



HEALTH FIRST
EUROPE

Upskilling and reskilling of Europe's Healthcare Workforce

2 December 2021

Health First Europe – Who we are?

22

Member organisations

Academics, Healthcare professionals, Patients, Hospitals, Medtech Industry



30 November 2021 | FIRST

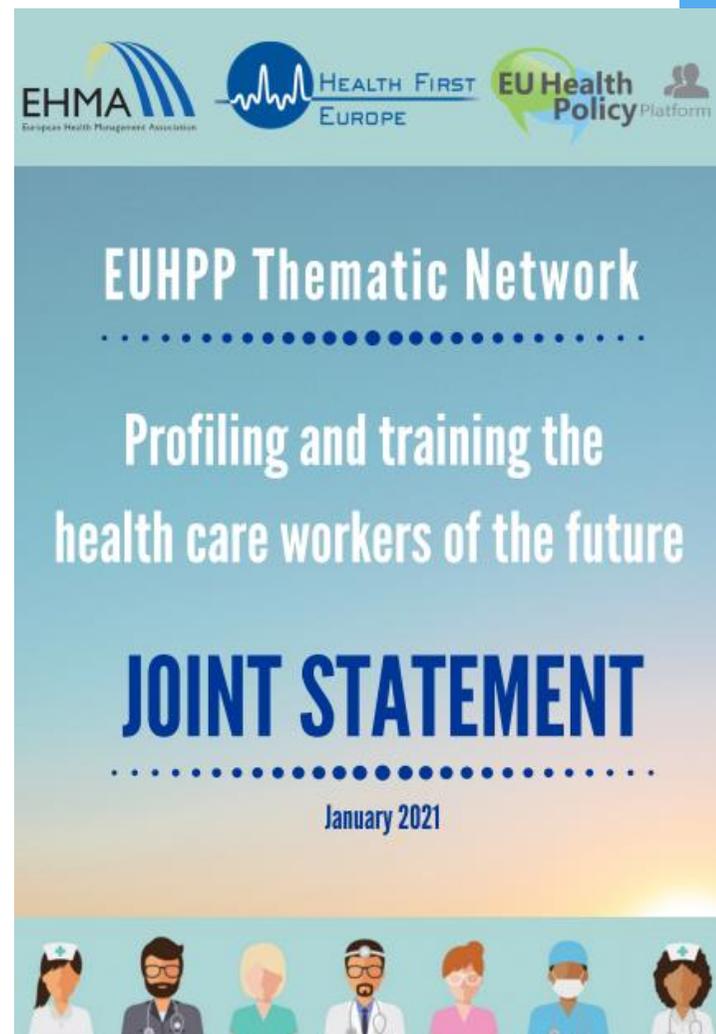
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Improve healthcare through innovative solutions



EUHPP Thematic Network

- In 2020-21, **HFE and the European Health Management Association jointly coordinated** an EU Thematic Network on ‘Profiling and training the health care workers of the future’.
- The Thematic Network had
 - more than 31 contributors across European health and care systems
 - the relevant experience to inform a policy discussion and to define the barriers and incentives to promote the education, training and upskilling of the health workforce.
- **Our Goal:**
 - Support the Commission and Members States in profiling future healthcare workers’ needs and **identifying and improving their core competencies** in light of anticipated future healthcare needs.
- **Result:**
 - A **Joint Statement** that shows the **skills required for the workforce of the future** and the **role of healthcare professionals in promoting data-driven innovation.**



Policy Recommendations

The survey and the case studies in the report pick up several key challenges that would help to shape the workforce of the future, re-think education programmes and boost retention rates.

Improve the **attractiveness** of the healthcare industry to new employees

- **Create EU curricula for healthcare professionals** and common definitions of professions and specialisations across Europe
- **Include digital literacy and skills** along with patient-centred care and multidisciplinary skills **as core competences in undergraduate training programmes**
- **Widen access to healthcare occupations** for people without degree-level education, using on-the-job training and development
- **Develop new programs to easily integrate new healthcare workers** considering the evolving needs of healthcare professions
- **Recognise the value and role of emerging professions** such as biomedical engineering to specialised nurses, new digital health professionals and health care assistants

Policy Recommendations

- **Improve staff retention rates:**

- Foster a focus on adaptability in healthcare professionals' education:
 - **Introduce flexible post-initial education** and enable individual customisation
 - **Generate more opportunities abroad** focusing on digital solutions and AI technologies
 - **Invest in cross-border eLearning opportunities** and multinational research programs to allow professionals to develop new skills not offered in their national programmes
 - **Short term visits to different health care facilities** in order to accelerate the sharing of best practices
- **Maximise the use of European funding instruments** to support actions to tackle health workforce shortages and create EU training programmes and a solidarity scheme

EU Stakeholder Network

Profiling and training the health care workers of the future



Since the joint Statement, we have **transitioned the thematic Network** into an official **EU Stakeholder Network**.

The newly created stakeholder network continues to:

- Exchange examples of best practices;
- Exchange news on related research;
- Scale-up the activities of the network to strengthen the evidence base;
- Build on its previous work to identify more concrete areas for action by health authorities to support pan-European collaboration in the upskilling and reskilling of the health workforce.



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**What would your
priorities for skills
and training be?**





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Thank you