

Joint Action Health Workforce
Planning and Forecasting



Joint Action Health Workforce
Planning and Forecasting

Joint Action on Health Workforce Planning and Forecasting

STATUS BRIEFING

Michel Van Hoegaerden
Programme Manager

EU Expert Group
17/04/16, Brussels



Funded by
the Health Programme
of the European Union



Joint Action Health Workforce
Planning and Forecasting

WHAT IS NEW SINCE LAST MEETING ?

1. Report on Mobility Data
2. Report on Future skills and competences of the health workforce in Europe (almost finished)
3. Web portal on planning methodologies
4. Report on Circular Mobility
5. Joint Action Conference (Varna, BG)



Funded by
the Health Programme
of the European Union

1. Report on Mobility Data

Will be disseminated in the coming weeks

WP4 Report
on Mobility data
¶
Health workforce mobility
data serving policy
objectives □



Joint Action Health Workforce
Planning and Forecasting

2. Report on Future skills and competences of the health workforce in Europe



**ALMOST FINISHED
EB HELSINKI APPROVAL**

3. Web portal on planning methodologies



Handbook on HWF Planning Methodologies

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

(Interactive e-book version coming soon. In the meantime you can download PDF version.)

WILL SOON BE PUBLISHED ON THE WEB SITE !

4. Report on circular mobility

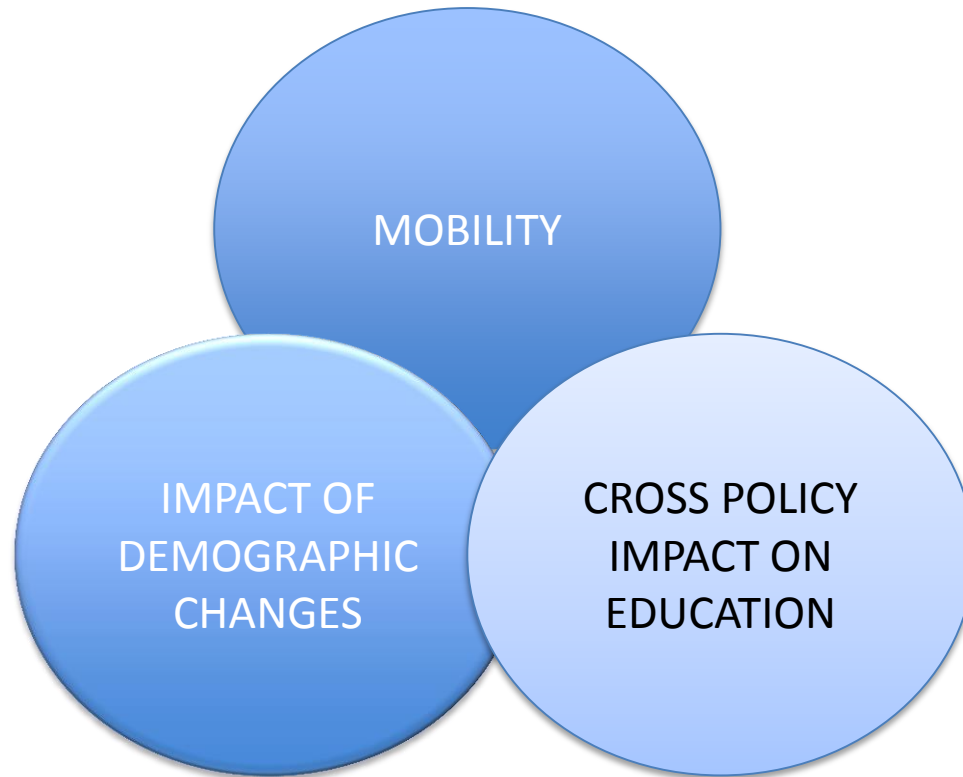
WP7 Report on Circular Migration of the Health Workforce



Joint Action Health Workforce
Planning and Forecasting

PUBLISHED ON THE WEB SITE !

