

# Joint Action Health Workforce Planning and Forecasting

**Joint Action Closure Event  
Towards a Sustainable  
Health Workforce for Europe**

**3 - 4 May 2016 - Mons, Belgium**



Funded by  
the Health Programme  
of the European Union



# Welcome

## TOWARDS A SUSTAINABLE HEALTH WORKFORCE FOR EUROPE

The Joint Action Health Workforce is proud to invite you to its Closure Event “Towards a Sustainable Health Workforce for Europe” in Mons, Belgium. The event will provide a platform for high-level policy debate and the presentation of the Joint Action’s key deliverables. Running for over three years the Joint Action’s principle aim has been to improve the capacity for health workforce planning and forecasting, by providing a platform that supports European collaboration and exchange between member states, thereby supporting them in the preparation of the future health workforce.

Following on from the last Plenary Assembly held in Madrid in March 2015 and three successful conferences in Bratislava, Rome & Varna, the main focus of this event will be the sustainability and next steps of any future work on the Health Workforce, whilst also discussing and evaluating the Joint Action’s findings. The agenda is complemented by the Global Strategy on Human Resources for Health and cross-policy dialogues supported by WHO & OECD. The outputs of the pilot projects and feasibility studies will be placed in the spotlight and further developed into work plans and next steps.

The programme, although very full, allows for participants to actively engage with the findings of the Joint Action while also gaining a better overall understanding of the issues that face the health workforce of Europe and the globe. We are very happy to host you all Mons and believe that this event will be an inspirational and thought-provoking experience that will further your work, expertise and research in the field.

Please enjoy our Closure Event!

**Joint Action Health Workforce Planning and Forecasting  
Closure Event "Towards a sustainable health workforce for Europe"**

**Mons, 3rd - 4th May 2016**

# **Programme Overview Day 1 Tuesday 03 May**

09.00	<b>Welcome coffee</b>
	<b>Conference opening</b> Michel van Hoegaerden, FPS Public Health, Belgium
09.30	<b>Political opening</b> Vytenis Andriukaitis, European Commissioner for Health and Food Safety Christiaan Decoster, FPS Public Health, Belgium Mario Mikloši, Ministry of Health, Slovakia
<b>Joint Action: its rationale, outcome and sustainability vision</b>	
10.45	<b>Rationale, history and overview of the main outcome of the Joint Action</b> Zuzana Matlonova, Ministry of Health, Slovakia
11.05	<b>Joint Action Sustainability and future steps</b> Prof. Todorka Kostadinova, Medical University of Varna, Bulgaria
11.35	<b>Questions &amp; Answers session</b>
12.00	<b>Lunch / Networking</b>
13.00	<b>Joint Action Stakeholder forum</b> Zuzana Matlonova, Ministry of Health, Slovakia Prof. Todorka Kostadinova, Medical University of Varna, Bulgaria
14.15	<b>Coffee break</b>



14.45	<b>2 PARALLEL SESSIONS</b>
1. JOINT ACTION RESULTS ON DATA FOR CURRENT AND FUTURE HEALTH WORKFORCE <b>Auditorium 200</b>	
14.45	<b>Introduction</b>
15.00	<b>Data for the current workforce</b> Zoltan Azzalos, Semmelweis University, Hungary Dr. Zoltan Cserhati, National Institute for Health Development, Hungary
15.35	<b>Data for the future trends in health workforce</b> Matt Edwards / John Fellows, Department of Health, United Kingdom
16.10	<b>Horizon Scanning Pilot Project Belgium</b> Prof. Lieve Peremans, University of Antwerp, Belgium
16.30	<b>Open discussion with the room</b>
2. JOINT ACTION RESULTS ON PLANNING METHODOLOGIES <b>Auditorium 500</b>	
14.45	<b>Implementing Health Workforce Planning: Scope of the Pilot Projects and Feasibility Studies</b> Paolo Michelutti, National Agency For Regional Health Services, Italy
15.00	<b>Feasibility study in Germany</b> Prof. Heinz Rothgang, University of Bremen, Germany
15.10	<b>Joint Feasibility study Romania – Moldova</b> Dr. Marius Ungureanu, Babes-Bolyai University, Romania
15.20	<b>Pilot Project in Portugal</b> Filomena Parra, Central Administration of the Health System, Portugal
15.35	<b>Toolkit to evaluate the HWF planning capacity</b> Prof. Eszter Kovacs, Semmelweis University, Hungary
15.45	<b>Pilot Project in Italy</b> Annalisa Malgieri, Ministry of Health, Italy
16.00	<b>Panel discussion on lessons learnt and benefits of the experimentations</b> with Paolo Michelutti, Annalisa Malgieri, Mara Timofe, Heinz Rothgang, Melanie Böckmann, Edmond Girasek, Eszter Kovacs, Filomena Parra, Ana Paula Gouveia Moderator: Giovanni Leonardi, Ministry of Health, Italy
17.00	<b>Closure of Day 1</b>
18.30	<b>SOCIAL EVENT (walking dinner in the entrance hall of the MICX)</b>

