



Joint Action Health Workforce
Planning and Forecasting

JOINT ACTION ON HEALTH WORKFORCE PLANNING AND FORECASTING - SUMMARY OF RESULTS

EU Expert Group

Brussels, Belgium
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Programme Manager



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Joint Action Health Workforce
Planning and Forecasting

**IN A FEW WORDS, WHAT
DID THE JOINT ACTION
FINALLY DELIVER ?**



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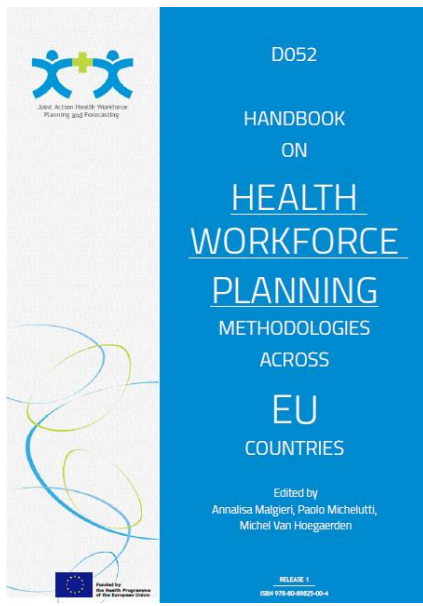
1. JA BROUGHT EXPERTISE TOGETHER



- Many reviewers
 - Selected contributors
- +
- A lot of listeners
 - Unknown web visitors

2. JA CREATED & MADE KNOWLEDGE AVAILABLE

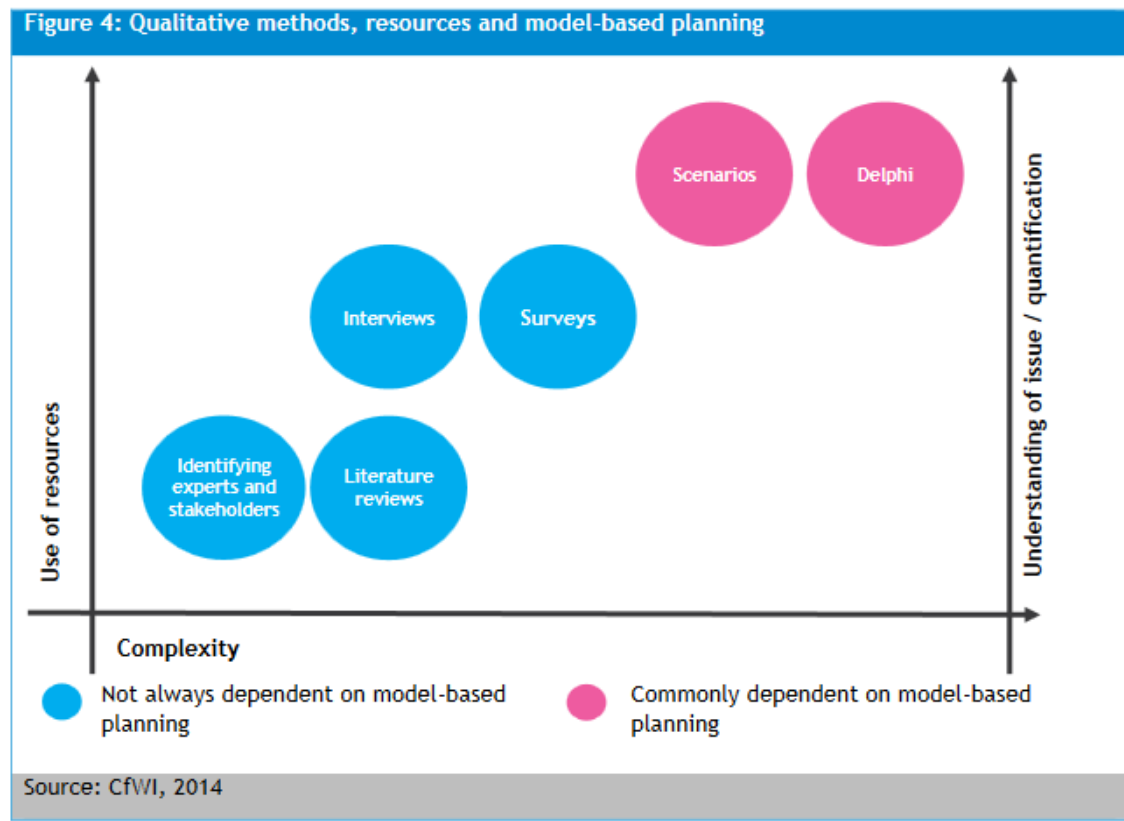
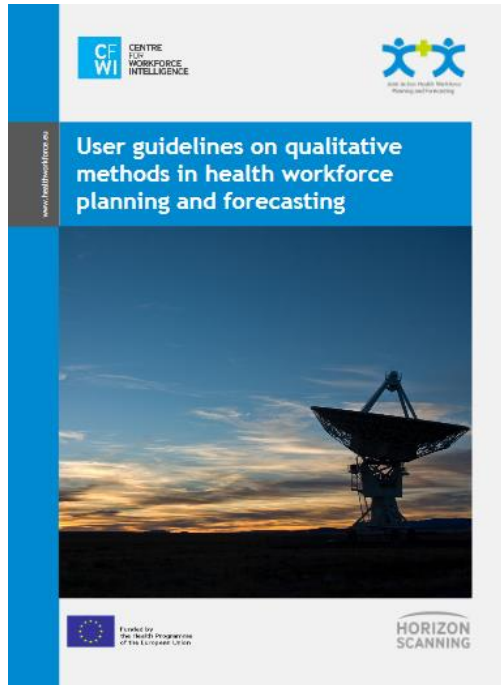
➔ HANDBOOKS



