



Joint Action Health Workforce
Planning and Forecasting

The Joint Action on Health Workforce Planning & Forecasting

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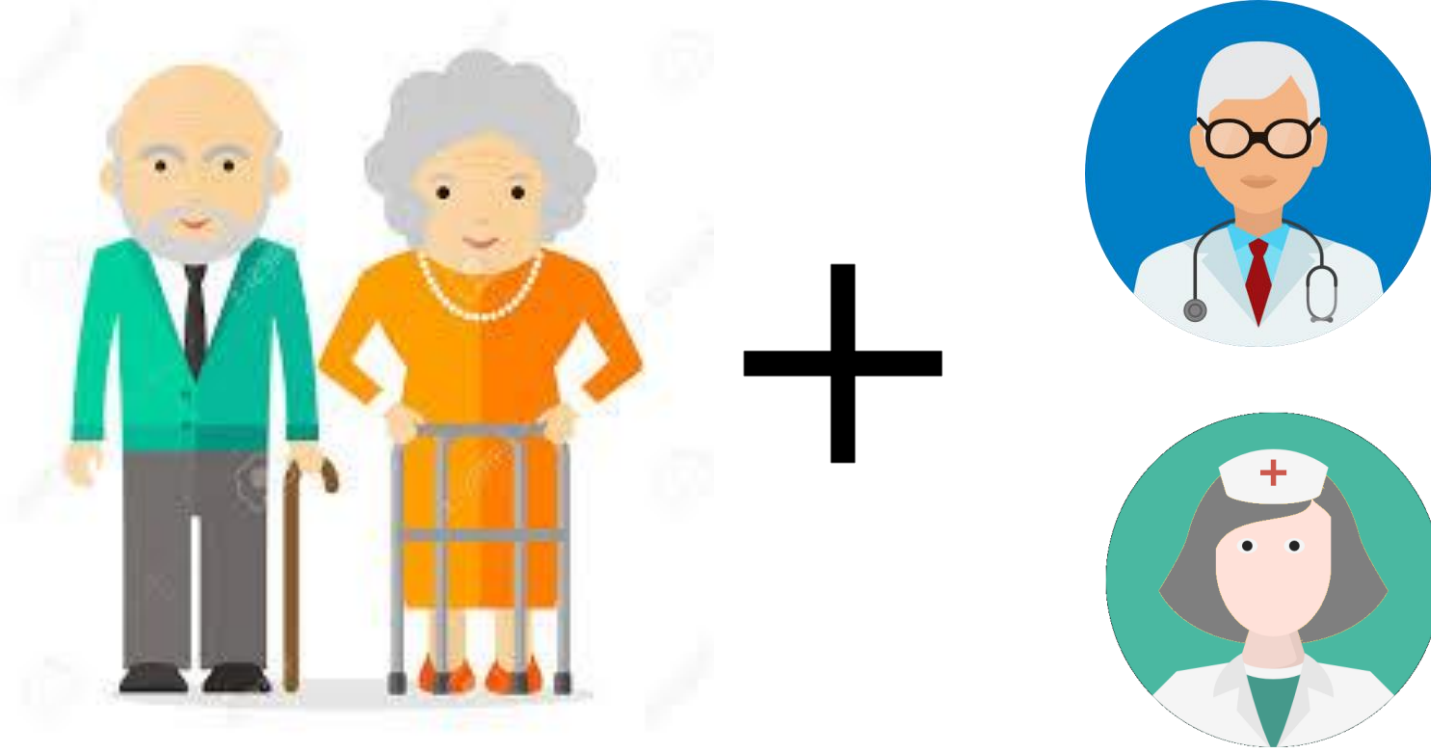
Main HWF challenges in Europe: shortages