# Programme Overview Day 2

## Wednesday 04 May

09.00	<b>Building the Knowledge &amp; Sharing Expertise for a Sustainable Health workforce</b> Andrzej Rys - DG Health and Food safety - European Commission
09.15	<b>Health Workforce Policies in OECD Countries</b> Gaetan Lafortune, Organisation for Economic Co-operation and Development
09.30	<b>Contribution of the Joint Action to Global Strategy on Human Resources for Health and cross-policy dialogues</b> Jim Campbell, World Health Organisation Dialogue supported by a Panel of experts
11.00	<b>Coffee break</b>
11.15	<b>UN Secretary General High Level Commission on Health Employment and Economic Growth – panel and consultation</b> Jim Campbell, World Health Organisation Dialogue supported by a Panel of experts
12.45	<b>Lunch / Networking</b>
14.00	<b>Joint Action Management Review</b> Tina Jacob, FPS Public Health, Belgium Michel van Hoegaerden, FPS Public Health, Belgium
14.45	<b>Coffee break</b>
15..15	<b>Evaluation of the Joint Action</b> Prof. Johanna Lammintakanen, University of Eastern Finland Andrew Xuereb, Ministry for Energy and Health, Malta
15.45	<b>Closure speeches</b> Prof. Dr. Brigitte Velkeniers, UZ Brussels, Planning Commission, Belgium Michel van Hoegaerden, FPS Public Health, Belgium
16.15	<b>Closure of Day 2</b>

## Conference opening



### Michel Van Hoegaerden

Michel is currently, on behalf of the Belgian Federal Public Service of Health, the Programme Manager of the Joint Action on Health Workforce Planning & Forecasting, which has been co-financed by the EU. The Joint Action is supported by 30 associated partners and 62 collaborating partners, among which almost all member states and representative associations can be found (see: <http://healthworkforce.eu>). In 2010, at the time of the Belgian EU Presidency Conference on Health Workforce and of the establishment of the Joint Action that followed, Michel was the General Manager in charge of Health Workforce, Primary Care, Emergency Care & Crisis Management within the Belgian Federal Public Service of Health. After 9 years, Michel decided to fully dedicate his time to specific challenges, among which the Joint Action. He also forms part of the scientific staff of the Catholic University of Leuven. Michel studied Civil Engineering (Chemistry) and obtained a Master in Environmental Sciences at the Université libre de Bruxelles, the Belgian city where he was born. He has enjoyed a very diverse career, with both public and private positions, including various public management, teaching, reengineering, consulting & policy advising positions, thereby gaining a broad experience in programme management and public management.

