



Joint Action Health Workforce
Planning and Forecasting

Joint Action results on planning methodologies

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Mons (Belgium), May 2016



Funded by
the Health Programme
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Madrid, March 2015.



Joint Action Health Workforce
Planning and Forecasting



Pilot Projects
and Feasibility
Studies

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**COMING
SOON!**

Web
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WP5 web platform: sharing the knowledge



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Welcome to the pages of the EU Joint Action on Health Workforce Planning & Forecasting

This Joint Action aims to improve the capacity for health workforce planning and forecasting by supporting European collaboration



Handbook on HWF Planning Methodologies

A collection of good practices and theoretical examination of the HWF planning across 7 EU countries.



The Future Health Workforce

HORIZON
SCANNING

Planning for the future health workforce across Europe including the skills and competences implications.

(This webportal is work in progress and will be available in the coming months.)

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WP5 web platform: sharing the knowledge



Joint Action Health Workforce
Planning and Forecasting

MENU

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- Implementation Path
- From Theory to Practice Path
- Improving Path
- Five Key Elements of a Planning System
- Blog on pilot projects

Search ...

HANDBOOK ON HEALTH WORKFORCE PLANNING METHODOLOGIES ACROSS EU COUNTRIES

An overview of the Handbook and a link to the full download

1 minute read

IMPLEMENTATION PATH

Guidelines and suggestions on how to implement a new planning system starting from the scratch

1 minute read

FROM THEORY TO PRACTICE

Paths for those who wants to know the essential theoretical elements for planning the HWF a through some practical applications

1 minute read

IMPROVING PATH

For people looking for suggestions and ideas to improve their own planning system taking a cue from solutions implemented in others EU Countries

1 minute read

FIVE KEY ELEMENTS OF A PLANNING SYSTEM

a grid for the 7 EU planning systems

1 minute read

WP5 web platform: sharing the knowledge

(Explore sections by clicking on +)

A

+ KNOWING ABOUT THE CURRENT HWF INVENTORY

B

+ ASSESSING THE CURRENT HWF SITUATION

C

+ ORGANISING THE STAKEHOLDER INVOLVEMENT

D

+ MAKING FUTURE HWF FORECASTS

E

+ SETTING THE GOALS




























































































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+ LINKING PLANS WITH POLICY ACTIONS

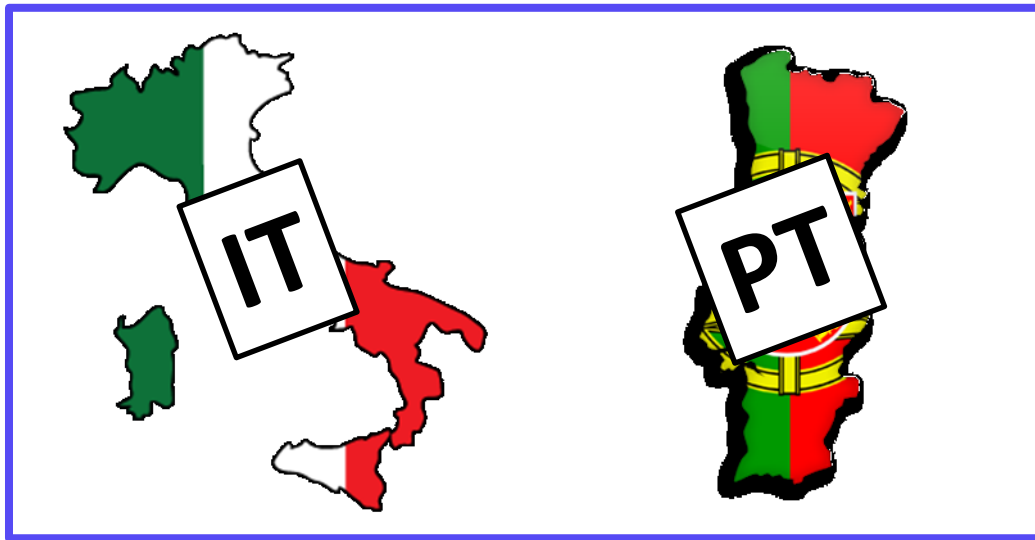
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+ PLANNING CAPACITY EVALUATION

WP5 web platform: sharing the knowledge

KEY ELEMENT	ITEM	BE	DK	EN	FI	NO	SP	NL
GOALS	Goals							
FORECASTING MODEL	Forecasting approach							
	Quantitative forecasting methodology							
	Use of qualitative forecasting methods							
	Scenario analysis							
	Projection period							
	Frequency of updating							
	Migration flows							
	Segmentation of the future estimations							
	Integration between / within professional groups							
	Feedback effects between demand and supply							
	Interaction with other goals of the NHS							
	Assessment of the outputs							

WP5 pilot projects and feasibility studies: testing the knowledge



Two pilot projects...



... and two feasibility studies.

