ROUNDTABLE DEBATE
A HEALTH CARE WORKFORCE FOR THE FUTURE

Meeting hosted by
MEP Tomislav Sokol
EPP, Croatia

5 November 2019
European Parliament

#EUWorkforce4Care
Welcoming remarks
MEP Tomislav Sokol (EPP, Croatia)
Exchange of views

Moderated by Marc Lange

European Health Telematics Association
Maria Teresa Parisotto

European Specialist Nurses Organisations
Structural changes and models for enabling digital solutions in non-hospital settings

Maria Teresa Parisotto, RN, BSc, ESNO Board Member
Francesco Pelliccia, RN, MSc, Digital & Clinical Support Expert
Brussels, November 5th, 2019
HUMANITY WILL CHANGE MORE IN THE NEXT 20 YEARS THAN IN THE PREVIOUS 300 YEARS
Technological Revolution: robotic & digital
Technological Revolution: Virtual Assistance Enable cost-efficient remote dialysis care

Nephrology Expert Center

Video Call for patients & staff

Messaging

Tele-dialysis

Camera-surveillance

Patient self-services

Sensors
Employees are afraid to lose their job

"Will AI replace me? The short answer is NO."
• Automation and artificial intelligence (AI) initially alarmed technology experts
• Fear that machine advancements would destroy jobs.
• Nowadays understanding, suggests that automation will bring neither apocalypse nor utopia,
• Such is the ambiguous nature of the “future of work” discussion.
Most jobs are not highly susceptible to automation

The lowest wage jobs are the most exposed to automation

• The impacts of automation will be variable across occupations,
• It will be visible especially among lower-wage, lower-education roles

• Jobs susceptible to automation:
  • Lower-pay occupations requiring less than a bachelor’s degree
  • Low- and middle-skill job areas, will face the greatest change in the coming decades.
  • Most routine- and manually-oriented roles will require less and less human involvement.
Enhanced documentation is a key benefit of HealthCare management software,

Technology provides a standardized system that effectively reduces errors compared to hand-written notes.

Artificial Intelligence, Predictive Models as well as Robotics support the healthcare industry in becoming more efficient and accurate.
Proper Implementation: from Europe to a single healthcare unit
### Document the Progress
- Implement a quality documentation system that every project team member is trained on.
- Implement a PDCA cycle

### Manage the Risk
- Identify the possible risks, and the potential impact they could have on the project.
- Assess the potential risks and develop strategies to manage them.

### Learn from the Past
- Healthcare is moving through an unprecedented expansion of Information Technology.
- Learn from your own past experiences, but also from those of other industries, to learn from them.
Plan execution is more important than the strategy

“Less than 10% of strategies effectively formulated are effectively executed”
(Fortune Magazine)

“In the majority of failures – 70% – the real problem is bad execution.”
(Fortune Magazine)
Annabel Seebohm

Standing Committee of European Doctors
Key Trends Affecting the Future of Healthcare Delivery

Tanja Valentin, Director External Affairs

Health First Europe Roundtable: A Healthcare Workforce for the Digital Age

European Parliament, 05 November 2019
Healthcare, society and technology …

… are undergoing seismic shifts.

They will affect all players in the healthcare ecosystem and they will shape the future organisation of healthcare.
This is how healthcare will look like in the future

- Radically patient-centric
- Often outside healthcare settings
- Partnership between patients and their doctors sharing the same information
- High level of transparency
- Patients take an active role, linking their data from wearables and sensors into larger ecosystems
Society transforms significantly

- Millennials make up a large part of our society today, Linksters will follow
  - Digitally native
  - Connected & empowered
  - Transparency & purpose
  - New workforce behaviour

Businesses must adapt, think, act and communicate differently.
Flow of information changes rapidly

- **Today**, information is
  - only partially connected
  - stays mainly in closed communities

- **Tomorrow**, information will be
  - fully connected
  - largely transparent

- Businesses must adapt, think, act and communicate differently
Digital presents new opportunities

Real-time information allows self-management, monitoring, and proactive care

- Implantable
- Wearable
- Ingestible
- Portable

Connectivity enables remote monitoring and access to care

Care search & scheduling

Telehealth

Big data powers real-time analytics and artificial intelligence

Clinical decision support

Clinical research with comprehensive patient data

Automation improves patient experience, outcomes and provider efficiency

Hospital operations
Monitoring through algorithms

Collaboration and coordination between providers and with patients
Digitalization allows for a new way of delivering healthcare