## Political opening



### Mario Mikloši

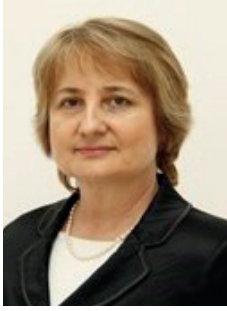
In 1991 MUDr. Mario Mikloši, PhD. graduated from the Faculty of Medicine of Comenius University in Bratislava. In 1994 he gained the 1st degree specialization in urology and five years later specialization of the 2nd degree. In 2003 he completed the PhD study. In 1991 and 1992 he worked at the Department of Pathology at Medical Faculty of Comenius University in Bratislava. From 1992 to 1995 he worked at the Department of Urology of Derer Hospital with Policlinic in Bratislava. In 1995 and 1996 he completed the study programme at the Department of Urology at Academic Hospital in Maastricht in Netherlands. Upon his return he worked at the Department of Urology of Derer Hospital with Policlinic in Bratislava until 2009, from 2003 he worked there as a part-time employee. In 2003 and 2004 he held the post of a director of Hospital with Policlinic in Malacky. In 2004 he worked at the Ministry of Health of the Slovak Republic as a spokesperson. Year later he held the post of a chairman secretary of Health Care Surveillance Authority. A year later and 2011 he held the post of a director of Section of Health at the Ministry of Health of the Slovak Republic. Since 2007 he has performed his medical practice as a urologist. He performed the role of the State Secretary of the Ministry of Health of the Slovak Republic from November 20, 2014 to April, 13, 2016. From April, 14, 2016 he again holds the post of a director of Section of Health at the Ministry of Health of the Slovak Republic.

## Joint Action: its rationale, outcome and sustainability vision



### Zuzana Matlova

Zuzana Matlonova is the manager for international programmes and projects at the Ministry of Health of Slovakia. She covers the communitarian programmes of the EU, mainly the 3rd Health Programme. She worked in the field of structural funds of the EU. Since 2013, she has acted as Dissemination leader for the Joint Action Health Workforce. Her current portfolio includes Joint Actions Patient Safety and Quality of Care, Mental Health and Well-being, Health Technology Assessment as well as various projects she was involved in.



## Todorka Kostadinova

Todorka Kostadinova is a professor at the Medical University – Varna, Faculty of Public Health, Department of Economics and Healthcare management. She is a Vice Rector for International Cooperation, Accreditation and Quality. Her main scientific interests and publications are the field of strategic management, social and healthcare marketing, integrated care, management of change and risk management, management of international projects and programmes, team building and management, social entrepreneurship and innovations. In the period 2009-2010, Prof. Kostadinova was Deputy Minister of Health of the Republic of Bulgaria. Since 2013, she has been co-leader of the WP 7 “Sustainability” of the Joint Action on Health Workforce Planning and Forecasting of the European Commission within the framework of the European plan for action for forecasting and planning of the health workforce.

## Parallel Session 1. Joint Action results on data for current and future health workforce



## Zoltan Aszalos

Chief advisor of the Health Services Management Training Centre of Semmelweis University, Budapest, Hungary. Contribution to various national and EU projects in health care. Since April 2013, he has been the leader of Work Package 4 of the Joint Action on European Health Workforce Planning and Forecasting, focusing on health workforce data. Former CEO of a Budapest-based international health workforce recruitment agency. Zoltan Aszalos holds a MA in Economics, MPhil in Law, an executive MBA, and is currently following MSc studies in Data Analytics.



## Zoltan Cserhati

Advisor of the National Institute for Health Development in Hungary. Between 2012 and 2015, he worked as the Head of Department for Health sector Human Resources Strategy in the Ministry of Human Capacities with responsibilities for health workforce strategy, monitoring and planning, regulations on health care employment, education and training. He has contributed to various national and European projects in health care, including the EU Joint Action on Health Workforce Planning and Forecasting. Former lecturer at the Institute of Behavioural Sciences of Semmelweis University in the field of doctor-patient communication, contribution to the establishment of the University Career Center. Zoltan Cserhati holds a Medical doctor (MD), Specialisation in Family Medicine and a MA in Economics.



## Matt Edwards

Matt leads the CfWI’s horizon scanning and international workforce futures work that includes the Horizon 2035 initiative and work package 6 as part of the EU Joint Action on European Health Workforce Planning. Matt serves as an expert working with governments across the world, most recently via the EU JA, the World Bank, WHO and the Ebola-affected countries. He has over 15 years’ experience of long-term strategic leadership and delivering continuous improvement across the health, social care, technology and aviation sectors. Follow Matt on Twitter: @meds888.





## John Fellows

John Fellows (BA, MSc) works as a Senior Analyst in Workforce Analysis at the Department of Health in London. Prior to this he was a Senior Consultant in Horizon Scanning and International at the Centre for Workforce Intelligence, working across a range of projects including Horizon 2035 and the WHO and World Bank support to the Ebola-affected countries. His early career was spent in health policy in the third sector and he has contributed to the Joint Action on Health Workforce Planning and Forecasting as the Content Lead for Work Package 6 (Horizon Scanning).



