

Finland - country profile

These profiles are reproduced here in the same language as they were submitted to WP6. We have not edited or translated any of these submissions and the approaches are described in their own words.

Overview of the health workforce planning process (series of actions taken)

The process of anticipating the workforce demand and educational needs is shared between the Government Institute for Economic Research (VATT under the Ministry of Finance) and the National Board of Education (FNBE under the Ministry of Education and Culture). One of the responsibilities of the FNBE is to coordinate information networks and services in the education sector and produce indicator data and information for anticipating educational needs

(http://www.oph.fi/english/about_us).

Long-term workforce forecasts are produced by VATT and commissioned by a collaborative group of four ministries. They are the Ministry of Employment and the Economy, Ministry of Finance, Ministry of Education and Culture and Ministry of Social Affairs and Health. The workforce planning process in the FNBE makes use of the results from VATT in order to provide forecasts on educational needs and proposals for entrant targets.

The present long term forecasting on workforce demand covers years between 2008 and 2025. On the basis of these forecasts the present entrant targets for 2011-2016 were adopted by the Government as part of the development plan for education and university research.

The latest English publication on education, training and demand for labour in Finland by 2025 was published by the NBE in 2012. This publication is available on the internet

(http://www.oph.fi/download/144754_Education_training_and_demand_for_labour_in_Finland_by_2025_2.pdf). The chapter 7 explains also the development needs in anticipation of skills.

The general workforce planning process covers all 28 industries, of which health care is one. The anticipation process of forecasting educational needs includes seven main phases, as shown in figure 1:

Figure 1: Main phases of the anticipation process in the Mitenna model



The Ministry of Education and Culture appoints also a wide group of experts to steer and provide expertise of the different industries for the phase of forecasting educational needs. These experts present e.g. the Ministry of Social Affairs and Health, Local Government Employers, trade unions, regional authorities and other stakeholders.

Regional councils have a statutory responsibility (Act 1651/2009) to coordinate the regional preparation of the long-term and medium-term forecasts for educational needs as part of the preparation of the development plan for education and university research.

Furthermore, according to the Health Care Act (1326/2010) the primary health care units in hospital districts have to ensure adequate human resources and the hospital districts within a catchment area for highly specialised medical care have to coordinate the demand for labour and supply of training with regional councils.

In addition, educational institutions implement regional projects on anticipation of skills needs.

Overview of the health workforce planning model

Anticipating workforce demand by means of the VATTAGE model and anticipating educational needs by means of the Mitenna calculation model are described in the OECD Health Working Papers, No. 62, 2013, p39.

During the latest workforce planning period VATT prepared two scenarios for employment trends in different industries by 2025. The basic scenario included a minimum number of targets or assumptions on political or other choices that might have an effect on the economy and employment. It was very much about repeating the observed economic development using the model and continuing the trend into the future. According to the basic scenario the employment rate is expected to end up at 72 %, with the GDP growth is leveling at 1,7 %. Considerable growth is expected in the GDP share and the workforce share of the social and health services. Conversely, the target scenario's vision for the Finnish national economy turns the declining trend in the manufacturing industry back to an upward

trajectory.

Based on the target scenario the Finnish economy is expected to perform better than based on the basic scenario. One of the presumptions is that demand for export will continue to increase also in the future. The GDP is expected to increase 2,3 % during the last years of the forecasting period, the employment rate is expected to rise to 75 % and the unemployment rate is expected to fall to 4 %.

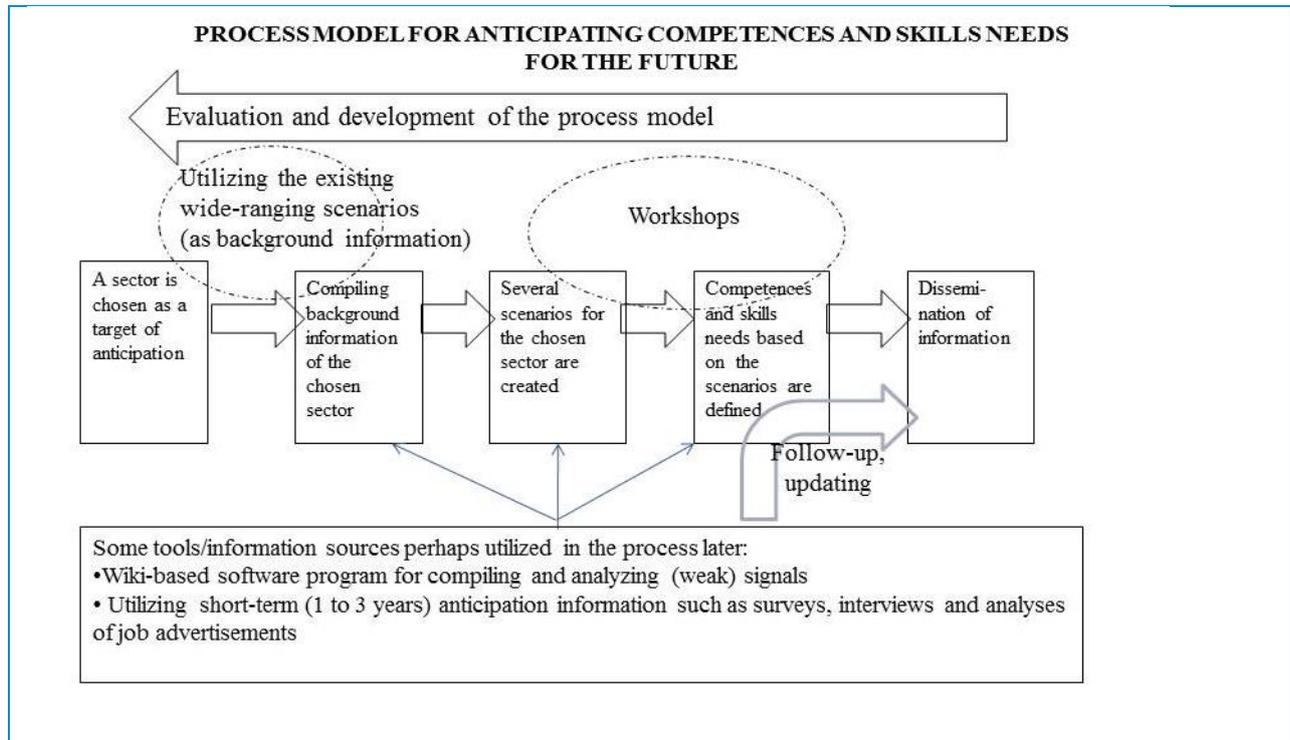
The need for social and health care services and the demand for social and health care workforce are expected to rise, but to a lower extent than in the basic scenario. (See http://www.oph.fi/download/144754_Education_training_and_demand_for_labour_in_Finland_by_2025_2.pdf, pp28-33.) In addition, the third scenario “SOME scenario” regarding the health and social care services is based on expenditure projections by the Ministry of Social Affairs and Health. According to the SOME scenario the demand growth for health workforce is largely similar to that in the target scenario.

