



eHealth
week

11 - 13 MAY 2015
RIGA, LATVIA

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HORIZON SCANNING FOR FUTURE HEALTHCARE IT SKILLS AND COMPETENCIES IN EUROPE

John Fellows, Centre for Workforce Intelligence

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WORKFORCE PLANNING

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EU2015 LV



Ministry of Health
Republic of Latvia

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EUROPEAN TECHNOLOGICAL



European
Commission



WHIT
Workforce
Planning & Evaluation
2008 - 2015

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The CfWI

The CfWI is a key contributor to the planning of future workforce requirements for health, public health and social care in England. We are commissioned by the Department of Health, as well as Health Education England and Public Health England, to look at specific workforce groups and pathways, and to provide materials, tools and resources to inform workforce planning policy decisions at a national and local level.



Robust workforce planning

Make robust decisions

Understand the system

Simulate the possibilities

Explore the future

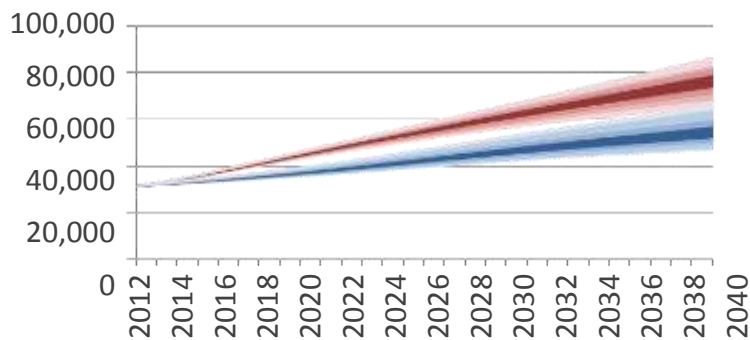


Transparent and participatory

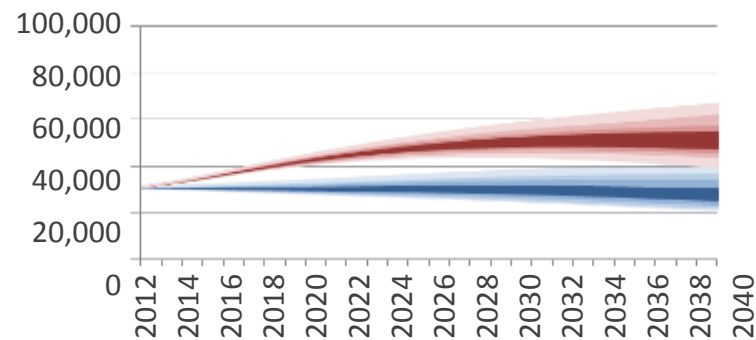
Future Pharmacist example

Number of pharmacists (full-time equivalent)

