

Is the Workforce in Europe prepared for the Digital Transformation of Healthcare?



**The XiA Project:
Expanding interoperability skills
for EHDS**

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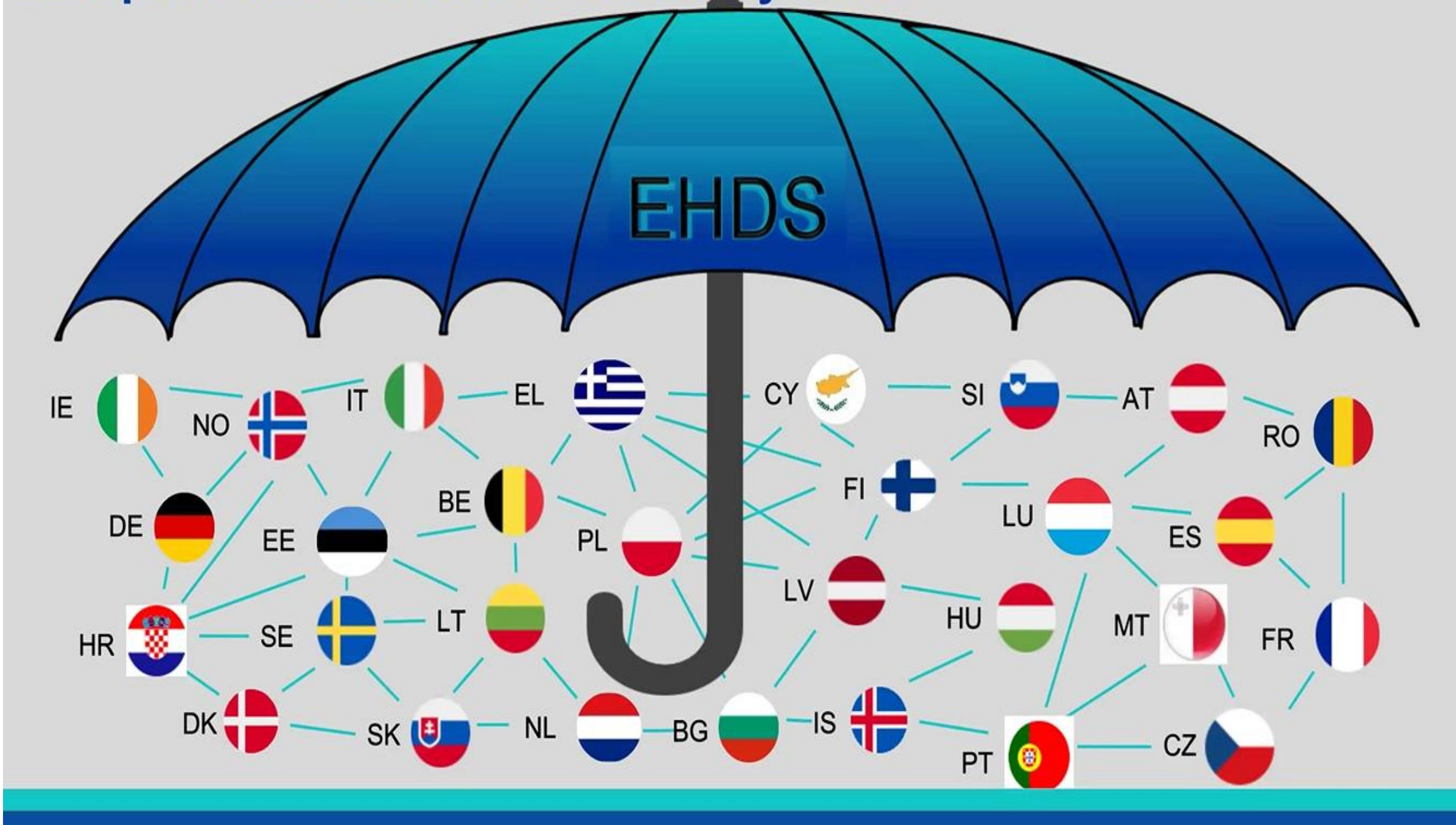


The Game Changer



Interoperability as a key success factor

European Member States Health Systems



Is the Workforce in Europe prepared for implementation and operation of interoperable health information systems?

How will it work?

