Horizon Scanning: future skills and competences of the health workforce in Europe

What are the main ageing consequences on health workforce and on the growing imbalances?

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WP6, EU JA on Health Workforce Planning and Forecasting
Department of Health, UK

JA Closing Event
Mons, May 2016
Questions and voting for this session

Does this audience:

Believe that health and care systems should systematically plan their workforce for the future?

That in their respective contexts and health systems they have the time and resource to plan as they would wish?

Wish to participate in the development of future scenarios and create projections on a pan EU and Member State basis?
Horizon scanning in health workforce planning and forecasting is used to explore and describe the factors and forces, and their inter-relationships, in workforce systems.

The use of horizon scanning and the produced report and briefs aim to increase our collective knowledge of the factors and forces which may drive changes in the skills and competences required from health workforces over the next 20 years.
Report and briefs

Will be available at www.healthworkforce.eu in 2016
Methodology

Horizon scanning has been conducted by a network consisting of WP6 partners led by the CfWI, in collaboration with the UK Department of Health.

**Focal question:** ‘Thinking up to the year 2035, what are the key driving forces that will influence the skills and competences required in the health workforce?’
Drivers of change: categories
Driving forces across Europe impacting the health workforce

Improved health workforce planning and forecasting requires better understanding of both:

- how the drivers of change relate to each other.
- the likely future direction of these driving forces.
Population level driving forces

- Population structure
- Types of health conditions
- Health inequalities
- Multi-morbidity
- Self-care and self-management
- Long term care and unpaid carers
- Health literacy
- Patient mobility

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High-level drivers of change identified out to 2035

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...which have implications to skills and competences
Drivers of change and skills implications

- Multi-disciplinary team working
- Regulatory awareness and revalidation skills
- Systems thinking and workforce planning skills and competence
- Coaching and health promotion
- Prevention
- Detailed genetic assessment and treatment skills
- Information interpretation skills
- Use of eHealth and technology adoption
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- Regulatory awareness and revalidation skills
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- Detailed genetic assessment and treatment skills
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- Use of eHealth and technology adoption

Driving forces out to 2035

Skills and competences implications
Populations – skills implications

Prevention
‘the ability to reduce the instance or incidence of ill health and social health’ (CfWI, 2014).

Coaching and health promotion
‘engaging and empowering individuals and communities to engage in healthy behaviours, and make changes that reduce the risk of developing chronic diseases and other morbidities’ (WHO, 2015).

Multi-disciplinary team working
includes a range of ‘different professional groups, deliver[ing] higher quality patient care and implement[ing] more innovations in patient care’ (Borrill et al, 2013).

Continued in horizon scanning brief which includes examples of workforce impacts, education and training, workforce planning considerations.
Populations

Examples of possible impacts to the workforce as shared by respondents

- **Nurses** as well as other health and care professions are likely to require an increased breadth of clinical and caring competence for increasingly prevalent diseases such as Alzheimer’s and other long term conditions in the population.

- **Dentists** may require top-up education and continuing professional development in geriatric dentistry or gerodontology in order to better provide for the needs of an increasingly older population as well as wider health promotion and preventative skillsets for the young and middle age bands.

- **Doctors** will need to have an increasingly social role and provide guidance and coaching on public health and social aspects of people’s lives that affect their health.
Populations

Education and training considerations

▶ Broader general and specialist knowledge for all workforces in prevention and self-care for a range of chronic conditions in combination with each other.

▶ Increased need for further knowledge and training in disability, dependency strategies and strengthening the overall prevention and self-care ability of the population.

▶ Promotion of health and well-being through participatory approaches between patients and health professionals – development of the workforce to do this

Workforce planning considerations

▶ Changes in existing workforce professions (supply increases or decreases) may not sufficiently match the future population health needs and demands.

▶ Competence and skill mix will need to be considered carefully so as to include a wider definition of workforce that includes patients, relatives, carers and other health and care workforces as part of the solution.
Recommendations

High level drivers of change for the future

1. Member States, competent national authorities and partners are aware of the implications of these driving forces on the workforce (including the skills implications).

We encourage that this information and knowledge is applied in Member States’ national-specific contexts with the support of workforce planning expertise and knowledge as mapped within the EU Joint Action network of experts.
Recommendations

Methods and tools for horizon scanning and multi-professional projections

2. Member States investigate the development of qualitative and quantitative workforce planning methods as well as multi-professional projections (within the context of individual member states) to further develop our future understanding of the implications to the workforce and skills.
Recommendations

A workforce research programme to model and investigate the health and care workforces of the EU

3. That the EU Commission and Member States consider the requirement, scope and timeframe of a further workforce research programme which builds on this horizon scanning.

The next stage would be to simulate the effects of selected driving forces on workforce skills and competences as part of a system dynamics modelling project at EU level where a range of challenging futures would be generated and quantified.
Recommendations

A wider definition of workforce – health *and care*

4. That the EU Commission and Member States are aware of the need to ensure that this programme of work should consider and investigate the health and care workforces of the EU.

Our health and care systems are intertwined; as are our health and care pathways that patients and service users travel.

Therefore a wider scoping of the issues potentially impacting on these workforces, with full engagement with the Commission, Member States, social partners, patient representatives and carers, is necessary.

This would consider how our health and care systems need to respond to the future pressures and future challenges they face and how we may further share approaches to respond to these challenges.
Voting

Does this audience:

1. Believe that health and care systems should systematically plan their workforce for the future?

Y / N / Abstain
Voting

Does this audience:

2. In their respective contexts and health systems have the time and resources to plan as they would wish?

Y / N / Abstain
Voting

Does this audience:

3. Wish to participate in the development of future scenarios and create projections on a pan EU and Member State basis?

Y / N / Abstain
Acknowledgements

Thank you for the support from the EU Commission, EU Joint Action team, the Department of Health, UK and our national and international partners and advisors for participating in this and connected research.

Questions welcomed in the panel session.