



Future skill needs in health care

22-23 May 2008, Thessaloniki, Greece

International workshop

The workshop is organised by Cedefop and its international network on early identification of skill needs "Skillsnet" (www.trainingvillage.gr/skillsnet) in cooperation with the European Social Dialogue Committee in the Hospital Sector in the European Union (EPSU and HOSPEEM).

GENERAL INFORMATION

- Workshop venue** European Centre for the Development of Vocational Training (Cedefop), Europe 123, Thessaloniki (Pylea), Greece
- Organisers** Cedefop Skillsnet team, EPSU and HOSPEEM
- No of participants** Approx. 30
- Participants' profile** Researchers, labour market experts, practitioners, social partners, policy makers and education specialists in the health care sectors.
- Working languages** English

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BACKGROUND

Skillsnet is Cedefop's international network on early identification of skill needs which aims to assist intelligent policy-making. It provides a platform for dialogue and information exchange on new and changing skill needs as well as medium-term outlook for skill on the labour market. It anticipates skill needs in Europe at macro level using forecasting techniques and at micro level via employers surveys. Skillsnet also identifies new and emerging skill needs in specific sectors. To date Skillsnet covered tourism, nanotechnology and agri-food and forestry-wood chains and now is looking into the skill needs in health care.

The need to identify new and future skill needs in health care sector is mentioned within the three themes for joint reactions in the work programme of the European Social Dialogue Committee in the Hospital Sector which is a crucial step in the development of industrial relations in Europe, as it gives the recognized social partners EPSU and HOSPEEM the possibility to take joint actions on the field of human resources, employment and social policies by using the social dialogue instruments. It also gives employers and workers the possibility to give direct formal input on EU policies affecting the hospital sector and its workers.

WORKSHOP RATIONALE

Europe is experiencing continuing structural change and continuing shift towards services. Health and social services in all Member States face similar challenges related to demographic developments and ageing society, technological progress, changing employment and family patterns, etc. All these trends influence the present and future tasks of people working in this sector.

As the European society is getting older and health and social services is becoming increasingly important. This growing demand for services, provided by the public sector in many Member States, is creating unprecedented pressures on health and social care systems. These can not cope with the challenges without having workforce with the right skills and competences. Thus, to identify future skill and competence needs in health care is crucial for Europe's future.

Current skills shortages are present in many health care occupations (nurses, medical specialists, health technicians for example) and seem to continue in the near future. Vocational qualifications can facilitate entry level career opportunities, including opening pathways to higher education.

WORKSHOP OBJECTIVE

The aim of the workshop is to identify and increase knowledge about the key trends and future skills and occupational requirements in the health care sector. It will look in particular at interaction between technology, ICT and skill needs, management of health care and education and training needs in the sector. By doing so, the workshop attempts to enhance an evidence based development and policy-making at the national and European level.

Thursday, 22 May 2008	
09.00-09.30	Registration of participants
09.30-10.00	Opening and welcome Manfred Tessaring, Cedefop Kim Øst-Jacobsen, EPSU Leif Lindberg, HOSPEEM Chair: Manfred Tessaring, Cedefop
10.00-11.00	Critical challenges for human resources in health care in Europe James Buchan, Queen Margaret University in Edinburgh, UK Discussion
11.00-11.30	Coffee break
11.30-12.15	European health and social work industry profile Martin Lepic, Education policy centre, Czech Republic Discussion
12.15-13.00	Future skill needs in Europe Peter Szovics, Cedefop Discussion
13.00-14.30	Lunch
Chair: Tormod Skjerve, Cedefop	
14.30-15.15	Technology, ICT and related skill needs in health care Case presented by: Hagen Rogalski, Hochschule Neubrandenburg Discussion
15.15-16.00	Skills for management of health care Case presented by: Jon Skewes, Royal College of Midwives Discussion
16.00-16.30	Coffee break
16.30-17.15	Education and training needs in health care Case presented by: Ivana Štěpánková, Trade Union of the Health Service and Social Care of the Czech Republic Discussion
20.30	Dinner

Friday, 23 May 2008

Chair: Peter Szovics, Cedefop	
09.30-11.00	Debate in focus groups + short reports Discussion
11.00-11.30	Coffee break
11.30-13.00	Use of European tools in health care sector (EQF, Directive 2005/36/EC, ECVET) Jens Bjornavold, Cedefop Isabelle Le Mouillour, Cedefop Discussion
13.00-13.30	Concluding remarks Tamara Goosens, EPSU Marta Branca, HOSPEEM
13.30	Official closing of the workshop Manfred Tessaring, Cedefop

KEY TOPICS OF THE WORKSHOP:

Technology, ICT and related skill needs in health care

Globalisation, innovation and new technologies have affected many areas of our life, including how we deliver health care. On the one hand, they are delivering continuous improvements in the diagnosis, administration, treatment and cure of diseases; on the other, they are capturing increasing shares of GDP in many countries and have been considered to be an important determinant of health care expenditures.

As a major enabler in the delivery of health services, health ICT has created massive shifts how health care specialists and consumers gather health and medical information to make decisions. Health ICT has the capacity to transform care delivery, improve quality, decrease costs and reduce medical errors. However, the prediction and implementation of such technology and its effect on the labour market, is challenging.

Understanding processes of changing skill needs in the health care sector deserves to address the following questions:

- What are the main restructuring and adjustments trends and mechanisms in the health care sector?
- What are the main drivers of change and how they influence scenarios in the health care in Europe?
- What are the adoption rates and barriers to adopting new technology?
- Which skills needs are new and emerging?
- What are the implications for policy?

Skills for management of health care

Management of the health care sector is characterised by massive challenges and opportunities for sector businesses and their employees. Managers in the health sector have to be effective in all the traditional quantitative and qualitative skill areas of business management, e.g. influenced by New Public Management. However, they must also be able to deal effectively with the role of government and the continuous transformation of the industry through innovation in technology, research and demographic developments, while understanding how to operate as entrepreneurs. In order to cope with these tasks they need sophisticated and powerful combination of skills.

- What are the main drivers of change and how they influence scenarios in the management of health care in Europe?
- What is the impact of New Public Management on management focus and management skills; e.g. request on efficiency, measurements and a coherent approach on Government policies in health and other policy areas
- How to balance medical and non-medical staff and skills on top and middle management level?
- What are the requirements for recruitment of managers in the health care sector?

Education and training needs in health care

The knowledge triangle “research-innovation-education” is a major part of the Lisbon strategy for growth and jobs, with a particular focus on the education element for the period 2008-2010. The aim of this ‘dynamic triangle’ is to provide a framework for developments and partnerships at European, national and sectoral level, and should be considered as crucial also for the health care sector.

Education and training policies and strategies should integrate institutional based and work based learning, match the demand and supply side within occupations and qualification levels, focus on quality assurance mechanisms, recruitment, qualifications and cooperation between teachers and trainers.

By providing current and future experts with an integrated health care, it is essential to ensure that education and training systems provide analytical skills, leadership processes and the transformative nature of technology. This education needs to be an effective combination of classroom teaching and real-life experiences in the realities of the health sector. The growing field of specialized health care education in the sector is an example of a significant critical response to these intense challenges facing Europe.

- What are the main drivers of change and how they influence scenarios on health care education and training in Europe?
- What are the characteristics of a national education system that provides and promotes appropriate career pathways and a future oriented approach to skill needs in health care?
- Which partnerships are/should be established to gain benefits from the knowledge triangle?
- Is the European Qualifications Framework (EQF) rhetoric or reality in the health care sector?

CONTACT DETAILS

Cedefop/Skillsnet

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