



Joint Action Health Workforce
Planning and Forecasting

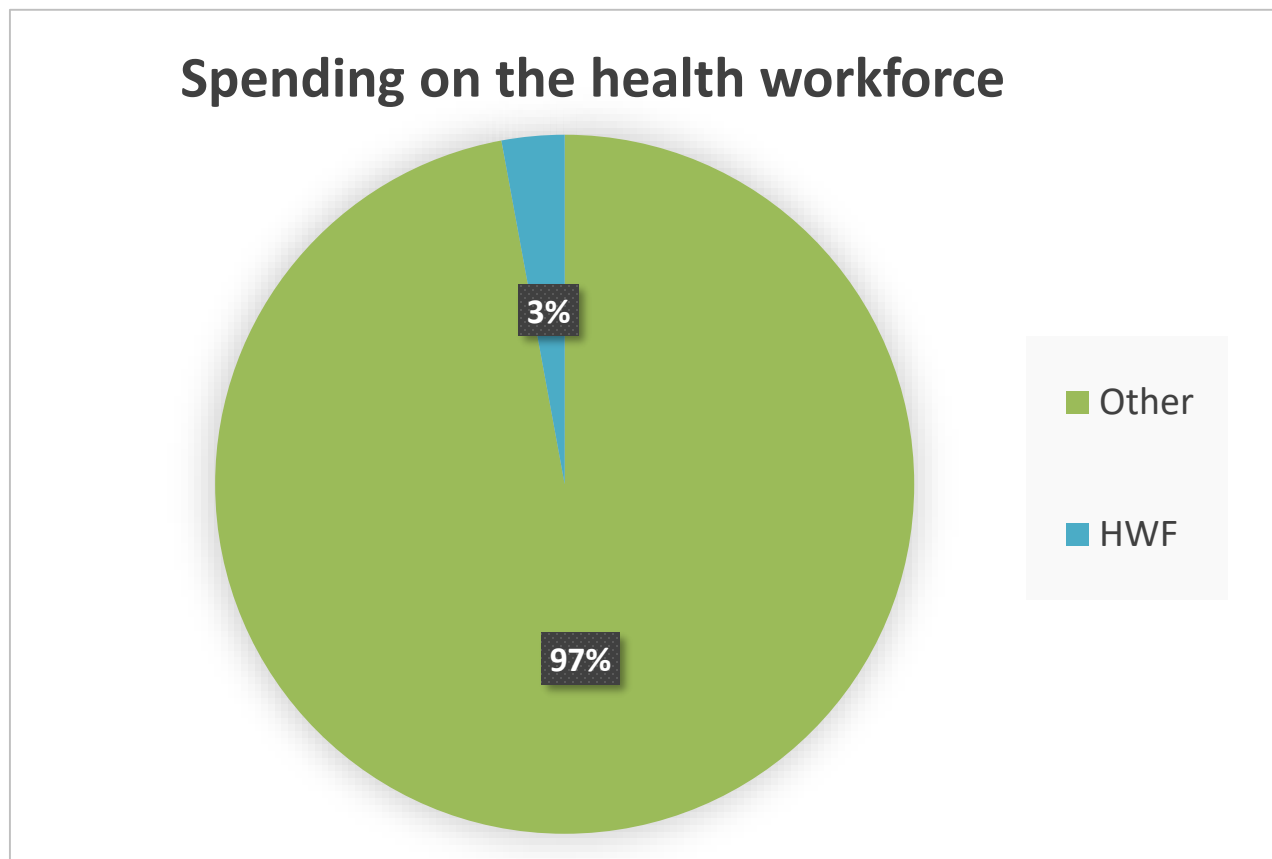
The Joint Action on Health Workforce Planning & Forecasting

