



Joint Action Health Workforce
Planning and Forecasting



Joint Action Sustainability

What are the principles that we can preserve and the instruments to use for EU Health Workforce planning and forecasting

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Joint Action Health Workforce
Planning and Forecasting

Joint Action Sustainability

The Project: the Joint Action for Health Workforce Planning and Forecasting has been a turning point in EU collaboration on the health workforce, as it makes the transition from studies, identification of threats and policy dialogues to actual development of tools and implementation of pilot projects.

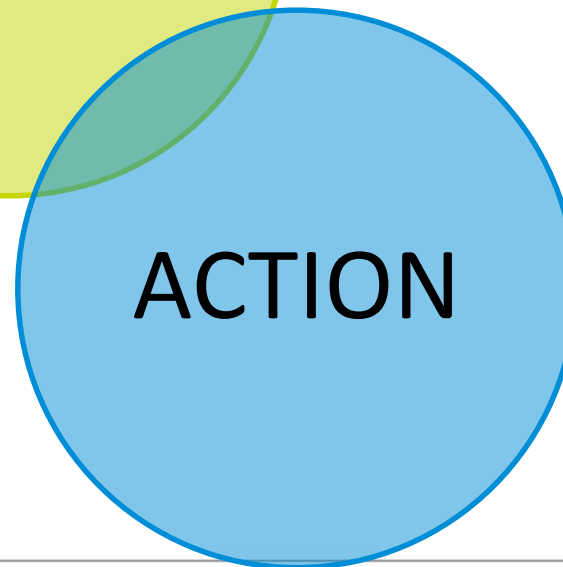
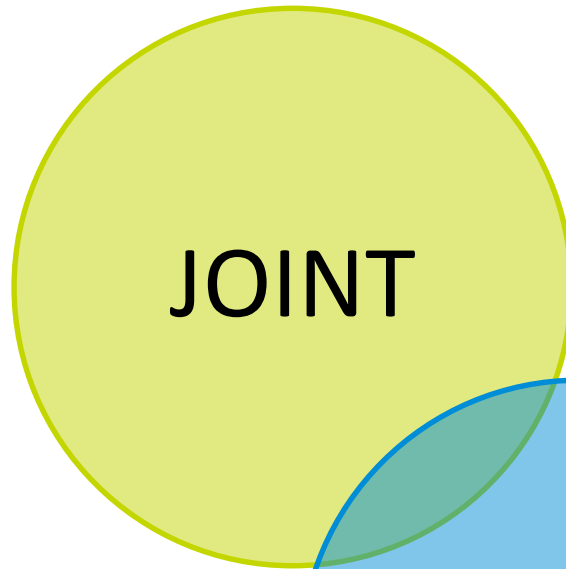
As the most recent addition to years of EU investment in HWF strategies, the Joint Action has produced valuable expertise, resources and opportunities for knowledge sharing on HWF planning and forecasting and has raised the level of European and international collaboration in the field.



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The JA EUWHF achieved its general and specific objectives

- Sharing Knowledge
- Working together
- Exchange between Member States



- Usable output
- Tangible outcomes
- Focus on practice

The JA EUHWF: specific objectives

Increased knowledge :

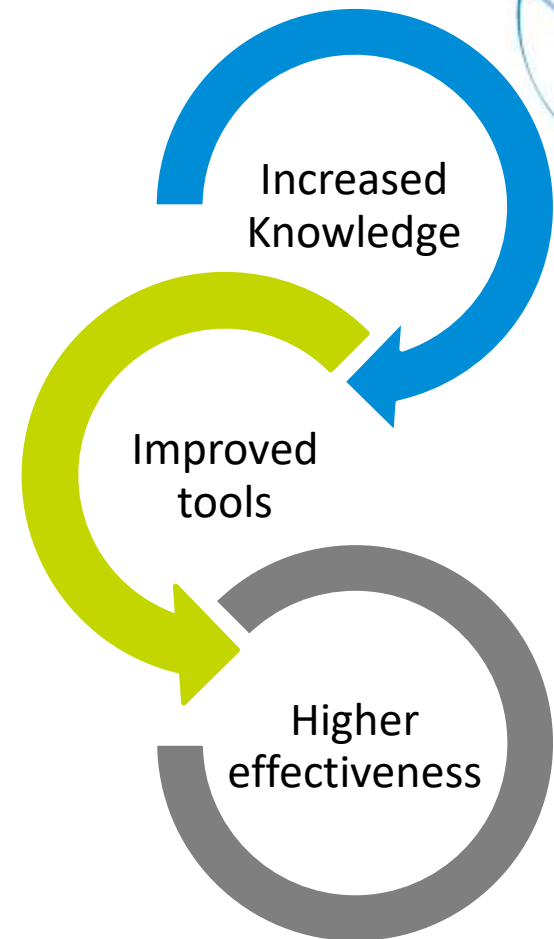
- Better understanding of terminology
- Updated information on mobility trends
- Estimation of future skills and competencies needed for the HWF

Improved tools:

