



The Joint Action HEROES: HEalth woRkfOrcE to meet health challenges

Lisa Baldini

baldini@agenas.it

Project Manager



AGE.NA.S – National Agency for Regional Health Services

Timeline



PREDECESSORS

- EU-wide analysis, expert networks and good practices on HWF planning and forecasting
- Minimum Data Set for HWF planning purposes
- The development and implementation of HWF planning systems at the national level

General Information

OBJECTIVE

- To improve MSs capacity to **plan for their health workforce** so to ensure accessibility, sustainability, and resilience of healthcare services.

PARTNERS

- 19 European Countries + Stakeholder Associations
- TOT: 51 Partners

BUDGET

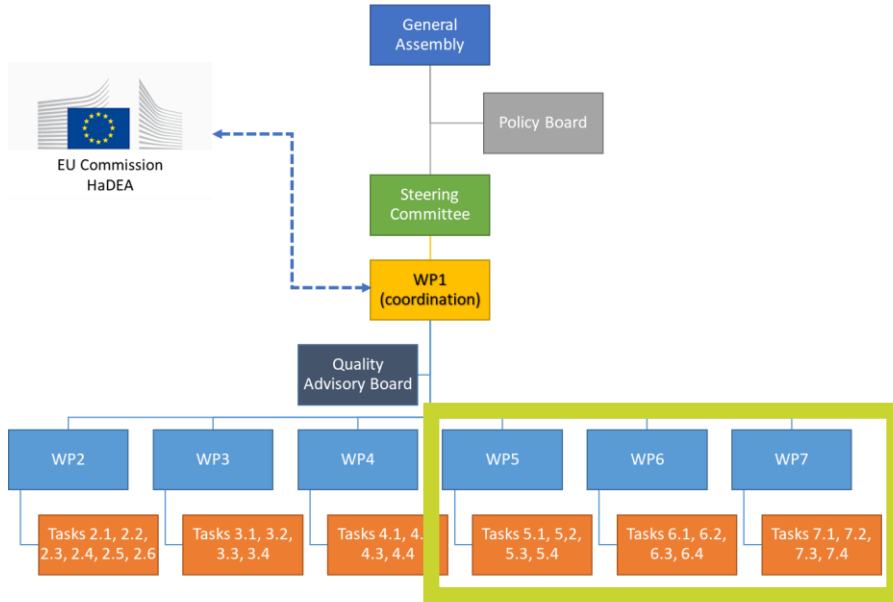
- 8,7 mln euros
- 7 mln co-funded by EU

TIMEFRAME

- 1 Feb 2023 → 31 July 2026



Learning clusters



WP5
Italy, Greece, Norway,
Portugal, Spain, Sweden,
Ireland

WP6
Croatia, Hungary,
Lithuania, Poland,
Slovenia

WP7
Belgium, Czechia,
Estonia, Germany,
Malta, The Netherlands,
Slovakia

FOCUS

Challenges

- Shortages
- Maldistribution
- Skills mismatch
- ...

HWF planning

- Labour market inflows-outflows
- HWF practice regulation
- Skill-mix
- Task shifting
- ...

FOCUS

- HWF data
- Planning process and forecasting tools
- “Planners” skills
- Stakeholder involvement

Task 1. Optimize planning **data and sources**

Task 2. Optimize planning **models and tools**

Task 3. Development and improvement of **skills and abilities** of the staff in charge of **HWF planning**

Task 4. Optimize **stakeholder involvement**

PROJECT STEPS



REPORTS including:

- **AS-IS** reports
- **Cross-Country** comparison
- **Cross-Cluster** comparison

ACTION PLANS including:

- **Objectives** to reach
- Defining **implementation strategies** and **timelines**

In progress:

- **Action Plans** – Data, Models, Skills
- **Policy Dialogues** at national and EU level
- **International mutual learning**
- **Sustainability process**

The impact of HEROES – *Mutual Learning*

[illegible]