Today’s care
- Focus on acute episodes
- Standard process driven
- Fragmented
- Hospital centric

Tomorrow’s care
- Preventive
- Personalized
- Integrated
- Remote
Cooperation and partnerships central

- Everyone in healthcare will have to adapt to these changes
- It is impossible for any party to succeed on their own

- Cooperation and partnership is the way forward
- Flexibility and openness of looking at roles/responsibilities in new ways is needed
- This could create significant value for all
Tanja Valentin, Director External Affairs

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www.medtecheurope.org
Paulius Povilonis
European Medical Students' Association
Digital compétences to future-proof health care workforce

The Medical Students’ Perspective

Paulius Povilonis (Lithuania)
Représentative towards European Institutions
European Medical Students’ Association (EMSA)
- Association Européenne des Étudiants en Médecine

www.emsa-europe.eu
Content

- The survey
- Important results
- Conclusions
- How to bridge the gap?
The survey

Cross sectional online survey

459 polling returns

- **38 countries**
  1. Germany (n = 134)
  2. Portugal (n = 49)
  3. Turkey (n = 39)
- Even distribution between **study years 1-6**
- Main age group: **18 - 24 years**
  (n = 344, 76%)
Results
Subsets of eHealth: mHealth, teleHealth, Big data
53% of medical students evaluate their eHealth skills as poor or very poor
40% agree or strongly agree on feeling prepared for working in a digitized healthcare system.
“It's actually the first time I hear something about e-health, how could I feel prepared for working through it?”

“I don't feel prepared because I didn't receive any training on the matter yet.”

(STRONGLY) DISAGREE
85% agree or strongly agree to eHealth being more implemented in the medical curriculum.
What courses do medical students request?

Basics / Introduction to eHealth

Data Management

Training with Technologies

Ethics

Communication

Conclusions
So far, medical education does not address medical students’ needs
How to bridge the gap?
Bridging the Gap:

I. **Implement educational formats on eHealth** into the medical curriculum:

   (1) **Basic / introductory courses**
   (2) Training with technologies
   (3) Communication
   (4) Data Management
Bridging the Gap

- **Permanent evaluation & re-assessment:**
  - Platforms to exchange best practices
  - Evaluation by teachers & students
- **top-down & bottom-up approach**
  - Allocate resources to development of educational formats on digital health
  - peer teaching
Bridging the Gap

II. **Involve all stakeholders:**

1. Deans & faculty administrations
2. Teachers & educators
3. Developers & researchers
4. Ethicists & philosophers
5. Healthcare professionals & medical students
EMSA calls the European institutions

1) Support platforms to exchange best practices
2) Involve all stakeholders
3) Put the integration of digital health into undergraduate healthcare education high on the European policy agenda
Contact

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Représentative towards European Institutions

European Medical Students’ Association (EMSA)

@ppovilonis
Tilen Kozole
European Pharmaceutical Students' Associations
About EPSA
European Pharmaceutical Students’ Association

1978
EPSA was established in 1978

2013
Based in Brussels, Belgium in the EPSA House

2019
Representing European pharmaceutical students
About EPSA
European Pharmaceutical Students’ Association

45 Members
Representing over 100,000 pharmaceutical students

37 Countries
Assessment of pharmaceutical students digital skills & knowledge

Survey with 587 European students and recent graduates

less than 15% aware of what eHealth is

75% claim to have (almost) no eHealth education

63% evaluated their digital skills as average or under average

50% not even briefly introduced to the topic during their studies
Assessment of pharmaceutical students digital skills & knowledge

partly eHealth-related classes in certain universities in Estonia, France, Norway, Poland, Slovenia, Spain, Sweden and the UK

90% believe that eHealth shall improve the pharmaceutical curricula and profession

90% support the use of health apps with caution

More than 50% use health apps and wearable devices in their personal lives
## How to make the change happen?

<table>
<thead>
<tr>
<th>What?</th>
<th>How?</th>
</tr>
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</table>
| ➢ Take classes related to:  
• eHealth  
• new services in the context of digitalisation in healthcare (mobile applications & wearables)  

➢ Obtain a broad overview of eHealth and digital skills:  
• On the current regulatory context of eHealth and information systems used in healthcare,  
• On the security of information, personal data and privacy concerns.  

