



HEALTH WORKFORCE SKILLS ASSESSMENT SURVEY - FEASIBILITY STUDY (2016-17)

Akiko Maeda, Senior Health Economist
Employment, Labour and Social Affairs/Health Division



Overview of the Feasibility Study

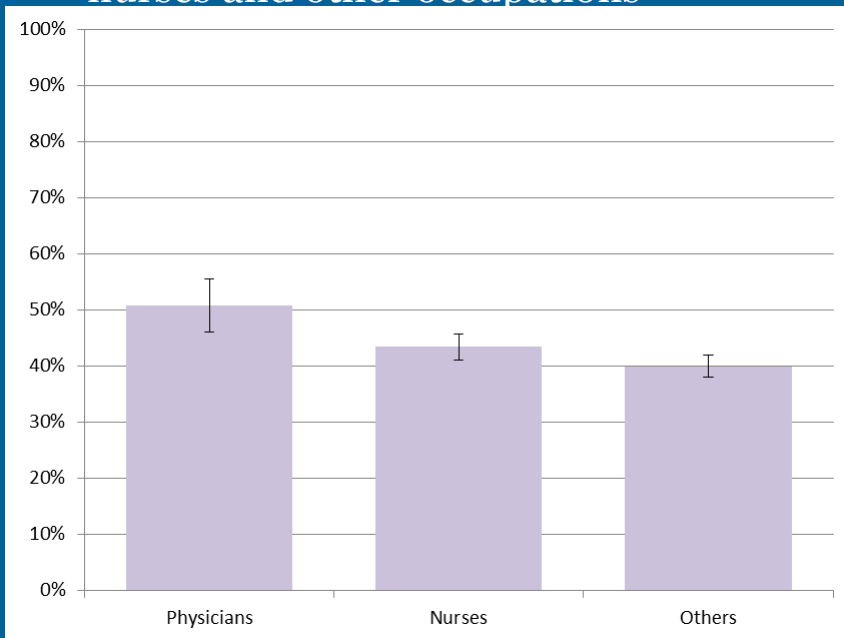
- Why is skills assessment important?
- What is the priority policy question?
- How do we measure?
- Next steps



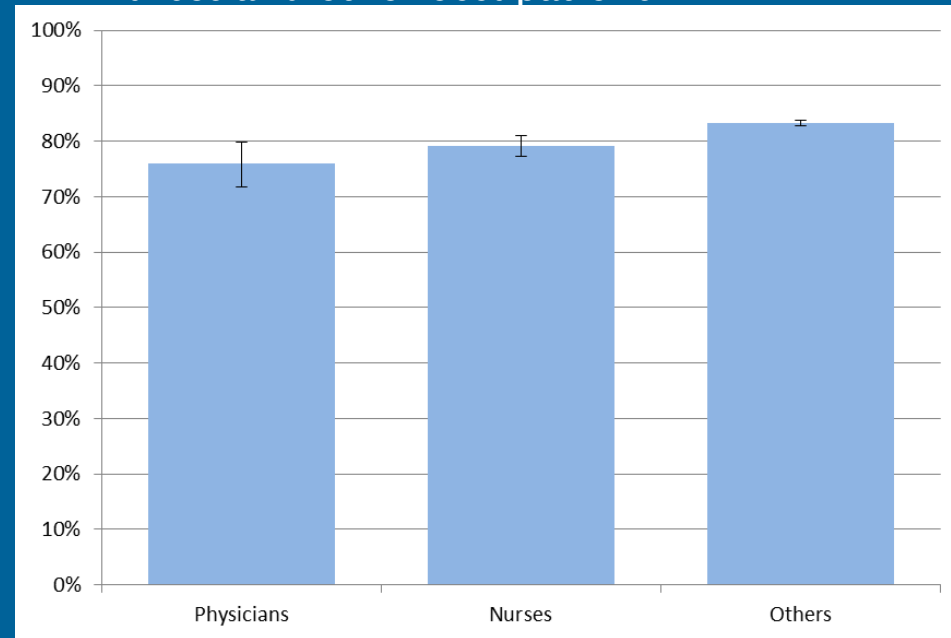
Health Workforce Skills Assessment - *Why is this an issue?*