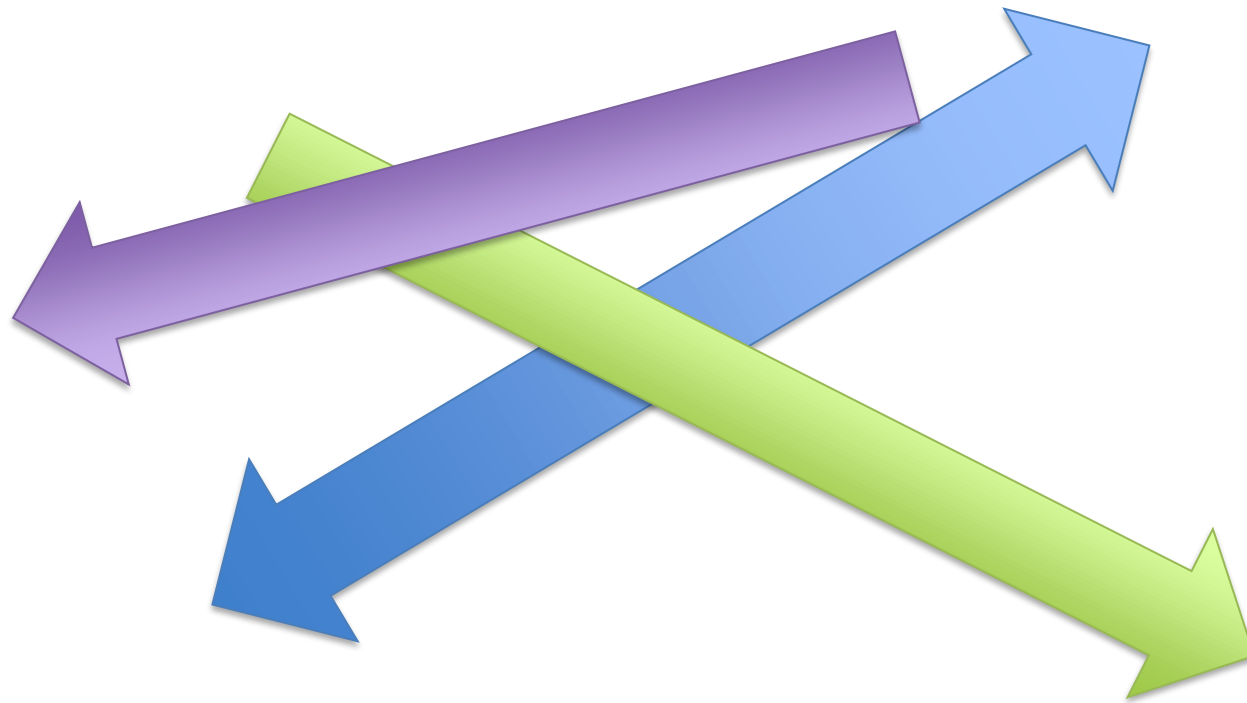
Main HWF challenges in Europe: maldistribution



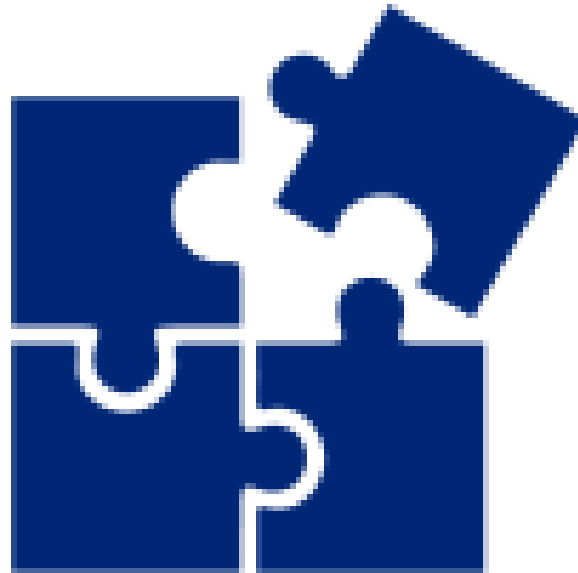
Main HWF challenges in Europe: demographic changes



