



H-PASS

Deliverable 2.5

Closing event - HPASS Final conference in Rome



Co-funded by
The European Union



- **D2.5 – Closing event - HPASS Final conference
in Rome**

UNIVERSITA CATTOLICA DEL SACRO CUORE (UCSC)

Date: 30/04/2026

Public document

Title	"H-PASS – Health Professionals' and the "DigitAl team" Skills advancement
Acronym	H-PASS
GA Number	101101139
Type of instrument	Deliverable
Topic	Communication and dissemination
Date	30/04/2026
Duration	36 months
Webpage	https://hpass.healthworkforce.eu/

List of contributors

The list of contributors to this deliverable are presented in the following table:

Contributors	Organization
Irene Gabutti	UCSC
Alessio Di Pofi	UCSC

Version history

The list of contributors to this deliverable are presented in the following table:

Revision	Date	Editor	Comments
0.1	30/04/2026	Irene Gabutti Alessio Di Pofi	

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Table of abbreviations

Acronym	Description
GA	Grant Agreement
SC	Steering Committee

Applicable and reference documents

The following documents contain requirements applicable to the generation of this document.

Reference	Document title
GA	Grant Agreement
CA	Consortium Agreement
D2.3	Communication and dissemination plan

Introduction

This deliverable presents the organisation, implementation, and main outcomes of the **H-PASS Final Conference**, held as the closing event of the project at Month 36 under Work Package 2 (WP2 – Communication and Dissemination).

The Final Conference represented the culmination of the H-PASS project lifecycle, bringing together project partners, stakeholders, and external experts to reflect on the achievements of the project and to explore future perspectives on digital and transversal skills development in healthcare. The event was conceived as a key dissemination and engagement milestone, ensuring the visibility, uptake, and long-term sustainability of project results.

Within the overall project structure, WP2 was responsible for the planning and organisation of project events, including online expert workshops, stakeholder engagement activities, and Joint Webinars. In this context, Task 2.5 focused specifically on the conceptualisation and delivery of the Final Conference, building on the experience gained through previous dissemination and engagement activities carried out throughout the project duration.

The H-PASS Final Conference was designed as a **hybrid event**, combining on-site participation in Rome with online attendance, to maximise accessibility and outreach at European level. The event integrated multiple dimensions of dissemination, including:

- presentation of project results across all Work Packages;
- sharing of national pilot experiences;
- exchange with other European initiatives active in the field of digital skills development;
- engagement with stakeholders and advisory bodies;
- discussion of future challenges and opportunities in healthcare workforce development.

The conference also incorporated a **Joint Webinar session**, extending the approach adopted earlier in the project to foster collaboration and knowledge exchange with other EU funded initiatives. This ensured continuity with previous WP2 activities while broadening the scope of engagement beyond the H-PASS consortium.

Overall, the Final Conference contributed to consolidating the project's dissemination efforts by:

- enhancing the visibility of H-PASS results;
- strengthening stakeholder engagement across different levels;
- supporting knowledge transfer and exchange at European level.

These deliverable documents are the organisation process, the structure and content of the event, the participation and stakeholder engagement achieved, and the key messages and outcomes that emerged from the conference. It also highlights lessons learned and provides reflections on the sustainability and long-term impact of the H-PASS initiative.

Objectives of the Final Conference

The H-PASS Final Conference was conceived as the concluding dissemination and engagement event of the project, with the overarching aim of consolidating, showcasing, and extending the impact of H-PASS results at European level.

In alignment with the objectives of Work Package 2 and the broader Communication and Dissemination Strategy, the Final Conference pursued the following specific objectives:

Dissemination of Project Results

The primary objective of the conference was to present and disseminate the main outputs and achievements of the H-PASS project. This included:

- showcasing results from all Work Packages;
- presenting the design, implementation, and outcomes of the training programmes;
- highlighting lessons learned from national pilot experiences.

The event provided a structured platform to communicate these results to a broad audience, ensuring transparency and accessibility of project outcomes.

Stakeholder Engagement and Outreach

The conference aimed to engage a wide range of stakeholders involved in healthcare workforce development, including:

- healthcare professionals;
- policymakers and institutional representatives;
- researchers and academic experts;
- representatives of European initiatives and networks.

By bringing together these groups, the event fostered dialogue, exchange of perspectives, and the strengthening of professional and institutional networks.

