



A SYNTHESIS OF RECENT ANALYSES OF HUMAN RESOURCES FOR HEALTH REQUIREMENTS AND LABOUR MARKET DYNAMICS

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This presentation will describe a synthesis of recent analyses of HHR requirements and labor market dynamics in high-income OECD countries, which will include evidence on other countries' efforts to optimize their respective health workforces. This information can help to inform Canada's efforts to do the same.

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PURPOSE/OBJECTIVES

As part of efforts to inform the development of the global HHR strategy, the aims of this study were to a) conduct a rapid review of recent analyses of HHR requirements and labor market dynamics in high-income countries who are members of the Organisation for Economic Co-operation and Development (OECD), and b) to identify a methodology to determine future HHR requirements for these countries, with a view toward optimizing future HHR situations to meet the respective objectives of different health care systems

FINDINGS/IMPACT/OUTCOMES

In total, 223 documents were included in the review. The HHR supply in included countries is generally expected to grow, but it is not clear whether that growth will be adequate to meet health care system objectives in the future. Several recurring themes regarding factors of importance in HHR planning were evident across the documents reviewed, such as aging populations and health workforces as well as changes in disease patterns, models of care delivery, scopes of practice and technologies in health care. However, the most common HHR planning approaches found through the review do not account for most of these factors.

CONCLUSIONS

The current evidence base on HHR labour markets in high-income OECD countries, although large and growing, does not provide a clear picture of the expected future HHR situation in these countries. Rather than HHR planning methods and analyses being guided by explicit HHR policy questions, most of the reviewed studies appeared to derive HHR policy questions based on predetermined planning methods. Informed by the findings of this review, a methodology to estimate future HHR requirements with a view toward optimizing future HHR situations in these countries is described.