- (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
 - F** ➔ LINKING PLANS WITH POLICY ACTIONS
 - G** ➔ PLANNING CAPACITY EVALUATION


2. JA CREATED & MADE KNOWLEDGE AVAILABLE

➔ GUIDELINES OF METHODS




2. JA CREATED & MADE KNOWLEDGE AVAILABLE

COLLECTION OF CURRENT PRACTICES



Final Version
Report on Health Workforce Planning Data
Preparing for tomorrow's meaningful actions
WP4 Semmelweis University, Hungary


Report on Health Workforce Planning Data D.043



Joint Action Health Workforce Planning and Forecasting

Version/Status	Last updated	Owner(s)
Version 1.	27.05.2015.	WP4
Version 2.	13.10.2015.	WP4-EC-WP1
Version 3.	21.11.2015.	WP4-WP3
Version 4.	02.12.2015.	WP4 Partners
Version 5.	18.12.2015.	WP4-WP1
Version 6.	15.01.2016.	WP4 for EB Bremen
Version 7.	13.04.2016.	WP4 for EB Helsinki

Authors: Eszter Kovacs, Edmond Girasek, Réka Kovács, Zoltan Aszalos, Edit Eke, Zoltán Cserhádi, Károly Ragály. Health Services Management Training Centre - Semmelweis University



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Page 1

	0	1	2	3	4	5	6	7	8	9	10	11	12
	SUPPLY						DEMAND						
Data areas	Labour force	Training	Retirement	Migration inflow	Migration outflow	Population	Health consumption						
Availability-mean	10.1	7.0	7.0	6.0	2.7	10.3	7.7						
Profession	8.6	12	10	9	8	4							
Age	7.1	12	5	7	5	2	11	8					
Head count	8.8	12	10	10	7	4	11	8					
FTE	7.0	7											
Geographic area	6.7	11	6	7	5	2	9	7					
Specialisation	6.6	11	8	6	6	2							
Country of first qualification	3.8	6	3	3	5	2							
Gender	10.0	10											

