

EHMA 2024

Shaping and managing
innovative health ecosystems

A health workforce forecasting tool to support and promote dialogue between stakeholders in Italy

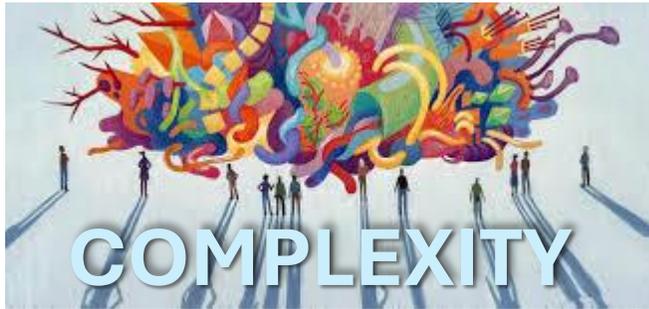
Paolo Michelutti, Ministry of Health – Italy

5 – 7 June 2024 – Bucharest, Romania

Politehnica University of Bucharest, Bucharest, Romania

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Challenging problems in complex settings



- 19 regions and 2 autonomous provinces
- 1 Ministry of Health, 1 Ministry of Higher Education, 1 Ministry of Labour, 1 Ministry of Finance
- 30 health professions
- 51 medical specialities
- over 1.2 million health professionals
- approximately 1 million family/informal carers

... and a long tradition of **public debate**

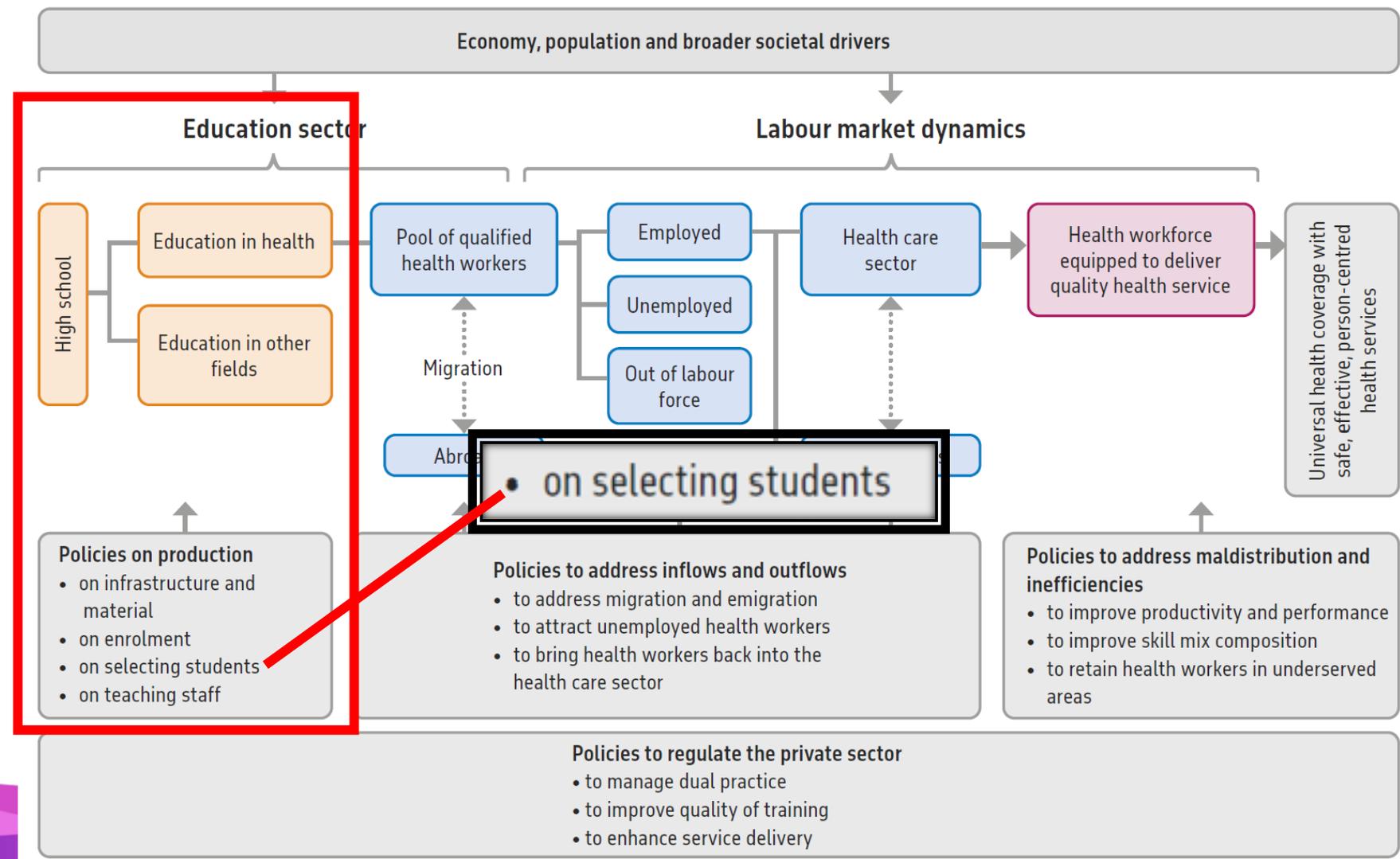


How to shape our healthcare workforce in the face of

- + 25% over 65 in the next 15 years
- an ageing workforce (doctors: average age 55)
- Digitalisation
- Changing needs and demands
- Ecc.