## Lieve Peremans

Professor Lieve Peremans is a general practitioner, working in the Department of Primary and Interdisciplinary Care and Department of Nursing and Midwifery, University of Antwerp and in the Mental Health and Wellbeing research group (MENT), Vrije Universiteit Brussel. Fields of expertise are qualitative research on themes such as manpower in general practice and child abuse and the development of guidelines.

## Parallel Session 2. Joint Action results on planning methodologies



## Paolo Michelutti

Paolo Michelutti is an expert in human resources management and organisation in the Health sector. In these matters, he works as a consultant and trainer, also at Age.Na.S., the National Agency of the Regional Health Services. He is currently involved in the Joint Action "Health Workforce Planning and Forecasting" as a project manager of the Work Package 5, led by the Italian Ministry of Health.



## Heinz Rothgang

Heinz Rothgang completed his PhD in Political Science at the University of Cologne in 1995 and his Habilitation (second doctorate) in Health Economics at the University of Bremen in 2005. He works in the fields of health economics, health care systems, long-term care insurance, and welfare economics in general. As an economist, he follows an interdisciplinary approach, reaching out to political science, law and demography. He is interested in the German welfare state and the ways it can be changed to improve its performance, but also in international comparisons. Since 2006 Head of Dept. of Health, Long-Termin Care and Pensions, SOCIUM Research Center on Inequality & Social Policy (formerly ZeS), University of Bremen Since 2005 Professor of Health Economics, University of Bremen  
2005 Habilitation (second doctorate) in Health Economics, University of Bremen  
1995 PhD in Political Science, University of Cologne  
1989 Diploma in Economic & Political Science, University of Cologne.

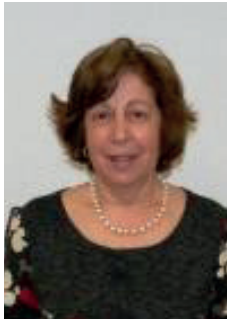




## Marius I. Ungureanu

Dr. Marius I. Ungureanu is currently coordinating the Health Policy & Management Unit within the Department of Public Health, College of Political, Administrative and Communication Sciences, Babes-Bolyai University, Romania. His research interests are in health workforce management, leadership and healthcare reform, quality management in healthcare, and health services management.

Dr. Ungureanu is actively involved in the Joint Action on Health Workforce Planning and Forecasting, most recently by coordinating the Romania-Moldova Joint Feasibility Study on health workforce planning. Since 2015, Dr. Ungureanu has been a member of the European Health Management Association (EHMA), which runs in parallel to the formal Board of EHMA and helps to define and shape the strategic direction of EHMA.



## Filomena Parra

Filomena Parra has worked in the public health sector in Portugal since 1977.

In the Department of Health Planning since 1984, and up to 2005, coordinating the National Health Investment Plan, together with the intervention of EFRD

Member of the executive Board of the General Directorate of Health (management area and support to the Portuguese presidency of the EU, 2nd semester of 2007 – health sector). Sept 2005 to Jan 2008.

Head of staff of the Cabinet of the Health Minister, Feb 2008 to October 2009.

Member of the executive board of the National Institute of Health, Feb 2010 – March 2012.

Director of Human Resources Department - Central Administration of the Health System, from May 2012 up to now. (Department responsible for careers, training and planning of health professionals). And also for the allocation of the ESF health measures (appliances and follow up).

Education/Qualification:

Graduate in Social and Political Sciences

Master in Regional Economy



## Eszter Kovacs

Eszter obtained her MSc degree in sociology at University of Szeged in 2007. She started working as a lecturer in sociology of medicine at the Institute of Behavioral Sciences and as a statistician at the unit of Psychiatry of Children and Youth, Faculty of Medicine, University of Szeged. She obtained her PhD degree in Health Sciences at the Institute of Behavioral Sciences, Semmelweis University in 2012. Eszter works as an assistant professor at the Health Services Management Training Centre, Faculty of Health and Public Services, Semmelweis University, in Budapest, Hungary. She has participated in several international projects, e.g. Health Prometheus, European Cross-border Care Collaborations and the Joint Action on European Health Workforce Planning and Forecasting. Her areas of expertise are human resources, HRH data and related health policy issues, health workforce planning, health professionals' mobility, cross-border health care, patients' rights and health/medical tourism.