The FNBE carried out the National Project on Anticipation of Competences and Skills (VOSE) between 2008 and 2012. The project developed a process model for anticipating competences and skills needs (Figure 2). The aim was to produce anticipation data for use in development of the contents of vocational education and training (VET) and polytechnic and university education to meet the needs of the future world of work.

The VOSE anticipation model has been piloted in the following three sectors: child day care as well as child care and education and family welfare (Swedish-language pilot), real estate and construction, and tourism and catering services (Finnish-language pilots). (An English summary of the results is available at: http://www.oph.fi/download/144508_VOSE_Results_2012.pdf).

After the VOSE project FNBE has carried on the anticipation of competences and skills needs as a permanent function of the agency. In the spring of 2013 FNBE has started anticipation processes on printing industry and on elderly care services. The third anticipation process of 2013 is going to be started in autumn.

2: Process model for anticipating competences and skills needs.



Qualitative data collection

Qualitative data collection:

1. Forecasting educational needs as part of the workforce planning process: As an example, the representatives of the Ministry of Social Affairs and Health use the following data based on reviewing health and social policy and research documents: changes in the health and social service needs and structure, health technologies, role of the clients and patients, as well as new trends on the redistribution of responsibilities, development of new roles and shortage and structure of the health workforce.

2. VOSE model: During and prior to the VOSE project the operational environment was analyzed in terms of the most important societal factors for change by means of qualitative content analysis of the research literature and weak signals and trends possibly having impact on the future development of the target area. Trendwiki used by the Ministry of Employment and the Economy was applied in this phase.

During the anticipation process, a group of experts representing the target area creates in the first work shop a list of the most important factors for change in terms of the future of the target area. Then the group of experts creates different scenarios (usually BAU, desirable, undesirable, surprising) by means of a method called “the future table”. After creating the scenarios the group of experts divides the target area into subareas and/or professions and derives competences and skills needs on the basis of the scenarios. Finally, the group of experts defines proposals for the development of education and training in the target area.

Stage in the planning process:

1. Forecasting educational needs as part of the workforce planning process: A wide group of experts

appointed by the Ministry of Education and Culture provided assessments on the qualitative aspects of the world of work in terms of educational needs and educational intake needs.

2. VOSE project: as described above under *qualitative data collection*.

How the qualitative data is collected:

1. Forecasting educational needs as part of the workforce planning process: The representatives of the Ministry of Social Affairs and Health as members of the wide expert group appointed by the Ministry of Education and Culture reviewed health and social policy and research documents in order to identify changes and new trends from the perspective of the world of work regarding the issues described in the answer above under *qualitative data collection*. However, this phase of reviewing was not formally incorporated in the planning model.

2. VOSE project: as described above under *qualitative data collection*.

Who collects the qualitative data and who it is collected from:

a) Forecasting educational needs as part of the workforce planning process: As an example, the representatives of the Ministry of Social Affairs and Health review health and social policy and research documents.

b) VOSE model: During the preparation phase of the process either experts from the FNBE or an external organization, from which the background report on the factors for change in the operational environment of the target area was ordered. After the VOSE project, in addition to the literature reviews work groups of the FNBE experts on quantitative and qualitative anticipation have been utilized. The work groups used Trendwiki for collecting research data and data on societal factors for change and weak signals regarding the target area. In addition, the system of C&Q Profession was utilized for collecting data on the basis of the interviews on future competences and skills needs in different organizations.

Analysis of qualitative information

- How is qualitative information processed
- Stages which use expert groups

1. Forecasting educational needs as part of the workforce planning process: As an example, by means of group discussion by the wide group of experts appointed by the Ministry of Education and Culture.

2. The processing of qualitative information and stages which use expert groups for the VOSE model are described in the answers above.

