



EHMA 2024

Shaping and managing
innovative health ecosystems

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



#EHMA2024

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

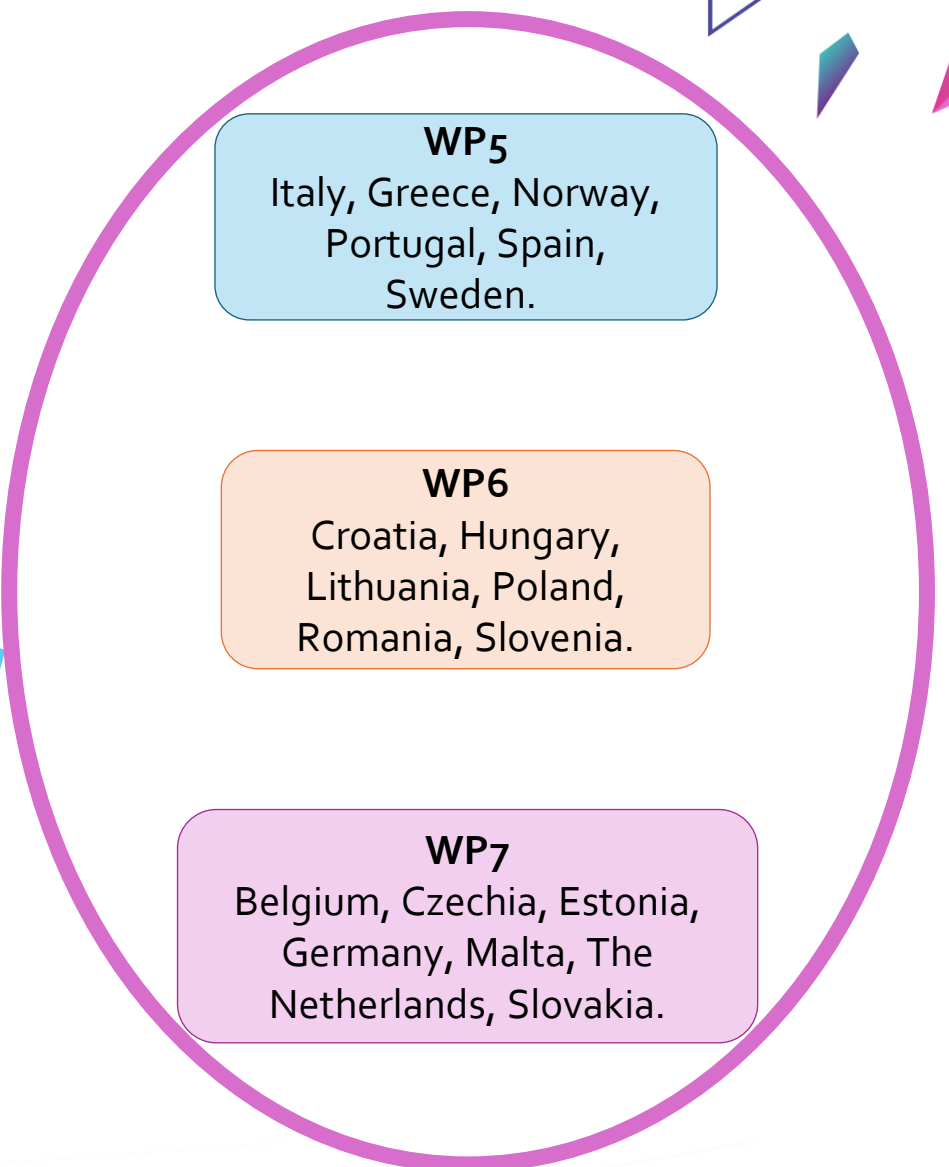
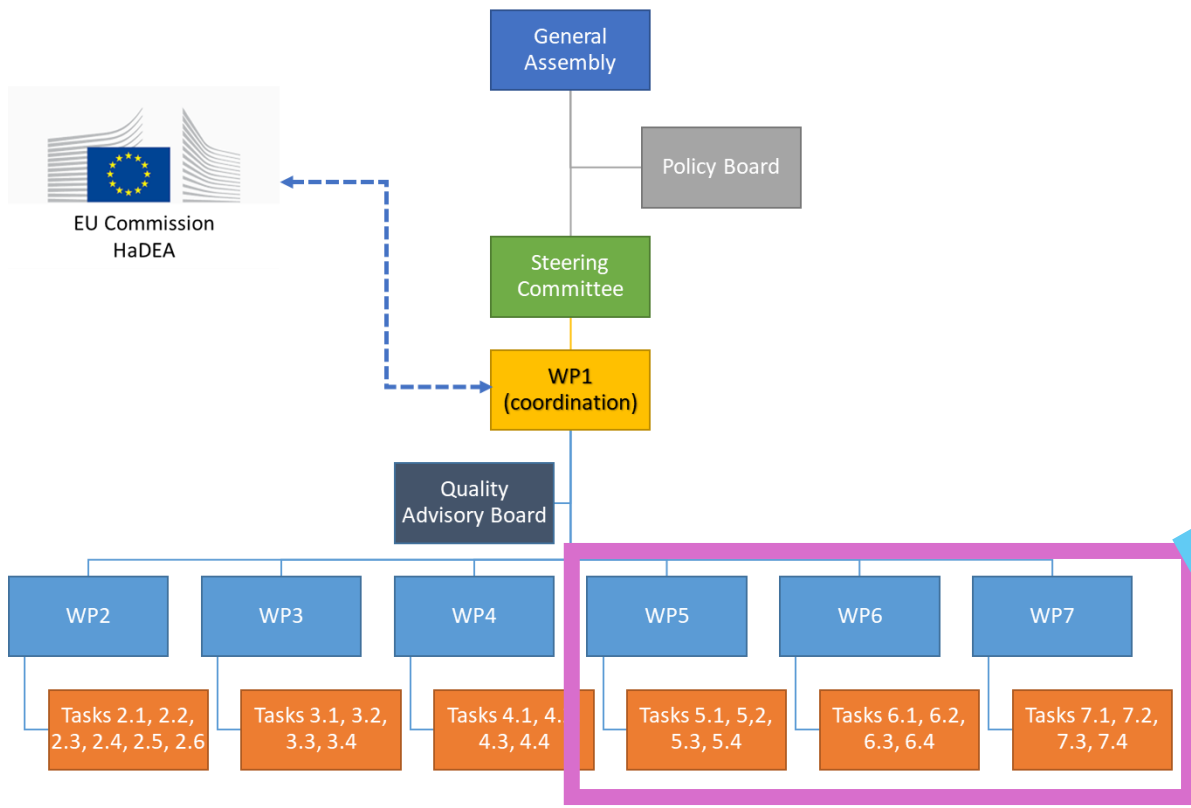
- EUR 8,7 mln
- Of which, EUR 7 mln co-funded by EU

TIMEFRAME

- 1 Feb 2023 to 31 Jan 2026



Learning Clusters



Challenges

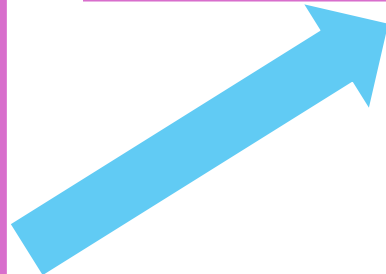
- Shortages
- Maldistribution
- Skills mismatch
- ...

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

Task zero: Baseline assessment / HWF intelligence farmework

Tasks	to be	to do
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	●	●

REPORTING

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

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

DISSEMINATION AND DEBATES

- Social media channels
- Stakeholder forum
- Newsletters
- Promotional materials and leaflets

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



EHMA 2024

Shaping and managing
innovative health ecosystems

Thank you for your attention

Lisa Baldini – Project Manager – baldini@agenas.it

Marco Di Marco – Scientific Director – dimarco@agenas.it