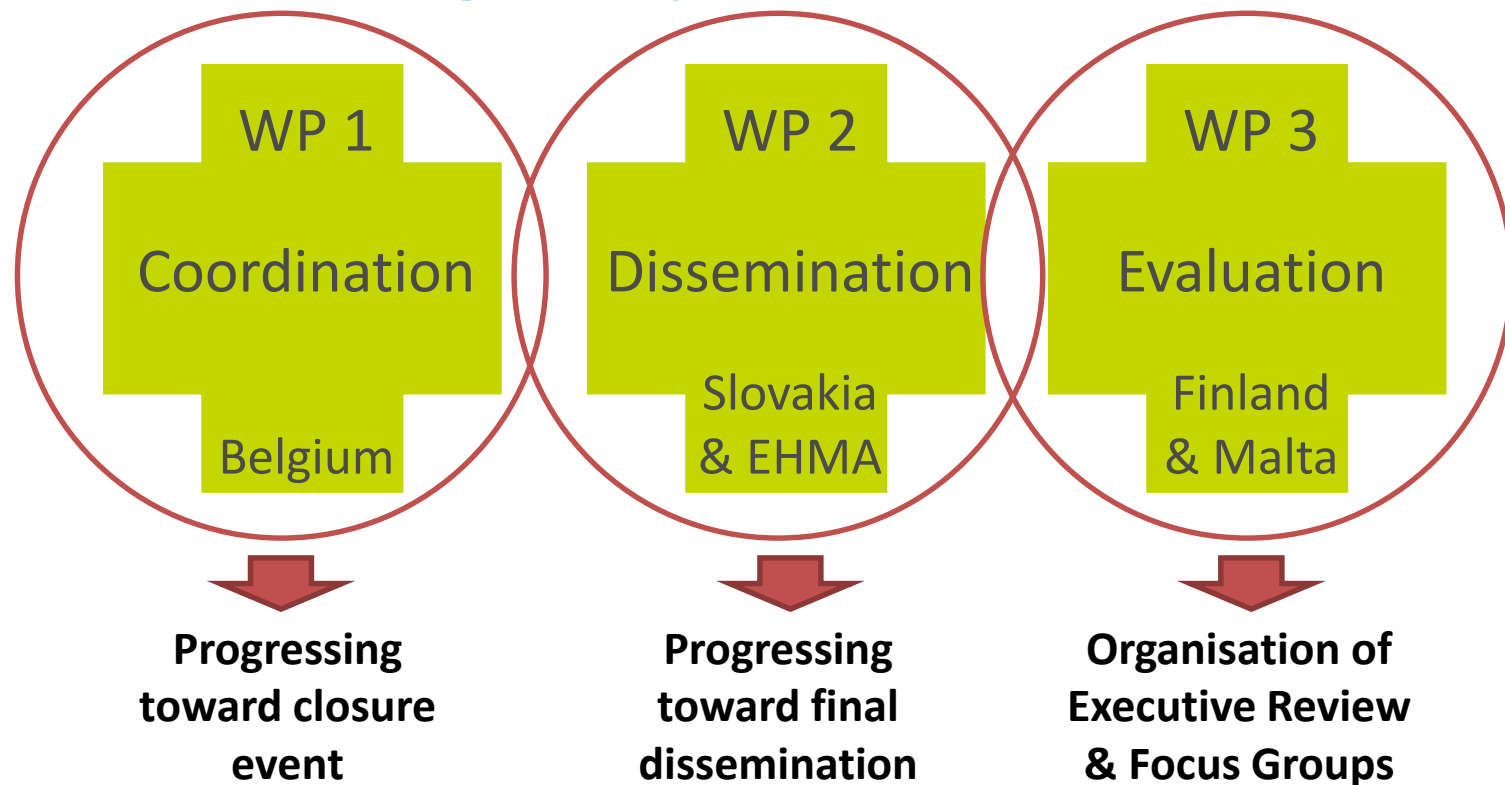
5. Joint Action Conference (Varna, BG)



**SUCCESSFUL
EVENT WITH
ADDED VALUE**

1. Status of deliverables

Horizontal work packages



WP 4
HWF planning data
Hungary

REPORT
D041 - Terminology mapping:
Creating better understanding of terminology for intl. data

REPORT
D043 – HWF planning data:
Providing information on data gaps and challenges in data collection for HWF planning

+ WP4 Toolkit and Recommendations for delivering better quality HWF Planning data

