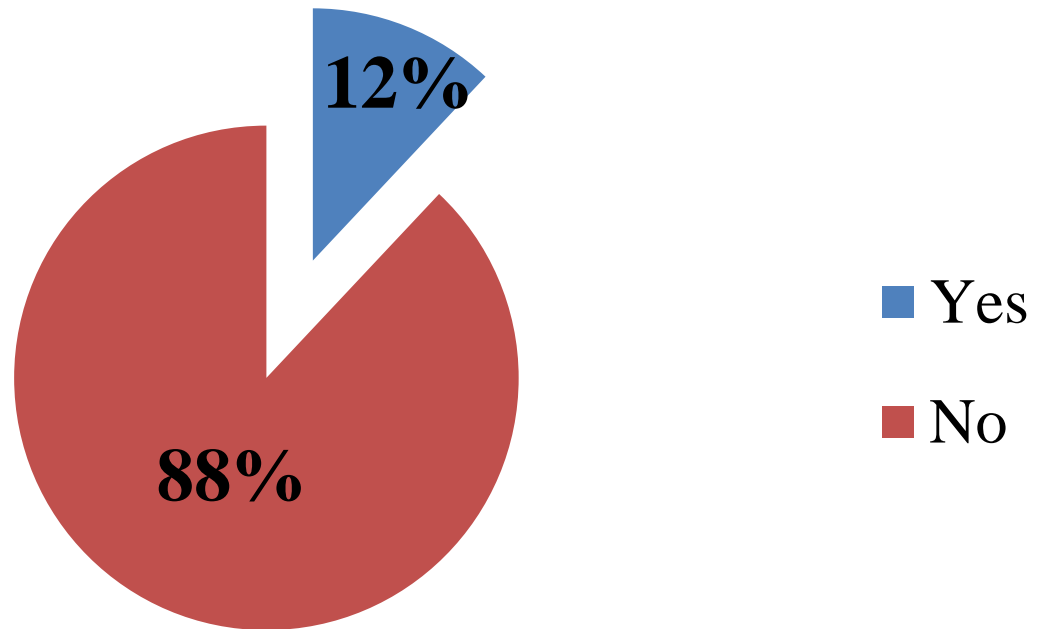
Learn a new language

Development of personal character





**Would you stay in Bulgaria after your graduation ?**



# Motivation to study in Bulgaria



**Can you imagine to study 6 years in Bulgaria?**



**After 1,5 years in  
Bulgaria:**

87,5% sad :

Yes

**At the beginning:**

75% sad :

No



# Are there any difficulties with your future professional career in Germany?

**Yes: 41,2%**



- No orientation in German hospital system
- Problems with the German medical terminology
- Better educated German physicians

**No: 58,8%**



- The forced character eliminates the leak of knowledge
- Learn how to work while working, not before
- English program is a benefit in a globalized world





“Without stirring abroad, one can know the whole world.  
Without looking out of the window, one can see the way of  
heaven. The further one goes the less one knows.”

Lao Tzu

