



# Technical Skills Workshop

## *Health Workforce Planning Techniques and the Policy Context*

6 May 2013 – Loews Hôtel Le Concorde, Québec City, Canada

### Major Theme

How does data and evidence come to bear on decision-making in the world of health workforce planning?  
Are we moving toward increasingly evidence-informed health care systems?  
Will tomorrow's health workforce be decided by happenstance?

This pre-conference one-day workshop to the 2013 IHWC meeting will focus on planning techniques, especially modeling, and the policy and political context. It will look at planning tools and how they fit into health workforce policy- and decision-making activities. The workshop will share the developments of the OECD and provide an opportunity for member countries to share interesting pieces of innovative work.

There will be presentations of approximately 30 minutes that will include current experiences and provide opportunities to discuss the commonalities and differences in these experiences. The Workshop Planning Group has prepared a series of issues to lead the discussion.

### Workshop Questions

The presenters in the workshop will cover both technical aspects of modeling efforts in their jurisdiction as well as their application to policy- and decision-making. They will incorporate responses to related questions including:

#### **A. Technical aspects of health workforce models**

1. What models have you used and developed? Tell us about your modeling and where do you think you are headed – how far have you come in developing an integrated health workforce forecasting approach?
2. Does your modeling encompass workforce planning for geographic regions and sectors of the population within your jurisdiction? Do you have a single model that forecasts supply for the entire population?
3. Please describe the mechanics of your modeling techniques for measuring supply and demand. Do you include factors such as shifts in health workforce demographics and productivity; health care utilisation variability with population demographics; expected shifts in disease prevalence, health risks and the like? Do you distinguish between need and demand, and if so how do you do this?
4. Are there published documents on the modeling? A list of relevant documents will be accumulated for workshop delegates future reference.

#### **B. How modeling has translated into policy- and decision-making**

5. Which groups of stakeholders have been included in the process of health workforce modeling? How have they been included?
6. Is there a forum or engagement strategy in which stakeholders come together to consider the evidence? Does this include ways to address gaps revealed by the models?
7. Where does your jurisdiction need to move and invest in health workforce planning?



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### Structure of the Workshop

8:45 — 9:00	Welcome and introduction of participants	
9:00 — 9:20	Overview of the workshop	Ian Crettenden
	Questions and issues to be addressed and discussed	Dr Charles Godue
9:20 — 10:50	International and European experiences	
	<ul style="list-style-type: none"> <li>• OECD</li> <li>• United Kingdom</li> <li>• Netherlands</li> </ul>	Dr Gaetan Lafortune Dr Graham Willis Victor Slenter
Break		
11:20 — 12:30	International and European experiences	
	<ul style="list-style-type: none"> <li>• Discussant</li> <li>• Open participant discussion</li> </ul>	Dr Erin Fraher
Lunch		
1:30 — 3:00	Experiences in North America and Australia	
	<ul style="list-style-type: none"> <li>• Canada</li> <li>• United States</li> <li>• Australia</li> </ul>	Prof Gail Tomblin Murphy & Steve Slade Ed Salsberg & Tim Dall Ian Crettenden
Break		
3:30 — 4:40	Experiences in North America and Australia	
	<ul style="list-style-type: none"> <li>• Discussant</li> <li>• Open participant discussion</li> </ul>	Dr Graham Willis
4:40 — 5:00	Panel with Discussants	Dr Charles Godue & Ian Crettenden
	Summary of day and steps forward for collaboration across countries	

\* The discussions would include the identification of data sources, requirements, specifications and assumptions under-pinning the methods in use and those that are emerging across the countries.