➢ Obtain advanced digital knowledge:  
• Basic programming  
• Robotic technology  

| ➢ Courses that would integrate theory with practice  
• delivered jointly by a pharmacist & a healthcare informatics expert  

• with other healthcare professionals, simulating the real-life professional experience.  

| ➢ Internships that would provide them with valuable insight on these subjects. |
THANK YOU!

Tilen Kozole
Vice President of European Affairs
vp.ea@epsa-online.org

www.epsa-online.org | @EPSA_Online
Antanas Montvila
European Junior Doctors Association
Are European Junior Doctors Prepared for The Digital Revolution?
1. COMMON CHALLENGES

No Training

Fragmented Standards

Industry Driven Change
Some social media sites have greater virility defined as a greater likelihood that users will share content posted to their social network. Many social media sites provide specific functionality to help users share content. Businesses may have a particular interest in viral marketing.

85% agree or strongly agree to eHealth being more implemented in the medical curriculum.

No Training

No Implementation  High Demand  Lack of Preparation
Unequal Digital Maturity Differences Amongst Countries Variation of Junior Doctors Representation Unequal Digital Maturity
Industry Driven Change

- Lack of Evidence
- Numerous Disperse Solutions
- Lack of Ethical Data Governance
A majority of AI studies don’t adequately validate methods

March 08, 2019 | Matt O’Connor | Artificial Intelligence

Authors of the research, published in the Korean Journal of Radiology analyzed 516 published studies and found only six percent (31 studies) externally validated their AI. Of those 31 studies, zero took the necessary steps to determine if their method was indeed ready for clinical use.
Ethical Data Governance

Data generation

Health benefit

Trust
Evidence
Accountability
Data protection
Data access

Lack of Ethical Data Governance
2. LEADING EXAMPLES

UK
Topol Review

NL
Competencies for Technological Innovations in Medicine

EU
First Steps at EU Level
Preparing The Medical Workforce to Deliver Digital Future

How Genomics, AI, Digital medicine, Robotics Will Change Roles for Clinical Staff

Updates for Curricula
Medical Specialist as Innovator

New Competencies

Guidelines for Further Training

Competencies for technological innovations in medicine
Competencies for technological innovations in medicine

- Professional
- Communicator
- Academicus
- Technologisch innovator
- Samenwerker
- Gezondheidsbevorderaar
- Leider
- Ondernemerschap

3. kritisch beoordelen
4. eigen grenzen kennen
5. samenwerken
1. innoveren
2. veranderingen implementeren
6. ondernemerschap

Updated CanMed
Deans Meeting

EU initiative

Students demand change

No clear path
1. To advance digital knowledge, skills and competences as a new core component of training for future and current doctors

**WHAT:**
- Update educational programmes
- Understand knowledge limitations
- Changing didactics

**HOW:**
- Timely integration into curricula
- Development of cross-disciplinary communication skills
- Student-centred education

2. To embed in co-creation training for future and current doctors in institutional digitalisation strategies and policies

**WHAT:**
- Medical training high on digitalisation agenda
- Continuously impact assessment of training
- Combining theory with practice

**HOW:**
- Collaboration with different stakeholders
- Monitoring impact at all levels
- Co-creation courses with stakeholders

3. To promote innovative structures and networks to create diversity in digital skills training for medical doctors

**WHAT:**
- Capacity building
- Technology for teaching
- Peer-to-peer learning and best practices exchange

**HOW:**
- Funding for training
- Creation of learning environment
- Platforms to be developed

4. To increase interoperability and mobility for medical students, doctors, patients and data

**WHAT:**
- Interdisciplinary common training platforms
- Inter-sectoral training
- Tackling global digital health inequalities
- Uniform standards

**HOW:**
- Minimum digital health competency set according to shared principles
- Creation of digital innovation hubs
- Recognition and funding
- Legal and regulatory frameworks
3. HOW WE SEE THE FUTURE

- Working Together
- Exchange
- Standardize
- Lead
Christoph Klein

DG CNECT, European Commission
A Health Care Workforce for the Digital Age

HFE Roundtable debate
European Parliament, Brussels
05 November 2019

Dr. Christoph Klein
European Commission
DG CONNECT – Communications Networks, Content and Technology
Unit H3 – eHealth, Well-being & Ageing
Digitisation is transforming the economy

Today’s hospital doctors need digital skills
- Benefits:
  - facilitates communication between doctors & patients
  - improves access to medical information
  - allows doctors to save time and to treat more patients

Today’s industrial machine operators need digital skills
- Benefits:
  - faster manufacturing & reduced errors
  - less hard, manual, repetitive tasks
  - manufacturing processes more sustainable.

