

# Short description and examples

Finnish model for anticipation and education planning  
for Health Care workforce



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## ”The latitude lines”

- How the planning system is organized ?
- Which goals are set and with time frame ?
- How the planning process is connected with the actions that will achieve what has been planned ?
- Which data is really used in the planning ?
- The type of the forecasting model and its use ?

# Workforce anticipation and planning in Finland

- The workforce anticipation and planning process taking place every four years includes five main phases at the national level:
  - Industry forecasts
  - Projections on the demand for new labour (job openings)
  - Projections on the supply of labour
  - Projections on educational needs
  - Political decision making regarding educational intake

# How the planning system is organized

- Consortium of four ministries
  - Ministry of Education and Culture (MoEC)
  - Ministry of Finance (MoF)
  - Ministry of Employment and the Economy (MoEE)
  - Ministry of Social Affairs and Health (MoSochH)
- A large network of various stakeholders taking part
  - The ministries mentioned above with their agencies like Finnish National Board of Education (NFBE), National Supervisory Authority for Welfare and Health (Valvira), National Institute for Health and Welfare (THL),
  - Professional orders, trade unions as well employers' organizations
  - Numerous experts are involved in the different phases of the process.
- **All these are used as an iterative process preparing policies**
  - **Final decision by government**
- **Strength is "consensus"**



## Which goals are set and with time frame?

- Current timeframe is until 2025, but actual decisions now are for intakes for 2016
- The goal is to get balanced economic growth with balanced labor work distribution

# Which data is really used in the planning ?

- Most of the data is from Statistics Finland but some of educational data is collected by NBFEE

# The type of the forecasting model and its use

- Based on general economic model VATTAGE by MoF and its research center VATT
- The MoEC/FNBE make with the help of the general model its more detailed targets for intakes through a inflow/outflow model for education using MITENNA model as well compares the real results
- MoEE checks the also results and and assesses the shortages/excesses to solve the possible problems
- For Health sector data from Statistics Finland and Valvira is used yearly for monitoring of the labor force by MoSoch and its task forces
- **The networking process uses these results and helps MoEC in determining the final proposal for intakes for education for final government decision**

# VATTAGE model results 1 (Basic Scenario)

					change
		Basic scenario			2007-
	2007	2015	2020	2025	2025
<b>Human health</b>	175 200	202 100	222 100	242 300	38
Social work	177 600	202 500	219 000	240 700	36
<b>Total workforce</b>	<b>2 369 000</b>	<b>2 331 000</b>	<b>2 339 000</b>	<b>2 349 000</b>	<b>-1</b>
					change
		Basic scenario			2007-
	2007	2015	2020	2025	2025
<b>Human health</b>	7,4	8,7	9,5	10,3	38
Social work	7,5	8,7	9,4	10,2	36
<b>Total workforce</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>-1</b>



## VATTAGE model results 2 (Target Scenario)

					change
		Target scenario			2007-
	2007	2015	2020	2025	2025
<b>Human health</b>	175 200	178 100	191 100	204 900	17
Social work	177 600	188 800	201 800	216 000	22
<b>Total workforce</b>	<b>2 369 000</b>	<b>2 351 000</b>	<b>2 383 000</b>	<b>2 418 000</b>	2
					change
		Target scenario			2007-
	2007	2015	2020	2025	2025
<b>Human health</b>	7,4	7,6	8,0	8,5	17
Social work	7,5	8,0	8,5	8,9	22
<b>Total workforce</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	2

# MITENNA model results for Health professions

			Basic Scenario		Target Scenario	
	A	B	C	B+C	D	B+D
Demand for New Labor	Head count	"Wastage"	Change	Job Openings	Change	Job Openings
7.1 Practical nurses	72 000	34 400	29 800	64 200	17 000	51 400
7.2 Nurses and other health care professionals	89 000	39 000	36 900	75 900	25 000	64 000
7.3 Medical doctors	24 900	11 200	7 100	18 300	5 000	16 200

## Final targets for openings and output for 2016 by MoEC for some professions for Health Care

Dentists and Dental Hygienists	Entries 2009	<b>Target 2016</b>	Output target
Vocational Education *	26	<b>40</b>	35
Polytechnics	165	<b>150</b>	120
<b>Universities</b>	<b>147</b>	<b>180</b>	<b>150</b>
Nurses and Midwives	Entries 2009	<b>Target 2016</b>	Output target
Polytechnics	3 902	<b>4 150</b>	3 240
<b>Universities</b>	<b>427</b>	<b>400</b>	<b>330</b>
Medical Doctors	Entries 2009	<b>Target 2016</b>	Output target
<b>Universities</b>	<b>619</b>	<b>770</b>	<b>710</b>
Farmacists and Farmacist assistants	Entries 2009	<b>Target 2016</b>	Output target
Vocational Education *	143	<b>160</b>	160
<b>Universities</b>	<b>324</b>	<b>340</b>	<b>320</b>
* Upper secondary vocational education and training (VET)			