

- HWF PLANNING HARMONIZED WITH SOCIAL AND ECONOMIC DEVELOPMENT IN THE FINNISH SYSTEM

Reference information:

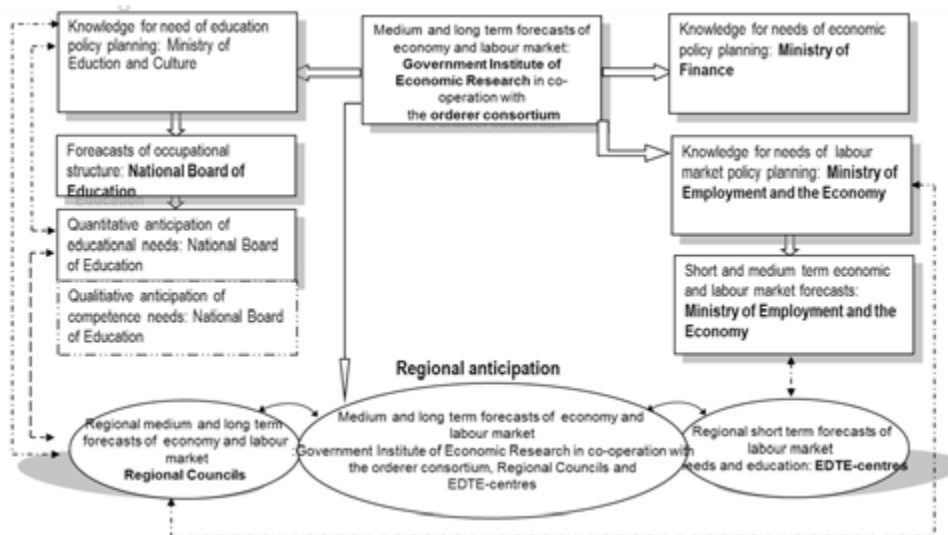
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www.thl.fi (National Institute for Welfare and Health)
www.stm.fi (Ministry of Social Welfare and Health MoSoCH)

Main aspects:

- *The HWF planning is harmonized with social and economic development and the planning of other related sectors. This means better coordination and also better synchronizing of the labor markets and education system in the short, middle and long run. The intakes for education are coordinated according to needs for all industries.*
- *Different scenarios provide alternative views on future economic development that can be utilized in the political decision making processes and in the social planning. The growth of GDP and employment as well as, the changing needs of population, productivity in health care, skill mix changes and estimated need for migration are taken into account.*

Description:

The Finnish model can be described as “integrated” anticipation process. It starts with general qualitative economic scenarios, takes into account size of new cohorts entering to education and to work and tries to keep in balance of the labour market and same time considers the changing quality needs for HWF. The figure below represent the process of anticipation of education and labour market needs (general purpose, not only HWF).



Government Institute for Economic Research VATT produces with the applied general equilibrium model of Finnish economy VATTAGE long term workforce forecasts in collaboration with four ministries (Ministry of Finance, Ministry of Education and Culture,

Ministry of Employment and the Economy and Ministry of Social Welfare and Health).

Finnish National Board of Education FNBE anticipates with Mitenna model the educational needs and proposes the entrant targets on the base of workforce demand. Regional councils in collaboration with other regional partners, including health care organisations, make analysis and forecast of workforce demand and educational needs. After experts groups discussing alternatives Ministry of Education and Culture set the proposals for entrance targets.

Besides the consortium of four ministries, the MoEC appoints a wide group of experts to steer and provide expertise of different industries for the phase of forecasting educational needs. These experts present e.g. the MoSocAH, Local Government Employers KT, trade unions, regional authorities and other stakeholders.

The monitoring data for HWF is collected from multiple data sources and reported by research institutes.

Results:

The entrant targets are adopted every four years by the Government as part of the national development plan for education and research. The intake in universities, polytechnics and vocational institutions is defined in accordance with the national entrant targets. Monitoring is used to compare the targets with the actual data and changes if needed can be implemented even during the planning period.

Helpful tips:

- *Effective coordination between quantitative and qualitative forms of anticipation is necessary in order to support a better and more complete perspectives of foresight and anticipation;*
- *There is no quick trick to establish a solid national data base and implement the macroeconomic model. In addition, building a tradition on intersectoral collaboration for workforce anticipation is a challenging requirement.*

Further information:

VATTAGE model:

Ahokas J, Honkatukia J. Poliittikkatoimien vaikutukset työvoiman tarpeeseen Suomen taloudessa 2010-2025. Tutkimukset 161. VATT, 2010.



http://www.vatt.fi/file/vatt_publication_pdf/t161pdf

http://www.vatt.fi/file/vatt_publication_pdf/t150.pdf

Mitenna model:

Hanhijoki I, Katajisto J, Kimari M, Savioja H. Education, training and demand for labour in Finland by 2025. Finnish National Board of Education. Publications 2012:16. http://www.ooph.fi/download/144754_Education_training_and_demand_for_labour_in_Finland_by_2025_2.pdf

Monitoring HWF:

National Institute for Welfare and Health: Three yearly reports from THL (data from Statistics of Finland and Valvira).

1. *Personnel in municipal social and health services*
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2. *Health care and social welfare personnel*
.....
3. *International mobility of health care and social welfare personnel*
.....

<http://www.thl.fi/en/web/thlfi-en/statistics/statistics-by-topic/personnel-in-the-health-and-social-services>

Statistics Finland : Employment Statistics

<http://www.stat.fi/>

The Finnish Medical Association and the Finnish Dental Association together with KT Local Government Employers (www.kuntatyonantajat.fi) collect information on physicians and dentist shortages in municipal health centres.

http://www.laakariliitto.fi/site/assets/files/1268/ll_vuositilasto2014_e_net.pdf
(Physicians)

<http://www.hammaslaakariliitto.fi/fi/liiton-toiminta/tutkimukset-ja-tilastot/tutkimukset/tyovoimaselvitykset> (Dentists, in Finnish only)

KT makes assessments every two or three years also on the shortages of other professional

and vocational groups in municipal social and health care. These assessments on shortages are carried out in collaboration with the MoSoCH.

<http://www.kuntatyonantajat.fi/fi/ajankohtaista/tilastot/tiedustelut-ja-selvitykset/Tyovoimatiedustelut/kuntasektorin-tyovoimatilanne-2012/Sivut/default.aspx>

“Competence foresight in local government services “-pdf publication

<http://www.kuntatyonantajat.fi/en/municipal-personnel/competence-foresight/Pages/default.aspx>

The Competence foresight in local government services project was carried out by KT Local Government Employers to develop competence foresight frameworks and practices for the local government sector.

Other websites - ministries and institutes:

www.okm.fi (Ministry of Education and Culture)

www.oph.fi (Finnish National Board of Education)

www.tem.fi (Ministry of Employment and the Economy)

www.vm.fi (Ministry of Finance)

www.vatt.fi (VATT Government Institute for Economic Research)