Knowledge Exchange and Cross-Project Collaboration

Building on previous WP2 activities, the Final Conference sought to promote knowledge exchange beyond the H-PASS consortium. In particular, the inclusion of a Joint Webinar session enabled:

- interaction with other EU-funded projects working on digital and transversal skills;
- sharing of experiences, methodologies, and lessons learned;
- identification of common challenges and potential areas for collaboration.

This objective contributed to positioning H-PASS within a broader European ecosystem of initiatives addressing similar themes.

Reflection on Future Challenges and Opportunities

The conference was also designed as a forward-looking moment, encouraging reflection on:

- the future of digital and transversal skills in healthcare;
- the evolving needs of the healthcare workforce;
- the role of emerging technologies, including artificial intelligence;
- organisational and cultural challenges related to digital transformation.

This dimension was particularly emphasised during the second day of the event, which focused on future perspectives and strategic discussions.

Support to Sustainability and Long-Term Impact

A key objective of the Final Conference was to contribute to the sustainability of H-PASS results beyond the project duration. This included:

- promoting the continued use of training materials and outputs;
- encouraging the establishment of ongoing collaborations among partners and stakeholders;
- supporting the dissemination of project results through networks and institutional channels.

The event thus played a crucial role in transitioning from project implementation to long-term impact and legacy.

Event overview

The H-PASS Final Conference was held on **28–29 April 2026** in Rome, Italy, at the **Università Cattolica del Sacro Cuore (Centro Congressi Europa – Sala Germania)**, and was organised as a **hybrid event**, combining in-person and online participation.

The event was coordinated under Work Package 2 (WP2), with the **Università Cattolica del Sacro Cuore (UCSC)** as lead beneficiary, in close collaboration with project partners, in particular **OKFÓ** and **ProMIS**, who contributed to the development of the programme, stakeholder engagement, and overall event implementation.

Event Format and Setting

The Final Conference adopted a hybrid format to maximise participation and accessibility, allowing stakeholders to join:

- **on-site**, in Rome;
- **remotely**, through a dedicated online streaming platform (Microsoft Teams).

The venue provided a fully equipped conference environment, including:

- audio-visual systems;
- live streaming infrastructure;
- technical support for hybrid interaction.

The hybrid setup enabled real-time participation and interaction between on-site and online attendees, ensuring inclusiveness and continuity with previous digital dissemination activities carried out within the project.



“H-PASS Final Conference – hybrid setup at Università Cattolica del Sacro Cuore, Rome”

Dates and Structure

The conference was structured over two full days:

- **Day 1 (28 April 2026)** – *H-PASS in Action: Results, Impact and Lessons Learned*
- **Day 2 (29 April 2026)** – *Highlights in Health Professional Skills Development in the Digital Age*

This two-day structure ensured a balance between:

- retrospective analysis of project achievements;
- forward-looking discussions on future developments.

Organisation and Coordination

The organisation of the Final Conference required close coordination among project partners and involved multiple preparatory activities, including:

- definition and validation of the agenda;
- identification and coordination of speakers;
- preparation of presentations and session content;
- management of invitations and participant registration;
- logistical and technical planning for the hybrid format.

A dedicated effort was also devoted to:

- ensuring the alignment of the event with the overall dissemination strategy;
- integrating contributions from all Work Packages;
- involving external stakeholders and European initiatives.



"Speakers presenting H-PASS results and perspectives during the Final Conference"

Participation Overview

The Final Conference gathered a diverse audience of participants, including:

- project partners from all participating countries;
- healthcare professionals involved in the training activities;
- representatives of European organisations and initiatives;
- policymakers, researchers, and other stakeholders in the field of healthcare workforce development.

Participation was ensured both on-site and online, reflecting the inclusive nature of the event and its European dimension.

Based on the analysis of attendance data collected through the online platform, it was estimated that:

approximately 82 unique participants attended the conference online across the two days, after consolidation and removal of duplicate entries.



"Participants and stakeholders attending the H-PASS Final Conference in Rome"

Integration within the Project Lifecycle

The Final Conference represented the final milestone of WP2 activities and built upon a series of dissemination and engagement initiatives implemented throughout the project, including:

- Joint Webinars;
- stakeholder engagement events;
- national and international dissemination activities.