## Mara Timofe

Mara Timofe is a Public Health researcher within Cluj School of Public Health, Babes Bolyai University Cluj-Napoca, Romania, being part of the Health Policy and Management Unit. She is interested in health policies and different health management aspects, both at a national and international level. Her main focus is on quality management in healthcare, being interested in the implementation of quality standards and measures by taking into account patients' safety and satisfaction.





## Melanie Böckmann

Dr. Melanie Böckmann is a Public Health researcher at the University of Bremen in Germany. Her areas of expertise include climate change and health, social justice, gender, and health policy research. Together with Prof. Heinz Rothgang she has been involved in the Joint Action as associated partner from Germany since 2013.



## Edmond Girasek

Edmond Girasek graduated at the Eötvös Lóránt University (ELTE) as a sociologist in 2006. He was interested in quantitative methods and the topic of health workforce already in his student years. His thesis was written about career choices of medical doctors. During his university years, he was one of the founders and operation of the ELTE Special College for Social Sciences. He received his Ph.D. in Health Sciences in 2013.

Edmond took part in several national and international research, training and advisory projects e.g.: the Health Professional Mobility in the EU Study lead by the European Observatory on Health Systems and Policies. In the course of this project, he undertook a one year internship in Brussels. Recently, he is a leader expert in the Joint Action on Health Workforce Planning and Forecasting project WP4 lead by the HSMTC. This work package is responsible for the data and terminology. Edmond is also the professional leader of the Semmelweis University Graduated Tracking System and is working hard on preparation projects on the eHealth topic.

Edmond is teaching management for healthcare management BSc students and medical residents.



## Ana Paula Gouveia

Currently works with information and planning of Health Workforce at Human Resources Department for Health of Central Administration of Health System.

Working at the public health sector in workforce data and planning since 2004.

Holds a Post-Graduation in Management of Information and Business Intelligence in Health Sector (2014) and a Post-Graduation in Cognitive and Behavioral Psychotherapies (2001).

## Building the Knowledge & Sharing Expertise for a Sustainable Health workforce



### Andrzej Rys

Medical doctor specialized in radiology and public health, graduate of Jagiellonian University, Krakow (Poland).

2011: Director for Health Systems and Products in the Directorate-General for Health and Food Safety, European Commission.

2006: Director for Public Health and Risk Assessment in the Directorate-General for Health and Consumers, European Commission.

2003: Founder and Director of the Center for Innovation and Technology Transfer at Jagiellonian University (Krakow, Poland).

1999-2002: Deputy Minister of Health in Poland. Member of the Polish accession negotiators team.

1997-1999: Director of Krakow's city health department.

1991-1997: Founder and Director of the School of Public Health at the Jagiellonian University.

## Health Workforce Policies in OECD Countries



### Gaetan Lafortune

Gaetan Lafortune is a Senior Economist in the OECD Health Division. Over the past ten years, Mr. Lafortune has acted as the coordinator and editor of the OECD publication 'Health at a Glance', which presents international comparisons of health and health systems across European and non-European countries. He has also carried out a number of research projects on the training, remuneration and migration of health workforce. Before joining the OECD, Mr. Lafortune worked on a range of labour market and health policy issues for the Government of Canada in Ottawa. Gaëtan Lafortune holds a Master's Degree in Economics from the University of Sherbrooke (Canada).

## Contribution of the Joint Action to Global Strategy on Human Resources for Health and cross-policy dialogues



### Jim Campbell

Jim Campbell is the Director of the Health Workforce Department at the World Health Organization, and the Executive Director of the Global Health Workforce Alliance (GHWA), a hosted partnership established at the WHO in 2006 with a ten-year mandate to support actions on the health workforce crisis in low- and middle-income countries. His role at WHO has included the development of and a global consultation on WHO's Global Strategy on Human Resources for Health: Workforce 2030 for submission to the Sixty-ninth World Health Assembly, and ongoing support to the United Nations Secretary-General's High-level Commission on Health Employment and Economic Growth; an initiative to inform multi-sectoral engagement on the Global Strategy. Prior to joining WHO and GHWA he spent eight years as the founder/Director of a not-for-profit research institute. His publications include A Universal Truth: No Health Without a Workforce (2013), and the State of the World's Midwifery reports (2011 and 2014). He is a Board member of the International Institute for Educational Planning. Twitter: @JimC\_HRH