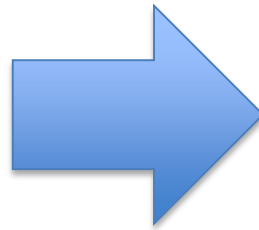
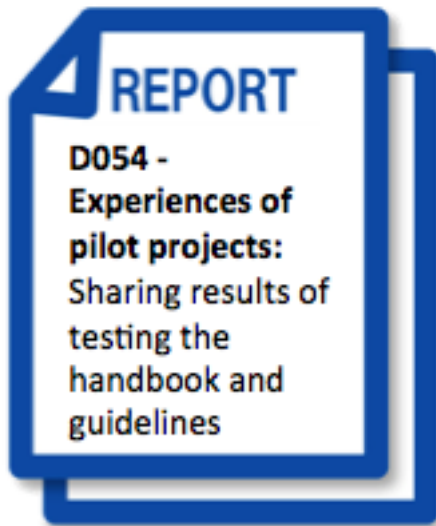
Final version + web toolkit

REPORT
D042 - Mobility research:
Providing updated information on mobility trends of HWF

+ WP4 report on the applicability of the WHO CODE of Practice



FINAL FOCUS ON PILOT PROJECTS



DELAYED CLOSURE
JUNE 2016



DRAFT FINAL
REPORT



DISSEMINATED



**SUBMITTED TO
DISSEMINATION WP**

D062 - Policy reports on future competences (skills, knowledge, attitude): Estimation of future competences needed in the health workforce in 2035



D063 – WP6 Web Portal: xxxx

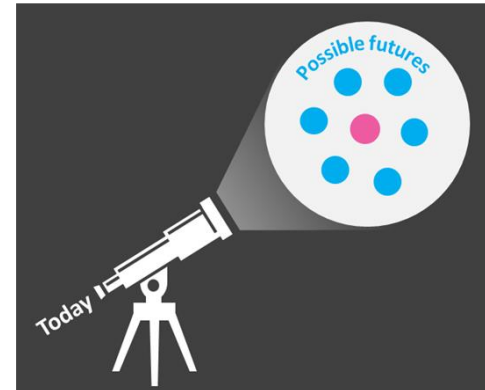
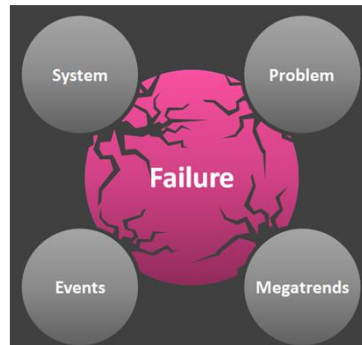
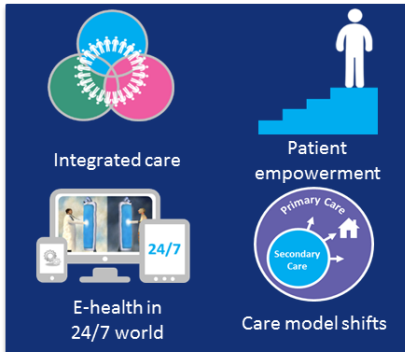
FINAL

D064 - Report on pilot project in Belgium: Test the methods in the user guidelines together with the policy reports in Belgium on physicians

What if the future is not what we expect?

Consider many futures

Transparent and participatory approach



WP 7

Sustainability

Bulgaria
& Belgium



D071 - Sustainability strategy: How to increase impact of results of Joint Action on HWF-policy in Europe

VISION

SKILLS

INCENTIVES

RESOURCES

ACTION PLAN

D072 – List of Experts: Identifying experts (individuals & organisations) to take work forward for sustainable impact

ask
an EXPERT



TECHNICAL EXPERTISE



D073 – Technical recommendations: Analyses deliverables of Joint Action and targets key technical messages and recommendations to the right audiences

D074 – Policy recommendations: Analyses deliverables of Joint Action and targets key policy messages and recommendations to the right audiences

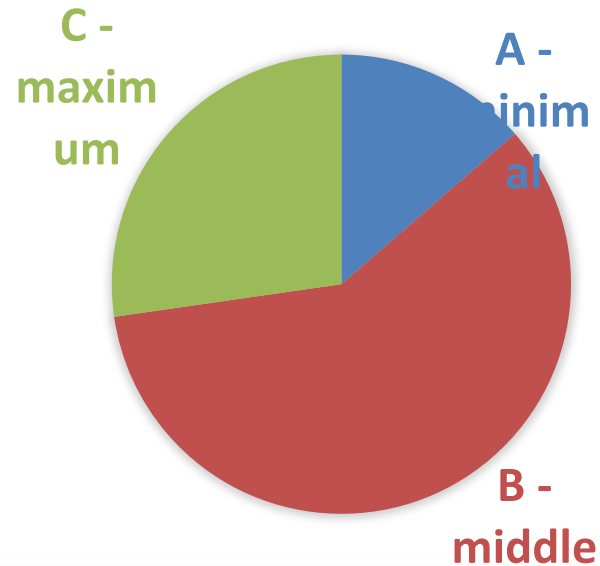
D072 – List of Experts: Identifying experts (individuals & organisations) to take work forward for sustainable impact



