

Essential skills for a resilient and effective European health workforce

Qualified, trained and skilled healthcare professionals are key to building resilient health systems able to cope with current challenges such as the green and digital transition, workforce shortages, ageing societies, and a rising number of non-communicable diseases.

Member organisations of the **EU Health Policy Platform (EU HPP) Stakeholder Network on 'Profiling and Training the Healthcare Workforce of the Future'** have worked together under the leadership of the European Health Management Association (EHMA) and Health First Europe (HFE) to identify **four skill areas pivotal to delivering better, more resilient, sustainable and effective person-centred care.**



To equip the future workforce with the most relevant skills, it is recommended to:

- Collect **large-scale comprehensive data** about health workforce skills.
- Embed individual education and training actions into **a health workforce skills strategy.**
- **Secure long-term sustainability for the actions** through equipping education institutions and educators with necessary infrastructure and skills.
- **Combine policy-level top-down interventions with bottom-up, target group engagement-type of measures.**

More specifically, in the field of



DIGITAL SKILLS

- Effectively integrate digital competencies, including eHealth and mHealth, into health professionals' education and training programmes
- Raise awareness of the benefits of digital health tools
- Establish pan-European digital academies for clinicians
- Promote regulatory skills to achieve better and safer care outcomes

COMMUNICATIONS SKILLS

- Incorporate patient-centred communication in training programmes
- Focus on communication skills with vulnerable groups and older persons



INTERDISCIPLINARY AND COLLABORATION SKILLS

- Foster collaboration between healthcare professionals, technicians - including digital and environmental experts - and administrative staff
- Introduce simulation training methodologies
- Embrace the 'one health' approach in education

GREEN SKILLS

- Promote existing good practices
- Raise awareness of what green and sustainability skills mean and what new job positions will be needed
- Enhance climate literacy and climate health literacy