Table 6 - Gap matrix on data availability

2. JA CREATED & MADE KNOWLEDGE AVAILABLE

➔ ANALYSIS OF LONG LASTING PROBLEMS



WP4, Semmelweis University,
Health Services Management Training Centre, Hungary

WP4
Terminology gap analysis
D041

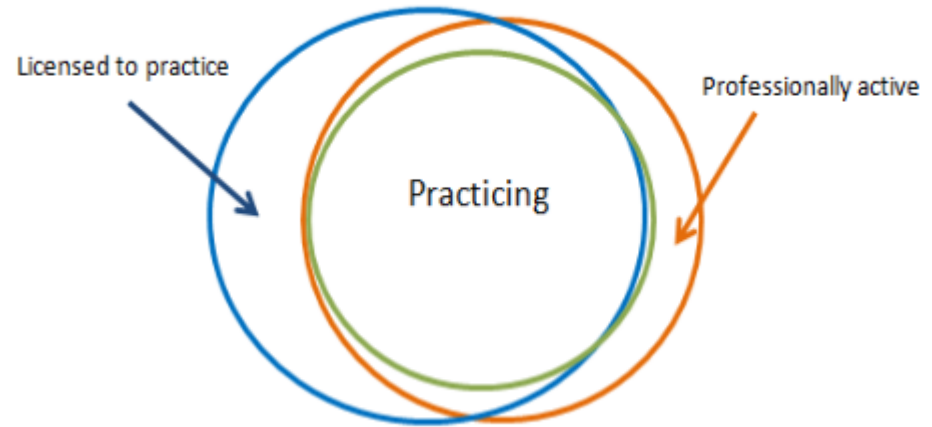


Figure 6b. Activity status categories in an overlapping depiction

Version/ Status	Last updated	Owner
Module Concepts	22.05.2014.	Hungarian Team + WP1 + Reviewers
Draft 01	20.07.2014.	Hungarian Team + WP1 + Reviewers
Draft 02	11.08.2014.	Hungarian Team + WP1
Draft 07	03.09.2014.	Hungarian Team + WP1
Draft 08	08.10.2014.	Hungarian Team + WP2 + WP1
Draft 08/2	20.10.2014.	Core reviewers + WPS
Draft 09	24.10.2014.	Executive Board (WP1 + WP2 + WPS)
Draft 09/2	08.01.2015.	WP4 Partners
Draft 09/3	29.01.2015.	WPS
Draft 09/4	20.02.2015.	Submission to the Executive Board
Draft 09/5	10.03.2015.	Submission to General Assembly
Draft 09/6	24.03.2015.	Submission for appointing editor
Draft 1	19.08.2015	Submission for WP7



2. JA CREATED & MADE KNOWLEDGE AVAILABLE

➔ EYE OPENER ON RAISING & FUTURE ISSUES

The cover features the logo of the Centre for Workforce Intelligence (CFWI) and the Joint Action Health Workforce Planning and Forecasting. The title is 'Future skills and competences of the health workforce in Europe'. The central graphic shows three upward-pointing arrows labeled 'populations', 'health workforce', and 'health care services'. The 'populations' arrow is purple, 'health workforce' is black, and 'health care services' is green. To the left, 'Driving forces out to 2035' includes icons for ageing, population change, and migration. To the right, 'New skills and competences' includes icons for digital skills, information technology, and health care services. The bottom left has the European Union logo and 'Funded by the Health Programme of the European Union'. The bottom right has the 'HORIZON SCANNING' logo.

POLICY BRIEF 1: HORIZON SCANNING AND WORKFORCE FUTURES IN THE EUROPEAN UNION – MAY 2016

POLICY BRIEF 1 OF 4

Horizon scanning and workforce futures in the European Union

POLICY BRIEF 2: POPULATIONS – MAY 2016

POLICY BRIEF 2 OF 4

Drivers of change to the skills and competences of the future health workforce in the European Union

Populations

POLICY BRIEF 3: HEALTH CARE SERVICES – MAY 2016

POLICY BRIEF 3 OF 4

Drivers of change to the skills and competences of the future health workforce in Europe

Health care services

POLICY BRIEF 4: HEALTH WORKFORCES – MAY 2016

POLICY BRIEF 4 OF 4

Drivers of change to the skills and competences of the future health workforce in Europe

Health workforces

2. JA CREATED & MADE KNOWLEDGE AVAILABLE

➔ TOOLS

Registration/Sign in Main User manual Readings

Recommendation list ToolKit My Map

TOOLKIT ON HEALTH WORKFORCE PLANNING

WHICH WAY? JOIN NOW

This self-evaluation toolkit is a practical collection of tools addressing major topics in health workforce planning, adaptable for different country environments and facilitating the implementation of minimal steps to enable improvement.

