**Tool 12:** [**Checklist: Specify the content of Health and Care Workforce and Training collaboration**](#Tool11_15)

The questions and topics in this checklist are designed to help the project partners set up a cross-border collaboration project in the field of healthcare workforce and training and to draw their attention to specific issues related to the scope of the collaboration, stakeholders and project partners, the target group, organisational and legal issues, and financing.

Please go through the list and put a cross in the relevant field (‘yes’, ‘no’) if you have considered the criterion. Comments (e.g. reasons for non-consideration) can be entered separately.

| Topic | Criteria | To be considered | Comments |
| --- | --- | --- | --- |
| Yes | No |
| Scope | Why might the health workforce be an issue in terms of delivering health services to the regional population?* High specialisation grade of medical field (skills and grades)
* Mobility of health professionals
 |  |  |  |
| What is the reason for the shortage of healthcare professionals that we are looking for? |  |  |  |
| What options do we have to solve this problem? *(short, medium-term and long-term)* |  |  |  |
| Is the required workforce in another country/region available? Is it possible to employ healthcare professionals from the collaborating country?  |  |  |  |
| Are there any **alternative ways** to make up for the lack of healthcare personnel? * E-health options
* Is shifting professionals an option to achieve the required skill mix?
* Is staff sharing with the cooperating partner an option?
 |  |  |  |
| What specific skills and expertise are required to provide the healthcare services to the population? |  |  |  |
| What are the short-term (immediate), medium-term (intermediate) and long-term (ultimate) objectives? *e.g. ageing health workforce* |  |  |  |
| Stakeholder/project Partner | Which specific project partners are needed to be able to achieve the desired results? * *schools, universities, medical associations, professionals associations, public authorities etc.*
 |  |  |  |
| Target group | Who is addressed by the collaboration address? Who belongs to the target group? * Does the collaboration target patients in need of services or healthcare professionals?
 |  |  |  |
|  |
| Organisational and legal issues | Are foreign healthcare professionals allowed to provide these services based on their education? |  |  |  |
| What are the **legal requirements** in order to employ them? (e.g. approbation as physician) * What/and how long does it take to get diplomas of health professionals from other countries (the neighbouring region) recognised?
 |  |  |  |
| If **multilingualism** is an issue, how will we address this issue and can we ensure the availability of interpreters? |  |  |  |
| What other regulations or recommendations should be taken into account? *e.g. in terms of fairness. WHO Global Code of Practice* |  |  |  |
| Financing | **National funding** and/or EU funding possibilities (provider perspective)  |  |  |  |

Source: GOE FP

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Written by Gesundheit Österreich
Forschungs und Planungs GmbH

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