WP4 HWF planning data: evaluating the planning capacity

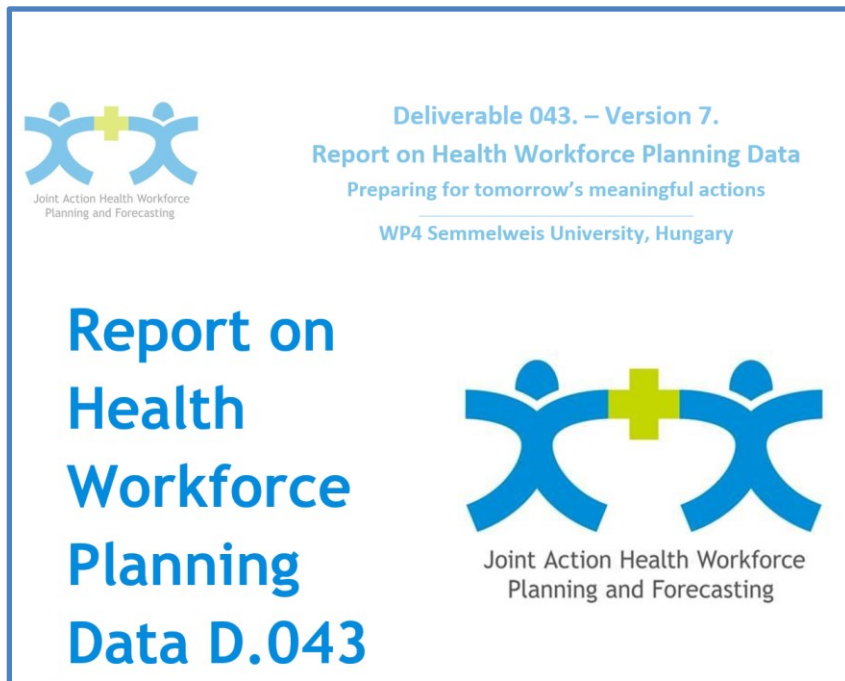
Barriers and critical points in HWF planning in the 12 EU MS concerning both:

- **Processes** (e.g., data collection, data reporting, data management, data flows) of HWF planning and
- **Data** (e.g., data sources, datasets, data categories, methodology) available for HWF planning.

Data **gaps** analyses between data MS currently collect or use in HWF planning and data MS should have available for proper HWF planning at the national level.

Good practices of HWF planning data collections.

Evaluation tool to assess HWF planning capacity to enable HWF planning development.



AGENDA OF THE SESSION

15:00-16:00: Presentation of the four experimentation and of the “evaluation tool”.

- *Feasibility Study in Germany Heinz Rothgang (University of Bremen).*
- *Feasibility Study in Romania and Moldova Marius Ungeranu (University of Cluj Napoca)*
- *Pilot Project in Portugal Filomena Parra (ACSS, Portugal)*
- *Toolkit to evaluate the HWF planning capacity Eszter Kovacs (Semmelweis University, Budapest).*
- *Pilot Project in Italy Annalisa Malgieri (Ministry of Health, Italy).*

16:00-17:00: Panel discussion on lessons learnt and benefits.

- *Participants: Paolo Michelutti, Annalisa Malgieri, Mara Timofe, Heinz Rothgang, Melanie Boeckmann, Edmond Girasek, Eszter Kovacs, Filomena Parra, Ana Paula Gouveia.*
- *Moderator: Giovanni Leonardi (Ministry of Health, Italy).*

The common baseline of the four experimentations

MINIMUM PLANNING DATA REQUIREMENTS FOR HEALTH WORKFORCE PLANNING



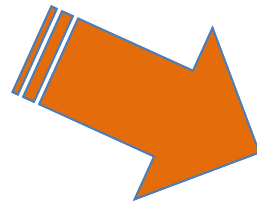
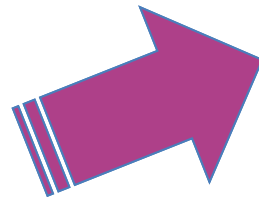
HANDBOOK ON HEALTH WORKFORCE PLANNING METHODOLOGIES ACROSS EU COUNTRIES



Other deliverables produced by WP4 on data terminology, data collection and on planning evaluation; by WP6 on qualitative methods and on future skills.



The common baseline of the four experimentations



Good Practices



Suggestions



Testing the knowledge



Feasibility study in two German Länders

To test the availability of data and the feasibility for the calculation of key planning indicators.



To discuss with professional bodies and other stakeholders the applicability of the “Handbook” content to the German Länders.



To discuss challenges to German health workforce planning approaches and collect ideas for change.

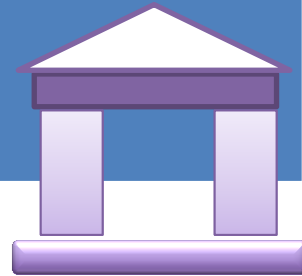


Testing the knowledge



Joint feasibility study in Romania and Moldova

To analyse the feasibility of developing an **exchange system** between the two countries on data collection and HWF forecasting.