By consolidating these efforts into a single high-level event, the conference ensured coherence and continuity across the project's communication and dissemination strategy, while maximising visibility and stakeholder involvement.

Planning and Organisation of the Final Conference

The organisation of the H-PASS Final Conference was carried out under **Task 2.5 of Work Package 2 (WP2)**, which is dedicated to the planning and implementation of project events. The process built upon the experience and methodologies developed throughout the project and required a coordinated effort among partners to ensure both logistical efficiency and strategic alignment with dissemination objectives.

Conceptualisation of the Event

The Final Conference was conceived as a **high-level closing event**, designed not only to present project results, but also to:

- consolidate knowledge generated during the project;
- facilitate dialogue among stakeholders;
- position H-PASS within the broader European landscape of healthcare workforce development.

The conceptual design of the event followed a dual logic:

- **retrospective**, focusing on results, achievements, and lessons learned;
- **forward-looking**, addressing future challenges and opportunities in digital and transversal skills development.

Particular attention was given to ensuring continuity with previous WP2 activities, including:

- Joint Webinars;
- stakeholder engagement initiatives;
- dissemination actions at national and European level.

This ensured coherence across the project lifecycle and strengthened the overall impact of dissemination efforts.

Programme Development

The development of the conference programme was a collaborative process involving multiple project partners.

The agenda was structured to:

- ensure balanced representation of all Work Packages;
- integrate national pilot experiences;
- include contributions from external stakeholders and European initiatives;
- foster interaction and exchange among participants.

The two-day structure allowed for a clear articulation of content:

- **Day 1** focused on:
 - presentation of project results;
 - Work Package contributions;
 - national pilot experiences and lessons learned.
- **Day 2** focused on:
 - future perspectives on healthcare workforce development;
 - cross-project exchange through the Joint Webinar session;
 - expert contributions on emerging topics such as digital transformation and artificial intelligence.

A specific effort was made to:

- maintain a dynamic and engaging programme;
- combine different formats (presentations, discussions, testimonials);

- ensure time efficiency and coherence across sessions.

Coordination with Project Partners

The successful organisation of the Final Conference required continuous coordination among consortium partners.

Key coordination activities included:

- identification and confirmation of speakers;
- collection of presentation materials;
- alignment on session content and objectives;
- coordination with Work Package leaders for content contributions.

In particular:

- **WP1** contributed to overall coordination and stakeholder engagement;
- **WP2** led the organisation and dissemination aspects;
- other Work Packages contributed content related to their specific areas.

Special attention was also given to:

- involving participants from national pilots;
- integrating contributions from Digital Change Agents (DCA);
- engaging external experts and representatives of other European initiatives.

Logistical and Technical Organisation

The logistical organisation of the event included both on-site and online components.

On-site organisation

- preparation of the conference venue;
- arrangement of seating and speaker areas;
- provision of materials for speakers (e.g. water, microphones);
- management of participant flow and registration.

Technical setup

- provision of a dedicated computer for session management;
- stable internet connection to support hybrid participation;
- audio system connected to the main presentation device;
- microphones for speakers and audience interaction;
- at least one camera to support live streaming;
- integration with Microsoft Teams for online participation.

A technical test session was conducted prior to the event to ensure that all systems were functioning correctly and to minimise potential disruptions during the conference.

Management of the Hybrid Format

The hybrid nature of the conference required specific organisational efforts to ensure a seamless experience for both on-site and online participants.

Key aspects included:

- synchronisation between in-person sessions and online streaming;
- management of the online platform and participant access;
- facilitation of interaction between remote and on-site audiences;
- monitoring of technical performance throughout the event.

Although the Joint Webinar component was scheduled specifically for the morning of Day 2, the event maintained a hybrid dimension across both days, allowing remote participants to follow all sessions.

This approach ensured:

- inclusiveness and accessibility;
- continuity with previous digital dissemination formats;
- broader reach at European level.

Description of the Conference

The H-PASS Final Conference was structured over two days, combining the presentation of project results with forward-looking discussions on the future of healthcare workforce development. The programme ensured a balanced integration of internal project contributions and external perspectives, fostering both reflection and exchange.

Day 1 – H-PASS in Action: Results, Impact and Lessons Learned

The first day of the conference was dedicated to presenting the main results and achievements of the H-PASS project, with a particular focus on the outcomes of training activities and national pilot implementations.