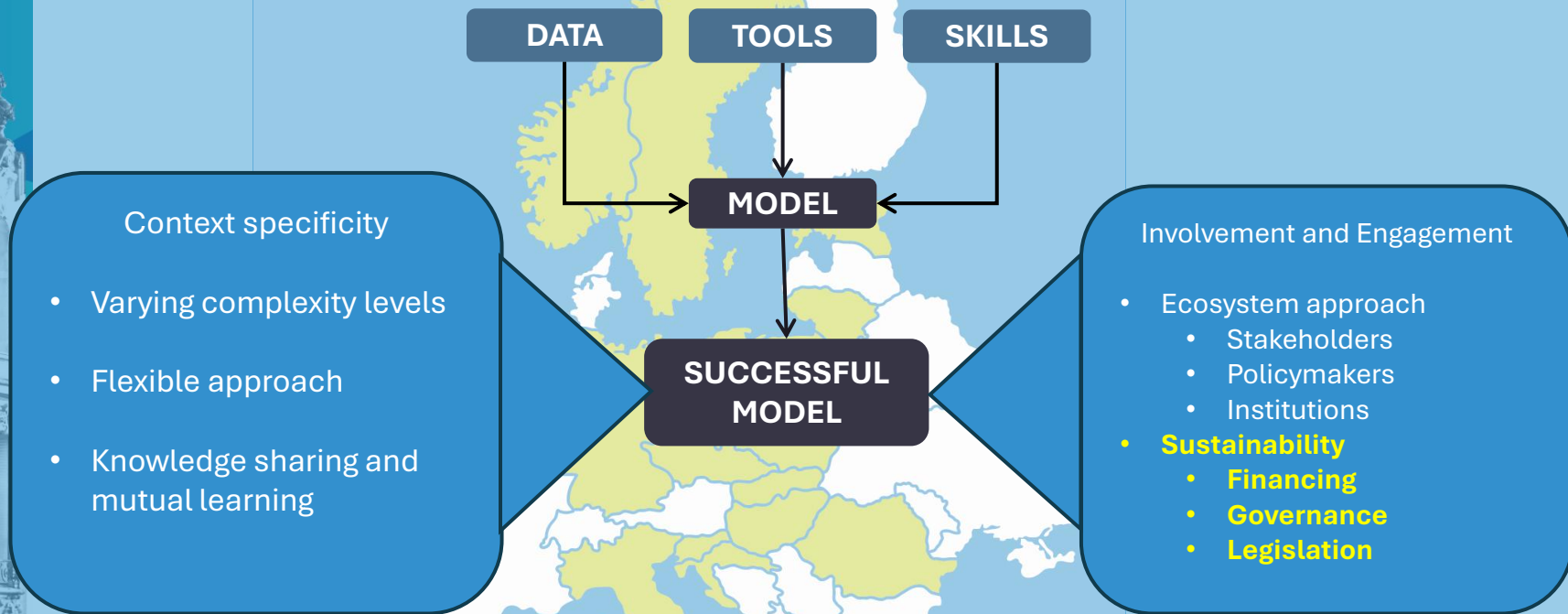
The impact of HEROES –

Mutual Learning



- 17 countries are planning and/or have activated bilateral meetings and activities to learn from their respective HWF planning systems
- A total of 31 different bilateral pairings are being established at this time, with more to come

Features of a successful HWF planning model



What is the future of HEROES?

Alignment

Building Shared Foundations

- *Harmonizing data, models*
- *defining common standards (AMDS)*
- *common playbook for success*

Improvement

Innovating for Tomorrow's Challenges

- *embracing innovation*
- *enhancing data and model quality*
- *preparing for technological shifts and evolving dynamics*

Sustainability

Embedding Planning into Policy

- *Planning as a core policy priority*
- *Adequately funded, governed, and integrated into national health ecosystems*
- *Open dialogue between policymakers and planners*

Alignment

- Maintaining and expanding the network of practitioners and experts in Health Workforce Planning
- Development of the **Advanced minimum dataset (AMDS)** for HWF Planning
- Defining and sharing basic model characteristics for HWF Planning
- Defining and sharing basic skills for HWF planning



Building on NIVEL's established expertise and **foundational forecasting model**, a number of countries are working with them to apply it to their context

Malta has officialized a bilateral partnership and is actively implementing the NIVEL model

Croatia has officialized a bilateral partnership and is receiving dedicated training for planning skills



Semmelweis University has developed the **AMDS, Advanced Minimum Dataset** for HEROES partners

Improvement

- Improving the available data both in terms of depth and quality
- Improving existing models for HWF planning and introducing more variables, including better indicators for demand and more qualitative variables
- Refining both general/soft and technical skills for HWF planning



Italy is creating a unified national HWF information system, and aiming to improve its forecasting model with improved demand indicators and forecasting of single medical specialties



Estonia is reforming their planning system from a more fragmented process to a central, national forecasting model, with a 1st iteration having been developed



Sweden is in the process of proposing a new framework for HWF forecasting and planning called the Capability Framework, aiming to go beyond planning for individual professionals and creating a framework that considers the full range of team capabilities needed for desired outcomes

Sustainability

- More involvement of policy makers in the planning process and open communication between them and planners
- Implementing practices in the national context and ensuring funding and policy implementation of planning units/systems



Czechia is establishing a dedicated and funded HWF planning unit within their institutions



Germany performed a feasibility study to implement their first national HWF forecasting model, and has interlaced it within the already established qualifications and occupation projections for the German Labour market, and a HWF monitoring process within the Ministry of Health



Lithuania implemented the national "Competence Platform" for their HWF data and amended legislation to oblige health care institutions to provide and update employment data in a unified system

**Planning is not just
numbers..**

It's about people...



- fostering collaboration
- embracing innovation and
- anchoring our efforts in policies

For more information



www.healthworkforce.eu



heroes@agenas.it



[Home](#) [About us](#) [Results](#) [News & Events](#) [Contacts](#) [SEPEN Archive](#) [JAHWF Archive](#)



HEROES Joint Action (HEalth woRkforce to meet health challEnges), is dedicated to be a worthy successor of the JA Health Workforce and the SEPEN Joint Tender. These projects have achieved important results in the field of planning and forecasting of health workforce in the recent years.

Continuity is indicated in this website as HEROES JA took over healthworkforce.eu serving as a guiding platform of the health workforce field, where results of the previous projects remain also available.





THANK YOU



THE JOINT ACTION HEROES: «Health workfOrce to meet health challengeS»

Lisa Baldini
baldini@agenas.it
Project Manager

