Intentions for mobility of the next health workforce generation

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The migration of young health professionals

- What indicate the intentions of the new generation – a brain gain or a brain drain?
- Which are the driving factors for mobility of the next health professionals’ generation?
- What are the stick factors in the country of origin?
- Could we expect different mobility patterns for the next 10-15 years?
78 Students

? Migration
Health professionals in Bulgaria

Current situation and future trends
Factors stimulating emigration:

- Political factors
  - Political instability
- Socio-economic factors
  - Remunerations
  - Unemployment
  - Living standard

Factors limiting emigration:

- Social and cultural factors
  - Family
  - Social and cultural ties
Health workforce

2015 - 505 certificates

* Germany – 153 colleagues
* England – 132 colleagues
* Ireland – 47 colleagues

Remunerations?
Results

Bulgaria

Push factors

Pull factors

Stick factors

Stay factors
Ranking of reasons making Bulgarian work abroad:

1. Low income
2. Poor working conditions
3. Under-funded health system
4. Lack of resources (especially modern medical equipment)
5. Lack of career opportunities
6. Unsatisfactory living conditions
7. Low prestige of the profession
Ranking the pull factors in the receiving country:

1. Higher remuneration
2. Better working conditions
3. Better facilities and better funded health facilities
4. Higher quality of life
5. Access to modern medical technologies
6. Professional / career development opportunities
7. Education and training opportunities
8. Social recognition of medical profession
9. Low stress
STICK Factors

- Family and friends
- Fear of change and the unknown
- Lack of foreign language skills
- Age
- Visas and work permits (recognition of diplomas) outside the EU
- Attractive private practice
- Position in the professional hierarchy

STAY Factors

- Solidity
- Patriotism
- Opportunities for the whole family (including education for children)
- Ongoing training and specialization
- Promising career
- Job security and social security
- Reluctance to break new lifestyle and social relations
We prefer Germany, Switzerland, Norway, and Turkey.
Have you thought of working abroad?

- Yes: 58%
- No: 42%
If you specialize abroad after your graduation, would you come back to practice your profession in Bulgaria after that?

- Yes: 58%
- No: 28%
- Probably not: 9%
- Maybe: 5%
Do you think that training, specialization or temporary work abroad are good start for career development in Bulgaria?

- Yes: 80%
- No: 13%
- I don't know: 7%
Facts about German health system

- 5.2 million employees
- 365,000 physicians
- Increasing rates of health professionals
- Total health expenditures 314 billion euro
- 87,863 medical students
- 4 applicants for 1 university place
What about the general migration in Germany?

<table>
<thead>
<tr>
<th>Facts from 2014</th>
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<tbody>
<tr>
<td><strong>1.15</strong> million people immigrated to Germany</td>
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<tr>
<td><strong>150 000</strong> Germans emigrated from Germany</td>
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<tr>
<td><strong>54.8%</strong> EU-citizens</td>
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<td><strong>28%</strong> of them were with high education</td>
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German students in Medical University of Varna academic year 2015/2016

- International students: 1,038
- Students from Germany: 502
- Students in Medicine and Dental Medicine: 43
- Different nations: 43

The English programme started in 2008 with first graduated in 2014.
Can you imagine to work abroad?

- 81% Yes
- 19% No
We prefer..
Results

Germany

Pull factors

Stick factors

Push factors

Stay factors
Ranking of reasons making Germans work abroad:

1. Overwork
2. Higher salary
3. Career development
Ranking the pull factors in the receiving country:

1. Higher salary
2. „Work-life“ balance
3. Possibilities for career development
4. More health staff
STICK Factors

- Family
- Friends
- Language barrier
- Fear of change and unknown
- Age
- Feeling of safety
- General infrastructure

STAY Factors

- Work-life balance
- Higher salary
- Lower taxes
- Promising career paths
Have you thought of specializing abroad after your graduation?

Yes: 76.5%
- Language
- Cultural experience
- Sponsorships
- Other kinds of practice

No: 23.5%
- Good specialization in Germany
- Social environment
- Language barrier
Do you think that training, specialization or temporary work abroad are a good start for your career development in Germany?

Yes: 100%

- Development of personal character
- Learn a new language
- Personal vita (curriculum)
- Practice that you don’t get in Germany
Would you stay in Bulgaria after your graduation?

- 88% No
- 12% Yes
Motivation to study in Bulgaria

Can you imagine to study 6 years in Bulgaria?

After 1,5 years in Bulgaria:
87,5% sad:
Yes

At the beginning:
75% sad:
No
Are there any difficulties with your future professional career in Germany?

Yes: 41.2%

- No orientation in German hospital system
- Problems with the German medical terminology
- Better educated German physicians

No: 58.8%

- The forced character eliminates the leak of knowledge
- Learn how to work while working, not before
- English program is a benefit in a globalized world
A strategy on the migration of healthcare professionals is...

The policy on human resource development in the healthcare field should...
“Without stirring abroad, one can know the whole world. Without looking out of the window, one can see the way of heaven. The further one goes the less one knows.”

Lao Tzu