CENTRE FOR WORKFORCE INTELLIGENCE

Applying scenario methods to health and social care workforce planning

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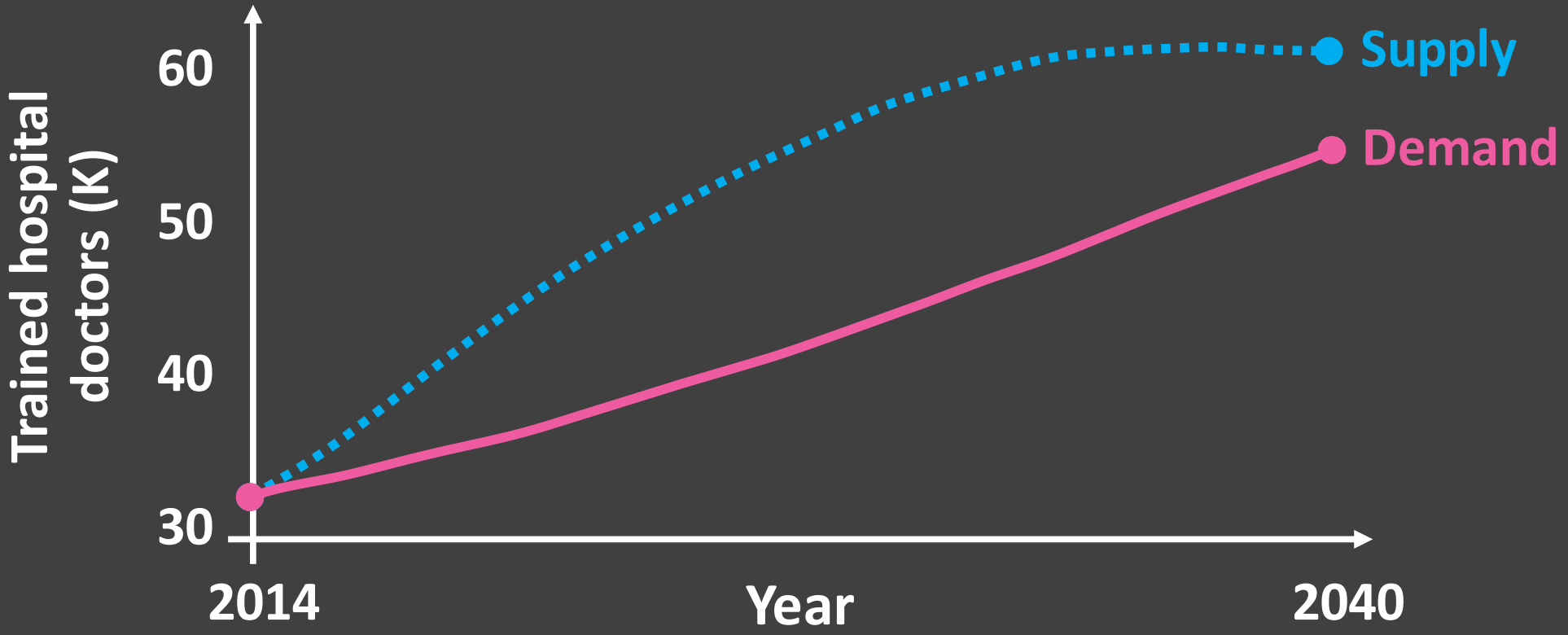
What we used to do…



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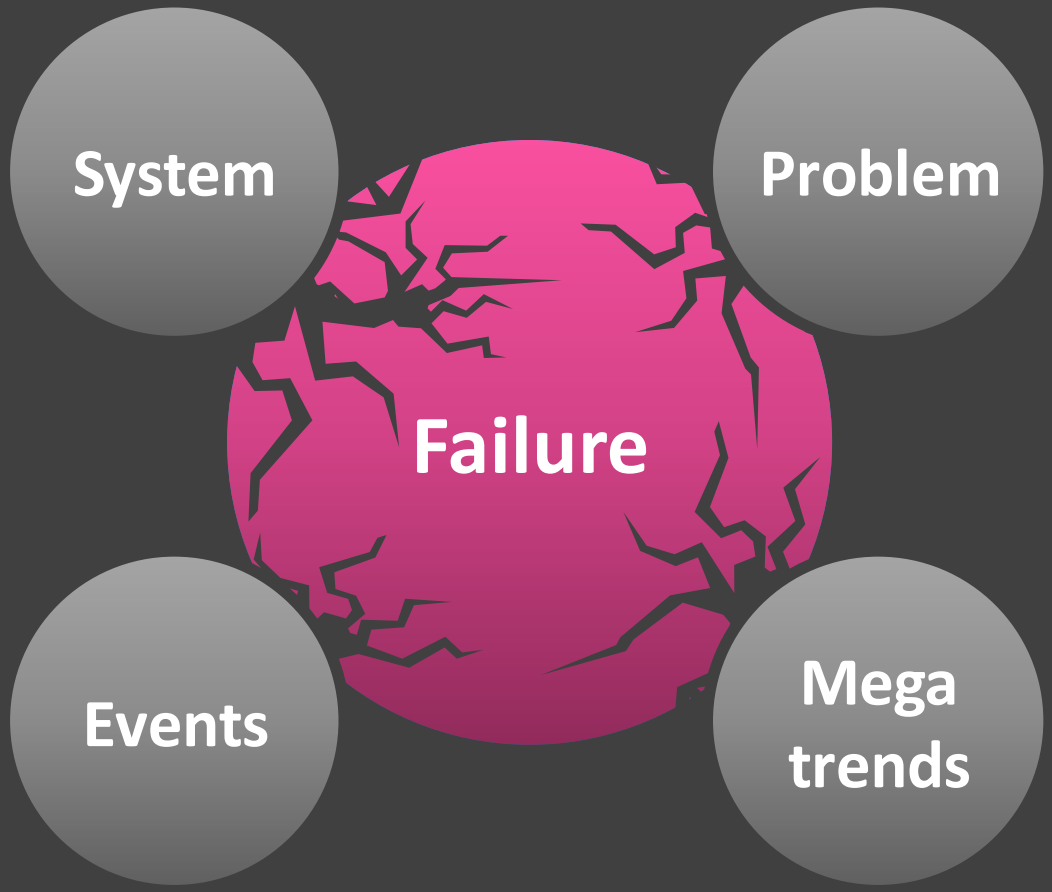
? Do we trust this?

What if the future is not what we expect?



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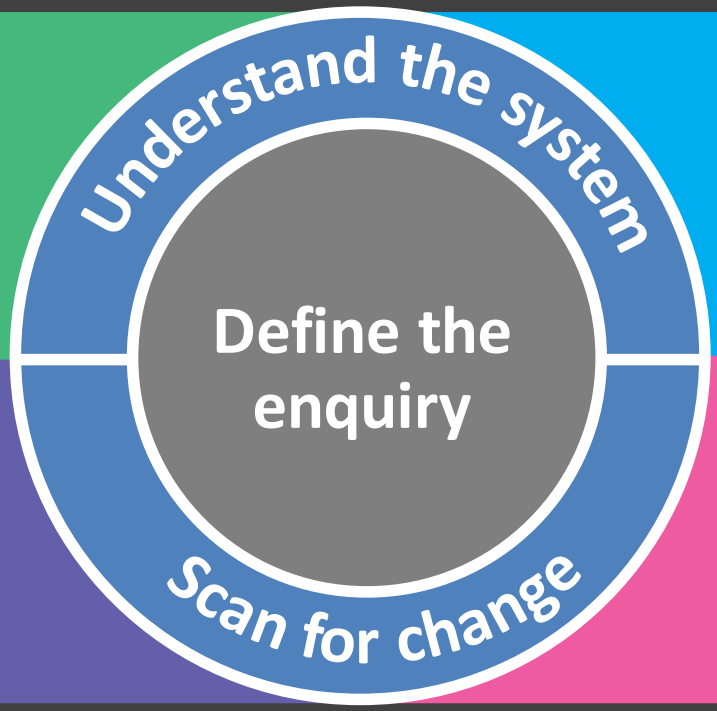
Robust workforce planning

Shape your future

Scan the horizon



Stress test interventions

Imagine challenging futures

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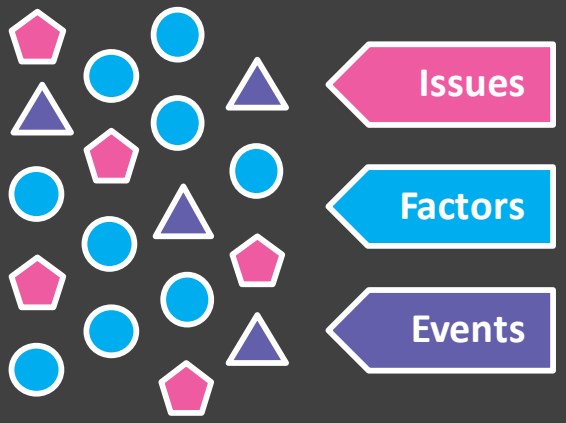
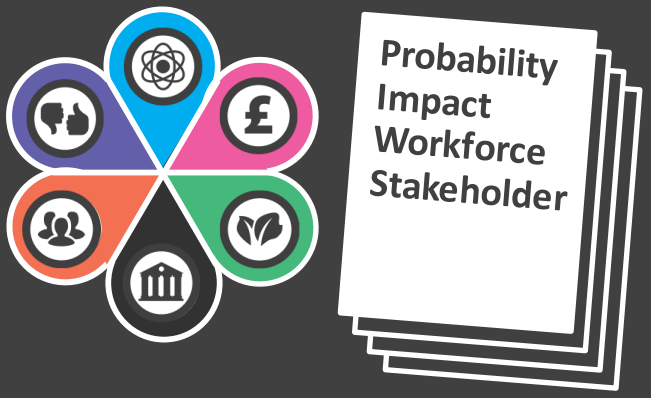
High degree of stakeholder involvement in all stages

