FUTURE OF RESEARCH IN WORKFORCE AND DEVELOPMENT

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Healthcare Challenges

Digital Health - Workforce Challenges

◦ Digital Health is not about the applications, platforms or devices. It's about transforming how health systems serve people equitably, more effectively, and with greater attention to individual needs".

Dr Tedros Ghebreyesus,

WHO, Director General

ICN Position on Digital Health (2023)

- Nurse must be involved and participate in national and global DH decision making forum, including planning, design, testing & implementation of DH products and systems.

- Nurses must participate in monitoring and evaluating new and emerging DH technologies to ensure they are positively contributing to health system and health workforce processes and health needs.

- Nurse leaders play a crucial role in positively shaping the advancement of DH and should be supported and resourced to lead the digital transformation for the nursing workforce.

- Urgent need for nurses to acquire skills and competencies to deliver high-quality , safe, optimized person-centred care in DH environment and to lead and participate in DH initiatives, decision making and evaluation

International Nursing Research Conference , 3 Dec, 25
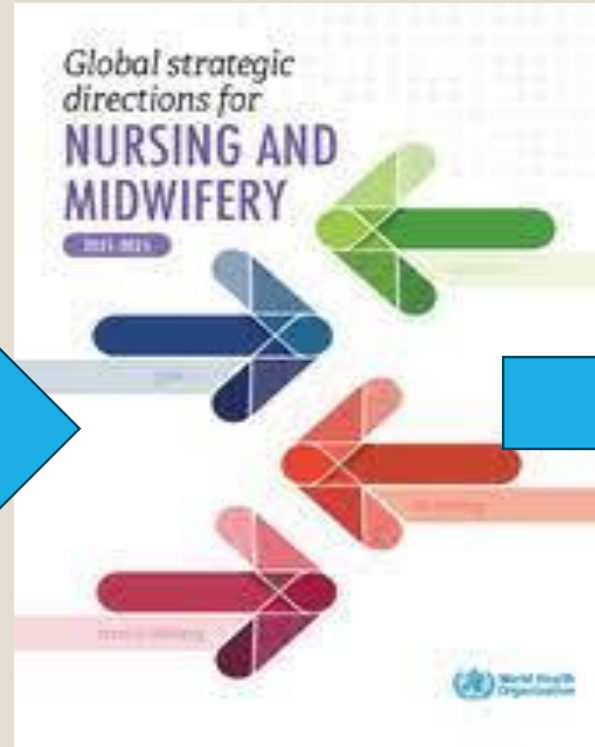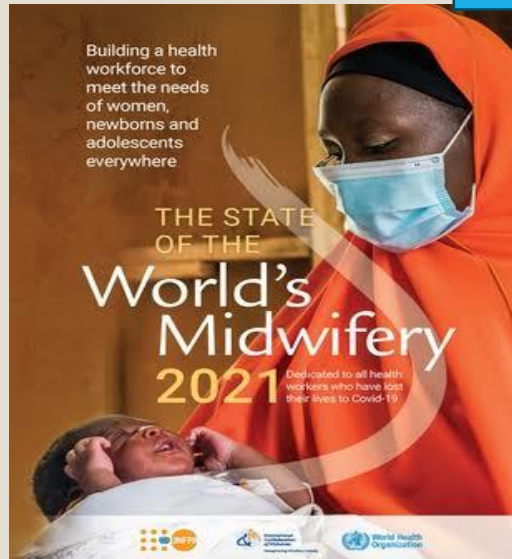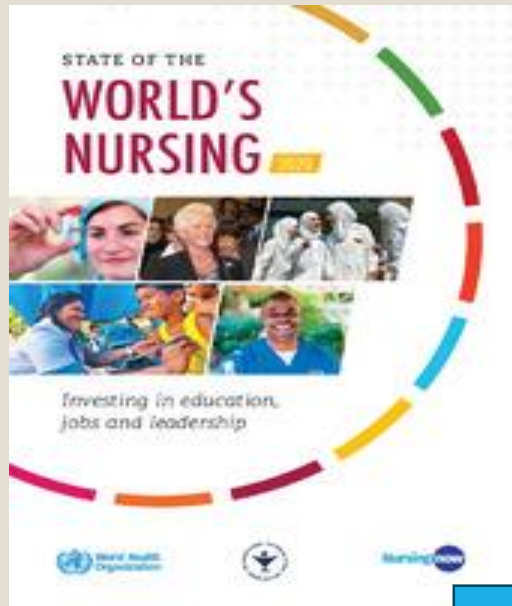
WHA 74.15 (2021) Resolution on Strengthening Nursing and Midwifery : Investments in Education, Jobs, Leadership and Service Delivery

Memeber States to implement SDNM at the national level

Global Strategic Directions for NM 2021-2025
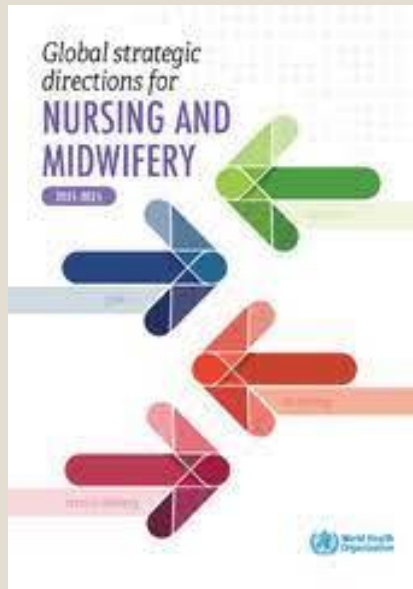
Job

- WF planning
- Adequate jobs
- Implement WHO Global Code of Practice on International Recruitment of Health Personnel
- Attract, recruit and retain

Education

- Align education level and roles
- Optimize domestic production
- Competency-based, quality, standard
- Faculty are properly trained

Leadership

- Establish & strengthen senior leadership position
- Invest in leadership skills development

Service

- Strengthen regulatory system & capacity building
- Safe and supportive workplace

Adopted in WHA, 2021, expanded to 2030
All countries must implement/adapt/develop SDNM
for workforce development and
rebuilding health systems.