Today’s VET teachers need digital skills
- Learning management systems
- Virtual learning platforms
- Digital simulation technologies
- Benefits:
  - improved communication between teachers & students
  - improved quality of learning
  - increased safety

Today’s farmers need digital skills
- Benefits:
  - improved decision making
  - less repetitive & physically demanding tasks
  - increased flexibility, productivity & animal health
Digital Skills of the Labour force

37% of the labour force do not have basic digital skills

ICT jobs now 3.7% of total employment

100,000s of open **vacancies for ICT specialists**

40% of **companies** trying to recruit ICT specialists face difficulties in finding them
Digital Transformation of Health and Care

- High-performance computing
- Artificial Intelligence
- Internet of Things (IoT)
- Cloud computing
- mHealth
- Wearables
- Telehealth
- 4G/5G
The ultimate dream is that every family doctor will be able to access artificial intelligences and super-computing as a service at his desktop, very much like he accesses cloud services like email or electronic prescriptions today.

Roberto Viola
Director-General DG Connect, European Commission

The Future is Data-driven Health

The Economist
Doctor You
How data will transform health care
Digital Skills are important for the future of health and care

Demographic development leads to ageing population and ageing workforce:

- Increasing costs
- Need for personnel to keep workforce operational
- Health for all
- Need for better services, treatment and prevention
- Need to implement new technologies
- Widening user participation
Health literacy and skills

- Clinical staff and managers in the health and care sector including cybersecurity
  - Enhancing the way of digitally-enabled working
  - Developing and implementing new digital skills in the teams

- To enable the health and care workforce to make full use of digital solutions, medical doctors to be able to master data
- To enable inclusive, efficient and effective delivery of health and care services for citizens
Elements to consider, e.g. curricula

- Health Systems and Digital Health Sciences
- Ethics, Policy, Legal, Societal dimension, digital society
- Cybersecurity
- Software Architectures in Digital Health
- The role of
  - Artificial Intelligence, scalable computing
  - High Performance Computing, Multi-threading,
- Process and Business Transformations
  - Clinical Processes
  - Research and Innovation
  - Enhancing the Knowledge Base: Data collection, processing, analysis
Role of the EU

- Identify the challenges at EU level and underpin them with data and evidence
- Involve Member States in designing and delivering solutions
- Best-practice exchange
- Better use of European and national funds also through the support of pilot projects
Digital Skills and Jobs Coalition

400+ members
102 pledgers

4 target groups

Digital skills for all citizens (39 pledges)
Digital skills for the labour force (54 pledges)
Digital skills in education (62 pledges)
Digital skills for ICT professionals (24 pledges)
Digital Europe programme – what?

Reinforcing digital capacities. Ensuring their best use.

- **Digital transformation & Interoperability**: €9.2 billion in total
  - 1.3 € billion
- **Advanced digital skills**: 0.7 € billion
- **Cybersecurity & trust**: 2 € billion
- **High performance computing**: 2.7 € billion
- **Artificial intelligence**: 2.5 € billion
Digital skills development
Funding in the new MFF

Digital Skills interventions **are complementary** across the MFF

<table>
<thead>
<tr>
<th>Digital Europe</th>
<th>Advanced digital skills for Programme technology</th>
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<tbody>
<tr>
<td>European Social Fund+</td>
<td>Reskilling &amp; Upskilling at local level</td>
</tr>
<tr>
<td><strong>ERASMUS+ for all</strong></td>
<td><strong>Cross-border learning mobility</strong></td>
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<tr>
<td><strong>Horizon EU</strong></td>
<td><strong>Researchers and PhDs</strong></td>
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<tr>
<td>Other instruments</td>
<td>EGF, SRSS</td>
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THANK YOU!