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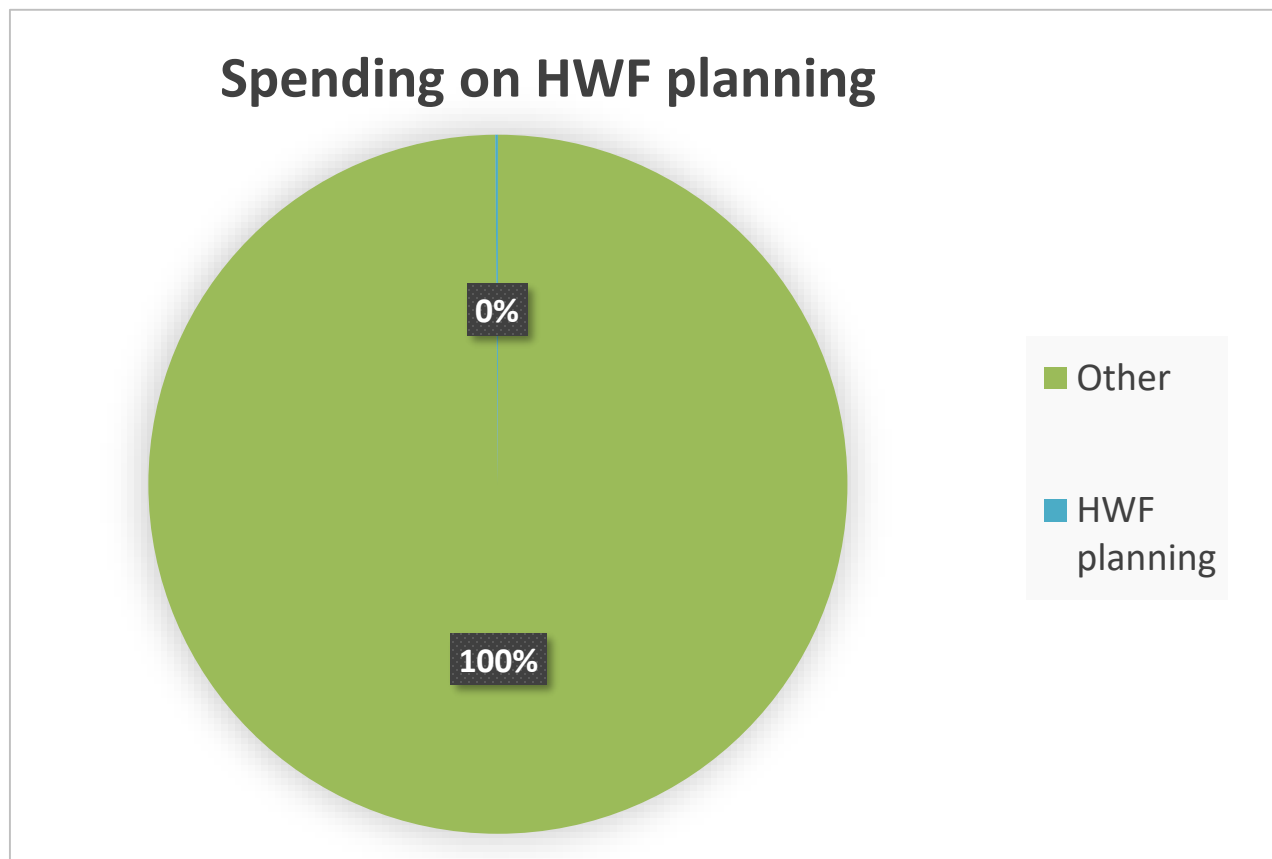


Funded by
the Health Programme
of the European Union

ESI Funds spending on the health workforce



ESI Funds spending on HWF planning



How to get ESI funds interested in the HWF?



