

Enhancing national capacities on Strategic OH&S Workforce Planning in the Baltic Sea region

Revised project proposal

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International
Labour
Organization

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internationale
du Travail

Organización
Internacional
del Trabajo



Rationale and Justification : Shortages of OH&S Expertise is due to lack of strategic OH&S workforce planning (SWP) and development

- Shortages of OH&S expertise – quantitative and qualitative – hinder prevention strategies, programs and plans from ensuring sustainable work ability for all
- OH&S workforce development addressed from education and training (supply) without providing evidence-based information on needs (and demand)
- Only few countries would have undertaken thorough national needs assessment for OH&S competencies and skills – concentration in the Baltic Sea region
- **No evidence found of Strategic OH&S Workforce Planning in OH&S policy dialogue**
- Daunting task for which there exist no « proven / off-the-shelf » methodology
- SWP undertaken on a participatory basis involving key stakeholders is more likely to provide relevant results and stimulate effective ownership of process and outcomes

FROM: St-Petersburg (presented 09/17)

To develop a methodology for undertaking national needs assessments for competencies and skills in occupational health (safety ?)

Immediate outcomes:

1. Country experiences in undertaking national needs assessments for competencies and skills in OH&S are identified and analysed
(Research)
2. A methodology for undertaking national needs assessments for competencies and skills in OH&S is developed as a collaborative effort between OH&S knowledge agencies, institutions, organizations and experts
(Development)
3. Results of country needs assessments are integrated into the strategic planning of OH&S capacity development by the governments in consultation with other relevant stakeholders
(Advocacy)

TO current thinking: Action-Oriented Project

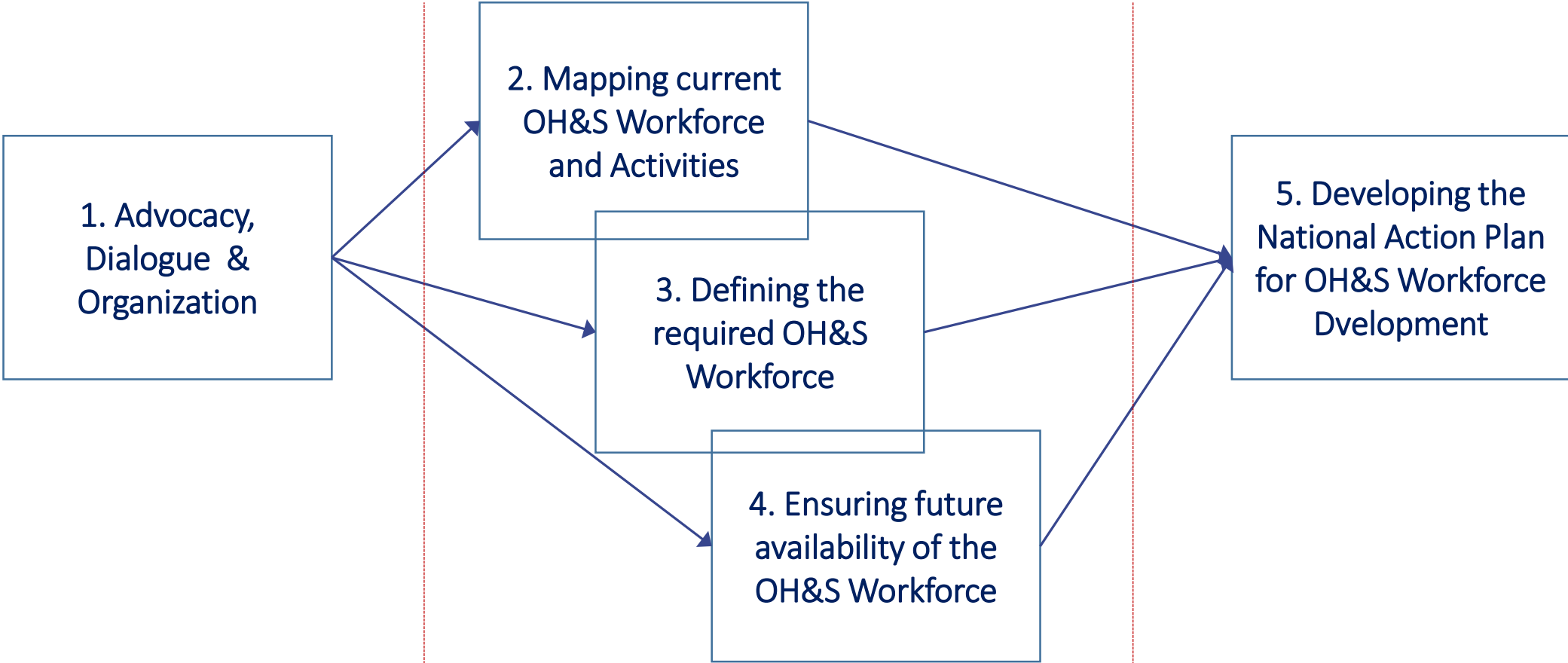
Enhanced national capacities to plan OH&S workforce development strategically