Twitter: @eHealth_EU
Facebook: EU.ehealth

Subscribe to our newsletter 'eHealth, Wellbeing & Ageing' via bit.ly/eHealthinFocus
Matthias Wismar
European Observatory on Health Systems and Policies
EU-policies to support health care workers in scaling up innovations

- Pitfalls when transferring, adopting and scaling-up innovations
  - ‘Long duree’, limited use, not supporting health policy reforms
- 5% technology – 95% blood, sweat and tears
- Disruption of (digital) innovation
- The ‘ripple effect’
- The role of health systems and services research
- EU-Policies to address scaling up
  - Structural Reform Support Service
  - DG RESEARCH
  - Scientific community (TO-REACH)
Tapani Piha

Finnish Presidency of the Council
Perspective from Finland’s Presidency of the Council of the European Union

Tapani Piha
Special Adviser to the Presidency
Former Head of Unit, European Commission
Development of digital technology will replace work, change work and create new work.
Finland is among the most digital countries worldwide
EXAMPLES

Pre-completed tax return

Tax Card Online service (vero.fi)

Student applications 100% online (studyinfo.fi)

All prescriptions are now electronic prescriptions

Personal health records online (kanta.fi)
Benefits:
- Data availability regardless of person’s location
- Patient safety
- Support for new care processes
- Cost efficiency

Use of My Kanta Pages

- Annual number of logins to My Kanta Pages

- eHDSI ePrescription
- Prescription
- Pharmaceutical database
- Kelain (web-based prescription)
- Patient Data Repository
- Delivery of medical certificates
- Archive of imaging data
- Archive of legacy patient data
- Dental care

Kanta

My Kanta Pages

Kanta Personal Health Record

Data repository for social services

Kanta client test service

Percentage of Finnish residents who have used My Kanta Pages

<table>
<thead>
<tr>
<th>Age Group</th>
<th>18–65 yrs</th>
<th>over 65 yrs</th>
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<tbody>
<tr>
<td>under 18 yrs</td>
<td>1%</td>
<td></td>
</tr>
<tr>
<td>18–25 yrs</td>
<td>30%</td>
<td></td>
</tr>
<tr>
<td>26–50 yrs</td>
<td>24%</td>
<td></td>
</tr>
<tr>
<td>51–65 yrs</td>
<td>27%</td>
<td></td>
</tr>
<tr>
<td>over 65 yrs</td>
<td>19%</td>
<td></td>
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</table>

Age distribution of the users of My Kanta Pages in 2018
Reflections on CPME’s 6 points
Consequences for Patients & Doctors

- Responsibility moves more to the patient
- Role of the doctor changes substantially: guiding treatment and coaching
Digital Skills in Healthcare

National projects on teaching

- National Project SotePeda 24/7
  - increase competencies for developing digital services and pedagogical
  - eHealth service design skills, management skills, co-developing and the ethical aspects

- The MEDigi project
  - develops undergraduate teaching by introducing digital teaching methods and materials for medical and dental students.

- Elements of AI
Our goal is to demystify AI.

Welcome to the Elements of AI free online course!

Join over 215,000 other people learning about the basics of AI.

Select language  English ↓
Finnish National eHealth & eSocial Strategy 2014
DEVELOPMENT OF INFORMATION MANAGEMENT LEGISLATION

- Act on the Electronic Processing of Client Data in Social and Health Care Services
- Establishment of the Operational Management Unit (OPER) of the National Institute for Health and Welfare
- Decree on the trial of electronic prescriptions
- Act on Electronic Prescriptions
- Decree on electronic prescriptions
- Decree on phases
- Act on social welfare client documents
- Act on the Secondary Use of Health and Social Data, entered into force on 1 May 2019
- First ICT posts for health and social services to the Ministry of Social Affairs and Health
- Patient record decree
- Amendments to legislation
- Amendments to the Client Data Act and the Act on Electronic Prescriptions
DIGITAL HEALTH AND WELLBEING STRATEGIC OBJECTIVES

Themes during the Finnish Presidency, and beyond, in the work in the Council and the eHealth Network

- Secondary use of health and genomic information: utilization of data in research, development and innovation, and knowledge-based management
- Using health technologies and platform solutions in the EU internal market
- Artificial intelligence and robotics to support healthcare: utilization and ethical issues
- Integration of information systems for social and health services.

Ohry 27.6.2019
The **Economy of Wellbeing** marks a paradigm shift from the focus on economic growth towards the wellbeing of people, which is a principal aim of the whole EU project.
Thank you!
1. **Reorganization of the care processes** - increased productivity in which the use of information technology is expected to have a central impact.