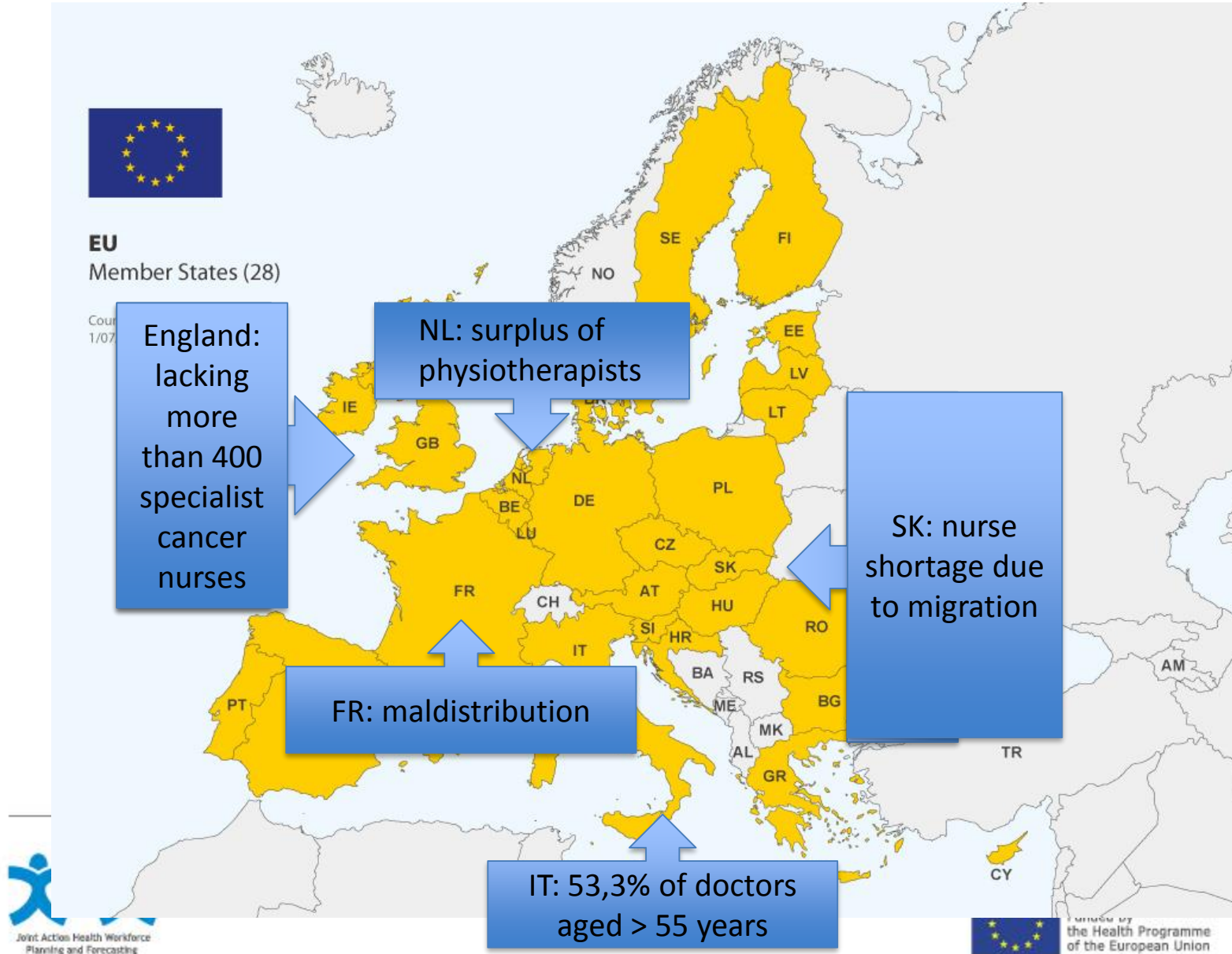
Main HWF challenges in Europe: mobility



Main HWF challenges in Europe: skills mismatch



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.

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:



Contribution of the JAHWF to address HWF challenges

- A minimum data set for HWF planning
- The ‘Handbook on Health Workforce Planning Methodologies across EU countries’
- 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

Synergies between the JAHWF and the ESI funds

- 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
- Share infrastructures and (probably most important) staff in cross border regions, by providing the opportunity for joint appointments.

Questions or more information?

Visit www.healthworkforce.eu

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