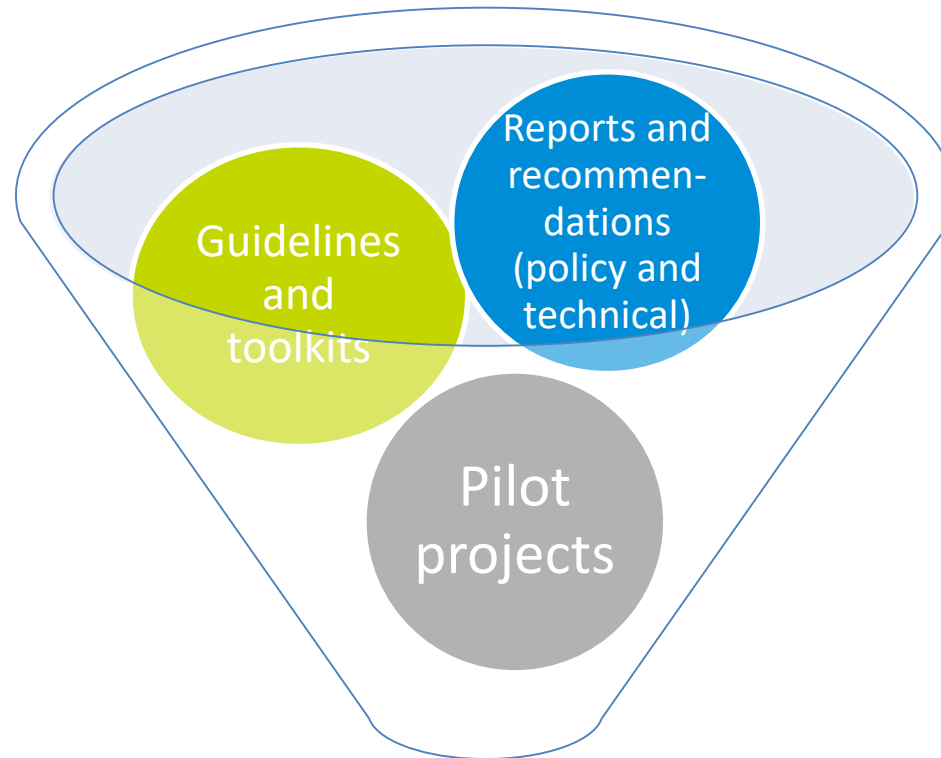
- Guidelines on quantitative and qualitative planning methodologies
- Platform for cooperation to find possible solutions on expected shortages

Higher effectiveness:

- Better monitoring by access to timely data
- Increased quantitative and qualitative planning capacity
- Higher impact of HWF planning and forecasts on policy decision making



The JA EUHWF : Tangible outcomes



Web portal

HWF Planning guide

Network for HWF Experts

JA EUHWF Sustainability vision

- **Recommendations on policy level:** oriented at decision- and policy-makers and aimed at supporting the cooperation, decision making and policy making processes.
- **Recommendations on technical level:** oriented at experts and specialists involved in planning and forecasting processes concerning the technical support activities of HWF planning and forecasting such as data collection, producing evidence, executing policy decisions, etc.
- **Sustainability Business Plan:** the actions and projects presented in the Plan focus on sustaining the flow of Joint Action results and benefits into the future. They are aimed at further developing the knowledge and EU cooperation on HWF planning and forecasting.
- **Network of Experts:** SEPEN

Priority action areas for HWF planning and forecasting

- **Data & Analysis:** improve the collection of reliable HWF data among all Member States, and develop advanced data collections and analyses that link back to health system outcomes.
- **Skilled Experts:** have a sufficient number of professionally skilled experts with advanced labour market analysis- and other relevant skills.
- **Research & Evaluation:** further develop the evidence base on the HWF and HWF planning, taking into account the altering landscape in which HWF planning takes place.
- **Knowledge Sharing:** knowledge sharing and the sharing of information and good practices, at EU level and between MSs, can serve as preparatory input for policy dialogues.
- **Country Learning Clusters:** cluster groups of countries that can be expected to learn from each other because they share the same conditions and starting position for HWF planning.
- **Policy Dialogues:** policy dialogues leading to shared HWF and health system objectives, strategies and policies have to take place at both MS level and European level.

Top 3 fields of sustainable continuation

Current & future stock and demand data

- Support of:
 - The roll-out of international and national data collection
 - The better understanding of stock data beyond the Minimal Data Set

Mobility of health professionals

- Support of:
 - Data collection and policy level multi-lateral cooperation
 - e.g. through studies and mapping:
 - Of accurate mobility data incl. activity of migrants

Economic and labor market data

- Research on:
 - Economic determinants on Health care labor market
 - Labor market policies and useful practices
 - And impact on Health workforce planning

Very important next steps (EU, national and local level)

- **Improvement of the handbook and web-portals:** adding EU countries according to implementation of planning and several non-EU countries.
- **Developing and implementing mathematical models** according to the health system in the given country or region. Very important is the **communication** with policy makers.
- Developing and providing training **courses for continuous education or/and Master programs in HWF planning**; organizing summer schools etc.
- **Developing HWF research** (jointly with OECD, WHO, EUPHA, EHMA, universities, research groups).
- **Strengthening the Networks:** Network of Experts in HWF; EUHealthNet; Network of HWF Education, Global Alliance for HWF.
- **Prepare next generations of health professionals** during the study process to be able to solve the balance of health professionals.

Impact of Joint Action of HWF on Bulgaria

- Improved knowledge and experience about the EU level process, developed academic and interdisciplinary teams of experts in HWF.
- Raised awareness about the importance of health workforce planning for managing the shortage of health professionals.
Developed good communication and collaboration among policy makers, professional organizations and academia
- In a process of developing local strategies and models for health workforce planning and developing (Varna region supported by the experts in the Medical university - Varna)

Impact of Joint Action of HWF on Bulgaria

- Developing the research in HWF - working together with the young generations of health professionals; working with the international students at MU - Varna and international partners; *Important role of the previous experience of MU-Varna with 7th FP: the Projects Mobility of Health Professionals (MoHProf); ASSPRO CEE; Health Observatory (HiT), WHO - Transformative education etc.*
- Networking with international and national experts during and after the conferences, workshops; local round tables, exchange experience



Developing a Model for a national system for HWF Planning (as well as local models)

Providing courses CME for HWF planning

Thank you for your attention!
Благодаря за вниманието!

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