

Norway – public HRH planning system

- **National**
 - Ministry of Education (production based funding of higher education (university colleges / universities; autonomous on choice of education programmes and capacity)
 - Ministry of Health / Directorate of Health:
 - annual budget input to MoE on HRH capacity needs
 - annual reporting from local → regional → national level on needs and capacity in health care services personnel
- **Regional**
 - Regional health authorities (governmental owned hospitals) monitoring system for physician employments_↓
 - Responsible for
 - secondary high school (capacity demand driven)
 - vocational education (1/2-2 yrs), national funding (mainly demand driven)
- **Local level**
 - Responsible for planning and reporting to national level on HRH needs
 - every municipality, KOSTRA (MoRD) and special programme reporting system (MoH)

Horizon scanning – forecasts model

- HELSEMOD
- MoH/ Directorate of Health commissioned every three yrs from Statistics Norway:
- Supply and needs balance model
 - Economic and demografic trends
 - Present health care services provided
 - Educational capacity
 - Workforce dynamics
 - Looking 20 yrs ahead

Estimated HRH balance 2010-2035