- Skills mismatch identified (2011-12 PIAAC survey, EWCS 2010)
 - 50% of doctors and 40% of nurses reported under-skilling
 - 70 to 80% of doctors and nurses reported being over-skilled

Reported **under-skilling** by physicians, nurses and other occupations



Reported **over-skilling** by physicians, nurses and other occupations





Health Workforce Skills Assessment Surveys: PIAAC 2011-12 and EWCS 2010

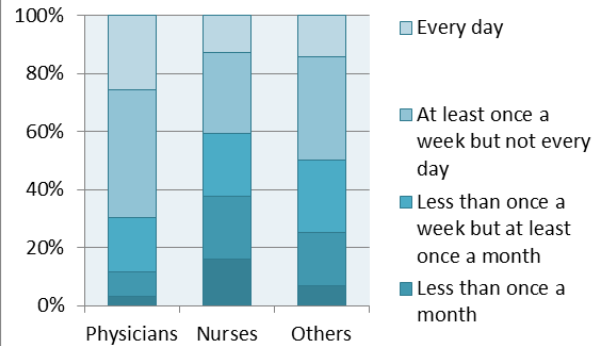
	PIAAC	EWCS
Number of countries	23 Countries	34 countries
Participating countries	Australia, Austria, Belgium, Canada, Czech Republic, Denmark, Estonia, Finland, France, Germany, Ireland, Italy, Japan, Korea, Netherlands, Norway, Poland, Russian Fed., Slovak Republic, Spain, Sweden, United Kingdom and United States	EU28, Norway, The Former Yugoslav Republic of Macedonia, Turkey, Albania, Montenegro and Kosovo
Year	2011-12	2010
Sample size (total)	150 831	43 816
Sample size (health workers/ doctors/nurses)	5 585 / 499 / 2 116	2 093 / 226 / 920
Areas analysed	Qualification mismatch, skills mismatch, skills use	Skills mismatch



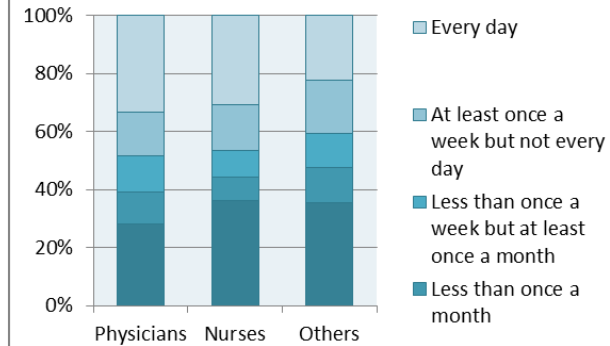
Reported skills-use by physicians, nurses and other occupations