We all want a doctor and nurse at our side when we need them
(plus it is an urgent problem)

Major challenges facing the HWF in Europe

(1) shortages



Major challenges facing the HWF in Europe

(2) maldistribution



Recruitment and Retention of the Health Workforce in Europe

Final Report

Bordoff J, Brennan J, Borch J, Cooney J, Doherty M,
Dor D, Gurevich M, Jansen C, Kinnear M, Kurland M,
Sennels B

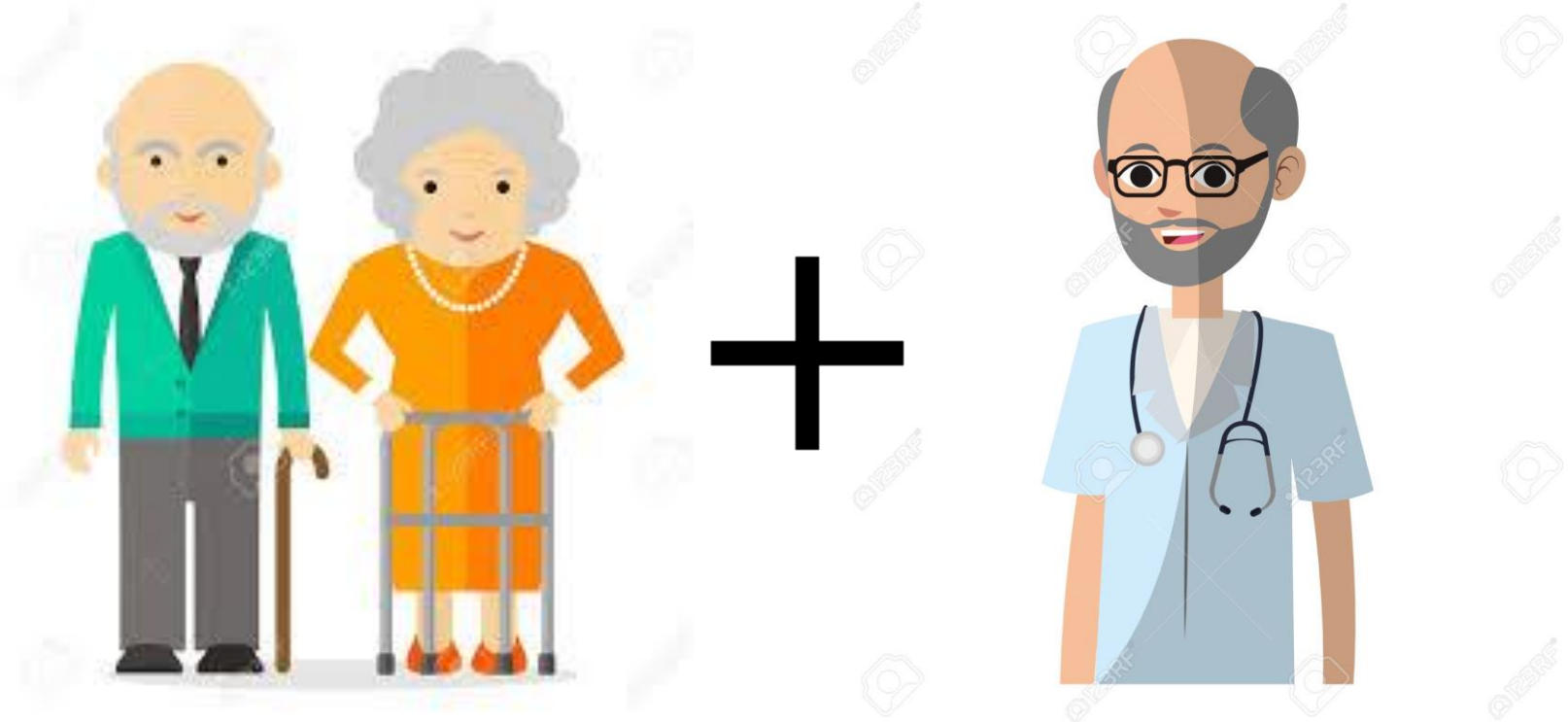


Major challenges facing the HWF in Europe

(3) skills-mismatch

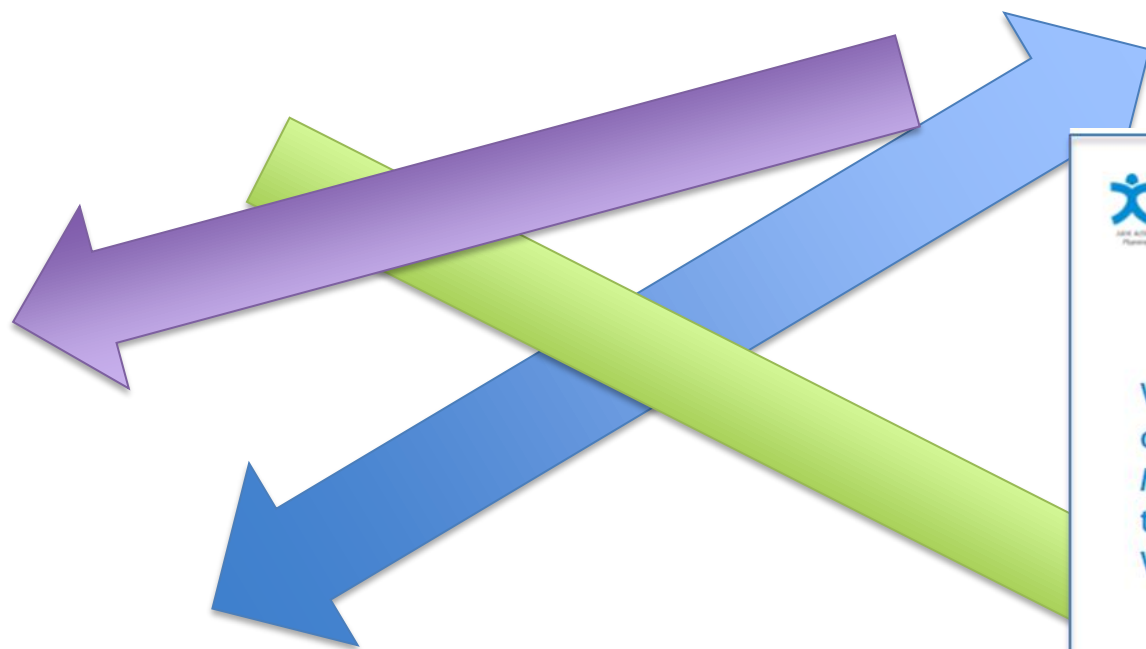


Major challenges facing the HWF in Europe (4) demographic changes



Major challenges facing the HWF in Europe