... and a long tradition of maintaining the **status quo**

Health labour market dynamics

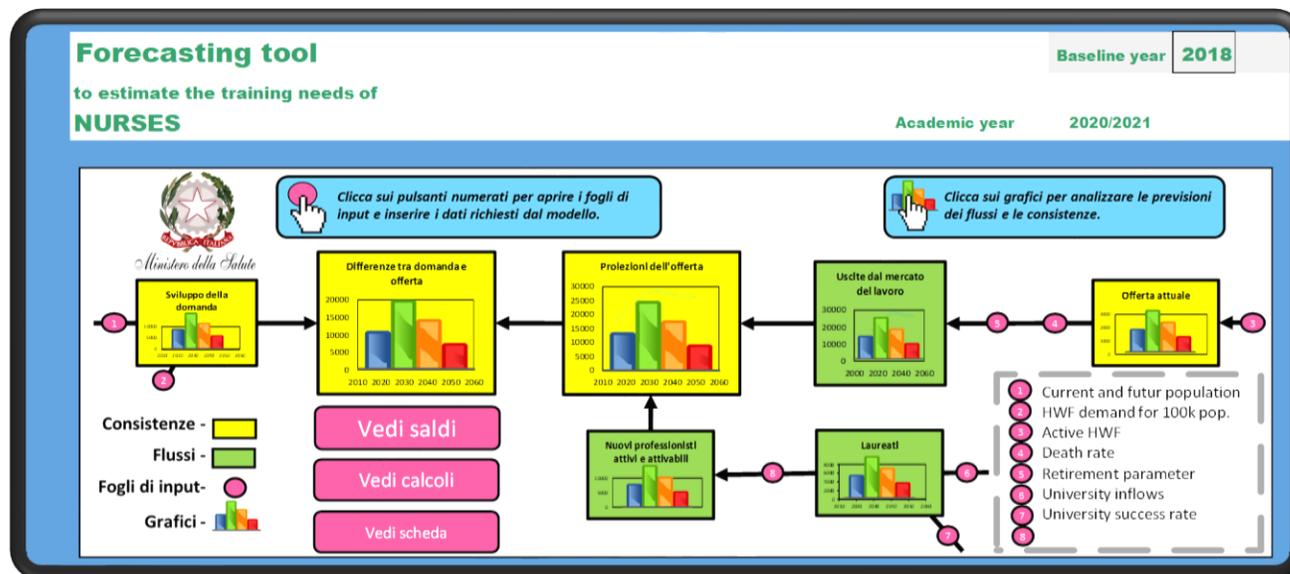


The forecasting tool



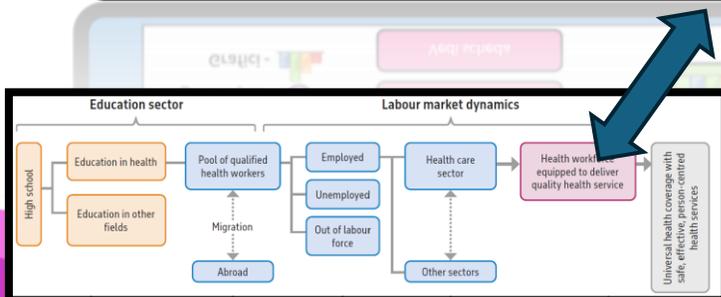
Funded by the Health Programme of the European Union

A spreadsheet with a user-friendly graphical interface (see figure) including 8 variables (6 for supply and 2 for demand).



The Ministry of Health, in collaboration with the National Statistics Institute (ISTAT), the CPD/LLL Registry of Health Professionals and the Professional Orders, feeds and updates the data annually, creating national and regional packages.

For each of the 30 health professions, one national tool and 21 regional tools are created, for a total of **660 packages**.



It's not a crystal ball



The question

How many students need to enter Italy's 60 medical universities each year to ensure that there is no imbalance between supply and demand over the next 20-30 years, taking into account expected inflows and outflows?

The answer is not 42

Each year, around 5,000 people take part in the decision-making process to determine the number of medical university admissions.

Before 2015, the final decision was the result of negotiations based on short-term local instances.

After 2015, with the use of a single tool fed with data from the same sources, the decision is the result of an agreement between local and national scenarios in a **long-term view**.

What's next

On the supply side an official Programme has been launched by ISTAT to create, through data linkage, an individual database of active health professionals.

In addition, the Ministry of Health, ISTAT, Emilia-Romagna Region, Marche Region and the Professional O of the Allied Health Professions are partners of the European **Joint Action HEROES** (2023-2026), with the aim to improve the demand side variables, as well as to improve the planning skills of the representatives of the stakeholders involved in the decision-making process.





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Thank you!

Paolo Michelutti, ProMIS
pmichelutti@libero.it