

# NEWSLETTER NO. 5

JUNE 2026



Join Action on **HE**alth **wor**k**fO**rce to meet health **challE**nges

## Welcome to the 5th issue of JA HEROES Newsletter!

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Dearest Readers,

Welcome to the fifth issue of the HEROES Newsletter! It is a true honour to bring you this edition on behalf of AGENAS and the HEROES Joint Action coordination team. Even when my direct involvement in HEROES paused last year, I never truly left. I kept talking about this work, because I genuinely believe in our colleagues and their efforts.

In 2024, that belief took me to the European Innovation and Creativity Conference Connect2Create, where I presented HEROES to an audience with no background in public health. And yet the room was captivated by the way we worked. The innovative collaboration method behind

HEROES, how we built trust across borders and turned complexity into shared ownership and actionable solutions, is what makes this Joint Action special. It travels beyond our field. And that is something to be proud of together.

As a facilitator in human-centred collaboration, creativity and strategy, my life's work has been bringing people together to find creative solutions to complex challenges. Keeping people at the heart of everything we do is something I truly believe in. HEROES has been one of the most meaningful collaborations I have ever been part of.

Over the past years, colleagues across 19 EU Member States have invested significant effort into something truly meaningful: building better data systems, strengthening workforce models, developing relevant skills, and making real progress toward sustainable health workforce planning. Currently, we face the most important question of our journey together: how do we make sure all this hard work does not end when the project does?

Within the Heroes community, colleagues have collaboratively developed a sustainability framework to support countries in strengthening their long-term approaches. Work within the community has also focused on policy implications. This has helped countries identify concrete ways forward. The emphasis remains on governance structures and policy development, at both national and European levels. Equally important, our colleagues in the HEROES countries have been working hard on turning theory into actionable steps, translating plans and frameworks into real, on-the-ground progress. This is where the true impact lies: moving beyond concepts and, through the commitment of determined colleagues, putting sustainable health workforce planning into practice.

What we pass on from HEROES should be a foundation to build upon. Championing the tools and frameworks that has been developed, keeping cross-border connections alive, and turning what we have learned into lasting policy and practice. At a time when collaboration in public health faces real challenges, with shifting political landscapes and competing priorities, what we have built together becomes more valuable. Through collaboration, we can meet these challenges, always placing people at the centre of what we do: the healthcare professionals on the frontlines, the patients, and one another.

We are not closing a book, we are closing one chapter and opening another. The best chapters are still ahead, the hard work continues and we warmly invite you to stay connected.

The next edition will bring this sustainability story to life through the voices and experiences that make HEROES what it is. We will shine a spotlight on Hungary and Belgium showing what committed, ground-level implementation looks like when a community truly pulls together. We will

welcome Ireland as a new member of the HEROES family and hear from EHMA and new international partners joining our mission and advancing health workforce planning in their own contexts. These are proof that the handover is already happening, and that the work continues. We will also feature and explore the technical support instruments being deployed across member states in collaboration with WHO. This is a reminder that HEROES does not operate alone, but as part of a broader ecosystem committed to the same goals. We will bring you the latest news and the upcoming events including EHMA and the EU Health Policy Platform. Each of these stories is a continuation of what we have built together and a signal that our community keeps growing.

Thank you, each and every one of you, for your continued dedication and efforts.

Enjoy reading!

Ines-Kuniko Mogami

Human-Centred Collaboration Strategist

Member of the HEROES Joint Action coordination team/AGENAS

For more information on Joint Action HEROES, visit our website at [healthworkforce.eu](https://healthworkforce.eu).



Our HEROES project is almost over.

**HEROES JA Final Conference  
– Registration is open for online attendance**

Join us online on 7–8 July 2026 and discover the key outcomes of more than three years of collaboration within the HEROES Joint Action.

[Register here](#)

Together we face the health challenges.  
Together we are stronger!

## Spotlight on countries



### Hungary

Hungary's universal, publicly financed healthcare system is supported by a multi-institutional governance structure that shapes workforce planning, data, and decision-making.

[Read more](#)



### Belgium

On 17 December 2025, Sciensano organised a study day in Brussels focused on the well-being of healthcare and welfare professionals.

[Read more](#)

## Viewpoint

### Investing in skills for a resilient health workforce: insights from BeWell

BeWell



# BeWell.

Across Europe, addressing structural health workforce challenges requires a long-term, strategic focus on skills development—particularly digital and green competencies—supported by coordinated education, governance, and cross-sector collaboration, as highlighted by the BeWell project.

[Read more](#)

## Reframing Health workforce planning in Ireland

Ireland



Ireland is advancing a long-term, evidence-based health workforce strategy—supported by its participation in JA HEROES—to strengthen planning, reduce reliance on international recruitment, and build a sustainable, skills-aligned workforce for future population needs.

[Read more](#)

## Expert opinion



**World Health  
Organization**

**HEROES Newsletter  
article on sustainable  
health workforce  
planning systems.**

WHO

Sustainable health workforce planning is becoming achievable as countries, through HEROES, shift from analysis to action by embedding data-driven, collaborative, and iterative governance approaches into long-term system development.

[Read more](#)

## Second EU Policy Dialouge

**Strengthening Europe's health workforce through  
better data**

# Second HEROES EU Policy Dialogue!



26 March 2026  
Brussels / Hybrid



Co-funded by  
the European Union

The second EU Policy Dialogue under the HEROES Joint Action on the 26 March 2026, brought together representatives from EU institutions, national authorities, data experts from OECD, WHO, and Eurostat to discuss one of the most pressing challenges of European health systems: how to strengthen health workforce through better planning data and workforce intelligence.

[Read more](#)

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