2. JA CREATED & MADE KNOWLEDGE AVAILABLE

DISCUSSING ISSUES UP TO BUILDING SOLUTIONS

Figure 9. The two central issues to be specially addressed by a better HWF mobility information system in Europe

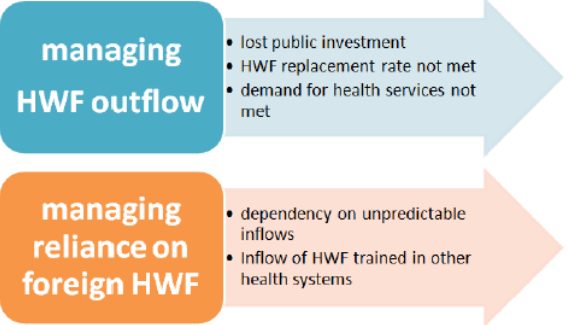
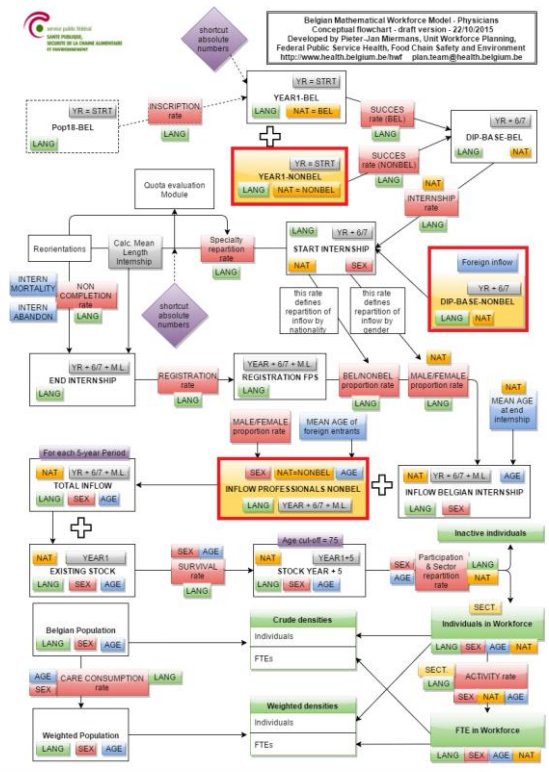


Table 6: The recommended indicator set for measuring health workforce outflow - summary table

Proposal	Indicator	Indicator content (optimum)	Indicator content (minimum)
	Annual number of health professionals with passive intention to leave (source country information - alternative 1 ³⁴)	HPC1st \ FHPC[G+1], where F=FBnFN Number of health professionals requesting a certificate for working abroad for the first time ("first time applicants") without including foreign health professionals who requested a certificate in the first year after	HPC Number of health professionals requesting a certificate for working abroad

