

Strategic Workforce Enhancement & Investment: Technical Support Instrument:

The Italian EU Resources Hub for
sustainable investing in health: a case
study on health workforce and smart
programming tool using AI

Madrid 29 -30 January 2026





Presidenza del Consiglio dei Ministri
Dipartimento per gli Affari Europei



Buongiorno tuti!
Buenos dias a todas!

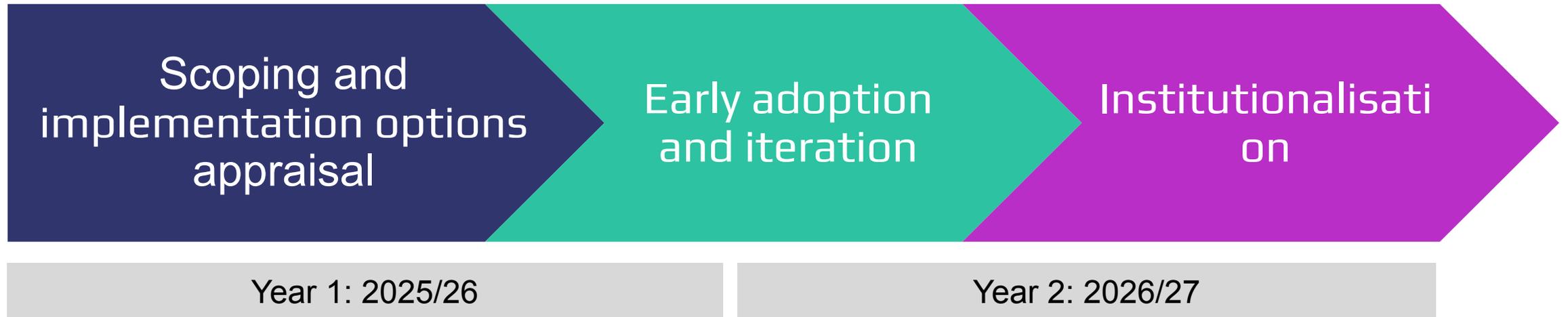


TSI: The Italian EU Resources Hub for sustainable investing in health

Project objectives

Support the implementation of the framework for workforce reform	Finalisation of a comprehensive Framework for Italian Health Workforce Reform
	Implementation of the Italian Workforce Reform Framework and capacity building
	Evaluation, institutionalisation, and sustainability
Support the development of a 'hub' for health workforce investment in Italy	Development of an Italian Health Hub to align strategic investment in health . Including:
	Implementation of the National Plan for Governance and Italian participation in European Global Health Initiatives
	Project(s) involving selected regional authorities
	Evaluation, institutionalisation, and sustainability

Project Phasing



Description of the Needs

- This framework serves as a mechanism for renovating a complex structure.
- In six critical areas, focusing
- *legal foundations* (regulatory framework)
- *tools* (digitalisation/AI)
- improving the *intake* and *retention*
- necessary to sustain the Italian health system.

Technical Working Groups



Cross-Cutting Needs

- Stronger vertical coordination (State–Regions).
- Integration across education, labour, and health sectors.
- Evidence-based policymaking and peer learning (esp. with Spain).

Priorities: National Plan for Governance and Italian Participation in European Global Health Initiatives

Activities

- Strengthening governance and policy synergy
- Promote coordinated national actions as part European Health initiatives
- Strengthen Italian Contributions to European and international organisations

Objectives

- Deliver better health outcomes across a citizen's life course
- Strengthen health systems and advance universal health coverage
- Fighting health threats including pandemics and anti-microbial resistance



Priorities: Italian Framework for Workforce Reform

Objectives

- Increasing the attractiveness of health careers
- Reorganising health professional profiles
- Certification of competencies
- Retaining health workers in the NHS
- Recruitment of International Health Workers
- Digitalisation and AI tools

Common themes and critical enablers

- **Strong, multi-level governance alignment**

- Both initiatives strengthen coordination across EU, national, and regional levels to ensure coherent policy and implementation.

- **Shared resilience and workforce goals**

- Each prioritizes building a more resilient health system by investing in a sustainable, capable, and well-planned workforce.

- **Strong EU strategic coherence**

- The National Plan and TSI Hub both align closely with European strategies, frameworks, and joint initiatives.

- **Coordinated investment and planning**

- Emphasis on better use of national and EU funds through structured planning and investment alignment.



Vision of the Healthcare Investment Hub

- **A strategic national platform that strengthens how Italy invests in health and the health workforce**
 - **Align investments with national priorities** by connecting reforms, funding, and long-term workforce needs.
 - **Coordinate national, regional, and autonomous provinces' efforts** to ensure coherent and equitable resource allocation.
 - **Enable strategic access to EU funds** through a unified structure that improves planning, application, and utilisation.
 - **Promote transparency and good governance** across institutions responsible for spending and managing health-related financing.
 - **Support sustainable workforce reform** by linking financial decisions to workforce planning, skills development, and service needs.

What the Healthcare Investment Hub Will Achieve

- **A unified engine for smarter, more sustainable investment in Italy's health system**
 - **Strengthen system capacity** to design, manage, and coordinate major health investments, including EU and national funds.
 - **Improve efficiency and reduce fragmentation** in the way regions plan and use health workforce financing.
 - **Create a national network of contact points** to support consistent collaboration, communication, and implementation.
 - **Provide evidence for decision-making** through baseline assessments, data analysis, and shared tools.
 - **Enable scalable, long-term reform** by testing the Hub, refining the model, and institutionalising it for nationwide use.



The TSI nested in the National Plan for Governance & Italian Participation in European Global Health Initiatives (2026–2030)

• Purpose & Vision

- Positions Italy as a proactive European/global health actor using a One Health, cross-sectoral, resilience-focused approach.

• Core Objectives

- Strengthen national governance and policy coherence.
- Coordinate Italy's role in EU initiatives.
- Enhance contributions to EU and international organisations.

• Strategic Priorities

- Improve population health and equity.
- Strengthen health systems, skills, and digitalisation.
- Reinforce preparedness, response, and AMR action.

How the Plan Works

Governance mechanisms:

- Establishes structured processes for planning, coordination, and oversight across institutions.

Co-programming actions:

- Aligns national and EU strategies through joint analysis, shared priorities, and regular synergy checks.

Technical liaison tools:

- Uses dynamic mapping, communication platforms, and thematic working tables to link actors and opportunities.

Operational support:

- ProMIS provides technical coordination, develops shared tools, and ensures consistent implementation across regions.

Strategic Synergies Between the National Plan & the TSI

- **Strong, multi-level governance alignment**
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- **Shared resilience and workforce goals**
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- **Strong EU strategic coherence**
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- **Coordinated investment and planning**
 - Both agendas emphasise better use of national and EU funds through structured planning and investment alignment.

Common Threads Driving Both Agendas

- **One Health, systems thinking**

- Both frameworks apply holistic, cross-sectoral principles to address complex health and workforce challenges.

- **Shared reform priorities**

- They converge on key priorities such as preparedness, system strengthening, and digital innovation.

- **Data-driven governance tools**

- Each relies on monitoring, indicators, and evidence-based processes to guide decision-making and track progress

- **Broad stakeholder engagement**

- Both depend on active participation from ministries, regions, agencies, EU institutions, and WHO.

- **Aligned national–EU investments**

- They aim to integrate and harmonise national policies with European funding mechanisms for greater impact.

Grazie Mille!
Muchas Gracias!

A decorative geometric pattern in the bottom right corner, consisting of various colored triangles (teal, purple, blue) arranged in a low-poly style.