## UN Secretary General High Level Commission on Health Employment and Economic Growth – panel and consultation



**Siobhan O'Halloran**

Dr. Siobhan O'Halloran, PhD, MSc, FFNMRCIS, BNS, RGN, RMHN, RNT has had a distinguished career in nursing spanning over thirty years. Since 1999 she has held several key positions in the Irish health service with the Department of Health (DOH), the HSE and in the nursing education sector. These include Nursing Adviser (DOH); Executive Director, National Implementation Committee (DOH), where she oversaw the transfer of all undergraduate nursing education to the third level sector; Executive Director, Health Reform (DOH); Nursing and Midwifery Services Director (HSE) advising the HSE Management Team and Board on policy direction regarding nursing and midwifery issues.

In 2013, the Department of Health appointed Dr. Siobhan O'Halloran as its first Chief Nursing Officer at Assistant Secretary level. This appointment is designed to ensure that the role of nursing and midwifery perspective is brought to bear on the development of policy.

### Joint Action Management Review



**Tina Jacob**

Tina has been working on a variety of projects for the Federal Public Service of Health for more than 6 years. After 1 year working as project support, she took over the lead of the project management of the Joint action, under the wings of Michel Van Hoegaerden, the Programme manager.

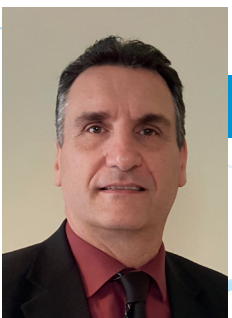
Together with Michel, and her WP1 team, Tina is responsible for the project management, the coordination and the follow-up of the work of all work packages and their products. Tina and her WP1 team organise meetings with different stakeholders (our partners, our work package leaders, the EU Commission, etc.) and are responsible for the project's reporting to the European Commission and to their Agency (CHAFFA).

### Evaluation of the Joint Action



**Johanna Lammintakanen**

Johanna, PhD, RN is working as a Professor of Health Management Sciences and is also Head of the Department of Health and Social Management in University of Eastern Finland, Kuopio, Finland. Currently also Senior Management Scientist of Work Package 3 (Evaluation) on the EU Joint Action Health Workforce Planning and Forecasting.



**Andrew Xuereb**

Qualified as a Nurse and occupied various nursing management positions until 2000 within the Maltese National Health Service. Read Masters in Health Service Management. Appointed Health Planner for 6 years in the design, building of and eventually in the migration to the new Mater Dei Hospital (the only public Acute General Hospital in Malta). Occupied the position of Director HR & Administration within the same hospital for 7 years. Now providing service as Chief Nursing Manager within the Ministry for Energy & Health focusing on nursing HR resourcing. Appointed as part-time lecturer at the University of Malta on Health Services Management. Currently also Co-leader of Work Package 3 (Evaluation) on the EU Joint Action Health Workforce Planning and Forecasting.



# Practical-info

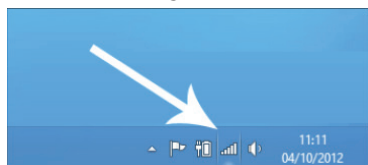
## Social event

The Social Event will take place in the entrance hall of the MICX

## Network connection

### 1. NETWORK CONNECTION (WINDOWS 7 / 8 / 10 )

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Select MICX in the list.

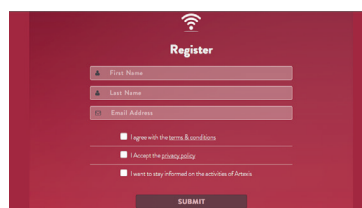
### MAC (OS X)

Turn on Airport. This icon appears in the upper right menu bar.

Select MICX in the list. Click Connect, then open your browser (Mozilla Firefox, Internet Explorer, Google Chrome, etc.).