The sessions provided a comprehensive overview of:

- the design and delivery of training programmes;
- the development of digital and transversal skills;
- the evaluation of training effectiveness across different contexts.

Across presentations, a consistent finding emerged: training activities were **positively received by participants**, who highlighted their relevance, practical orientation, and alignment with current challenges in healthcare systems.

In several national contexts, participants particularly appreciated:

- the integration of **digital competences with communication and teamwork skills**;
- the focus on **organisational change and real-world application**;
- the opportunity to engage with multidisciplinary perspectives.

At the same time, the presentations also highlighted a number of operational and contextual challenges encountered during implementation, including:

- initial dropout rates, particularly at the early stages of training;
- technical barriers, such as connectivity issues or complexity of certain digital tools;
- the need for continuous access to training materials and follow-up opportunities.

The discussion of national pilot experiences further emphasised the diversity of healthcare systems and organisational settings, while also revealing common patterns across countries.

In particular, it was underlined that:

- digital transformation is not only a technological process, but also an **organisational and cultural change**;
- healthcare professionals require support not only in acquiring technical skills, but also in adapting their practices and behaviours.

This perspective was clearly reflected in the Italian pilot experience, where digital training was closely linked to communication, teamwork, and change management, and where participants expressed strong interest in the practical application of the acquired competences.

Overall, Day 1 confirmed the relevance and effectiveness of the H-PASS approach, while also identifying key areas for further development and scaling.



“Presentation of H-PASS results and national pilot experiences during Day 1”

Day 2 – Highlights in Health Professional Skills Development in the Digital Age

The second day of the conference shifted the focus towards future perspectives, emerging trends, and cross-project exchange.

A central component of the morning session was the **Joint Webinar**, which brought together representatives from multiple European initiatives and stakeholders active in the field of healthcare workforce development. This session enabled:

- the sharing of experiences across projects;
- the identification of common challenges;
- the discussion of future directions for digital skills development.

Contributions from external stakeholders and Advisory Board members provided valuable reflections on the broader European context. In particular, several key themes emerged:

- the importance of **continuous professional development** in rapidly evolving digital environments;
- the need to avoid **de-skilling**, ensuring that healthcare professionals maintain critical competences alongside the use of digital tools;
- the relevance of **regulatory frameworks and workforce planning** to support training and skills development;
- the importance of ensuring that training is accessible, sustainable, and integrated into professional pathways .

A strong emphasis was also placed on **interprofessional education**, with evidence showing that participants were highly engaged in multi-professional training environments and willing to continue discussions beyond formal sessions, indicating a high level of interest and unmet demand for such platforms .

The afternoon session focused on expert contributions addressing key topics related to digital transformation in healthcare. These included:

- the growing role of **artificial intelligence and digital technologies** in healthcare systems;
- the emergence of **new professional roles and skill requirements**;
- the concept of **digital task shifting**, including the redistribution of tasks between professionals, technologies, and systems;
- the need for **intersectoral collaboration**, involving healthcare professionals, technology experts, and policymakers.

Discussions highlighted that:

- technological innovation is advancing rapidly, often outpacing workforce readiness;
- significant gaps remain in digital and AI-related competences;
- training programmes must evolve to address these challenges in a structured and continuous way.

Furthermore, it was emphasised that:

- digital transformation requires **trust, cultural change, and organisational adaptation**;
- professionals must be supported not only in acquiring new skills, but also in integrating them into everyday practice.

Overall, Day 2 provided a forward-looking perspective, positioning H-PASS within a broader European debate on the future of healthcare workforce development.



"Joint Webinar and expert discussions on the future of digital skills in healthcare"

Key Messages and Main Outcomes of the Final Conference

The H-PASS Final Conference provided a comprehensive overview of the project's achievements while also enabling a broader reflection on the future of healthcare workforce

development in the context of digital transformation. Across the two days of discussions, several key messages and outcomes clearly emerged.

Digital and Transversal Skills as Complementary Dimensions

A central message of the conference was that **digital skills alone are not sufficient to enable effective transformation in healthcare systems**.

Across multiple sessions, it was consistently highlighted that:

- digital competences provide the technical foundation for innovation;
- **transversal skills**, such as communication, teamwork, leadership, and critical thinking, are essential to ensure the effective adoption and use of digital tools.