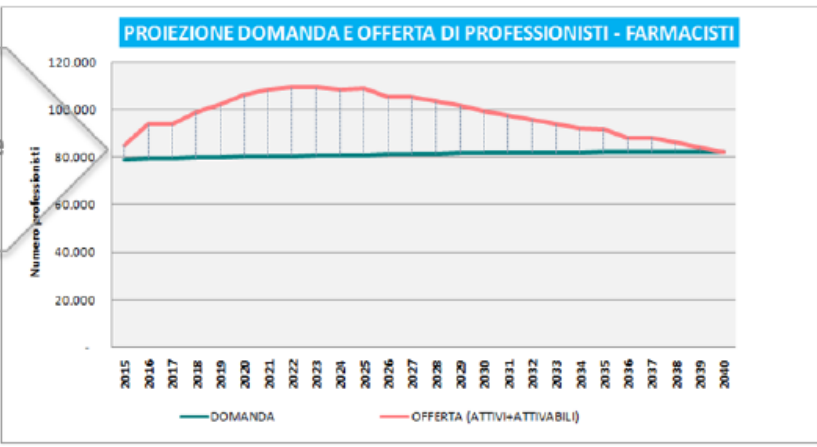
Useful Practice



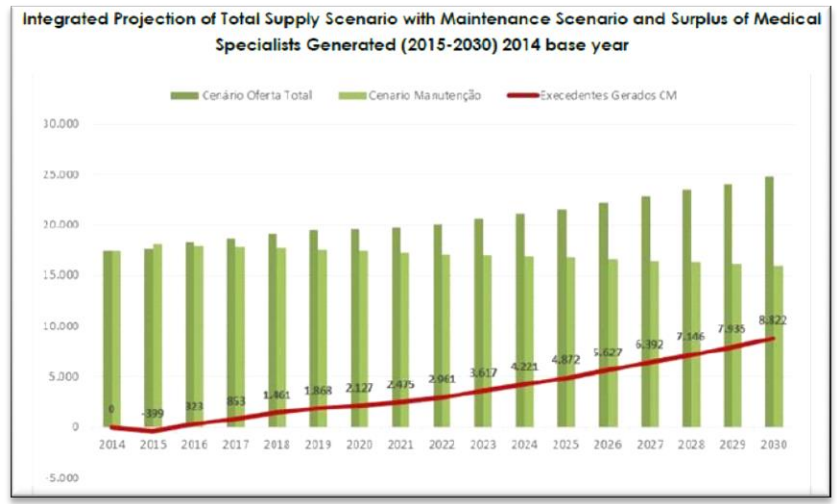
3. JA TURNED KNOWLEDGE INTO PRACTICE



Negative gap:
demand will balance
the oversupply only
in 2040



**IMPLEMENTING
PLANNING**