Horizon scanning

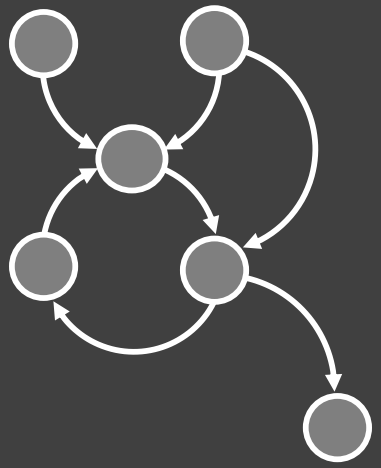
Contextual analysis



Ideas about the future



Systemic analysis



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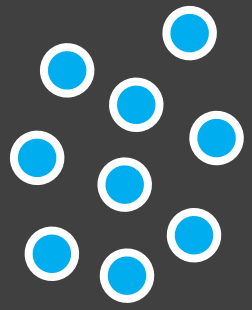
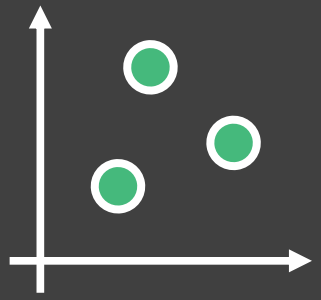
Scenario generation

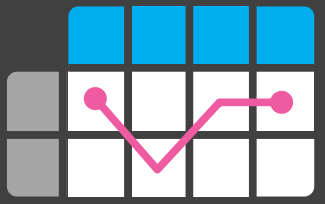
Influencing factors



Key factors

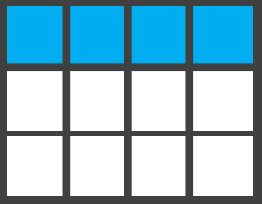


Consistency check



Narrative scenarios

Delphi to quantify



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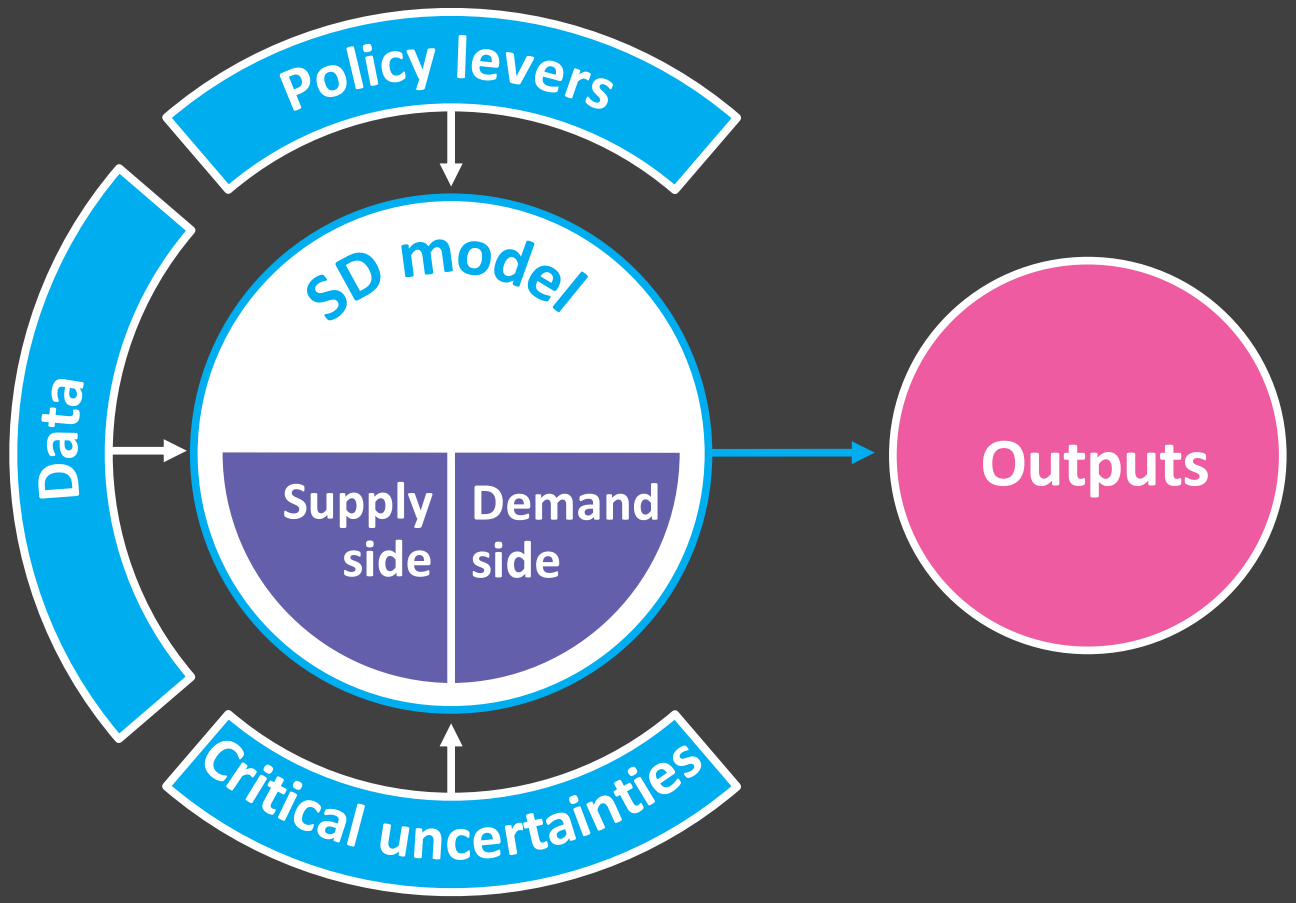
Modeling and simulation



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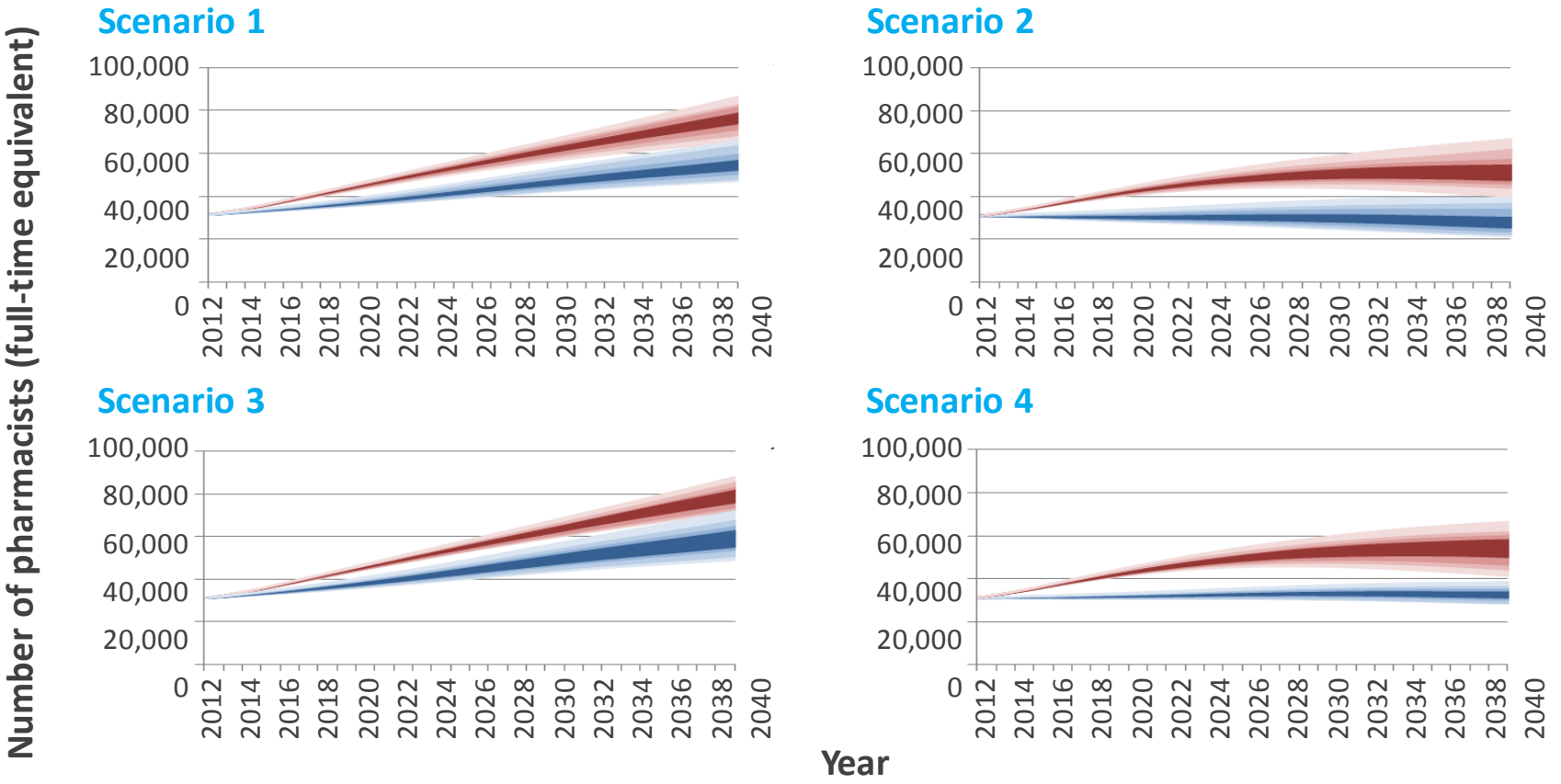
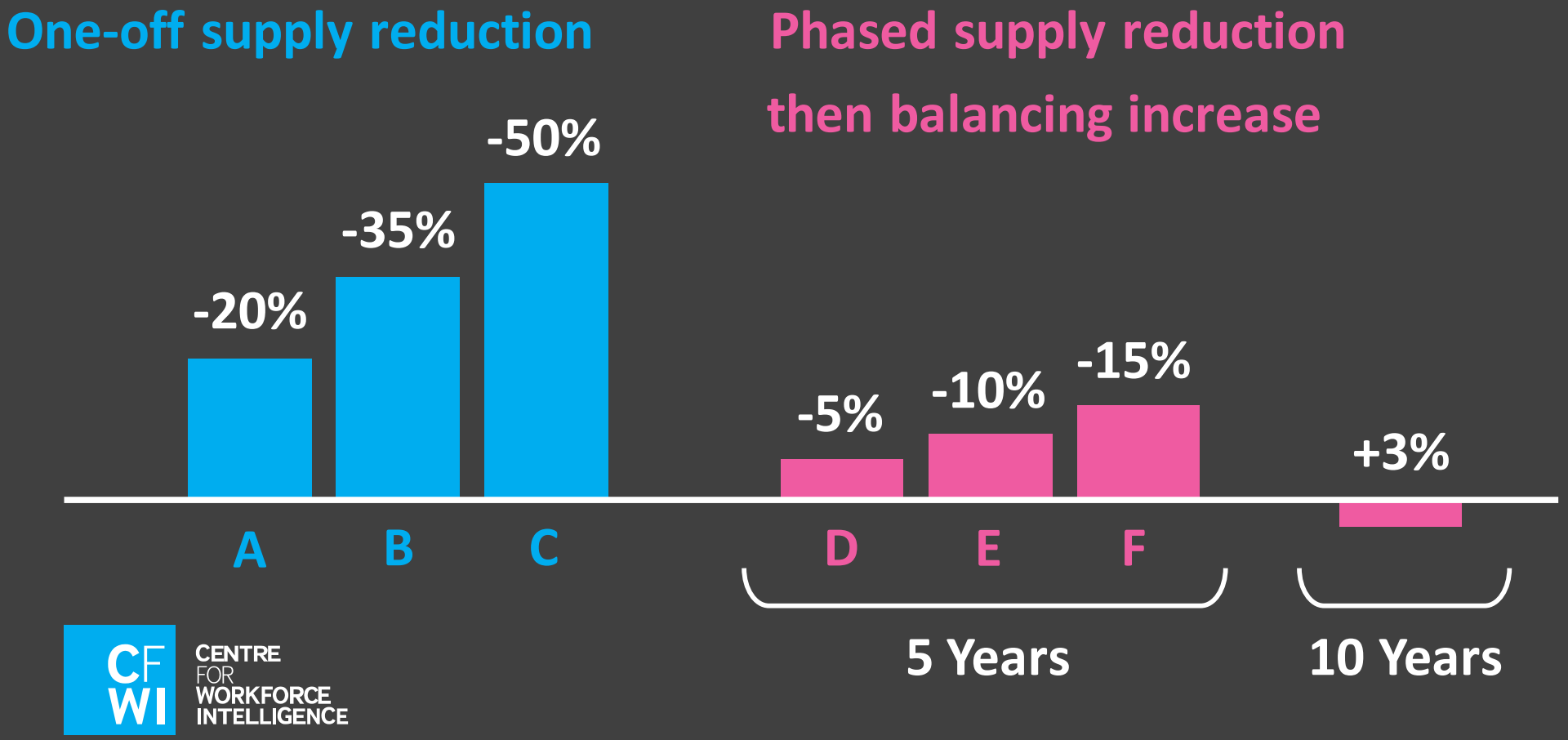
Pharmacy: how uncertain is the future?