The H-PASS approach, which integrates both dimensions, was recognised as a key strength of the project, demonstrating that digital transformation is fundamentally a **human-centred process** requiring behavioural and organisational change alongside technological advancement.

Continuous and Lifelong Learning as a Structural Need

Another major outcome concerned the need to move beyond one-off training initiatives towards **continuous and lifelong learning models**.

Participants emphasised that:

- digital technologies evolve rapidly, requiring constant updating of skills;
- traditional training cycles are often insufficient to keep pace with innovation;
- continuous professional development (CPD) must systematically integrate digital and transversal competences.

This perspective was reinforced by stakeholder contributions, which stressed the importance of embedding training within:

- workforce planning;
- institutional frameworks;
- regulatory approaches supporting professional development .

Interprofessional Learning and Collaboration

The conference highlighted the strong added value of **interprofessional training approaches**.

Evidence presented during the sessions showed that:

- multi-professional learning environments were highly appreciated by participants;
- professionals demonstrated a strong willingness to engage in discussions beyond formal training activities;
- collaborative settings enhanced both learning outcomes and engagement.

These findings confirm that:

effective digital transformation in healthcare requires collective learning processes, involving multiple professional groups and perspectives .

Addressing the Risk of De-skilling

A critical point raised during the discussions concerned the potential risk of **de-skilling associated with increasing reliance on digital tools and artificial intelligence**.

It was emphasised that:

- healthcare professionals must retain core competences and critical thinking abilities;
- digital tools should support, rather than replace, professional judgement;

- adequate training is required to ensure effective human oversight of technological solutions.

This issue is particularly relevant in the context of AI adoption, where understanding underlying processes and maintaining clinical expertise remain essential .

Persistent Gaps in Skills and Training Systems

Despite the positive outcomes of the H-PASS project, several structural gaps were identified across European healthcare systems.

These include:

- uneven levels of digital skills among healthcare professionals;
- limited availability of structured training programmes;
- insufficient integration of training into daily practice;
- fragmentation of approaches across countries and institutions.

In particular, emerging areas such as:

- artificial intelligence;
- data governance;
- green and sustainability-related skills;

were identified as requiring further development and integration into training frameworks.

Organisational and Cultural Dimensions of Digital Transformation

The discussions clearly showed that digital transformation is not only a technological issue, but also an **organisational and cultural challenge**.

Key aspects highlighted include:

- resistance to change within healthcare organisations;
- the need for leadership and change management capabilities;
- the importance of fostering an **open and adaptive organisational culture**.

In this context, the role of **digital change agents** and new professional profiles was recognised as particularly relevant for supporting transformation processes.

Importance of Intersectoral Collaboration

The conference also underlined the increasing need for collaboration across different sectors.

Digital transformation in healthcare requires interaction between:

- healthcare professionals;
- technology experts;
- policymakers and regulators;
- research and academic communities.

This intersectoral approach is essential to:

- develop effective solutions;
- ensure alignment between technological innovation and real-world needs;
- support the implementation of sustainable and scalable models.

Sustainability and Knowledge Sharing

A strong emphasis was placed on the importance of ensuring the **long-term sustainability of project results**.

Participants highlighted the need to:

- maintain and update training materials;

- facilitate access to resources through shared platforms and repositories;
- promote the reuse and adaptation of project outputs across different contexts.

The development of mechanisms to support:

- knowledge transfer;
- continuity of collaboration;
- accessibility of results;

was identified as a key priority for maximising the long-term impact of H-PASS .

Overall Outcome

Overall, the Final Conference confirmed that H-PASS has contributed to:

- advancing the understanding of digital and transversal skills in healthcare;
- providing practical tools and training approaches;
- fostering dialogue and collaboration at European level.

At the same time, it highlighted the need for continued efforts to:

- scale training initiatives;
- strengthen institutional frameworks;
- support healthcare professionals in adapting to an evolving digital landscape.

Sustainability and Legacy

The H-PASS Final Conference played a crucial role in reinforcing the sustainability and long-term impact of the project by consolidating results, strengthening stakeholder engagement, and promoting the continued use of project outputs beyond the project duration.

The event was not only conceived as a closing milestone, but also as a **transition point** from project implementation to future uptake and application.