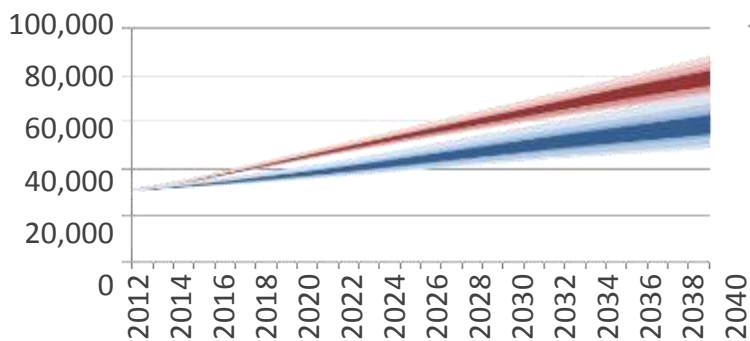
Scenario 1



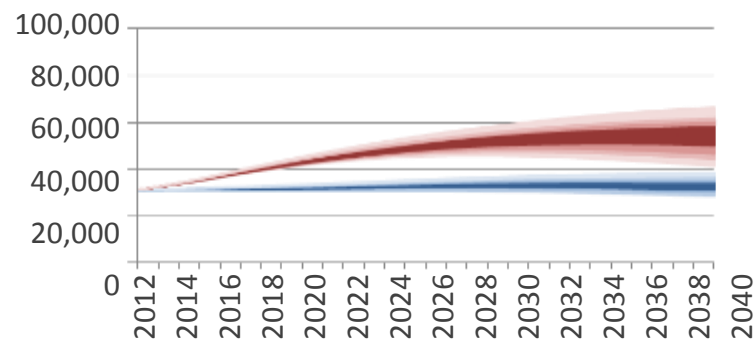
Scenario 2



Scenario 3



Scenario 4



Year



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Joint Action HWF



7 Work packages; 70 partners

Objectives



Coordination



Dissemination



Evaluation



Sustainability



Data, migration and mobility



Quantitative



Horizon scanning and qualitative



Funded by the Health Programme of the European Union

Work package 6: Horizon scanning



Horizon scanning
and qualitative



Qualitative
methods

Future skills



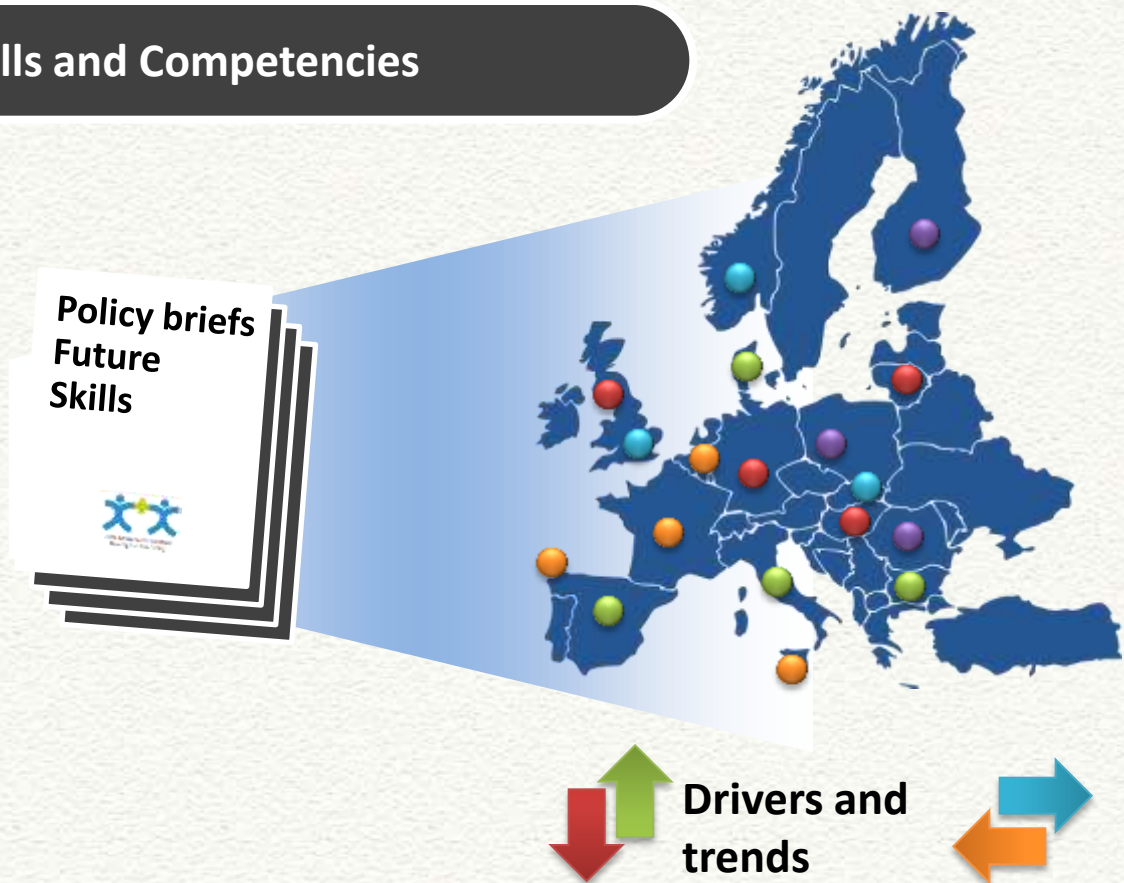
Pilot
study

Producing



Report on Future Skills and Competencies

Provide context on the drivers of change to the future skills and competencies needed in the health workforce.





