

Shaping the future of health workforce skills: the BeWell Skills Strategy

12:00 – 12:45



From skills gaps to a skills strategy for a future-ready health and care workforce

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A strategy built through consultation

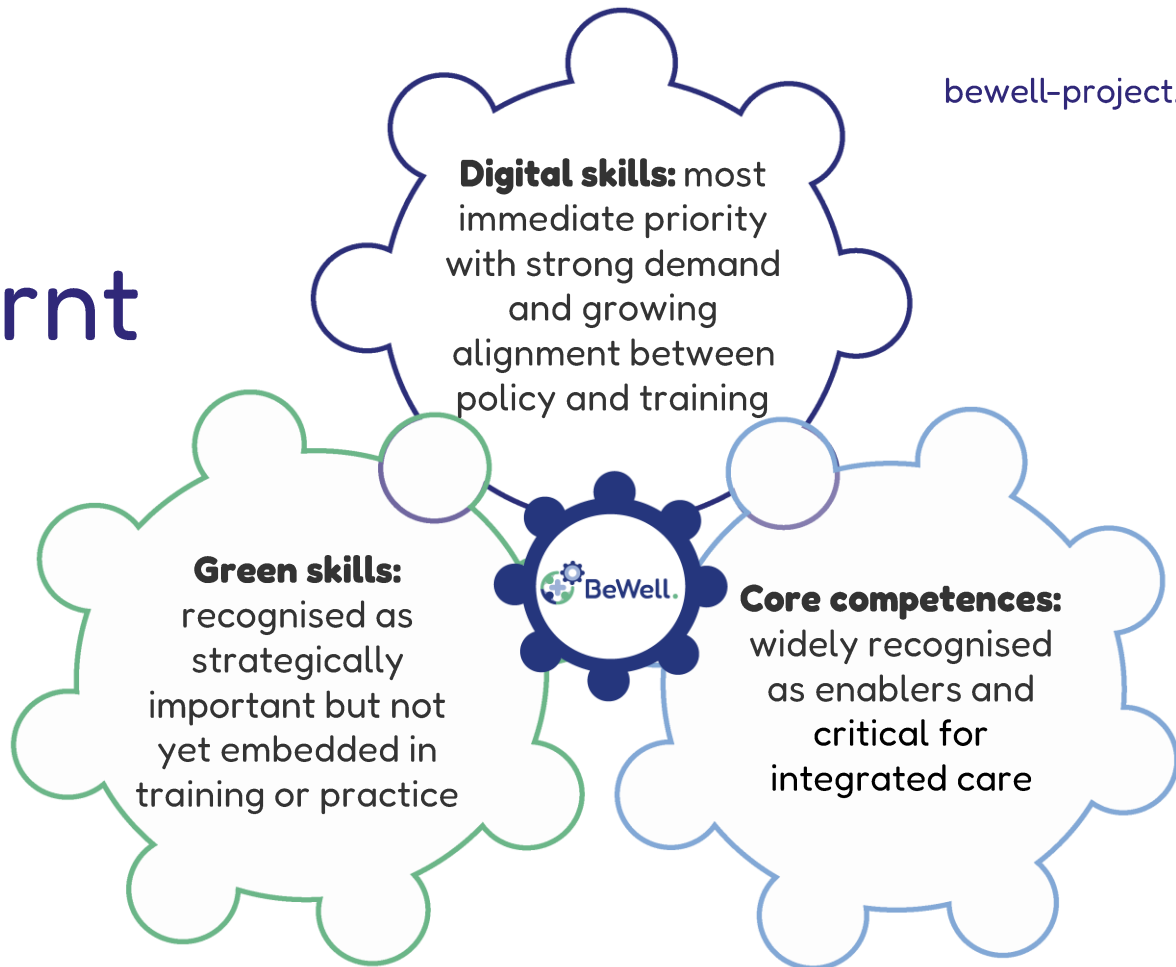
- Staged and participatory process
 - Consortium consultation
 - Informal consultation with stakeholders
 - First version of the Skills Strategy
- Online consultation
- Stakeholder workshops
- 765 contributions collected across Europe
- Grounded in real system constraints



What we learnt

Main barrier: **time**

Workforce pressure limits the ability to participate in training, especially for team-based and interprofessional learning





The strategic shift

- From individual skills gaps
→ to a system-level approach
- From an education issue
→ to a governance issue.
- From ad hoc training
→ to structured lifelong learning pathways
- From isolated interventions
→ to coordinated multi-level action



Explore the BeWell Skills Strategy



What implementation requires

- **EU:** align policy agendas (digitalisation and sustainability) and fund large-scale training
- **National:** embed skills in workforce strategies
- **Organisations:** protected learning time and integrating training into daily work
- **Education:** focus on modular, flexible, integrated curricula
- **Professionals:** structured lifelong learning pathways
- Protected learning time within work hours
- Sustainable and long-term funding
- Adequate digital infrastructure
- Leadership and change management capacity
- Organisational cultures that support collaboration across professions and sectors

From strategy to implementation

The strategy defines indicative benchmarks

- More training opportunities in digital and sustainability skills
- Integration into curricula and professional development
- Organisations enabling learning in practice
- Policy alignment with workforce skills priorities

**The challenge is no longer identifying the skills we need.
The challenge is building realistic pathways to develop them.**

Thank you!

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www.ehma.org

