



**CONFERENCE “Health &Ageing sector investment, European funds and Human Resources: the post 2020 perspective” 18-19 JANUARY 2018, ROME**

ProMIS – Programma Mattone Internazionale Salute - and the Ministry of Health, with the support of CHAFAEA - the executive agency of the European Commission that finances system actions in the health sector, organized on 18<sup>th</sup> and 19<sup>th</sup> January 2018 in Rome, an international event on the prospects of investment, development and innovation of human resources operating in the health field. The two days overall have seen the participation of more than 100 people from public and private organizations, both from Italy and other member States. Actually, the main focus of the event was on European policies for the development of digital skills as a ' response ' to the introduction of new technologies in the field of health systems.

According to European Commission estimates, 44% of the population in Europe has insufficient digital skills, 73 million people do not possess any. At the same time, 37% of the workforce has insufficient skills and 26 million do not own any. In Italy the numbers are even less comforting.

The conclusions of the 2017 European Commission report (Companion Report 2017) highlight how, especially with the introduction of digital technologies, health promotion and disease prevention pave the way to health care systems that are always more efficient and effective. The strongest role of primary care leads patients in the health system more incisively and, above all, helps to avoid unnecessary wasting with a consequent positive impact on the economies of the entire system. According to the report, it is necessary to redesign the services that offer digital solutions and proactive planning in terms of healthcare workforce, to make the system resilient. What are the objectives of the European Commission? Modernizing education and training dedicated to health professionals and re-orienting the funds available to support digital skills. In the period 2018-2020 the European Commission will support a specific pilot initiative to offer paid internships of 4-5 months in the digital field to 5000/6000 graduate students. By the year 2019, he will define a digital health CV that will be valid for all states.

Chafea's representative explains how Union policy should be complementary to the national one, to achieve shared goals and challenges such as: improving health care planning and forecasting, anticipating future skills needs and improving professional development through on going training. The results of the Health Program as a "door opener" for action at the national level are 1) a manual on health personnel planning methodologies in which the planning systems already implemented in the EU countries are analyzed and related good practices; 2) the European Healthcare Structural Fund (ESIF).

The representative of the World Health Organization has reinforced the data of the European Commission specifying that - from the studies carried out in the last five years - health workforce investments have been insufficient. The situation is worsened by the reticence of the staff (73%) to the use of new health-care methods that involve the introduction of health technologies. The challenge, therefore, seems to be not

only an ad hoc training but also a change of mentality in a system that evolves and has to keep up with those who work in the system.

Furthermore, the Organization for Economic Cooperation and Development presented a feasibility study conducted in 2017 on the assessment of the skills of health personnel. The study highlights how the lack of skills generates completely negative economic dynamics in the provision of health services. Examples are: poor communication with patients, ineffective teamwork, the use of a large number of staff for routine work and the inefficient use of technology. As a matter of facts, we are talking about transversal skills.

The event had also a whole session dedicated to sustainability policies in the field of health personnel and the development of digital skills in Italy. Several speakers have been appointed to plan strategies for the country system, with a look at the future of these professions. What are the starting data? Italy is lacking in managerial culture and awareness: in fact, 50-year-old managers are not digital natives. How is the sustainability of the workforce implemented? With an important economic commitment, through a cultural promotion within all sectors and with the full cooperation of the citizen himself. The development of digital skills between healthcare professionals and citizens is increasingly necessary. In this session, the reflection brought by the Directorate General of the health professions of the Ministry of Health has as a positive and stimulating element which focuses on the current transformation of the national health system and on the need for the global charge of the patient by the health professionals. Actually, the hospital is still today a reference centre for programmed care and not for chronicity; for this reason the answer must come from the territory. The taking charge before and after the patient's passage to the hospital and an adequate response from the territory entail an "interdisciplinary" and "interdepartmental" assistance and workload. Teamwork today takes advantage of digital healthcare and, as a result of this, the professional must be able to use digital tools. The need of intervention from basic training is clear. There is a need to introduce training elements in digital health care in formal training courses, in order to "produce" future professionals able to use e-health tools such as e-recipe, electronic health recorder and telemedicine.

Finally, we can say that there are all the elements of evaluation for decision-makers; now is necessary a serious reflection on the objectives of digital health and on the relative training courses dedicated to health professionals in order to standardize the answers that citizens expect.

All the slides presented by the speakers are available at the following link:

[http://www.promisalute.it/servizi/eventi/cerca\\_fase03.aspx?ID=2799&categoriaVisualizzata=2](http://www.promisalute.it/servizi/eventi/cerca_fase03.aspx?ID=2799&categoriaVisualizzata=2)