Immediate outcomes:

1. Key stakeholders collaborate in a national strategic OH&S workforce planning initiative
(Advocacy & Momentum Building)
2. OH&S workforce profile and current activities are used as baseline for strategic planning
(Research & Development)
3. The required competencies and skills of the OH&S workforce are defined and shared
(Research & Development)
4. Capacity development needs of education and training institutions are acknowledged
(Research & Development)
5. OH&S workforce development needs are reflected in national action plans *(Development)*

Action-research and development objective :

Enhanced national capacities to plan OH&S workforce development strategically



Revised immediate objectives:

1. Key stakeholders collaborate in a national strategic OH&S workforce planning initiative

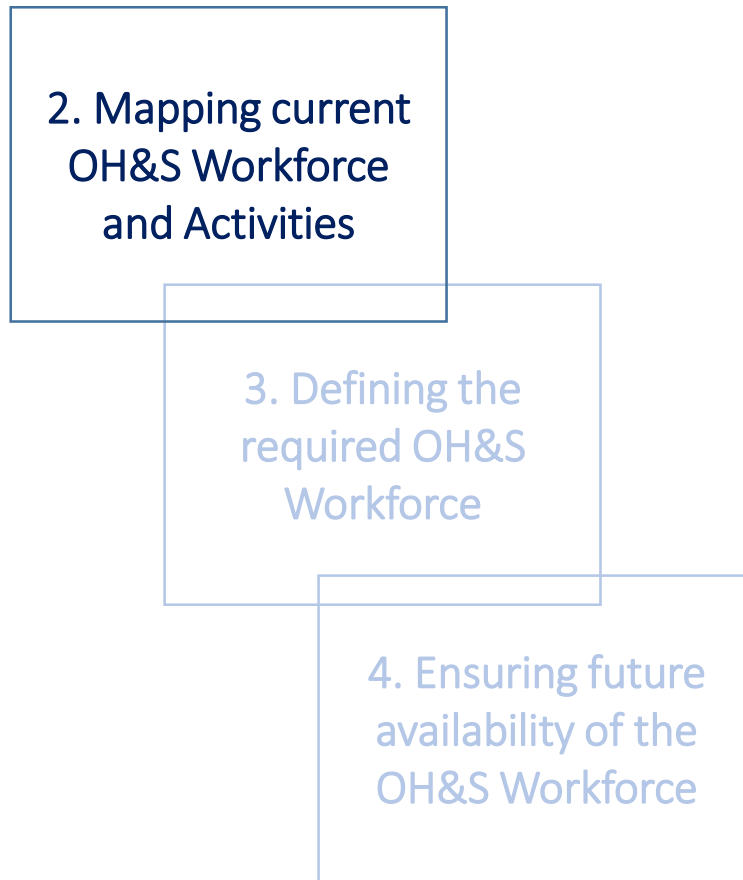
1. Advocacy,
Dialogue &
Organization

1. Main Deliverables and Activities:

- A. National « Round-Table » on Strategic OH&S Workforce Planning needs
- B. National Steering Committee (NSC)
- C. National Technical Working Groups (TWGs)
 - I. Surveying current OH&S workforce and activities
 - II. Current competencies and skills of health professionals
 - III. Current competencies and skills of technical professionals
 - IV. Current competencies and skills of HR & Mngt professionals
- D. Comprehensive literature review