Policy options



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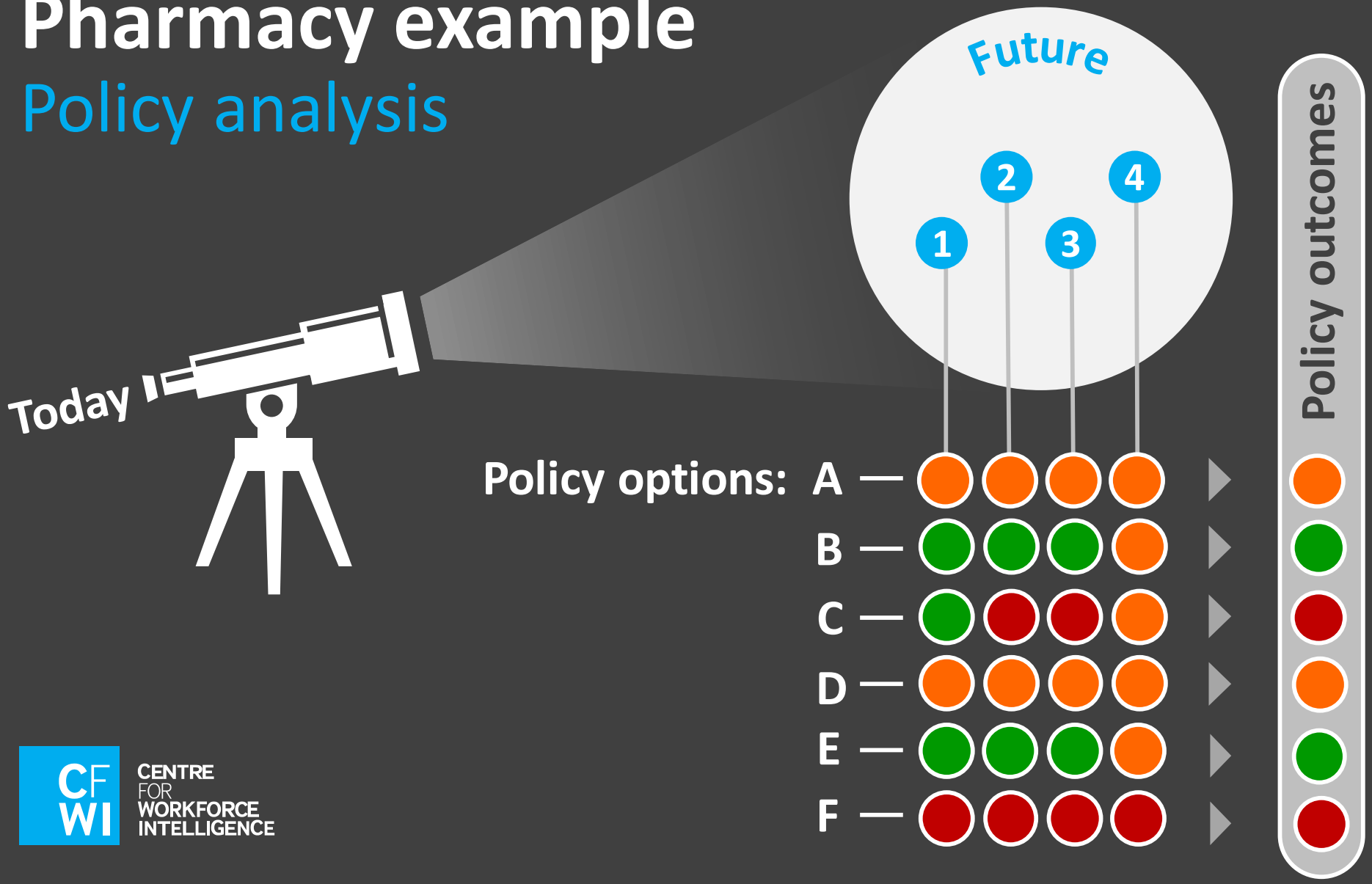
Pharmacy example

Policy analysis



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A new challenge: Horizon 2035

What skills and competences do we have?

What might we need in future?

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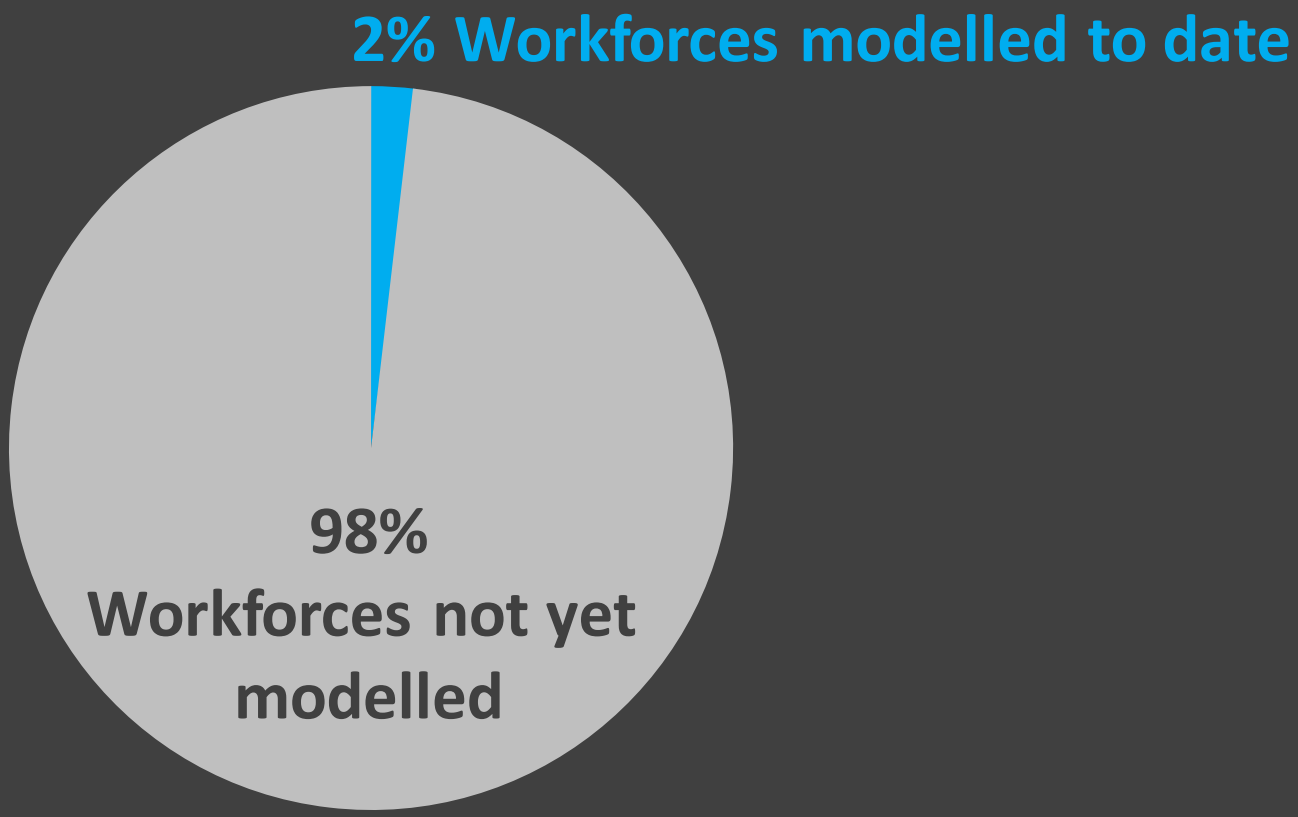
What had we modelled in 2013?