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Competencies

Skills

Knowledge

Personal

Wellbeing

Leadership

Facilitation

● Prevent

● Enable

● Assess

● Plan

● Treat

● Rehabilitate

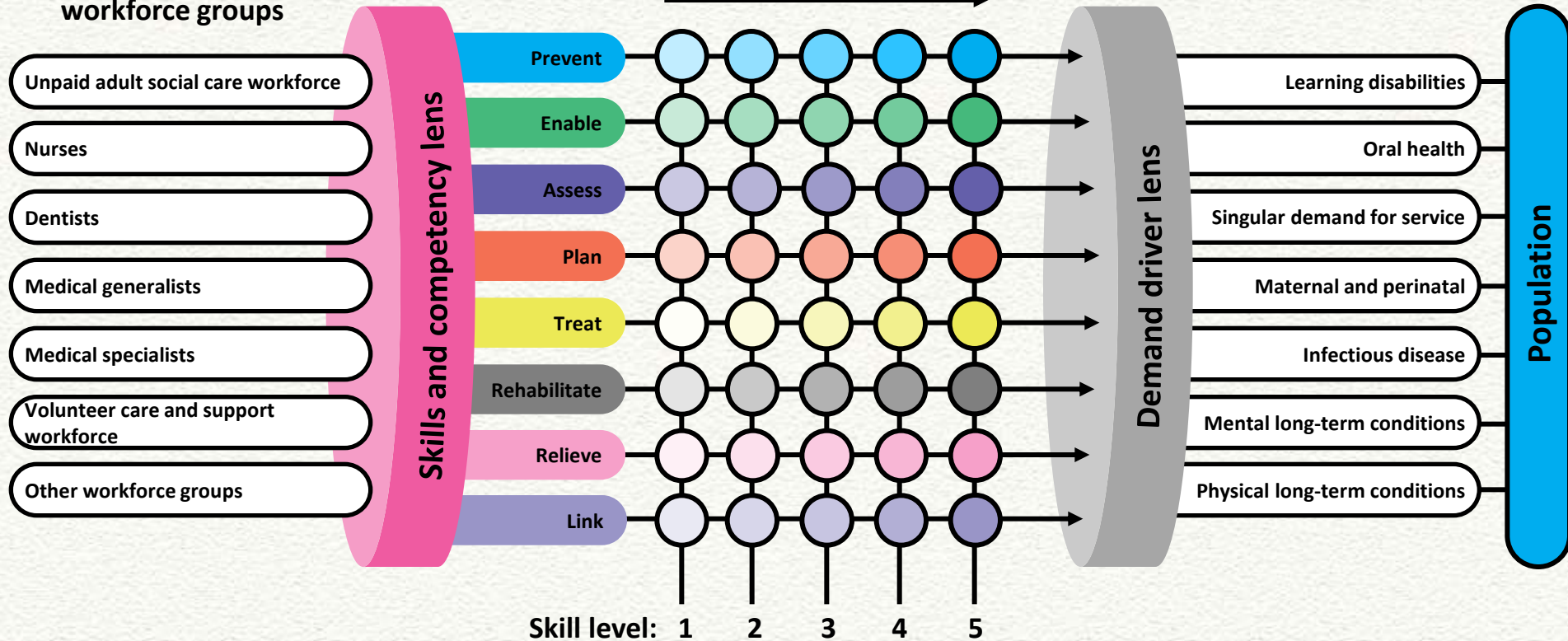
● Relieve

● Link

HORIZON 2035

HEALTH CARE
TRANSFORMATION

Horizon 2035 workforce groups



Win-win

This is an overview of the stakeholder-created scenario 'Win-win' where, as a result of a very flexible workforce, positive economic conditions, strong engagement of the population in their care and high levels of technology, both the workforce and service users benefit from joined up care and services. The CFWI uses scenarios to consider different futures. Stakeholders involved in the CFWI's Horizon 2035 programme have created six high-impact, challenging but plausible scenarios. They are designed to be tools that aide the testing of future thinking based on the decision-making happening now. These scenarios are not statements of policy or how we or our stakeholders expect the future to unfold.

Scenario Configuration



Now to 2020

2020 to 2030

2030-2035

Service users



Service users gain more rights and responsibilities



Practitioners encourage self-care and support the adoption of self-management.



Most service users manage own care through technology-enabled self-care

Workforce



Service user empowerment changes workforce education and recruitment



Integrated education and training encourages linkages between workforces



The greater mix of skills and workforce flexibility delivers truly integrated and personalised care

System

Greater availability of resources for education and continuing professional and personal development

Data on services and individual health is increasingly available



Technology influences personalised medicine



Skills implications

- There is greater emphasis to support service users in self-management and shared decision making.
- Workforce roles expand to include more generalist skills.
- Team-working abilities and communication skills become vital for integrated care.
- Education, communication, monitoring and early intervention skills are in demand in primary care, community care and prevention services which has an associated effect on the demand for skills in acute settings.



International implications

- Would empowered and informed service users travel internationally to access certain types of skills?
- Which skills may be in greater demand internationally as service users' knowledge of options (including cost) increase?



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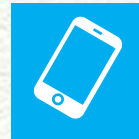
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THANK YOU

John Fellows

Horizon Scanning Consultant, CfWI



+44(0)7795 452 972



john.fellows@cfwi.org.uk



www.cfwi.org.uk

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