SUSTAINABILITY – WP7

- A majority of the WP7 respondents
 - Supports the need of a network of experts as sustainable output
 - Selected a light option with a maximum synergy with existing structure

- There is not yet agreement on the scope and sizing



SUSTAINABILITY – WP7

D073 – Technical recommendations:
Analyses deliverables of Joint Action and targets key technical messages and recommendations to the right audiences

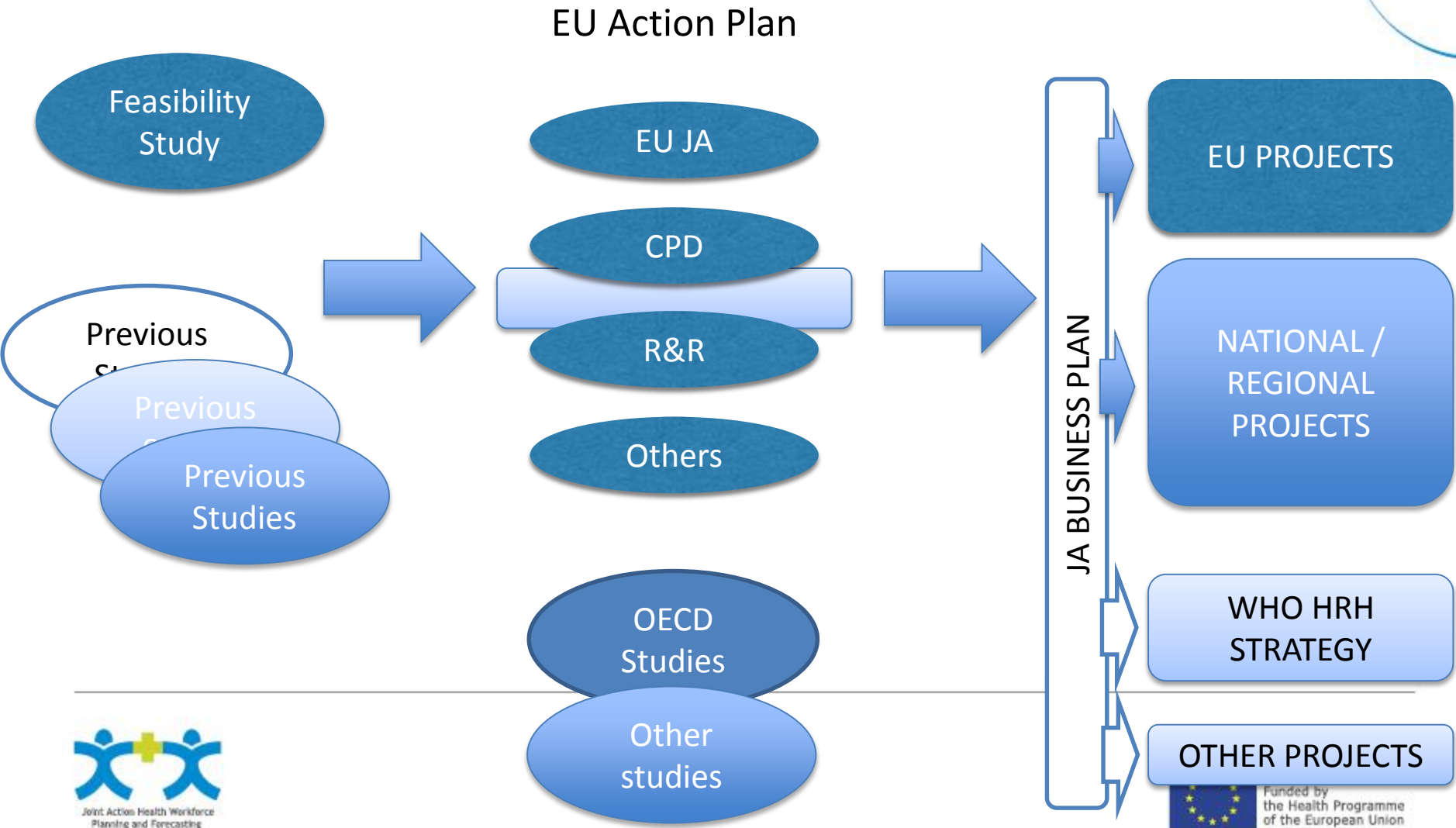
D074 – Policy recommendations:
Analyses deliverables of Joint Action and targets key policy messages and recommendations to the right audiences