Health
Public health
Social care



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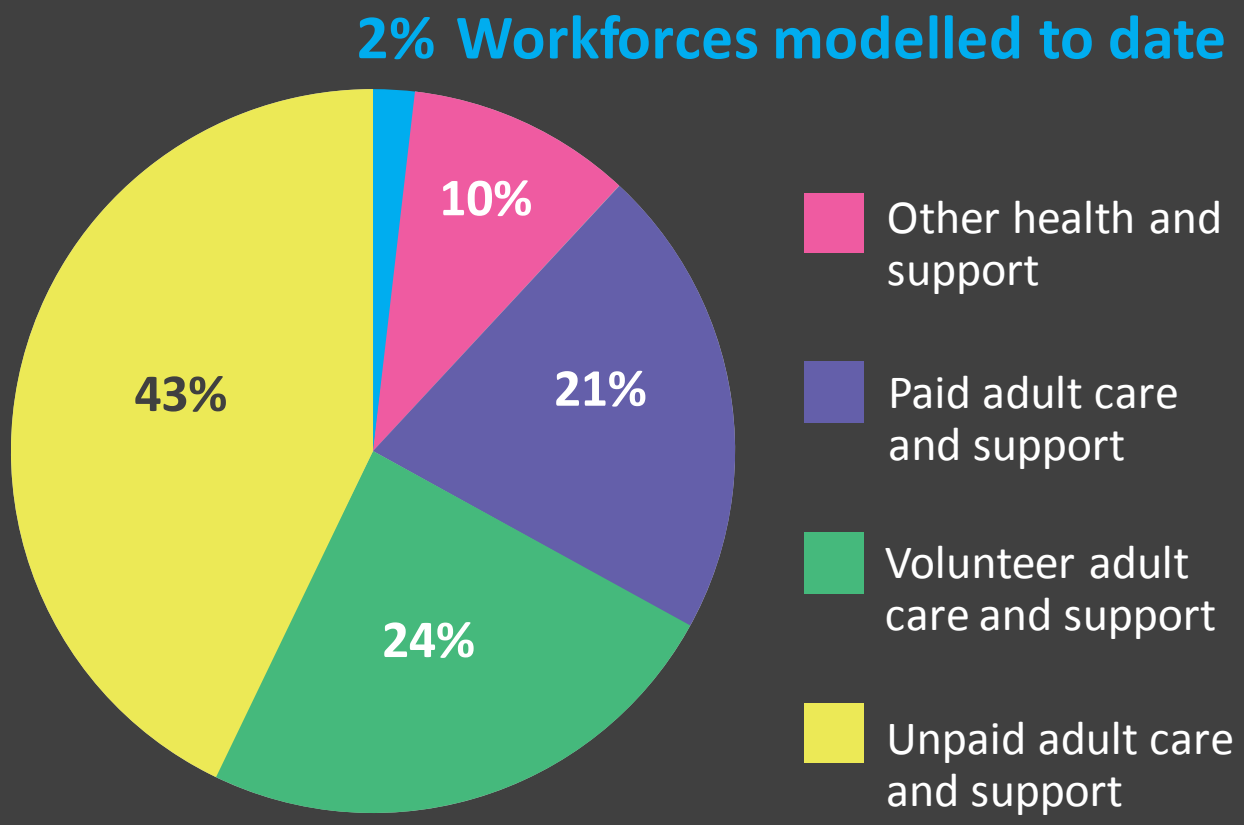
What about the rest of the system?

Health
Public health
Social care



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Some embarrassing problems…

…mostly resolved!

1. Too many Delphi questions!
2. Only four scenarios?
3. We don't know what skills are needed to meet future demand.

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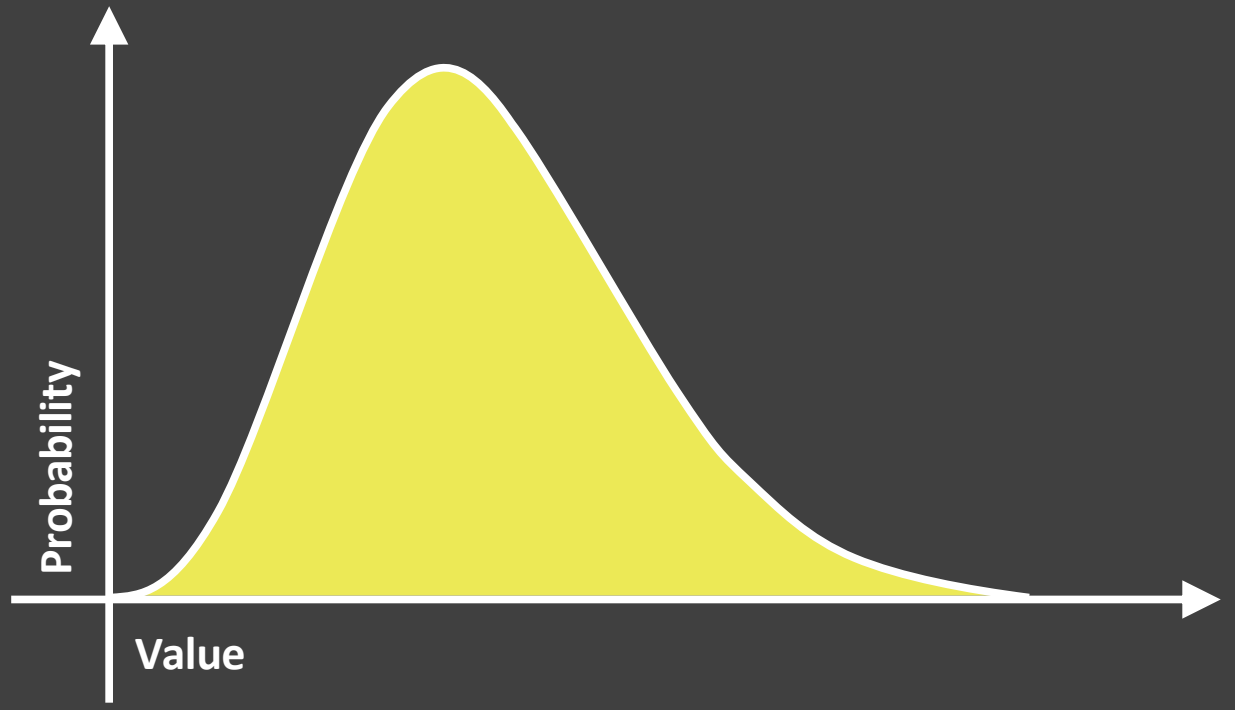
Solution 1: SHELF