PIACC Survey
2011-2012

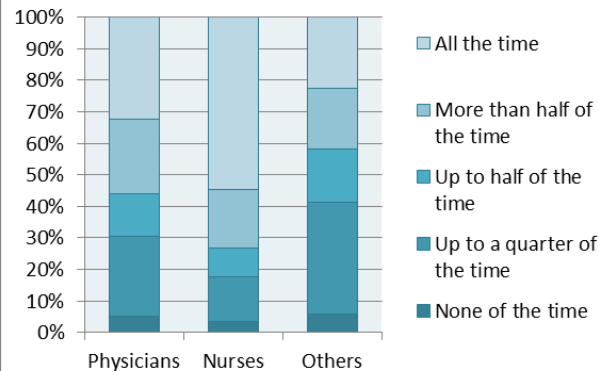
Problem-solving skills



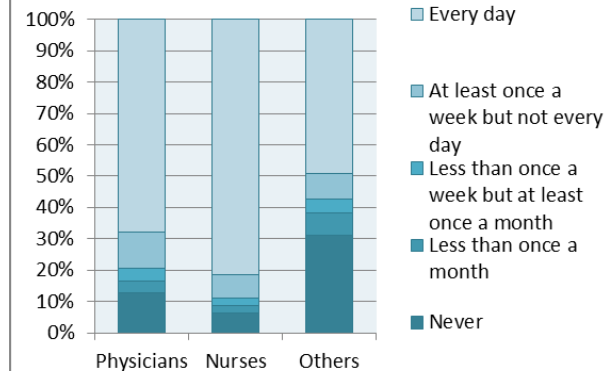
Self-organising skills



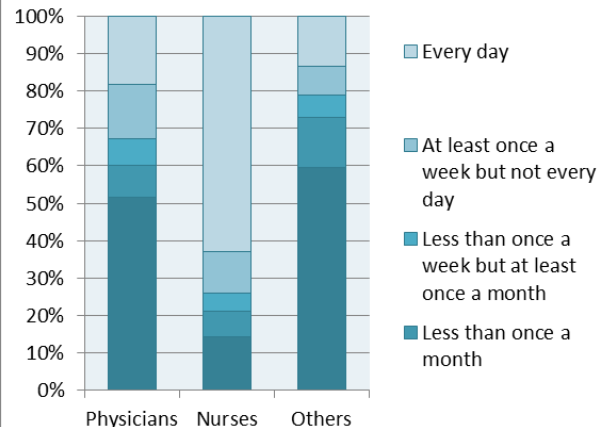
Co-operative skills



Dexterity



Physical skills



Problem-solving skills: How often are you usually confronted with more complex problems that takes at least 30 minutes to find a good solution?

Self-organising skills: How often does your job usually involve organising your own time?

Co-operative skills: What proportion of your time do you usually spend co-operating or collaborating with co-workers?

Dexterity: How often does your job usually involve using skill or accuracy with your hands and fingers?

Physical skills: How often does your job usually involve working physically for a long period?



Preparing for the future health workforce: emerging challenges

TRENDS





- Transformations in care delivery organization and changing scope of practice among workers
- Technological innovations and its impact on skills requirements
- Greater demand for cross-border and trans-jurisdictional recognition of credentials