Global NM Workforce Situation
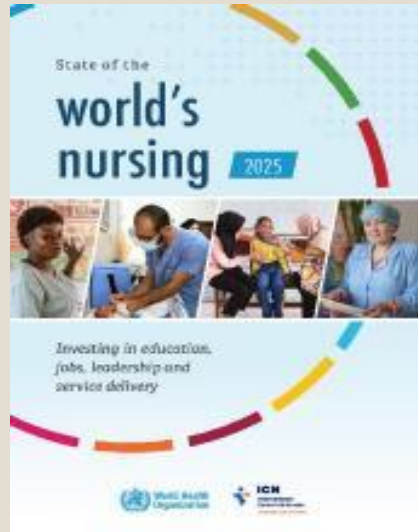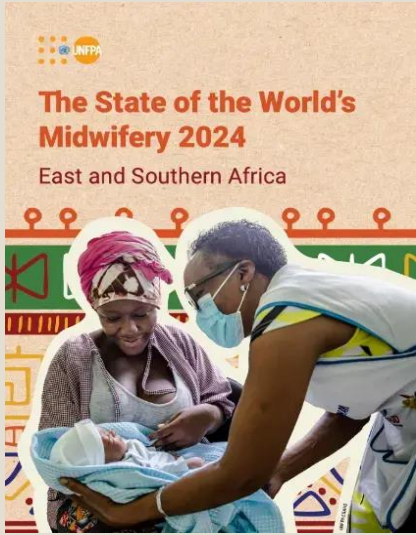
- There are 29 million nurses worldwide and 2.2 midwives. Still 4.5 million nurses and 0.31 million midwives shortage by 2030.

- Widen inequalities: 78% of nurses are in countries with 49% of world's population

- Persisting loss supply (attrition, retirement, migration)

- Inequalities in employment, distribution, competencies, wage and working environment

- Graduates not matched job opportunities

- 82% of countries has Chief Nursing/Midwifery Officer (CNO/CMO) but need requisite resources, political skills, authorities and decision making power

- Ineffective implementation of WHO Code of Practice on the International Recruitment of Health Personnel

NM Workforce a key for health systems strengthening, & the achievement of UHC-SDGs

International Nursing Research Conference , 3 Dec, 25

Factors Affecting Future Workforce and Development

○ National NM policy, plan and strategies

○ NM workforce planning –labour market lens

○ Quality educational institutes & curriculum

○ Competent faculty members

○ Digital working environment

○ Regulatory body (Council), NM Association

○ International migration, Pandemic/emerging diseases

○ External factors: National policy & investment, healthcare system,

  economic crisis etc.

Leader/Manager/ Administrator

ICN – ICM Messages

○ Advocate together with WHO & partners : Investment in nursing and midwifery (Health System Strengthening, UHC & SDGs)

○ Encourage countries to implement a Global Stratgeic Directions for Nursing and Midwifery 2021-2025 (extended to 2030 with latest data) : a roadmap to address shortage and a need for investment

○ International Nurses' day 2025 is "Our nurses. Our future. Caring for nurses strengthen economies." built from 2024 theme "Our Nurses. Our Future. The economic power of care".

○ International Day of Midwife (2025) is " Midwives: Critical in Every Crisis"

○ Workforce: Value added

Strengthening NM Workforce Research

(1) Advanced NM workforce digital data systems;

(2) Guide and support of professional organization and high level administrators;

(3) International workforce research network

Advanced Workforce Analysis and Digital Data Systems

o WHO advocates for country to have standardized workforce information system - which may include minimal data set of HWF for registries

o Minimum data set of HWF registry should be based on country specific needs. It includes: ID, full name, birth history, citizenship, country of residence & language, address, contact information, education & professional license and certification, employment status, employment address, data submission institution

o Accurate, timely data is essential for planning, national referral, training, records, regulation of practice, tracking of license

(WHO health workforce information system, Minimum data set, 2015)

Guide and Support of Professional Organization and High Level Administrators

- Policy directions on workforce research
- Provision of research funds, infrastructure and other supports
- Encourage and support the implementation of research findings
- Use of workforce-based evidence to advocate for policy

International Workforce Research Network

- To promote global knowledge and resource exchange
- To build collaborative research for stronger impact
- To drive global workforce policy, quality decision and good governance

Areas of NM Workforce Research

- Projection number of required workforce overtime with different policy scenarios
- Enabling and motivating factors for retention and strategies
- Strengthening leadership of senior on workforce management, enabling working environment, policy engagement and decision making
- Using of digital health technology on workforce performance and patient's outcomes
- Impact of investing in nursing and midwifery workforce development
- Values of nursing on health outcomes and economics
- Applications/tools for workforce management (scheduling, assignment, nurse-to-patient ratios, shift, leave, pay scale etc.)
- Evaluation of global policy implementation of WHO, ICN, and/or ICM policies.
- Innovative models for clinical education/practice and lifelong professional development

Etc.

Conclusion

◦ Timely data on NM workforce at the organization, national and global levels is crucial.

◦ Investment in NM workforce, economic of care, is imperative to achieve efficient, effective, resilient and sustainable health systems.

◦ Research on NM workforce is the must to provide strong evidence in shaping policy for better healthare systems and the achievement of UHC – SDGs.