Revised immediate objectives:

2. OH&S workforce profile and current activities are used as baseline for strategic planning

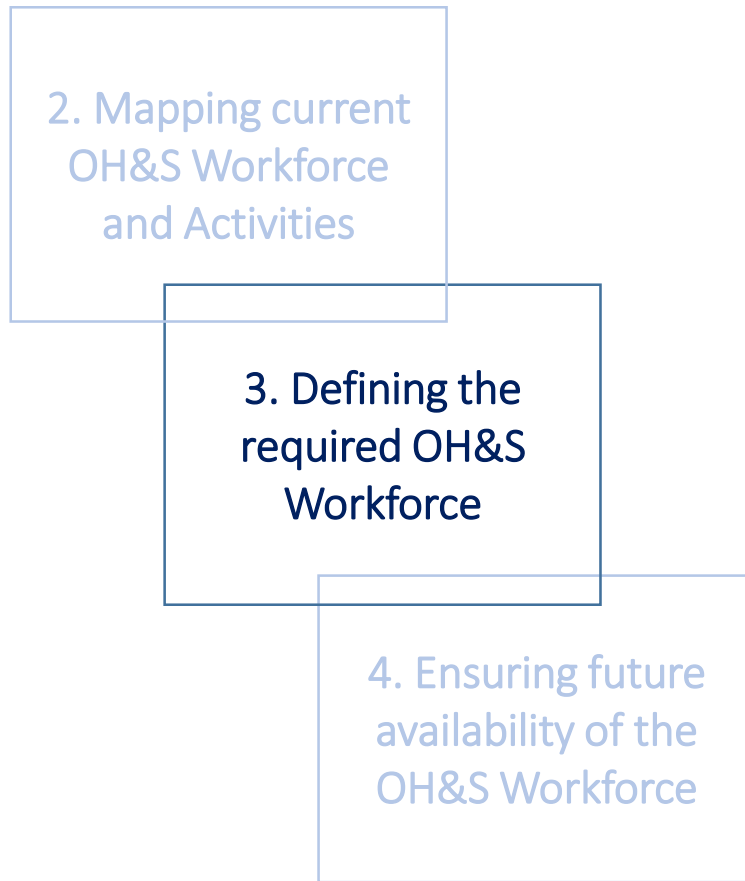


2. Main Deliverables and Activities:

- A. Report of TWG-I on OH&S profile and activities
- B. Reports of TWG II, III & IV on current competencies and skills
- C. National stakeholders' meeting to validate the report on OH&S workforce profile and activities
- D. Report on the analysis of stakeholders' consultation on OH&S workforce development needs

Revised immediate objectives:

3. The required competencies and skills of the OH&S workforce are defined and shared



3. Main Deliverables and Activities:

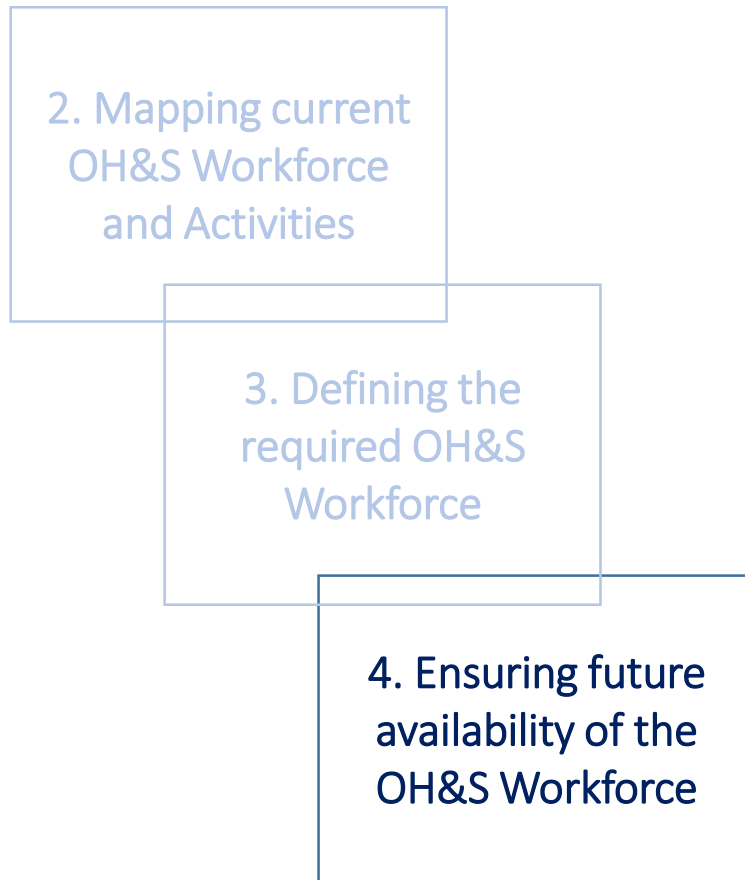
- A. Reports of the national TWGs on competencies and skills of OH&S professionals (Health; Technical / Engineering; HR / Management)
- B. Regional stakeholders' meeting to discuss the reports of TWGs
- C. Report on the required OH&S workforce in the Baltic Sea region

(possibly – to be discussed)

- D. International symposium on defining the required competencies, skills and quantity of the OH&S workforce of the future
- E. Harmonized framework for core competencies and skills of the OH&S workforce in the Baltic Sea region

Revised immediate objectives:

4. Capacity development needs of education and training institutions are acknowledged



4. Main Deliverables and Activities:

- A. National reports on the provision of education and training of the OH&S workforce (health, technical and managerial)
- B. Report on a cross-cutting analysis of the national provision of education and training of OH&S workforce in the BS region
- C. Report on the gap analysis between the required OSH&S workforce (3.C.) and the provision of education and training for OH&S professionals (health, technical and managerial)
- D. Regional stakeholders' meeting to discuss the findings of the gap analysis and formulate recommendations

Revised immediate objectives:

5. OH&S workforce development needs are reflected in national action plans

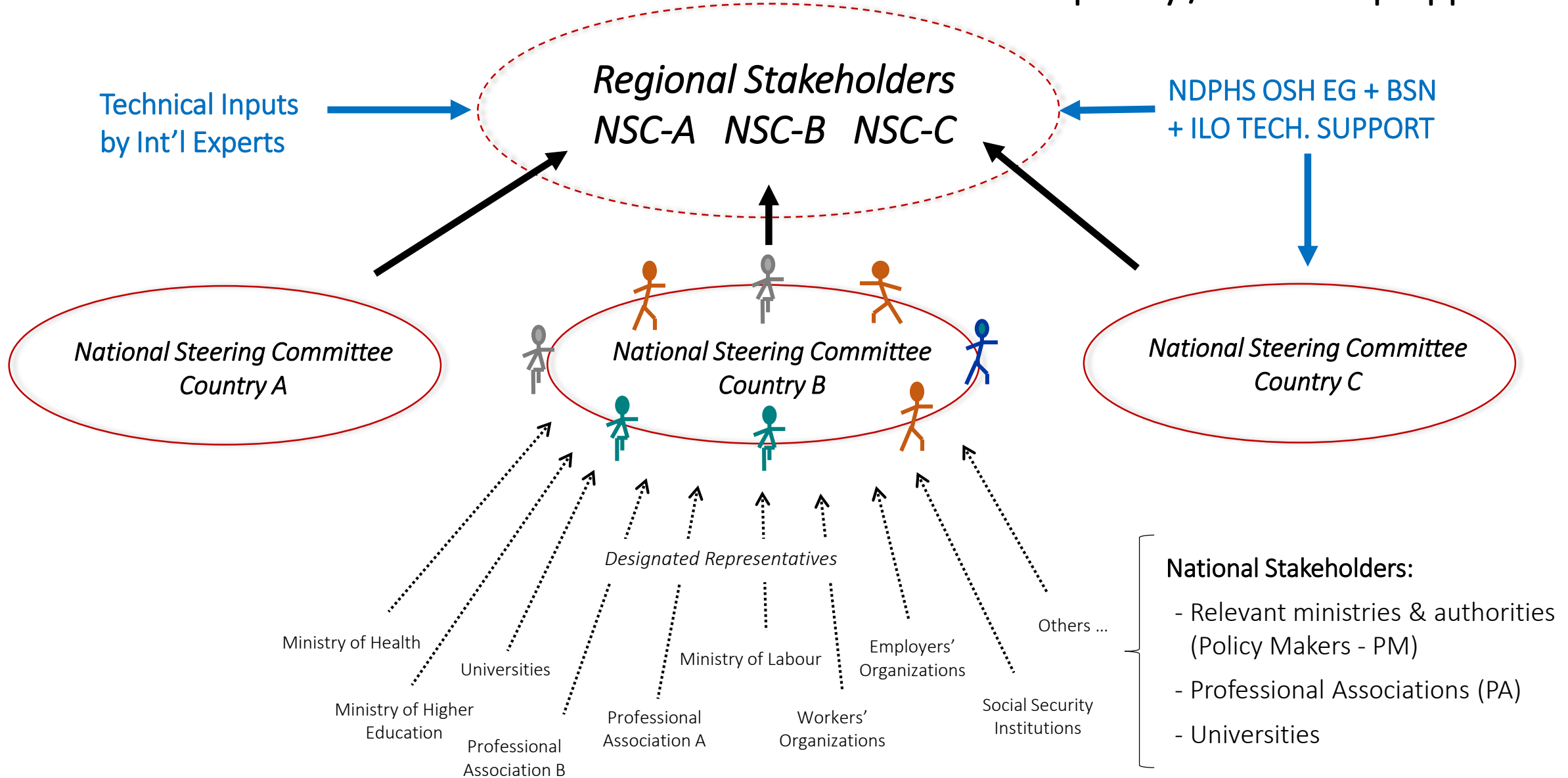
5. Main Deliverables and Activities:

**5. Developing the
National Action
Plan for OH&S
Workforce
Development**

- A. National stakeholders' workshop on priority setting for OH&S workforce development
- B. National Action Plans for OH&S workforce development
- C. Multiple case-study report on national strategic OH&S workforce planning processes and outcomes

Participatory / Bottom-up Approach

Participatory / Bottom-up Approach



Key challenges ahead:

Political:

- Confirming interest and participation of countries, which ones?
- Leadership at national level with Ministry primarily responsible for OH&S
- Identification and effective participation of national key stakeholders
- Incorporating project goals into existing national OH&S strategy and plan

Operational:

- Clarifying the roles of NDPHS OSH EG and of BSN in the project implementation
- Implementation country level work through sub-contracting local organizations
- Synchronizing project activities at country level given country specific implementation challenges and varying speed of execution

Open Discussion

- 1. How relevant is the change from developing a methodology to enhancing capacities to plan OH&S workforce development? Is it a better project idea?*
 - Is there a demand in the BS region for Strategic OH&S Workforce Planning?*
- 2. How realistic is it for the NDPHS OSH EG to propose (and lead?) a project going beyond technical matters and engaging into policy development work?*
- 3. How many countries should be targeted initially?*
- 4. Who can (and who wants) to promote the project to their government?*
- 5. What other critical aspects should be considered in the project design?*