### 2. SIGN UP, LOGIN AND RECHARGE YOUR ACCOUNT

Choose how you want to connect and fill in the form



## Documentation and Closure Event evaluation survey

Following the event the list of participants, presentations and the event programme will be available on our website: <http://healthworkforce.eu/events/closure-event-plenary-assembly/>

The evaluation survey can also be accessed via the link above.

May we kindly request that you fill in the Closure Event evaluation survey after your participation, please?

## We wish you a pleasant stay in Mons!

Yours sincerely,  
**Joint Action Team**





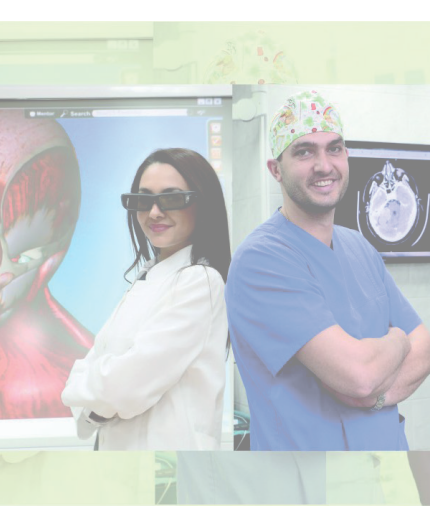
# Joint Action Health Workforce Planning and Forecasting

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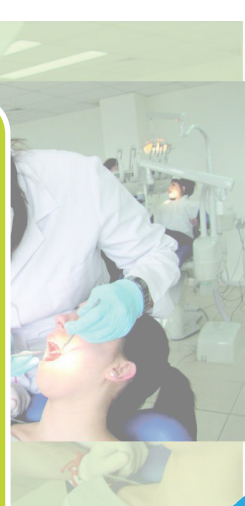


## Joint Action

The Joint Action on Health Workforce Planning and Forecasting (JA EUHWF) is a three-year project running from April 2013 to June 2016 coordinated by the Belgian Federal Public Service of Health, Food Chain Safety and Environment. The Joint Action is bringing together 30 associated and 62 collaborating partners representing EU and (non-EU) countries, regions and interest groups, as well as international organisations. It is supported by the European Commission in the framework of the European Action Plan for the Health Workforce, which highlights the growth possibilities of the health workforce sector and the need to adapt the supply of health workforce to the demand within Europe.

Joint Action aims to provide a platform for collaboration and exchange between partners, to better prepare Europe's future health workforce. Furthermore, it also aims at improving the capacity for health workforce planning and forecasting, by supporting the collaboration and exchange between Member States, and providing state of the art knowledge on quantitative and qualitative planning.

In 2016, the Joint Action will put forward a set of recommendations asking for sustained effort and practical proposals. Thanks to the support of the European Commission and to the strong investment of the many countries, professional organisations and other stakeholders, a new dialogue has been made possible to identify solutions to today's health workforce challenges. This dialogue will prove crucial for the sustainability of Europe's health systems.



## Website

To raise the informative and interactive value of the project, the Joint Action Health Workforce has launched a new website that is fully accessible at [www.healthworkforce.eu](http://www.healthworkforce.eu).

The website provides all the necessary information about Joint Action's history, objectives and results (deliverables can be downloaded), news, partners' information and events conducted within or outside of the Joint Action. All this can be found on the home page menu bar. In the near future, the main menu will be **enriched by the blog**, where website visitors will be invited to share their thoughts and ideas with us. Blog posts will be open to comments and will hopefully stimulate discussion among partners and a wide range of Joint Action stakeholders. Besides the informative value on the project, the website will soon be **amended by two important web portals**.

**The web portal on quantitative planning methodologies** will include the interactive Handbook on Health Workforce Planning Methodologies, which contains a collection of good practices as well as the theoretical examination of the health workforce planning across 7 EU countries. The blog on Pilot Projects will keep track of the work done for the pilot projects conducted in Italy and Portugal.

**The portal on qualitative planning methodologies** will provide insights into future skills and competencies by providing a qualitative description of the forces and factors driving change within the skills and competencies of the overall health workforce. Pilot study experiences will demonstrate qualitative methods brought into practice and will provide general transferability of qualitative methods into workforce planning systems.

We will keep you fully informed about the website's new functionalities and about the launch of the web portals.