The Joint Action HEROES

- **HEalth woRkfOrcE to meet health challenges**

Lisa Baldini – Project Manager – Baldini@agenas.it
Marco Di Marco – Scientific Director – dimarco@agenas.it

National Agency for Regional Healthcare Services (Agenas)

5 – 7 June 2024 – Bucharest, Romania

Politehnica University of Bucharest, Bucharest, Romania
The HEROES Joint Action

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

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

**BUDGET**
- EUR 8,7 mln
- Of which, EUR 7 mln co-funded by EU

**TIMEFRAME**
- 1 Feb 2023 to 31 Jan 2026
Learning Clusters

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

WP6
Croatia, Hungary, Lithuania, Poland, Romania, Slovenia.

WP7
Belgium, Czechia, Estonia, Germany, Malta, The Netherlands, Slovakia.
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
## WP1 COORDINATION

### WP5 – WP6 – WP7

<table>
<thead>
<tr>
<th>Tasks</th>
<th>to be</th>
<th>to do</th>
</tr>
</thead>
<tbody>
<tr>
<td>Task 1. Optimize planning data and sources</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Task 2. Optimize planning models and tools</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Task 3. Development and improvement of skills and abilities of the staff in charge of HWF planning</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Task 4. Optimize stakeholder involvement</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### WP2 COMMUNICATION
- **KNOWLEDGE EXCHANGE**
  - Website as knowledge repository
  - Community of practice as room for knowledge sharing and innovation
  - Policy briefs as knowledge creation
  - Webinars as booster of innovation

### WP3 EVALUATION
- **INTERNAL EVALUATION**
  - Process and Output indicators; quality assessment; objectives achievement
- **QUALITY ADVISORY BOARD**
- **EXTERNAL EVALUATION**
  - Policy makers and stakeholders consultation; outcome and policy impact indicators

### WP4 SUSTAINABILITY
- **IMPLEMENTATION OPTIONS**
  - Early assessment of the sustainability factors
  - Sustainability plan
  - Policy board

### FUTURE ENHANCEMENTS
- Actions, plans, and budgets proposal after HEROES
- Sustainability plan updated
- Policy dialogues (18+2)

### KNOWLEDGE SUSTAINABILITY
- Ensuring sustainability for the knowledge exchange mechanisms
- Methodologies for HWF planning skills improvement

### DISSEMINATION AND DEBATES
- Social media channels
- Stakeholder forum
- Newsletters
- Promotional materials and leaflets

### Task zero: Baseline assessment / HWF intelligence framework
Ongoing activities and future results

- AS-is country reports
- 3 policy briefs (D2.4)
- Stakeholder forum (T2.4)
- 1st policy board (T4.2)
- 18 national policy dialogues (T4.1)
- 2 EU policy dialogues (T4.1)
- 2nd and 3rd policy board (T4.2)
- 2 EU action plans (D4.1)
- National action plans (D4.1)
- DX.1 & DX.2

To-be and to-do activities
Thank you for your attention

Lisa Baldini – Project Manager - baldini@agenas.it
Marco Di Marco – Scientific Director – dimarco@agenas.it