



**CENTRE
FOR
WORKFORCE
INTELLIGENCE**

From learning to application: ideas & challenges from decision-makers

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The CfWI produces quality intelligence to inform better workforce planning that improves people's lives

Agenda

1. Purpose
2. Overview of the challenges
3. Exercise
4. Report back
5. Decide and reflect

Purpose (10 minutes)

- Apply your expert knowledge
- Challenges and their key factors
- Find areas for joint action
- Publish the key factors
- Follow-up for ACTION

Determining the driving forces

- **Driving forces** – factors that are relevant to the area under investigation and cannot be easily controlled – state of the economy, students applying to university, medical tourism, migration. Some will be relatively certain and other very uncertain
- **Pre-determined factors** – these are factors that are in the pipeline like birth, death and taxes
- **Trends** – increasing population, more elderly people, rising cost of energy, growth in global migration

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Challenges

- Preparing for changes resulting from innovative workforce practices & technology
- Achieving the right balance between generalists and specialists
- Preparing for the impact of globalisation on the workforce and the movement of health professions
- Ensuring high quality service delivery given fiscal constraints

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Exercise (30 minutes – back by 10.30)

- Each person writes down ***no more than five*** key factors relating to the challenge
- Discuss the factors as a group
- Group vote on the ***top three*** highest impact & highest uncertainty (write 1, 2 or 3)
- Group agrees ***one key area*** for joint action
- Write it down and if you want to be ***involved***, add your ***name***

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Report back

- One challenge at a time
- Three key factors
- One area for action

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Decide and reflect

- Publish the factors on the CfWI idea bank at www.horizonscanning.org.uk
- Follow-up
- Reflect on the process

Before you go...

- Drivers, areas for action, evaluation forms