Continuity of Training and Capacity Building

A key element of sustainability concerns the continued use and development of the training approaches and materials produced within H-PASS.

The conference highlighted the importance of:

- maintaining access to training resources;
- updating content in line with evolving technological and organisational needs;
- promoting the integration of digital and transversal skills into continuous professional development (CPD) systems.

Participants expressed strong interest in:

- extending training opportunities;
- adapting materials to different national and organisational contexts;
- continuing capacity-building activities beyond the project lifecycle.

Knowledge Sharing and Accessibility of Results

The importance of ensuring the accessibility and usability of project outputs was a recurring theme throughout the conference.

In this context, the development and maintenance of shared resources, such as repositories of training materials, were identified as essential to:

- facilitate knowledge transfer;
- support reuse of project outputs;

- avoid duplication of efforts across initiatives.

The conference reinforced the value of:

- making materials available to a broader audience;
- supporting cross-project learning;
- ensuring that the knowledge generated within H-PASS remains accessible over time .

Strengthening Networks and Collaboration

The Final Conference contributed significantly to strengthening professional and institutional networks.

By bringing together a diverse range of stakeholders, the event:

- facilitated new connections and partnerships;
- reinforced existing collaborations within the consortium;
- created opportunities for future joint initiatives.

The active involvement of external stakeholders and representatives of other European projects further enhanced the potential for:

- continued exchange of experiences;
- alignment of approaches;
- development of synergies beyond the H-PASS project.

Supporting Policy and Organisational Development

The discussions held during the conference highlighted the relevance of H-PASS results for policy and organisational development.

In particular, the project contributes to:

- informing workforce planning strategies;
- supporting the integration of digital and transversal skills into professional frameworks;
- providing evidence and practical tools for decision-makers.

The engagement of institutional stakeholders and European organisations during the conference reinforces the potential for:

- uptake of project results in policy contexts;
- integration into broader strategic initiatives.

Long-Term Impact on Healthcare Workforce Development

The Final Conference confirmed that H-PASS has contributed to advancing the debate on healthcare workforce development in the digital age.

Key areas of long-term impact include:

- increased awareness of the importance of digital and transversal skills;
- availability of structured training approaches and materials;
- strengthened capacity of healthcare professionals to engage with digital transformation.

At the same time, the conference highlighted that:

- further efforts are needed to scale and institutionalise training;
- continuous investment in skills development is required;
- collaboration across sectors and countries remains essential.

From Project Results to Future Initiatives

By combining dissemination, stakeholder engagement, and forward-looking discussions, the Final Conference created a solid foundation for future initiatives.

The event:

- reinforced the relevance of the H-PASS approach;
- positioned the project within a broader European ecosystem;
- encouraged stakeholders to build on its results.

As such, the Final Conference represents not only the conclusion of the H-PASS project, but also a **starting point for future developments**, supporting the transition towards more resilient, skilled, and digitally enabled healthcare systems.

Conclusions

The H-PASS Final Conference successfully marked the conclusion of the project, consolidating its achievements and reinforcing its relevance within the European landscape of healthcare workforce development.

As the final milestone of Work Package 2, the event fulfilled its objectives by:

- ensuring the effective dissemination of project results;
- engaging a broad and diverse range of stakeholders;
- facilitating knowledge exchange and dialogue at European level.

The conference demonstrated the value of the H-PASS approach, which integrates **digital competences and transversal skills** as complementary dimensions for supporting healthcare professionals in the context of digital transformation.

Through the presentation of results, the sharing of national experiences, and the contribution of external stakeholders, the event highlighted both the progress achieved and the challenges that remain. In particular, it confirmed the need for:

- continuous and structured training systems;
- stronger integration of skills development into organisational and policy frameworks;
- sustained collaboration across sectors and countries.

The hybrid format of the conference further contributed to expanding participation and accessibility, reinforcing the effectiveness of digital dissemination strategies developed throughout the project.

Beyond its role as a closing event, the Final Conference acted as a catalyst for future developments, supporting the transition from project implementation to long-term impact. The discussions and connections generated during the event provide a strong foundation for continued collaboration, knowledge sharing, and uptake of H-PASS results.

In this perspective, the contribution of WP2 can be summarised as moving:

from communication to impact: enabling a shared understanding of digital health transformation.



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