Article 25 of the EHDS regulation

EHR systems shall include:

**EUROPEAN
INTEROPERABILITY
COMPONENT**

**EUROPEAN LOGGING
COMPONENT**

Ability to issue and
receive data in the
EEHRxF format

Ability to record access
events

“The format”

Article 15 of the EHDS regulation

European Electronic Health Record Exchange Format

By 26 March 2027, the European Commission shall, by means of **implementing acts**, lay down the technical specifications for the priority categories of personal electronic health data, setting out the European electronic health record exchange format. Such format shall support transmission of structured and unstructured health data and shall include the following elements:

- a) **Datasets**
- b) **Coding systems and values**
- c) **Technical interoperability specifications for the exchange of electronic health data**



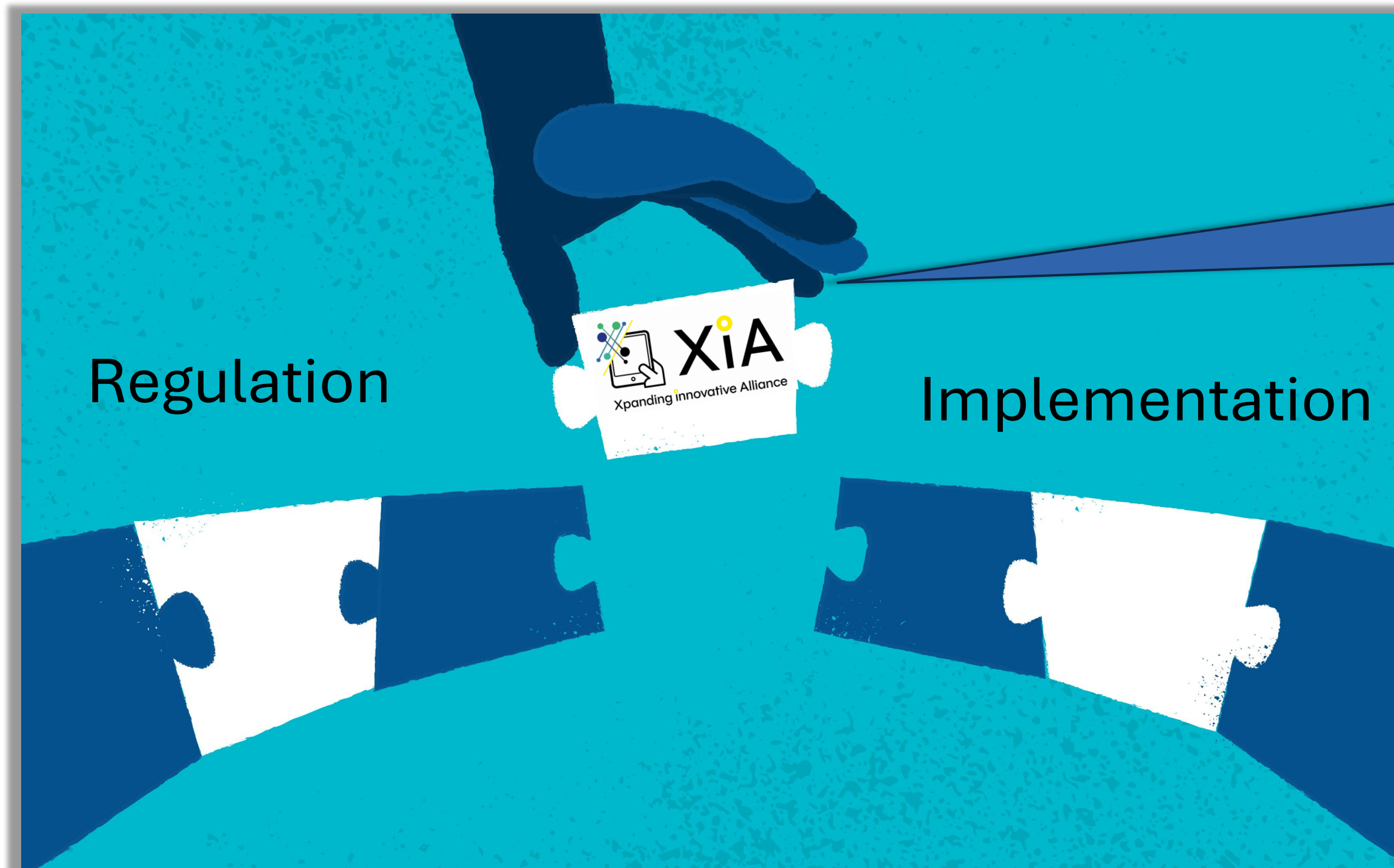
EHDS requirement - Training and education

Article 83

Training programmes and information for health professionals

1. Member States shall develop and implement or provide access to training programmes and provide access to information for health professionals in order for them to understand and effectively carry out their role in the primary use of and in the accessing of electronic health data, including in relation to Articles 11, 13 and 16. The Commission shall support Member States in that regard.
2. The training programmes and information shall be accessible to and affordable for all health professionals, without prejudice to the organisation of healthcare systems at national level.