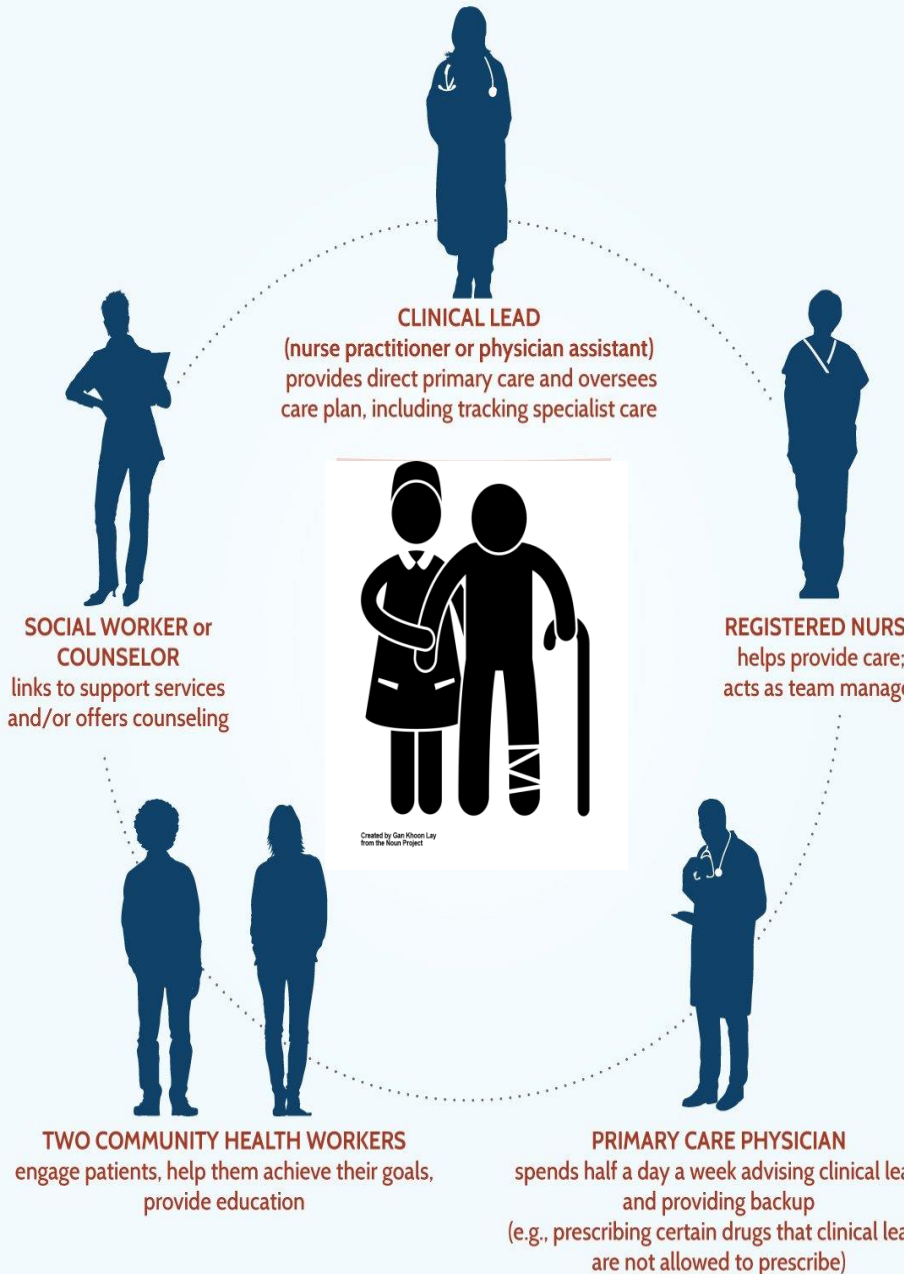
CHALLENGES DUE TO SKILLS MISMATCH

- => Inefficient deployment of valuable skills
- => Potential quality and safety risks
- => Demotivating working conditions for the workers



Complex Care Teams - Example

-  Targeting the population most likely to benefit
-  Assessing patients' health-related risks and needs
-  Developing patient-centered care plans
-  Engaging patients and family in managing care
-  Transitioning patients following hospital discharge
-  Coordinating care and facilitating communication among providers
-  Integrating physical/behavioral health care
-  Integrating health and social services
-  Making care or services more accessible
-  Monitoring patients' progress



Source: M. Hostetter, S. Klein, D. McCarthy, and S. L. Hayes, Guided Care: A Structured Approach to Providing Comprehensive Primary Care for Complex Patients, The Commonwealth Fund, October 2016.



DEFINING THE SCOPE OF THE FEASIBILITY STUDY



Whose skills are we measuring?



- Primary care, hospital or integrated care?

- Focus on doctors and nurses?
Other workers?



- Individual worker or care teams?



- How do we stratify? Generational (students, recent graduates, experienced professionals); Gender; Other?

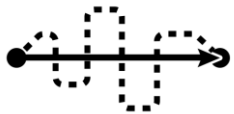


Establishing effective country consultation process and governance structure



Created by Karthik Srinivas
from Noun Project

- What is the appropriate institution or organization for oversight and conduct of the survey?



Created by Marie Van den Broeck
from Noun Project

- How can we minimize the burden on the health professionals? Can we integrate the survey into existing instruments and processes?



Created by Alberto Gongora
from Noun Project

- Who benefits from the survey, and how will the findings be used?



Methods

What

- Engage country-level stakeholders (identify appropriate focal points), agree on priority policy issues

How

- Review existing data and instruments, identify gaps and appropriate instruments and approaches

How much?

- Evaluate potential costs & benefits of conducting skills surveys and analyse

Next Step

- Propose implementation options (pilot testing of versions of the survey in a small group of countries)



Timeline and Goal

**Sept-Dec.
2016**

- Literature review
- Consultation



**Jan – March
2017**

- 1st Expert Group Meeting
- Country consultations



**April-June
2017**

- Preparing Draft Report
- 2nd Expert Group Meeting



**July-Aug
2017**

- Finalization of Report
- Dissemination



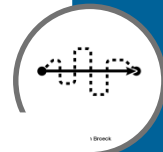
**Global Health
Workforce Strategy**



Skills



Employment



Mobility/Migration





THANK YOU!

akiko.maeda@oecd.org