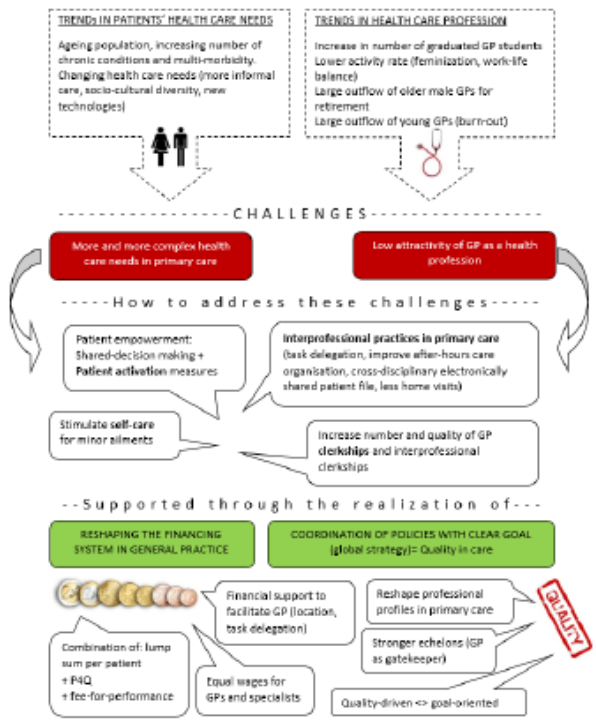


3. JA TURNED KNOWLEDGE INTO PRACTICE

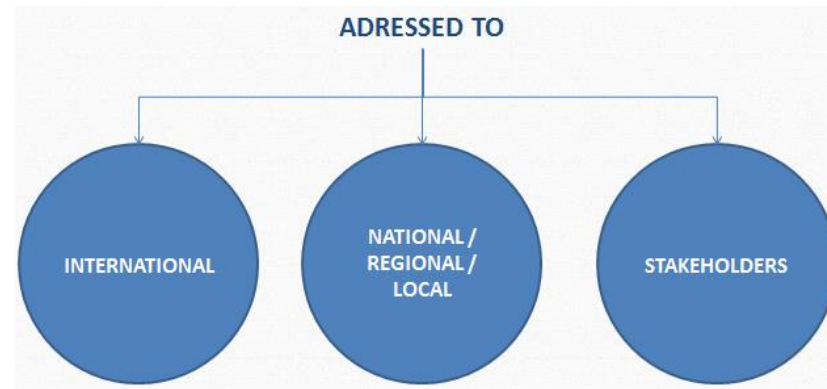
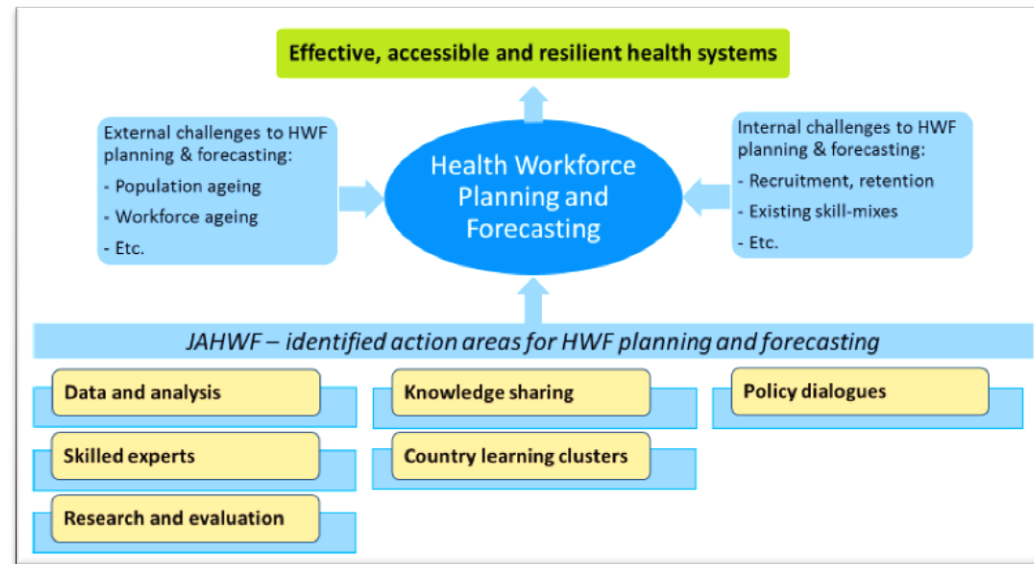
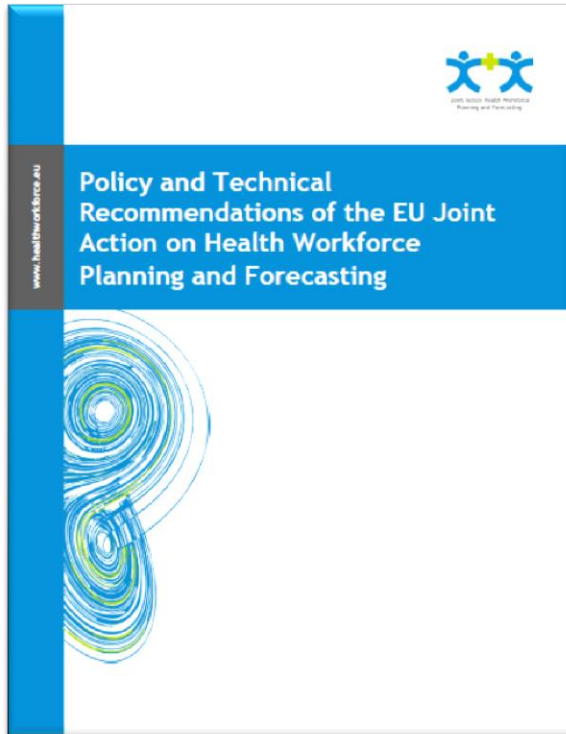
IMPLEMENTING METHODS



