



The Joint Action HEROES: HEalth woRkfOrcE to meet health challengeS

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Co-funded by
the European Union

General Information

OBJECTIVE

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

PARTNERS

19 European Countries + Stakeholder Associations

TOT: 50 Partners

BUDGET

8,7 mln euros

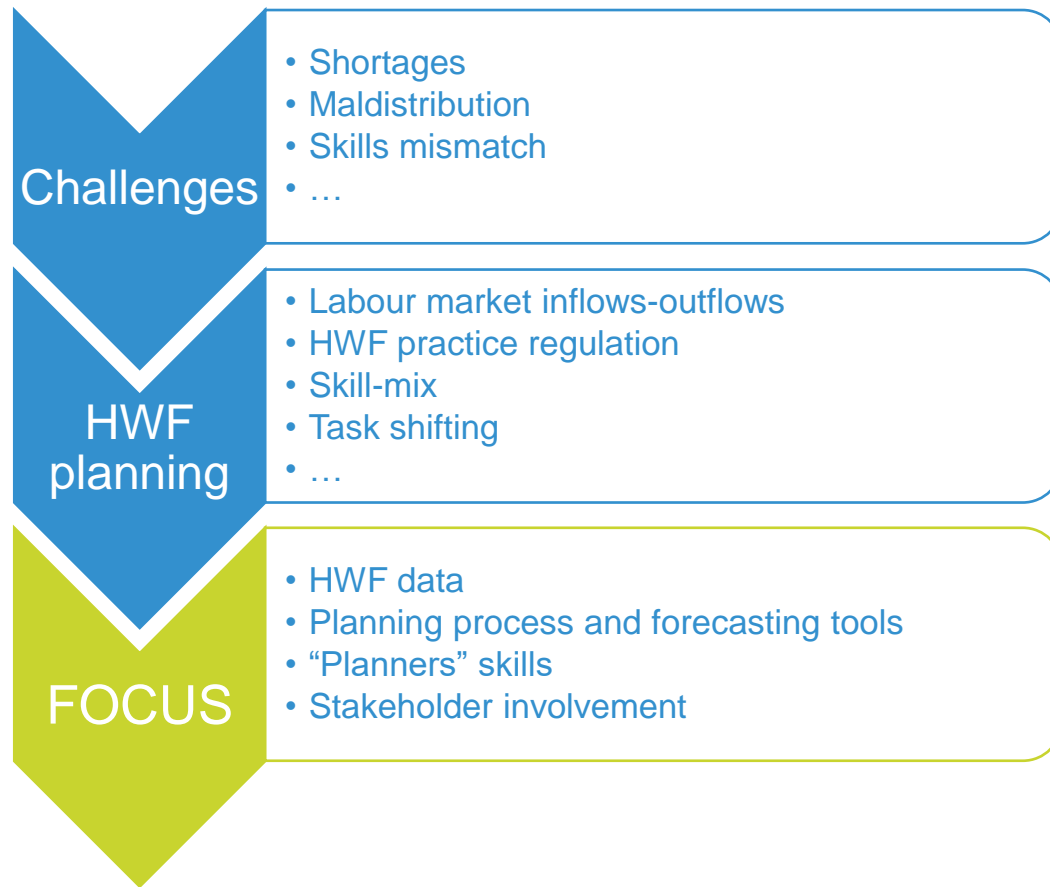
7 mln co-funded by EU

TIMEFRAME

1 Feb 2023 - 31 Jan 2026



Focus



Task 1. Optimize planning **data and sources**

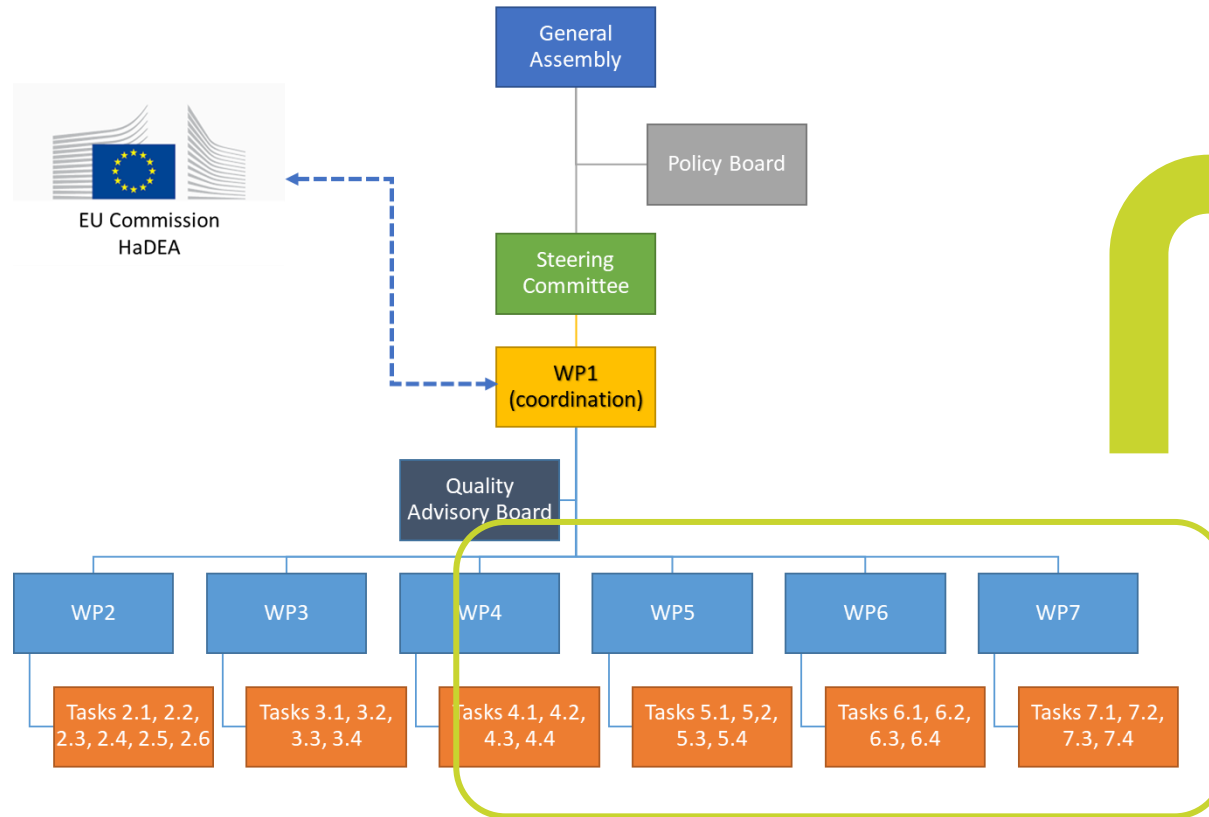
Task 2. Optimize planning **models and tools**