2. **Growing role of the patients** in the improvement and maintenance of their health - patients' access to their health records and their contribution to the production of health information using home health technology and electronic communication with the care personnel.

3. **Digitalization of care** - expected to provide the required health and social care productivity gains for ageing population as obtained in the other sectors of the society with ICT.

Värri A et al, Finn J eHealth eWelfare 2019
• Key competence areas
  • knowledge of digital technology
  • the digital skills required to provide good patient care
  • including associated social and communication skills
  • ethical considerations of digital in patient care.

• Motivation and willingness to acquire experience of digitalisation

• Collegial and organisational support

Kottila J et al, Finn J eHealth eWelfare 2018
Our aim should be to make European education, training and research the best in the world.
Digital Skills in Healthcare
National Project SotePeda 24/7

- define the required eHealth skills
- increase competencies for developing digital services in the health and social care
- create digital pedagogical solutions to support multidisciplinary learning
- develop educational material, pedagogy and learning environments

- The project covers also eHealth service design skills, management skills, co-developing and the ethical aspects
The MEDigi project develops undergraduate teaching by introducing digital teaching methods and materials for medical and dental students.

- National learning platform
- Online resources for learning, exams and evaluation
- Including materials on eHealth and mHealth
- Teacher training and pedagogy
- Lifelong learning model

Reponen J, Proc eHealth 2019
"The physician's role is changing significantly, and the ways how patients use the know-how of the doctor will diversify."

Dr Heikki Pälve, CEO, Finnish Medical Association
Finnish Medical Journal 27 March 2015, p. 849
EU2019FI Programme Priorities

- Common values and the rule of law
- Competitiveness and social inclusion
- Climate leadership
- Comprehensive security
Finland’s Presidency aims to

- work towards achieving an ‘economy of wellbeing’ - a new approach to how people’s wellbeing enhances productivity and generates economic growth and vice versa
- increase the availability of skilled labour and the mobility of workers
- promote continuous learning by devising a strategy for it
- strengthen the Erasmus programme by promoting training, skills and mobility
- discuss a networked European ‘super-university’ model
- strengthen gender equality in working life, and
- support the social inclusion of young people.
...Finland’s Presidency will promote the EU’s social dimension and investments in education, training and skills.
Labour markets and upskilling needs are changing at an unprecedented pace. We need a more strategic approach to lifelong learning in the EU and we need to encourage people in a weaker labour market position to participate. Lifelong learning is essential for ensuring Europe’s competitiveness, social inclusion and wellbeing.
The platform economy, technological advances and artificial intelligence are irrevocably changing economic structures, tasks and ways of working, and even what we understand by work.

- We must strengthen people’s basic skills and create for them opportunities to gain more complex skills to bolster European competitiveness at the global level.

- The EU needs an evidence-based skills strategy that anticipate skills needs in working life.
By fostering skills, education and training, and promoting regional and social fairness, as well as gender equality, the EU will create sustainable growth.
Efficient Healthcare System

Buzzing Startup Environment

Positive Healthtech Trade Balance

Global Leader in Digital Health

Highly Educated People

FINLAND
Leader in value-for-money healthcare

MOST EFFICIENT HEALTHCARE SYSTEM
We invite the Commission to propose a **new long-term strategy for the Union** to succeed the Europe 2020 strategy for growth and jobs, reflecting the Economy of Wellbeing.
PEOPLE IN FINLAND HAVE A POSITIVE ATTITUDE TOWARDS TECHNOLOGY.

IT’S A POSSIBILITY, NOT A THREAT.
FINLAND - MODEL COUNTRY OF EQUAL AND EFFECTIVE HEALTHCARE SYSTEM

#1
AVAILABILITY OF LATEST TECHNOLOGIES
AVAILABILITY OF SCIENTISTS AND ENGINEERS

#1
MOST STABLE COUNTRY IN THE WORLD
DIGITAL SKILLS

98%
COVERAGE OF ELECTRONIC MEDICAL RECORDS – ONE OF THE HIGHEST IN THE WORLD
ISOLATED GENE POOL
PERSONAL ID NUMBER SINCE THE 60’S
FINLAND
SMALL GIANT IN HEALTHTECH
WHY FINLAND?
OPEN DEBATE

Go to SLIDO.COM and enter the event code #EUWorkforce4Care to participate to the poll
Closing remarks
MEP Sara Cerdas (S&D, PT)
Thanks for participating & keep in touch!

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