Sheffield Elicitation protocol

Monte Carlo simulation



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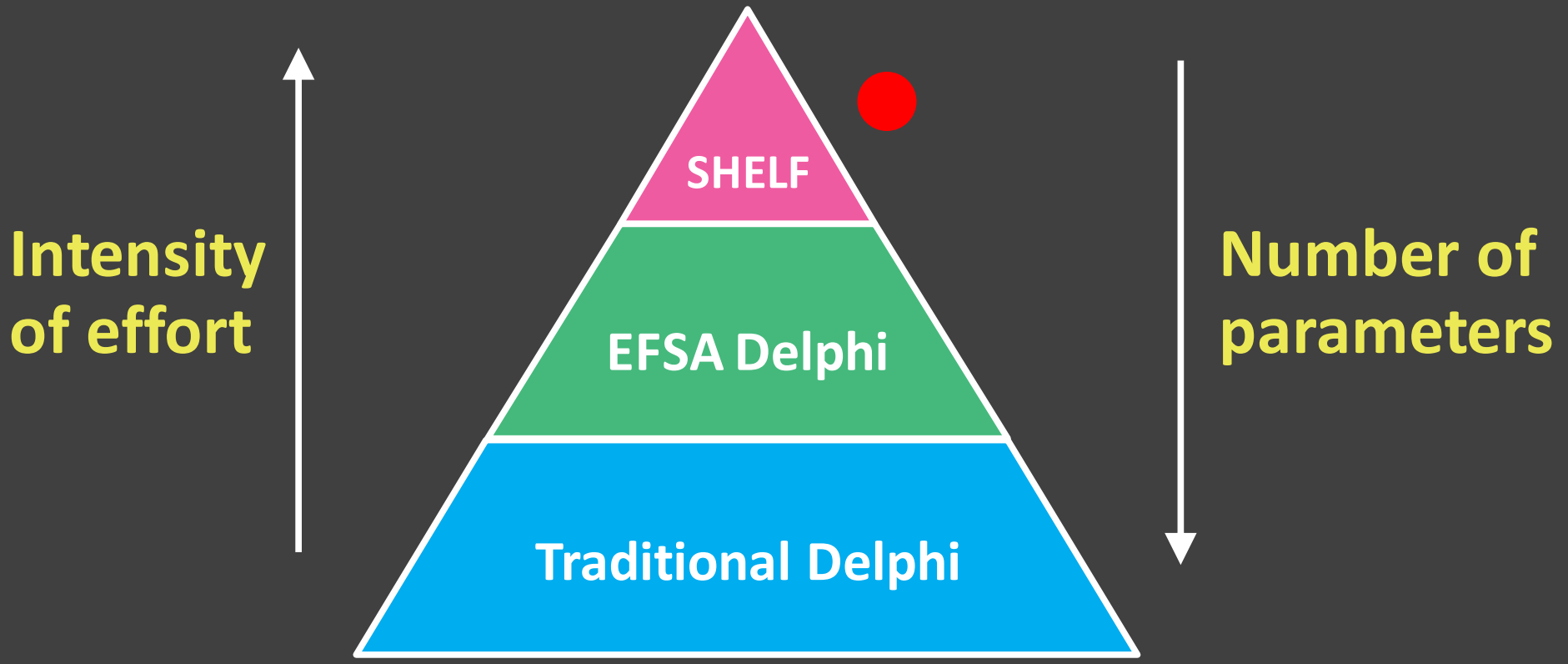
Solution 1: Expert elicitation framework



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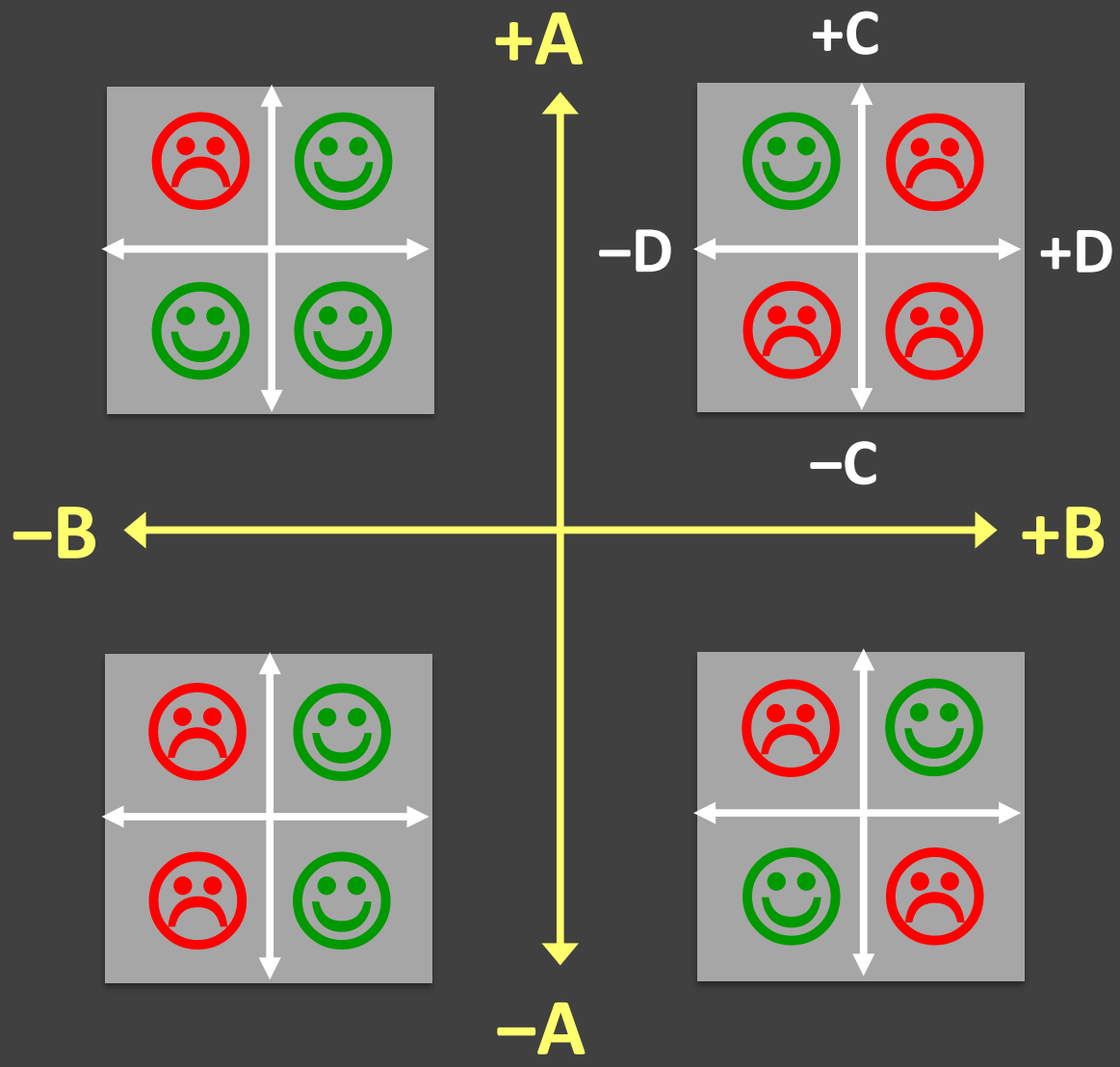
Solution 2: GBN method



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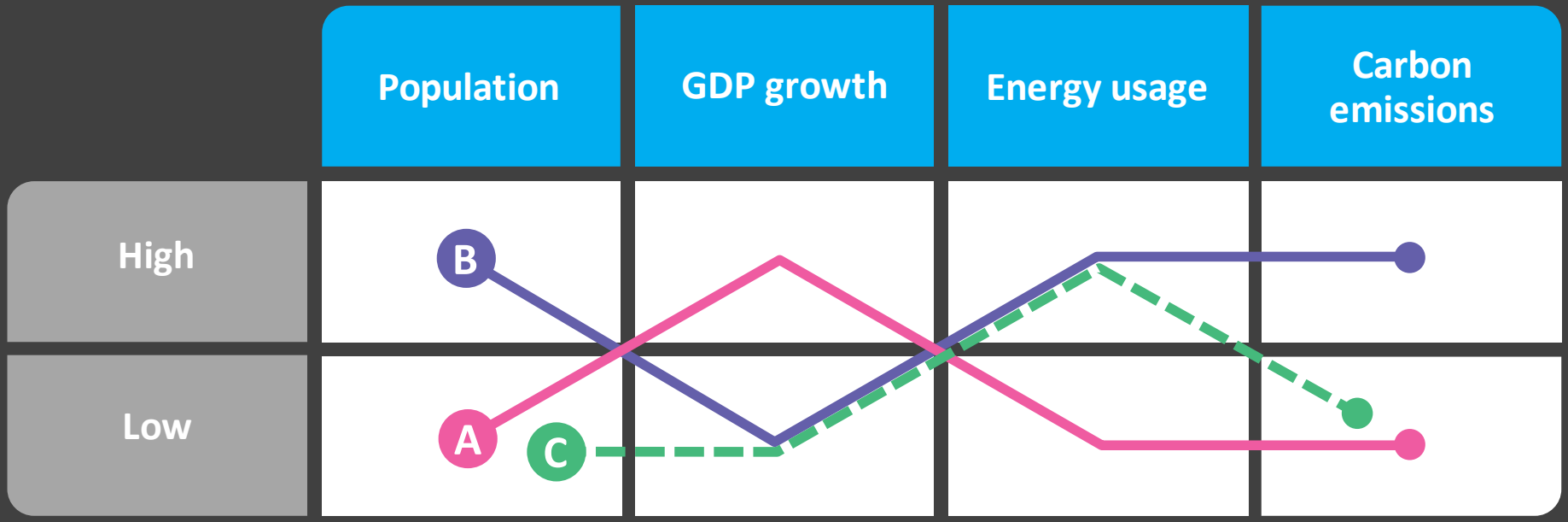
Solution 2: CIB Analysis