Task 3. Development and improvement of **skills and abilities** of the staff in charge of **HWF planning**

Task 4. Optimize **stakeholder involvement**



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.

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

WP1 COORDINATION

WP5 – WP6 – WP7

Task zero: Baseline assessment / HWF intelligence farmework

Tasks	as is	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

WP3-EVALUATION

INTERNAL EVALUATION

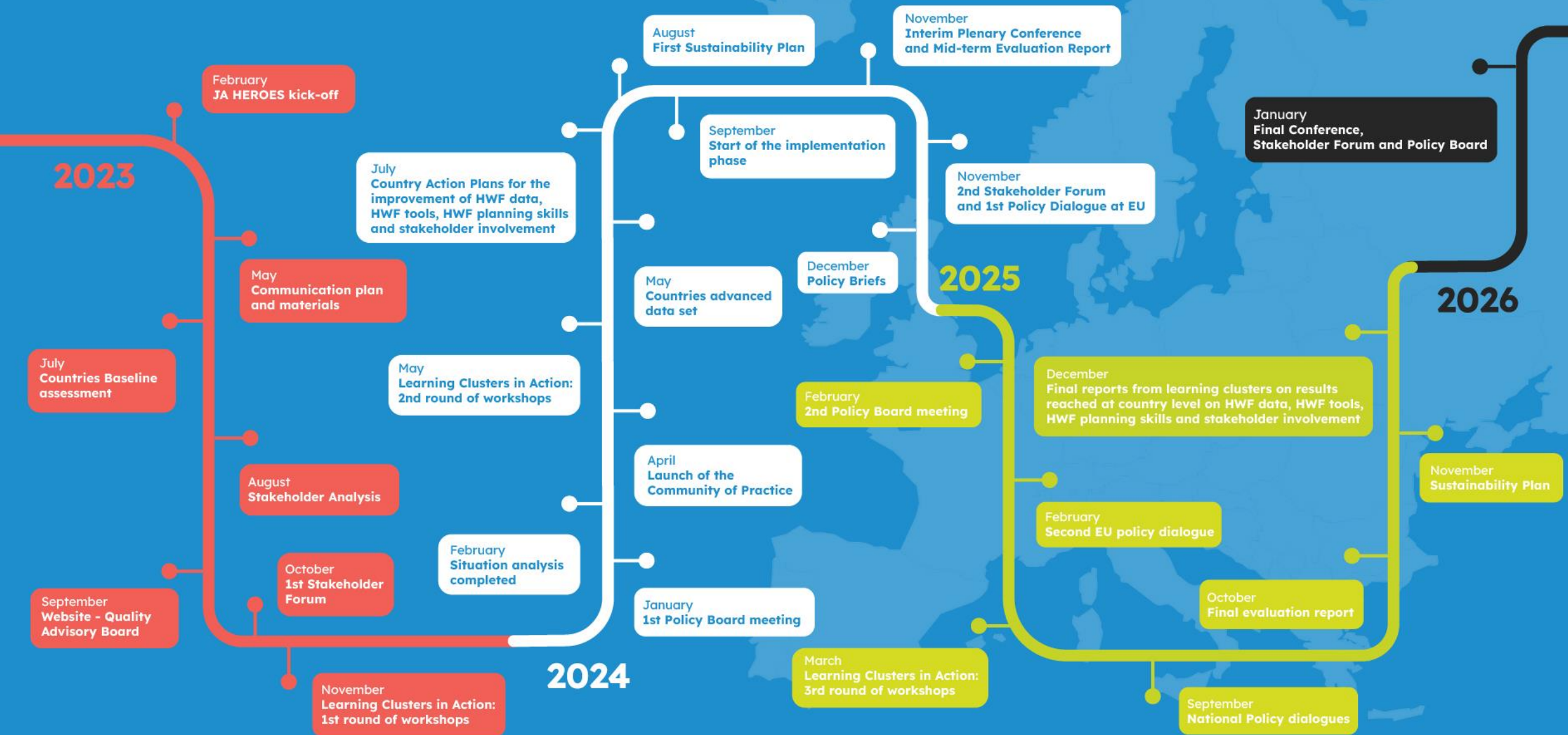
Process and Output indicators; quality assessment; objectives achievement

