

## Profiles of in-country knowledge brokers

### Introduction: contribution of knowledge brokers to the Joint Action

The Joint Action on health workforce planning and forecasting (from here onwards 'JA') aims to improve health workforce planning and forecasting mechanisms, which are recognized as crucial to support evidence based policy and to tackle expected HWF shortages. In particular the improvement of data collections and methodologies in Member States are expected to improve through participation in the JA.

The objective of the JA's dissemination work package (WP2) is to inform key stakeholders, and to engage them in using outcomes and output and to meet deliverables in order to make the JA as sustainable as possible. Not only should this lead to Increased interest in the outputs of the JA, but would also support the development (and expansion) of network for stakeholders in and across Member States.

To achieve this goal the JA will introduce in-country and professional knowledge brokers<sup>1</sup>. In terms of notion, in-country knowledge brokers would act as representatives of countries involved in the JA and professional knowledge brokers would act as representatives of European professional organizations within the JA. The network of these knowledge brokers will support the Joint Action and in-country developments related to health workforce forecasting<sup>2</sup> and planning<sup>3</sup> by:

- Acting as source of information to the Joint Action (e.g. the stakeholders analysis);
- Disseminating of JAs outputs and results;
- Supporting the development of national platforms with the relevant political personnel to maximize the impact of the JA and health workforce forecasting and planning in general.

### Promoting the JA and its results

The knowledge brokers are contributing to the active dissemination of information and materials produced by the Joint Action within their Member States and in-country or professional networks. In some cases this might be related to delivering contact (e.g. email) addresses of in-country or professional stakeholders, in other cases knowledge brokers might be invited to represent the Joint Action by presenting on the JA's behalf.

Participating Member States should benefit from the information and recommendations resulting from the JA communicated by the knowledge brokers.

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<sup>1</sup> Please note that this information is only relevant to in-country knowledge brokers. The professional knowledge brokers that are involved in the JA have largely a different profile.

<sup>2</sup> Health workforce forecasting: the technical exercise of calculating health workforce (split out in different professions) needs in terms of quantity and quality.

<sup>3</sup> Health workforce planning: the policy process using the input from the forecasting exercise resulting in policy decisions (e.g. decisions around training places)

## Providing key information to the JA

Knowledge brokers are not only ambassadors for the JA but also an important source for information. First of all they will be delivering input for the stakeholder analysis (WP2). In addition, a number of days need to be reserved for providing input for WP4, 5, 6 and 7.

## Supporting the development of national platforms for health workforce planning and forecasting

Improving the use of health workforce forecasting output is of key importance as to maximise the impact and sustainability of the JA and health workforce forecasting in general. In-country and professional discussions around planning – the activity in which forecasting outputs are used for policy or political decision making – are therefore supported by WP2. If interested, sharing of information and experiences between in-country and professional knowledge brokers around increasing national coordination and collaboration will be supported by EHMA within WP2 and WP7 activities.

## Managing the in-country knowledge brokers

The European Health Management Association (EHMA) will coordinate the network of in-country and professionals knowledge brokers. As such, the association

- will manage the requests from other work package leaders in the JA;
- will keep track of the time the knowledge brokers have been involved in the JA;
- will keep informed knowledge brokers on JAs outputs and results;
- will create a tool for sharing good practices within the in-country and professional knowledge brokers network;
- will support the input from the knowledge brokers.

## Profiles of the knowledge brokers

- Knowledge brokers do not need to be experts on health workforce data or methodologies but need to be well-informed on national policies and need to be aware of the current state-of-play on national workforce planning initiatives. They need to understand the (policy) implications related to workforce planning and forecasting;
- Knowledge brokers need to be connected to the most important players and relevant stakeholders in the system, and need to be able to gain support in improving workforce planning and/or forecasting;
- Knowledge brokers can be employed by their Ministry of Health or by any other institution, as long as they are able to bring health workforce both to a high political level and informing the most relevant actors;
- To master the English language at communicative level is one of the basic expectations that the knowledge broker should meet.

## Commitment

- Independent of the co-financing of knowledge brokers, knowledge brokers are expected to be involved for approx. 30 days in the next 3 years (10 days/year);
- Involvement includes participation in meetings, allocation of right target groups and stakeholders, delivering information, and disseminating results and information of the JA in-country.

## Application process

- The partners involved in the Joint Action are invited to suggest a knowledge broker to the network by sending the simple application form to the European Health Management Association ([paul.giepmans@ehma.org](mailto:paul.giepmans@ehma.org)) before Friday 3 May. The form is available by clicking here: <http://www.ehma.org/files/JAHWF-DOCWP2-120419-KBform-V2.docx>
- For larger and more decentralised Member States we recommend appointing an alternative knowledge broker as well.
- If that deadline is not met the contact person from the representing organisation of the Member States will be listed by default as a knowledge broker, as the knowledge brokers play an important role from the very start onwards.



*This Joint Action is co-funded by the European Union, in the framework of the Health Programme. Sole responsibility lies with the consortium and the Executive Agency is not responsible for any use that may be made of the information contained therein*