Figure 6: Explanatory diagram of the results of the literature search, for the situation of Belgium

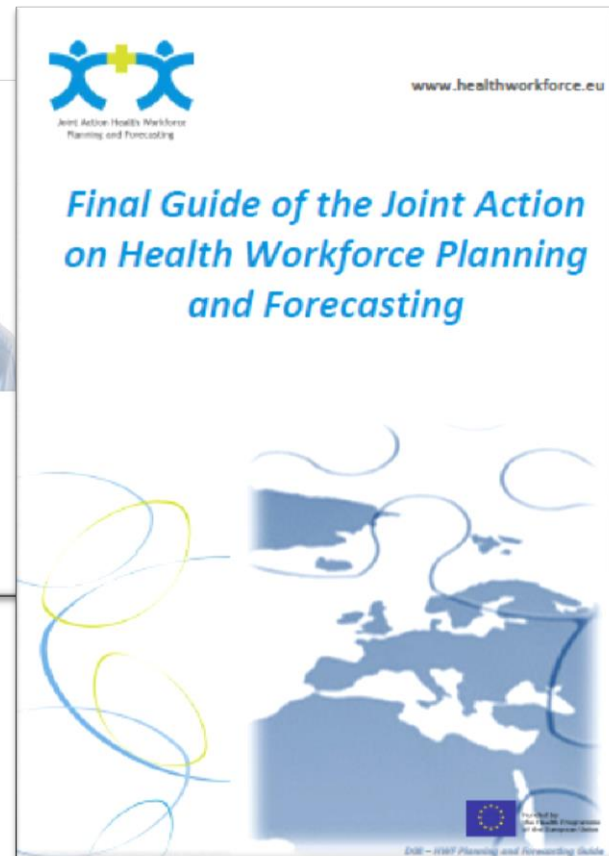


4. JA GAVE RECOMMENDATIONS SYNCHRONIZED WITHIN A SUSTAINABILITY FRAMEWORK & VISION



AND ALL OF THAT IS ON:

- A WEB SITE
- A FINAL GUIDE



**EQUIPPED WITH SUCH MATERIAL,
WHAT CAN POSSIBLY PREVENT A
COUNTRY / REGION /
PROFESSIONAL GROUP TO STUDY,
FORECAST & BUILD POLICY
SCENARII ADRESSING
HEALTHWORFORCE ISSUES?**

NOTHING !

**THE MANY PRACTICES
HIGHLIGHTED TOGETHER WITH
THE PILOT PROJECTS
DEMONSTRATED THAT VALUE
ADDING PLANNING IS FEASIBLE
NOW !**

THE MAIN RECOMMENDATIONS

- **USE THE MATERIAL**
- **USE / DEVELOP THE NETWORK**
- **ACTIVATE / SUSTAIN /
ENHANCE PLANNING UNITS**
- **BELIEVE IN EVIDENCE BASED
DIALOGUE**

NEVERTHELESS

- THERE IS ADDITIONAL KNOWLEDGE TO GATHER



SUSTAINABILITY BUSINESS PLAN

OWNERSHIP : CRITICAL
QUESTIONS TURNED INTO
USEFUL PROPOSALS FOR YOU

FEASIBLE : DESCRIBED
IN A PROGRAMME
DESCRIPTION
INTEGRATED IN
WORLD INITIATIVES

DO IT : NEEDS YOUR
SUPPORT TO HAPPEN

SUSTAINABILITY BUSINESS PLAN

APPLYING THE JOINT
ACTION
RECOMMENDATIONS

+

Current & Future
Supply &
Demand
DATA

MOBILITY
of health
workforce

Economic and
labor market
DATA

Future
SKILLS and
skills distribution
agenda

+ miscellaneous initiatives



**THANK YOU FOR
YOUR SUPPORT
DURING THE
PROGRAMME !**

=> KEEP IT LIVING !



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