QUALITY ADVISORY BOARD

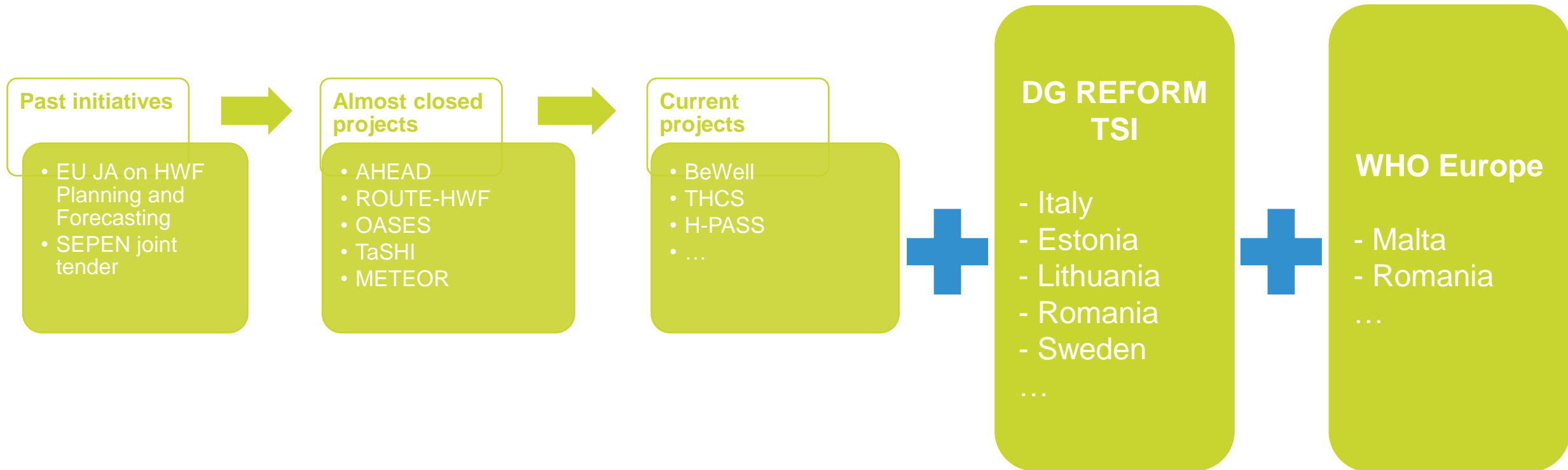
EXTERNAL EVALUATION

Policy makers and stakeholders consultation; outcome and policy impact indicators

HEROES MILESTONES



Link with other EU initiatives on HWF



AS IS

Documents available are:

- Past initiatives
- Baseline assessment report
- Stakeholder Forum Report
- Country presentation

Making possible to know the state of the art of:

- HWF Data
- HWF Planning tools
- HWF Planning skills
- Stakeholder involvement

NEXT STEPS

AS IS REPORT including:

- Country level
- Cross-Country comparison
- Cross-Cluster comparison

Action plans
3 tasks

TO DO

For more information



www.healthworkforce.eu



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Thank you for your
attention!

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