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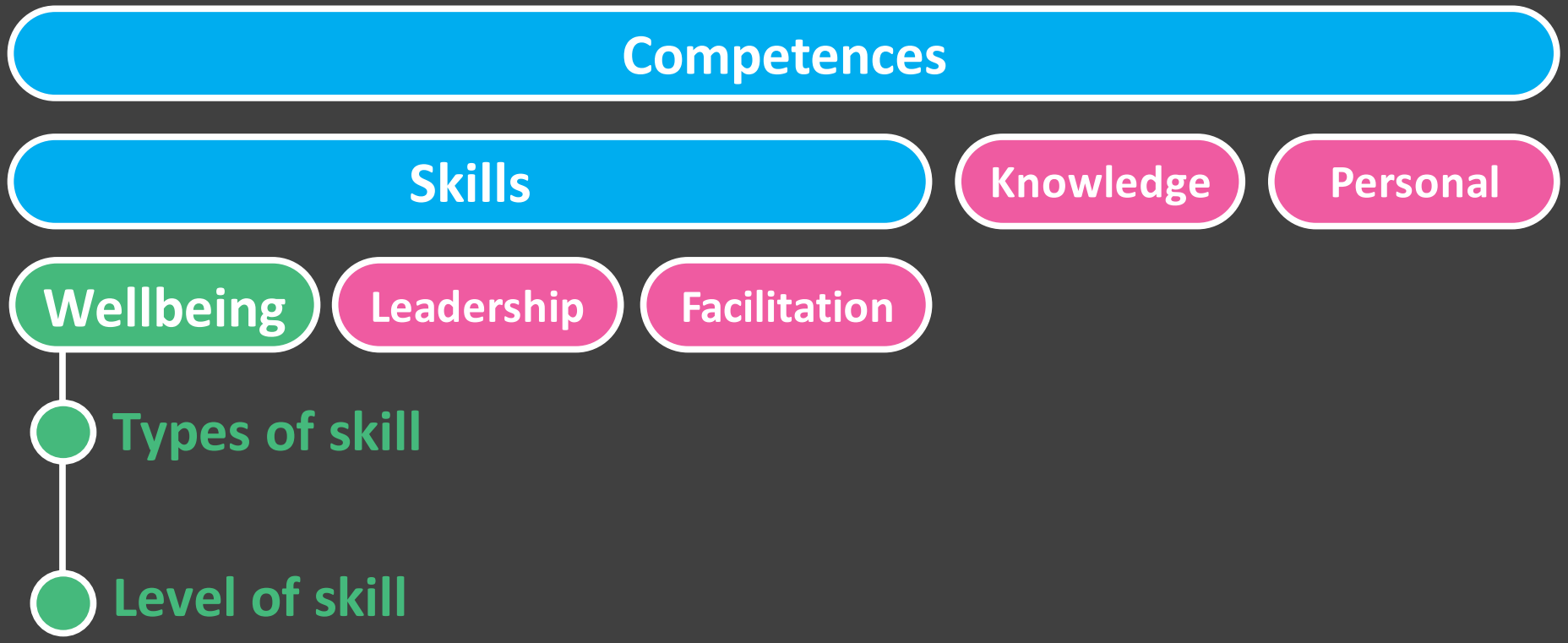
Solution 3: Skills framework



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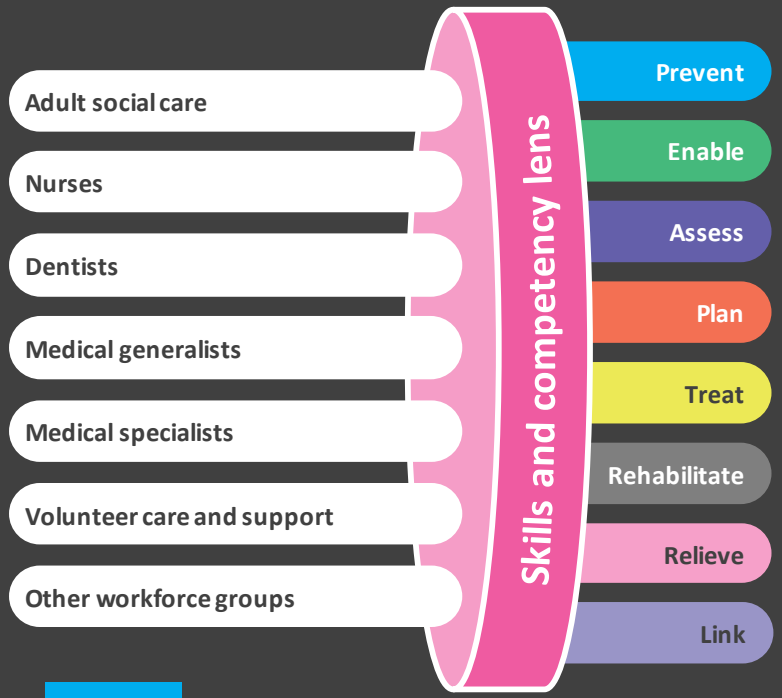
Qualitative skills

Quantitative skills

What skills do you have today?

Workforce groups

Skill types



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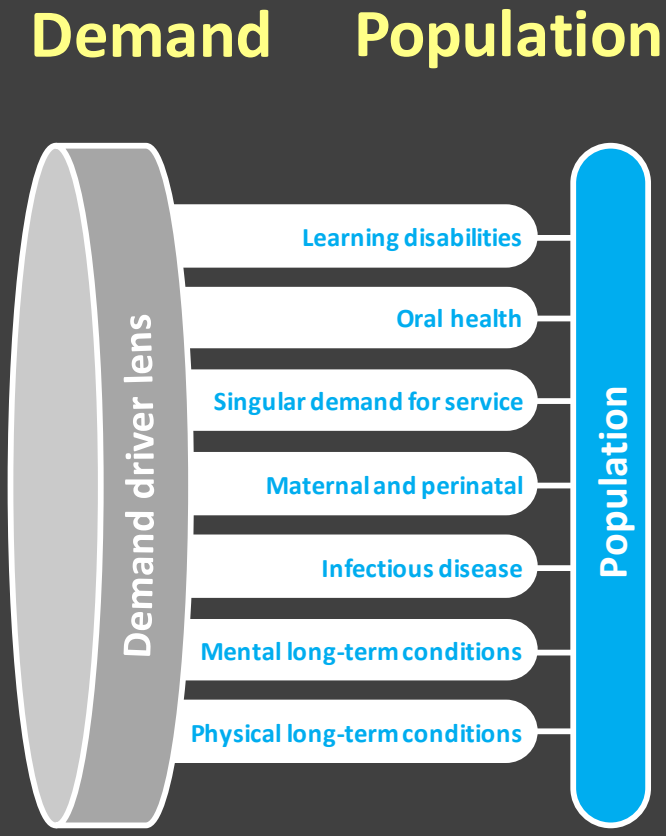
What drives the demand for skills?



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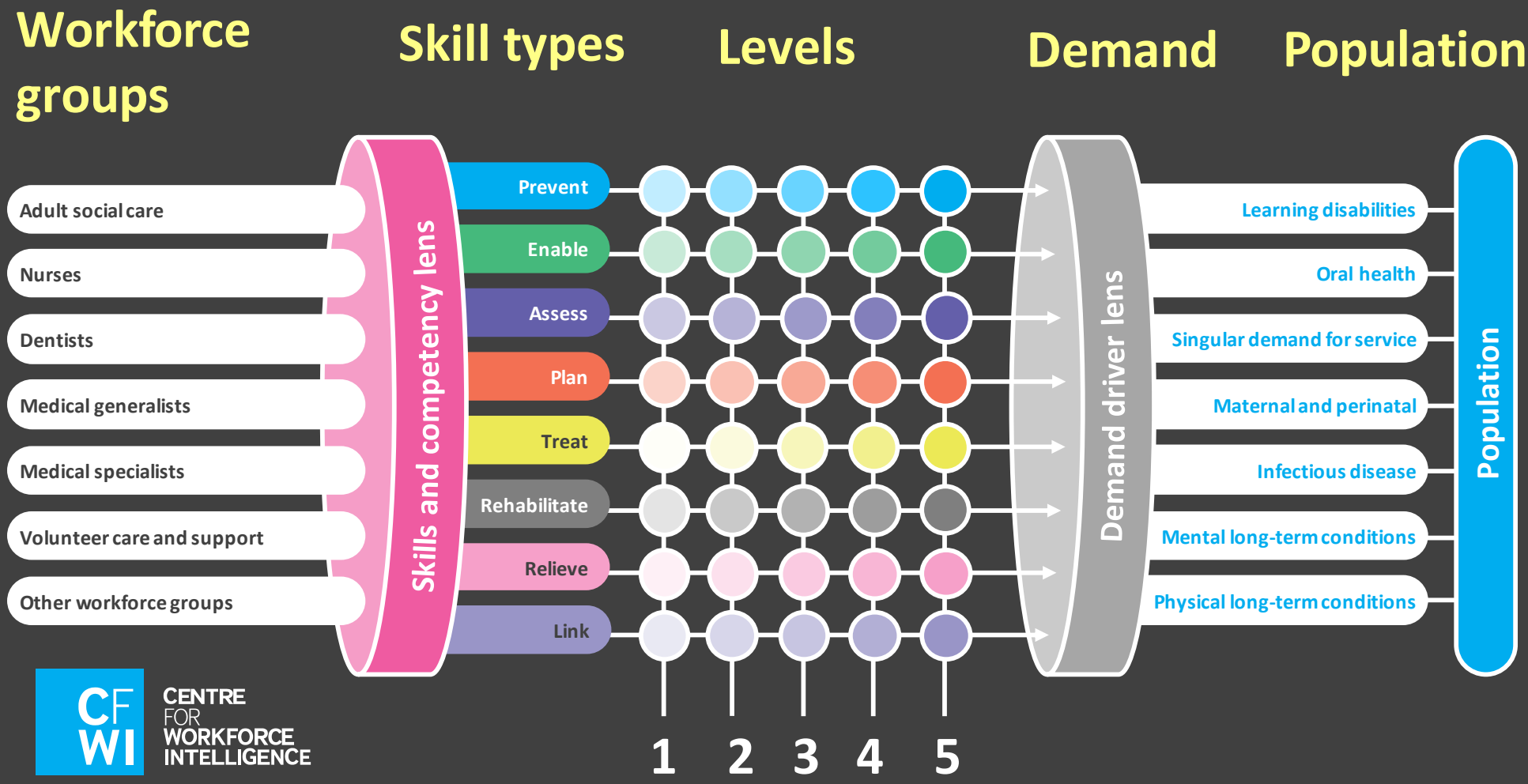
How do our skills met demand?