- Merge into one document
- Core section:
 - Context
 - Sustainability vision
 - Consolidation and structuring of recommendations
- Business Plan:
 - Selection of future possible actions

- Large approval of proposed content
- Identified elements of improvement
- Integration of last JA deliverables

- Favorable survey response on content, completeness and mapping

Introduction to the Business Plan



Business Plan

A NEXT JOINT ACTION ?

“Would you support a second Joint Action on HWF Planning and Forecasting?”

Answer category	Number of responses
Yes	22
No	1



But also other mechanism

Type	Symbol	EU or national funding mechanism
Studies & Research		EU funding for research and Innovation (e.g. Horizon 2020)
EU Level Cooperation		Grants for projects (e.g. through the Health plan)
Knowledge sharing		Contracts for expertise (e.g. for the provision of expertise through the network of experts)
National / Regional projects		Either national funding or Structural & Investment funds in case of project within less-developed regions

Business Plan

#3 ☒ Retention Determinants ☒

Based on the EU study on Retention & Recruitments, on the Prometheus report and on the JA mobility data report, further research is conducted on the determinants of Health Personal retention, and a database of useful practices is established and integrated within the JA web portal. ☒

Context ☒ In a free market zone, mobility of specific professional group cannot be regulated, besides through recognition of competence. Sending countries have to develop retention policies and competitive recruitment schemes if willing to manage the density of health workforce within their territory. The EU studies on Retention & Recruitment policies illustrated several practices across EU. This work could be turned and enhanced into a real database of good practices, with a measure of the effectiveness of them and a link with the HWF modeling system. ☒

The JA has developed a portal of planning information that would benefit from a repository of good practices in order to become a real innovation promoter. ☒

Partners ☒ Members States competent authorities ☒
Professional and Employers organisations ☒

Products ☒

- → Full review of retention determinants per country ☒
- → Full review of retention strategies per country ☒
- → Database of useful practices ☒

Workload ☒ 840 m.d. (20 m.d. per MSs + 50% coordination and writing) ☒

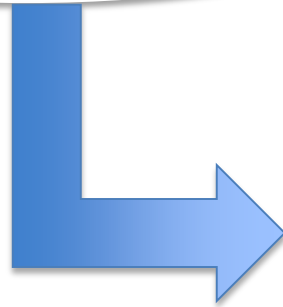
Timing ☒ 1 ½ y ☒

Business Plan

- Obvious agreement on grouping future initiatives related to:
 - **Data collection** (Dictionary, support national implementation, Data cooperation, Data collection for assessing future)
 - **Mobility Data** (Mapping, Activity of migrant HWF, Data cooperation, Data collection for assessing future migrations)
 - **Data related to the labour policy challenges** and determinants of Recruitment & Retention (adding impact of working conditions, impact of salaries, others...)

NEXT STEPS

- IMPROVEMENTS TO THE DOCUMENT
- REORGANISE THE BUSINESS PLAN



Draft the dissemination TOOLS

- FINAL GUIDE SUMMARY INFO SHEET
(for decision and policy level)
- LAYMAN TECHNICAL REPORT
(all readers level)
- JOINT ACTION FULL REPORT
(expert and policy level)

Business Plan : Specific accompanying document for the EU Commission



Joint Action Health Workforce
Planning and Forecasting

CLOSURE EVENT OF THE JOINT ACTION ON HEALTH WORKFORCE FORECASTING & PLANNING

**“Towards a sustainable
health workforce for Europe”**

**3 & 4 MAY
2016**



**MONS
BELGIUM**



Funded by
the Health Programme
of the European Union



Joint Action Health Workforce
Planning and Forecasting

DAY 1

Sustainability vision - WP2/WP7

Stakeholder forum about Sustainability proposal

Joint Action results on data for current and future health workforce

Joint Action results on planning methodologies

DAY 2

Joint WHO, OECD and Joint Action HWF contributions to a HRH Global strategy

WP3 Evaluation of the Joint Action

WP1 Final Report of the Joint Action coordination



Funded by
the Health Programme
of the European Union

Thank you for your attention!



Website

<http://www.healthworkforce.eu>

Email

EUHWForce@health.belgium.be