(5) mobility



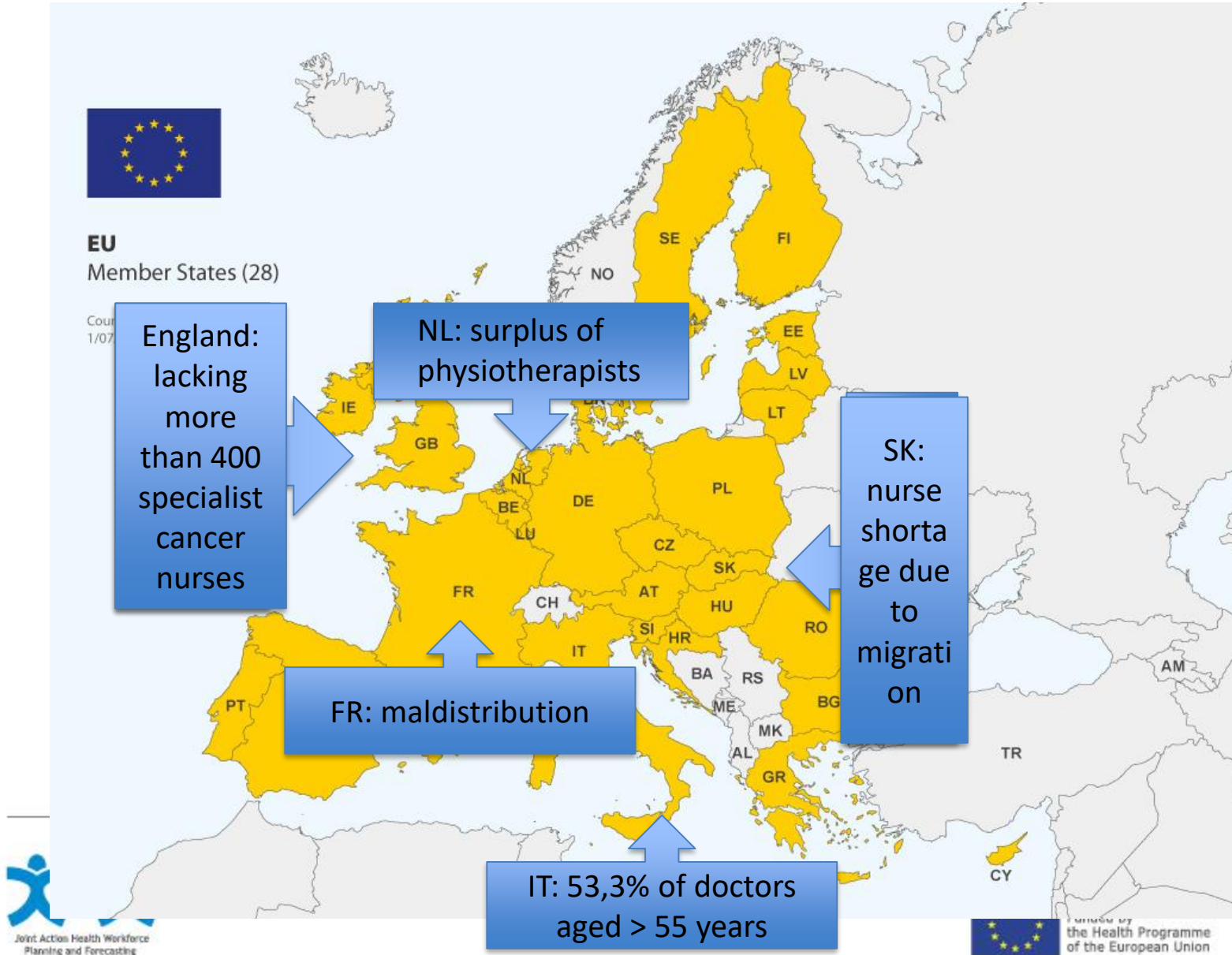
Report - Version 04
Circular Migration of the Health Workforce
WP7. Catholic University of Leuven, Belgium
Medical University of Varna, Bulgaria

WP7 Report on Circular Migration of the Health Workforce



Version/Status	Last updated	Owner(s)
Version 01	21/12/2015	Catholic University of Leuven
Version 02	30/12/2015	Catholic University of Leuven (to WP7 partners)
Version 03	15/01/2016	Catholic University of Leuven (to JA Executive Board)
Version 04	09/02/2016	Catholic University of Leuven (Finalised after JA E.B. approval)

A European-wide problem



What can health workforce planning do?