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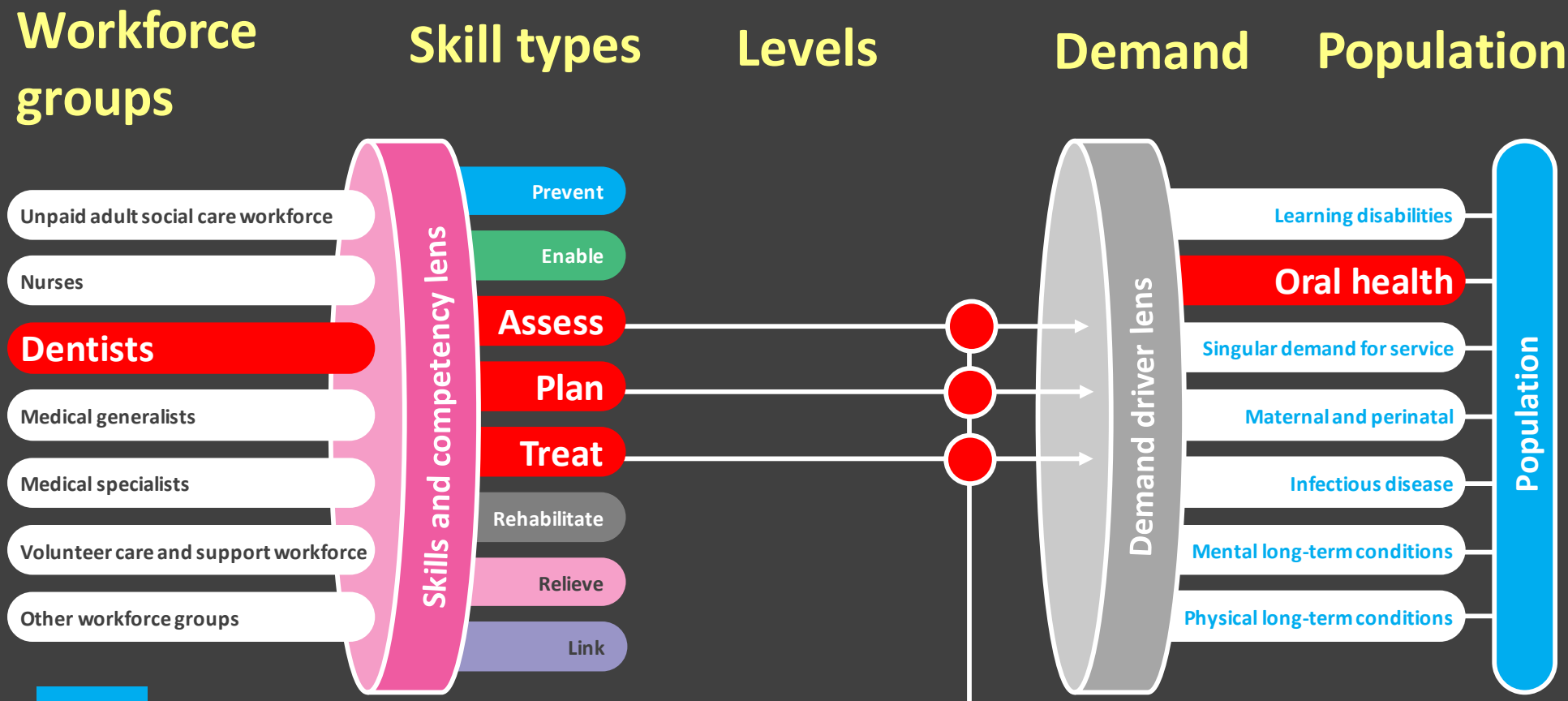
How do our skills meet demand?



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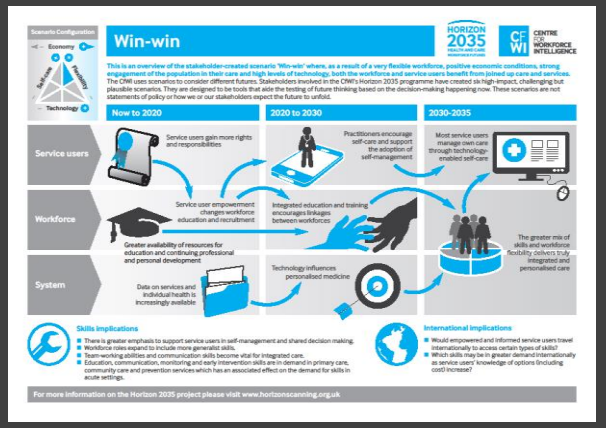
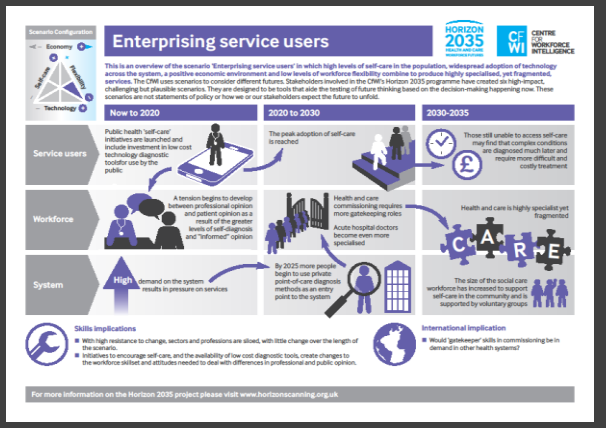
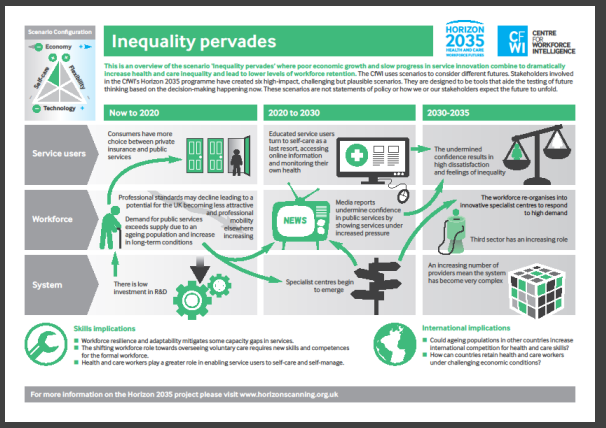
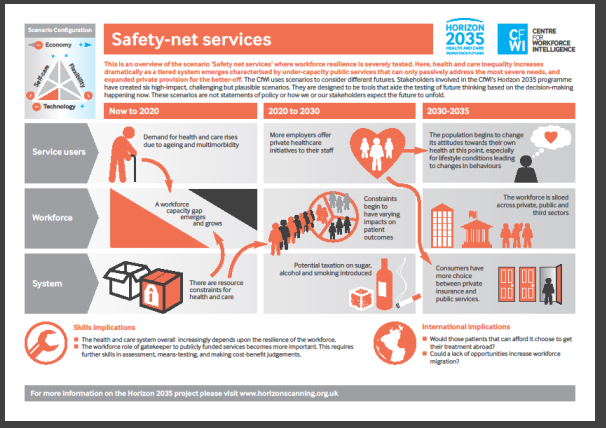
Different futures

Six narrative and quantified scenarios



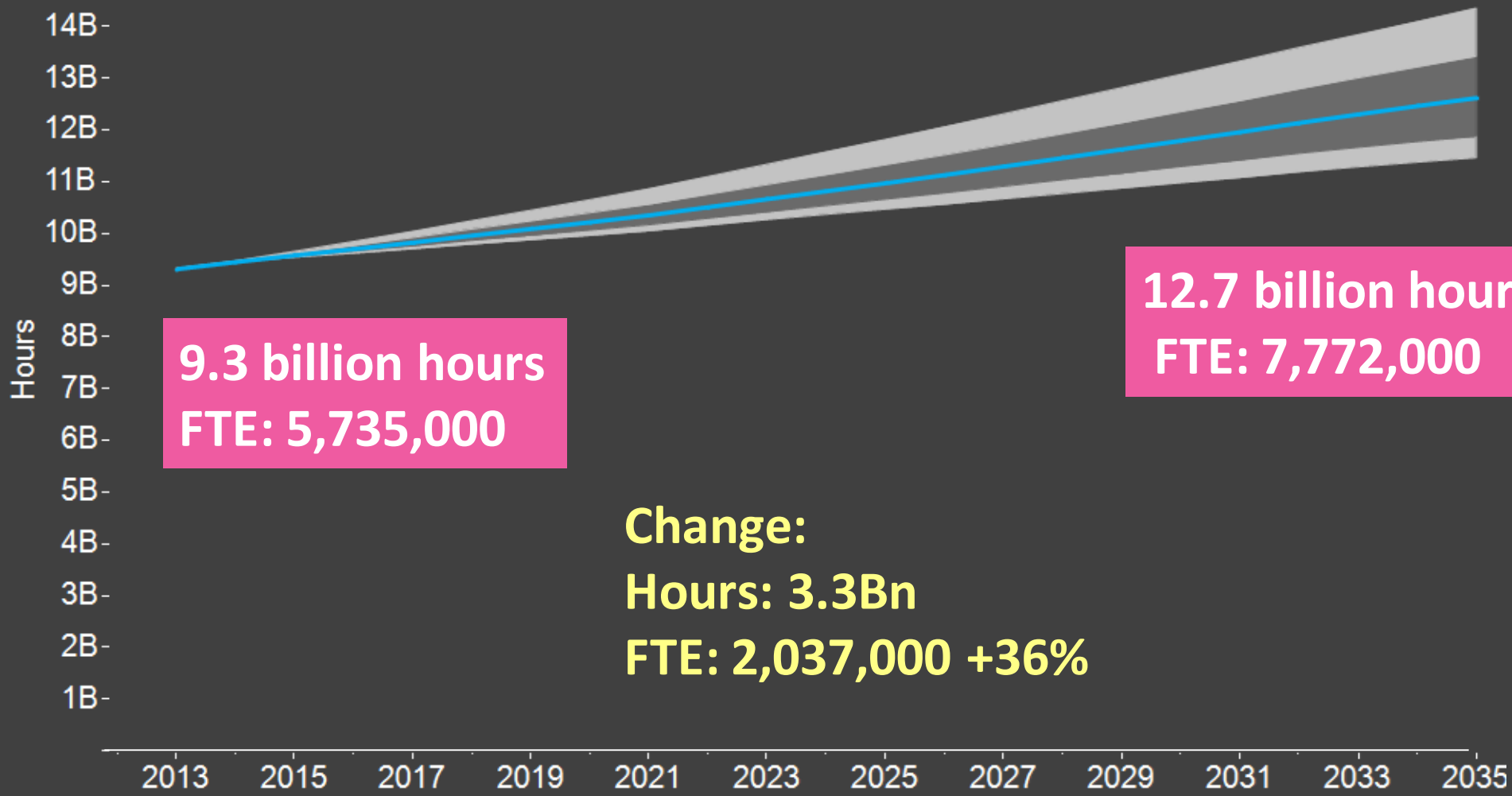






How does skills demand change?

