

HUMAN RESOURCES | COURSE BROCHURE

Workforce Planning for Healthcare Organisations

5 days | Classroom training | English

SMART HORIZON

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Course content

Why attend

Hospitals and health systems face chronic shortages of nurses, doctors and specialist staff while demand keeps rising. This course teaches healthcare workforce planning: forecasting service demand, modelling staffing requirements and skill mix, planning recruitment, training pipelines and retention, and using workforce data to guide decisions.

Staffing gaps directly affect patient safety and staff burnout. You will learn structured methods to plan the healthcare workforce for the years ahead.

Professional Problems This Course Is Designed to Solve

• Difficulty translating subject knowledge into practical workplace decisions.
• Inconsistent approaches to the activities covered in the course outline.
• Lack of a structured plan for applying and reviewing new skills.

Course methodology

Healthcare case studies, staffing model exercises, scenario planning workshops and data analysis practice.

Course objectives

By the end of this course, participants will be able to:
• Explain healthcare workforce planning principles
• Forecast service demand and activity
• Model staffing requirements and skill mix
• Plan recruitment, education and retention
• Use workforce data and indicators
• Present workforce plans to leadership

Target audience

This course is suitable for:
• Healthcare HR and workforce planners
• Nursing and medical directors
• Hospital managers
• Health ministry planning staff
• Healthcare finance professionals



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Target competencies

Participants will develop competencies in:

- Workforce modelling
- Demand forecasting
- Skill-mix design
- Retention planning
- Data-driven decisions

Course outline

Day 1: Healthcare Workforce Context

09:00–10:08	Global workforce shortages
10:08–11:00	Workforce planning cycle
11:00–11:30	**Coffee break**
11:30–11:45	Workforce planning cycle (continued)
11:45–12:53	Stakeholders
12:53–14:00	Case study

Day 2: Demand Forecasting

09:00–10:08	Population and service demand
10:08–11:00	Activity drivers
11:00–11:30	**Coffee break**
11:30–11:45	Activity drivers (continued)
11:45–12:53	Scenario planning
12:53–14:00	Exercise

Day 3: Staffing Models

09:00–10:08	Staffing ratios and acuity
10:08–11:00	Skill mix and new roles
11:00–11:30	**Coffee break**



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11:30–11:45	Skill mix and new roles (continued)
11:45–12:53	Rostering implications
12:53–14:00	Workshop

Day 4: Supply Strategies

09:00–10:08	Recruitment and international hiring
10:08–11:00	Education pipelines
11:00–11:30	**Coffee break**
11:30–11:45	Education pipelines (continued)
11:45–12:53	Retention
12:53–14:00	Exercise

Day 5: Using Workforce Data

09:00–10:08	Indicators and dashboards
10:08–11:00	Presenting plans
11:00–11:30	**Coffee break**
11:30–11:45	Presenting plans (continued)
11:45–12:53	Monitoring delivery
12:53–14:00	Action plan

The timings provided are estimates and may vary depending on the number of participants and the discussions taking place during the sessions. They are indicative only and do not constitute a binding commitment.



Course content

Dates, venues and fees

Current published course plans. Fees are per participant in EUR, excluding unconfirmed taxes.

Venue	Start date	End date	Fee (EUR)
Vienna Confirmed dates	9 Nov 2026	13 Nov 2026	**€2,940.–**
Online Confirmed dates	9 Nov 2026	13 Nov 2026	**€1,250.–**
London Confirmed dates	30 Nov 2026	4 Dec 2026	**€2,450.–**
Online Confirmed dates	30 Nov 2026	4 Dec 2026	**€1,250.–**
Barcelona Confirmed dates	4 Jan 2027	8 Jan 2027	**€2,840.–**
Online Confirmed dates	4 Jan 2027	8 Jan 2027	**€1,250.–**
Amsterdam Confirmed dates	18 Jan 2027	22 Jan 2027	**€2,540.–**
Online Confirmed dates	18 Jan 2027	22 Jan 2027	**€1,250.–**
Vienna Confirmed dates	8 Feb 2027	12 Feb 2027	**€2,940.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	8 Feb 2027	12 Feb 2027	**€1,250.–**
Dubai Confirmed dates	1 Mar 2027	5 Mar 2027	**€3,150.–**
Online Confirmed dates	1 Mar 2027	5 Mar 2027	**€1,250.–**
Paris Confirmed dates	22 Mar 2027	26 Mar 2027	**€2,860.–**
Online Confirmed dates	22 Mar 2027	26 Mar 2027	**€1,250.–**
Dubai Confirmed dates	12 Apr 2027	16 Apr 2027	**€3,150.–**
Online Confirmed dates	12 Apr 2027	16 Apr 2027	**€1,250.–**
Kuala Lumpur Confirmed dates	26 Apr 2027	30 Apr 2027	**€1,450.–**
Online Confirmed dates	26 Apr 2027	30 Apr 2027	**€1,250.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Rome Confirmed dates	17 May 2027	21 May 2027	**€2,450.-**
Online Confirmed dates	17 May 2027	21 May 2027	**€1,250.-**
Cape Town Confirmed dates	7 Jun 2027	11 Jun 2027	**€1,890.-**
Online Confirmed dates	7 Jun 2027	11 Jun 2027	**€1,250.-**
Dubai Confirmed dates	28 Jun 2027	2 Jul 2027	**€3,150.-**
Online Confirmed dates	28 Jun 2027	2 Jul 2027	**€1,250.-**
Istanbul Confirmed dates	19 Jul 2027	23 Jul 2027	**€2,650.-**
Online Confirmed dates	19 Jul 2027	23 Jul 2027	**€1,250.-**
Rome Confirmed dates	2 Aug 2027	6 Aug 2027	**€2,450.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	2 Aug 2027	6 Aug 2027	**€1,250.-**
Cape Town Confirmed dates	23 Aug 2027	27 Aug 2027	**€1,890.-**
Online Confirmed dates	23 Aug 2027	27 Aug 2027	**€1,250.-**
Rome Confirmed dates	13 Sept 2027	17 Sept 2027	**€2,450.-**
Online Confirmed dates	13 Sept 2027	17 Sept 2027	**€1,250.-**
Barcelona Confirmed dates	4 Oct 2027	8 Oct 2027	**€2,840.-**
Online Confirmed dates	4 Oct 2027	8 Oct 2027	**€1,250.-**
Cape Town Confirmed dates	25 Oct 2027	29 Oct 2027	**€1,890.-**
Online Confirmed dates	25 Oct 2027	29 Oct 2027	**€1,250.-**



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Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
London Confirmed dates	8 Nov 2027	12 Nov 2027	**€2,450.-**
Online Confirmed dates	8 Nov 2027	12 Nov 2027	**€1,250.-**
Frankfurt Confirmed dates	29 Nov 2027	3 Dec 2027	**€2,650.-**
Online Confirmed dates	29 Nov 2027	3 Dec 2027	**€1,250.-**

Plan your next step

Dates, availability, exact venue, taxes, inclusions and payment terms require written confirmation. This brochure is not a quotation, registration, booking confirmation or visa invitation. Participants receive a Smart Horizon certificate of attendance; programmes are not externally accredited and do not award a professional qualification or designation. Confirm arrangements before booking travel.

For group or in-house training, contact our learning team to discuss your objectives and delivery arrangements.

Contact Smart Horizon

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