To propose recommendations in order to develop the circumstances for an implementation of a HWF planning system, taking advantage of the strengths of each of the two Countries.



Testing the knowledge

Pilot Project in Portugal



To improve the HWF planning system already existing by

- Implementing a National Register for health professionals (data collection: public, private and social sectors);
- Updating and improving the HWF forecasting exercises (forecasting):
- Organising the stakeholders
- involvement.



Improvement of the Portuguese planning system and areas to develop further knowledge .



Testing the knowledge

Pilot Project in Italy



To implement a new planning system at national and local level (Regions) starting from the data gap analysis of the Minimum data set and the measurement of the key planning indicators...



...developing a data system to measure the current stock; Building a forecasting tool; Organising the stakeholder involvement to evaluate present and future gaps.



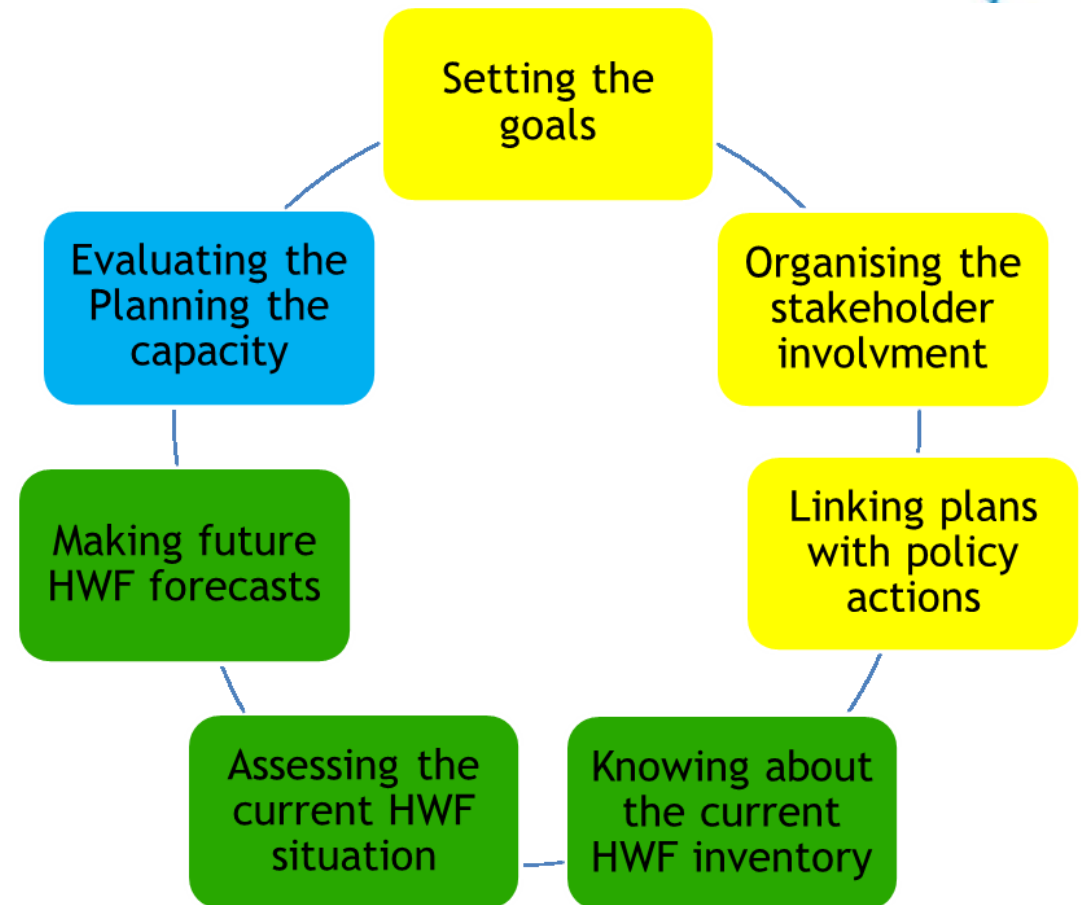
To test some qualitative methods to develop knowledge on future HWF demand . To propose improvements and next steps.



Evaluating the test: WP4 toolkit

Instruction:

Please consider your country's situation with respect to HWF planning. Do you experience difficulties in the abovementioned/listed steps? If yes, where? Go to Tools 1 and 2 to get closer to problematic points



Main messages (my point of view)

Further reasearch is needed to integrate the already produced knowledge.

Focus on

- ✓ «more advanced» planning methodologies;
- ✓ «point of views» different from the National governement → local stakeholders / inter-national collaboration;
- ✓ «benefit and disbenefits» of the practices (learning process).



Main messages (my point of view)

HWF planning is not easy but is **feasible**, in different context and for different purposes. The knowledge produced by the JA was useful not to save time but to improve the quality of the planning capacity. The **sustainability** of this knowledge and of the evidences from the experimentations is a key element.



Main messages (my point of view)

Many EU Countries could take advantage from the four experimentations in order to implement or improve their HWF planning system.



We are here to share with you our experiences!

That's Joint Action!