Health workforce planning is concerned with ensuring that the right number of people, with the right skills, are at the right place at the right time to deliver the right services to those in need of them.

Challenges in HWF planning

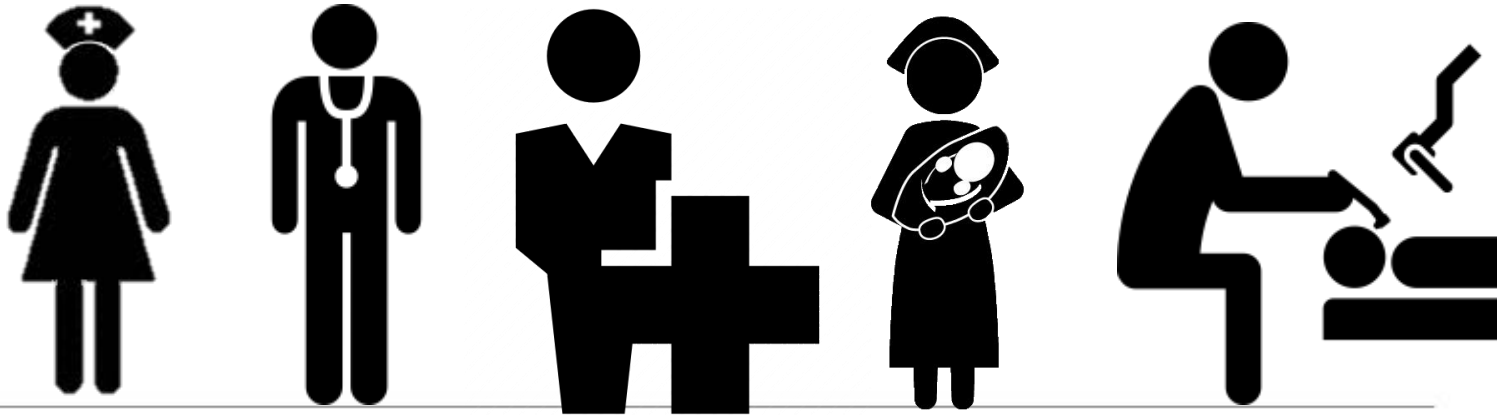
1. Lack of data and insufficient use of data
 - Lack of data on numbers, specialisation, spread, etc.
 - Specific challenge: mobility data
2. Limited model and demand-based HWF planning (taking into account current and future demand of health services)
3. Limited future-based planning and use of qualitative methods (taking into account case mix and skill-mix)