Reference future



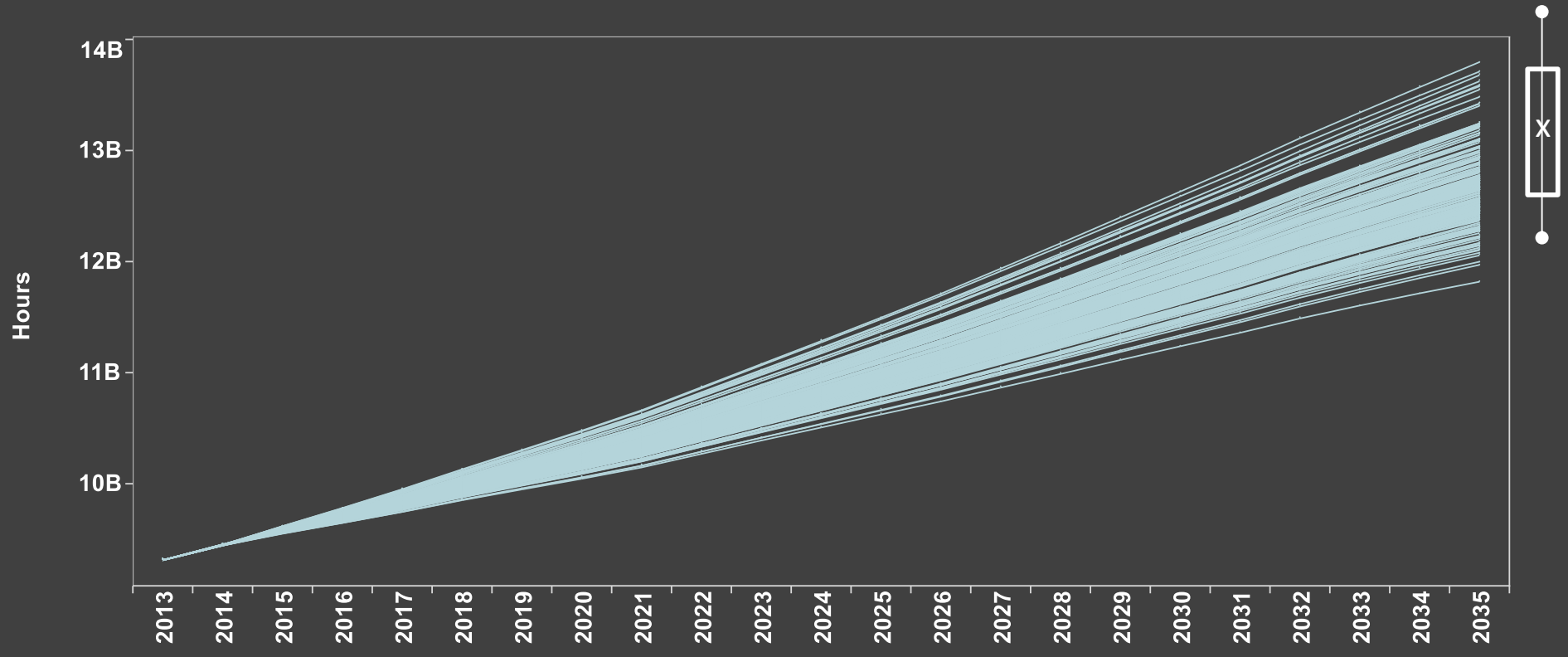
9.3 billion hours
FTE: 5,735,000

12.7 billion hours
FTE: 7,772,000

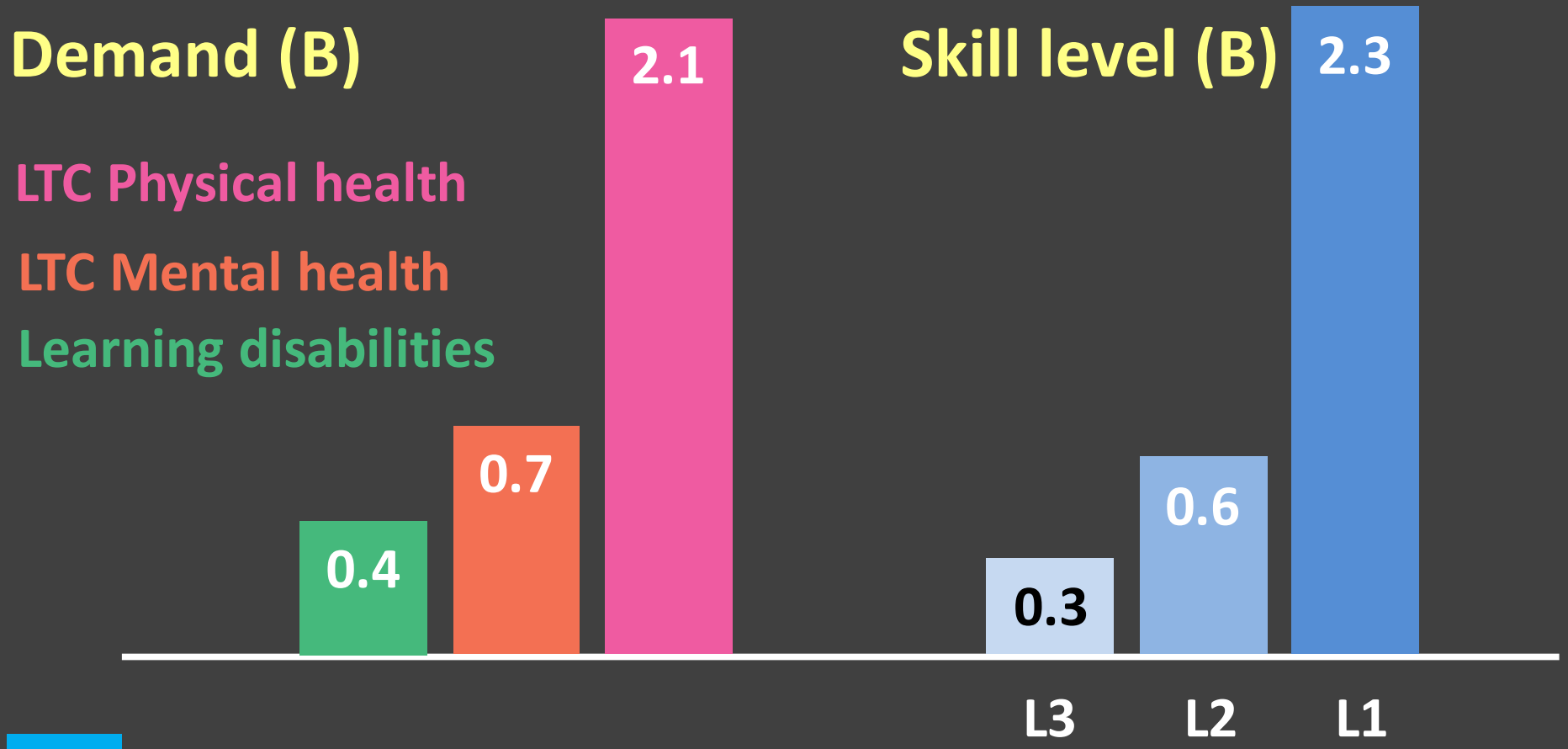
Change:
Hours: 3.3Bn
FTE: 2,037,000 +36%

How does skills demand change?

Monte Carlo simulation



Change in demand



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Next steps

1. Multi-scale scenarios and reuse.
2. Probability of scenarios?
3. Presenting findings to policy makers.

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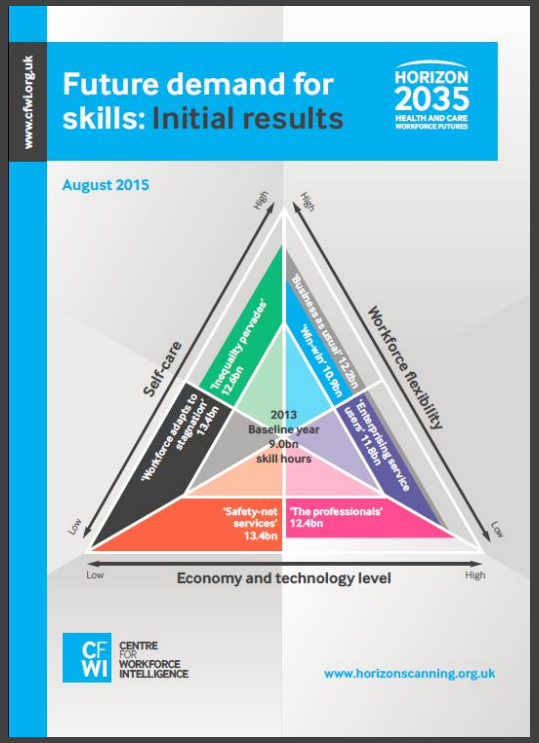
More information



Horizon 2035
Future demand for skills:
Initial results

http://www.cfwi.org.uk/publications/horizon-2035-future-demand-for-skills-initial-results

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