Challenges in HWF planning

4. Limited international collaboration in HWF planning
5. Challenging “as is” situation in terms of working conditions

The Joint Action on Health Workforce Planning & Forecasting (2013 - 2016)

- Aim: to create a platform for collaboration and exchange between MSs, and to move the HWF planning process forward.
- 30 associated partners, 62 collaborative partners
- Focus on:



Main results of the JAHWF

- A minimum data set for HWF planning
- The ‘Handbook on Health Workforce Planning Methodologies across EU countries’ → Paolo will speak about this
- Collaboration among European countries in health workforce planning → increased and ongoing through SEPEN

A minimum data set for HWF planning

- A limited and essential number of indicators, which should be measured regularly with the use of standard data sources.



Availability of data to cover the minimum data set for HWF planning in 11 EU Member States^a and Iceland.

<i>Data to calculate the indicator:</i>	Supply indicators ^b					Demand indicators ^c	
	Labour force	Training	Retirement	Migration (inflow)	Migration (outflow)	Population	Health consumption
Profession	12	10	9	8	4	N/A	N/A
Age	12	5	7	5	2	11	8
Head count	12	10	10	7	4	11	8
FTE	7	N/A	N/A	N/A	N/A	N/A	N/A
Geographical area	11	6	7	5	2	9	7
Specialisation	11	8	6	6	2	N/A	N/A
Country of 1st qualification	6	3	3	5	2	N/A	N/A
Gender	10	N/A	N/A	N/A	N/A	N/A	N/A

Ongoing and future work

- www.healthworkforce.eu
- SEPEN (Support for the hEalth workforce Planning and forecasting Expert Network)
- Take-up through ESI Funding?

How can ESI Funds support the HWF?

- Thematic objective 11: “Enhancing institutional capacity of public authorities and stakeholders and efficient public administration”
- Implement or improve the health workforce (planning) infrastructure in countries through the application of practical tools, such as:
 - Minimum data set
 - JAHWF Handbook
 - SEPEN opportunities to ask for help from experts
- Country learning clusters

Country learning clusters

- HWF planning is context-specific
- To improve context-sensitivity and mutual learning, countries can be grouped according to different dimensions and determinants of HWF planning.
- E.g. countries with larger health labour markets, a National Healthcare Service (NHS), mobility, and a strong primary health care system have similar HWF planning processes (based on 5 key elements of HWF planning process).
- Country learning clusters are a novel but promising approach worth further investigation to improve HWF planning.

Questions or more information?

Visit www.healthworkforce.eu

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Kroezen et al. (2018). The Joint Action on Health Workforce Planning and Forecasting: Results of a European programme to improve health workforce policies. *Health Policy*, 122(2): 87-93.

Kroezen, M. et al. (2015). Recruitment and retention of health professionals across Europe: A literature review and multiple case study research. *Health Policy*, 119(12), 1517-1528.