Laws alone won't make EHDS real



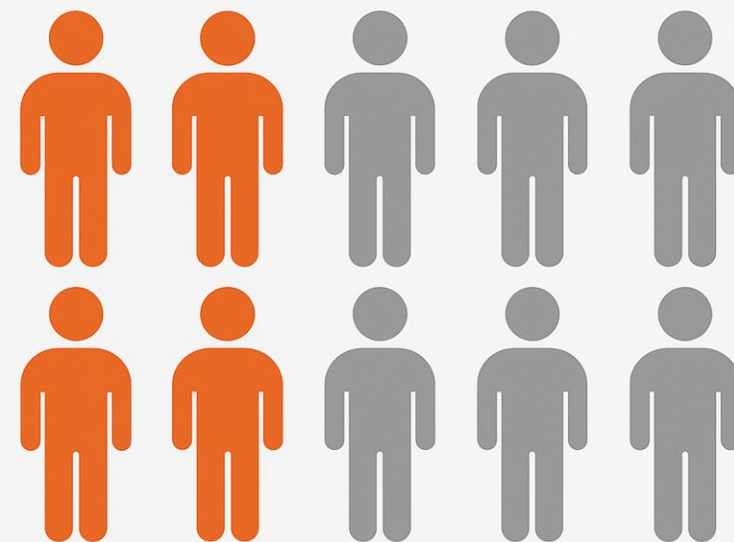
Stakeholders need specific competences and skills to implement the standards, use them and exchange the data safely

Training of today - preparation for tomorrow

A challenging task

Employers expect that 39% of core skills required today will transform by 2030.

Source: World Economic Forum, 2025



Why Interoperability Education Matters Now

**Interoperability
is now a
structural
requirement,
not an option**

**Interoperability
skills gaps
persist across
professions and
countries**

**Interoperability
knowledge
remains
fragmented**

**A coordinated
European
response is
needed to align
training and
skills**

What is XiA?



XiA – Xpanding Innovative Alliance
Erasmus + EU project
Duration: 48 months (2025-2028)
42 partners from 17 EU countries
Coordinator: ISCTE (PT) – Prof. Henrique Martins



XiA Consortium



42 Partners, 20 Countries
17 Beneficiaries – COO: ISCTE (PT) and 25 Associated Partners



Grant Agreement 101187650

What is XiA´s goal?

Modular training courses for free
Micro certification

European alliance between
universities, companies and public
institutions

Who are the courses for?

**Healthcare and
IT managers**



**Healthcare Professionals
Care & Process Managers**

IT System specialists



Building the human side of interoperability



XiA aims to cover all stages of professional development:

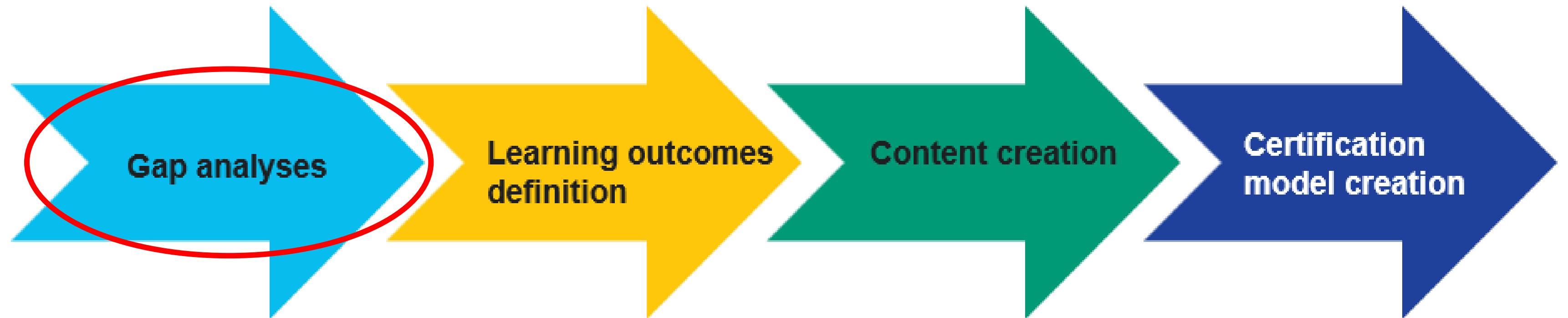
Vocational education training (VET)

Undergraduate

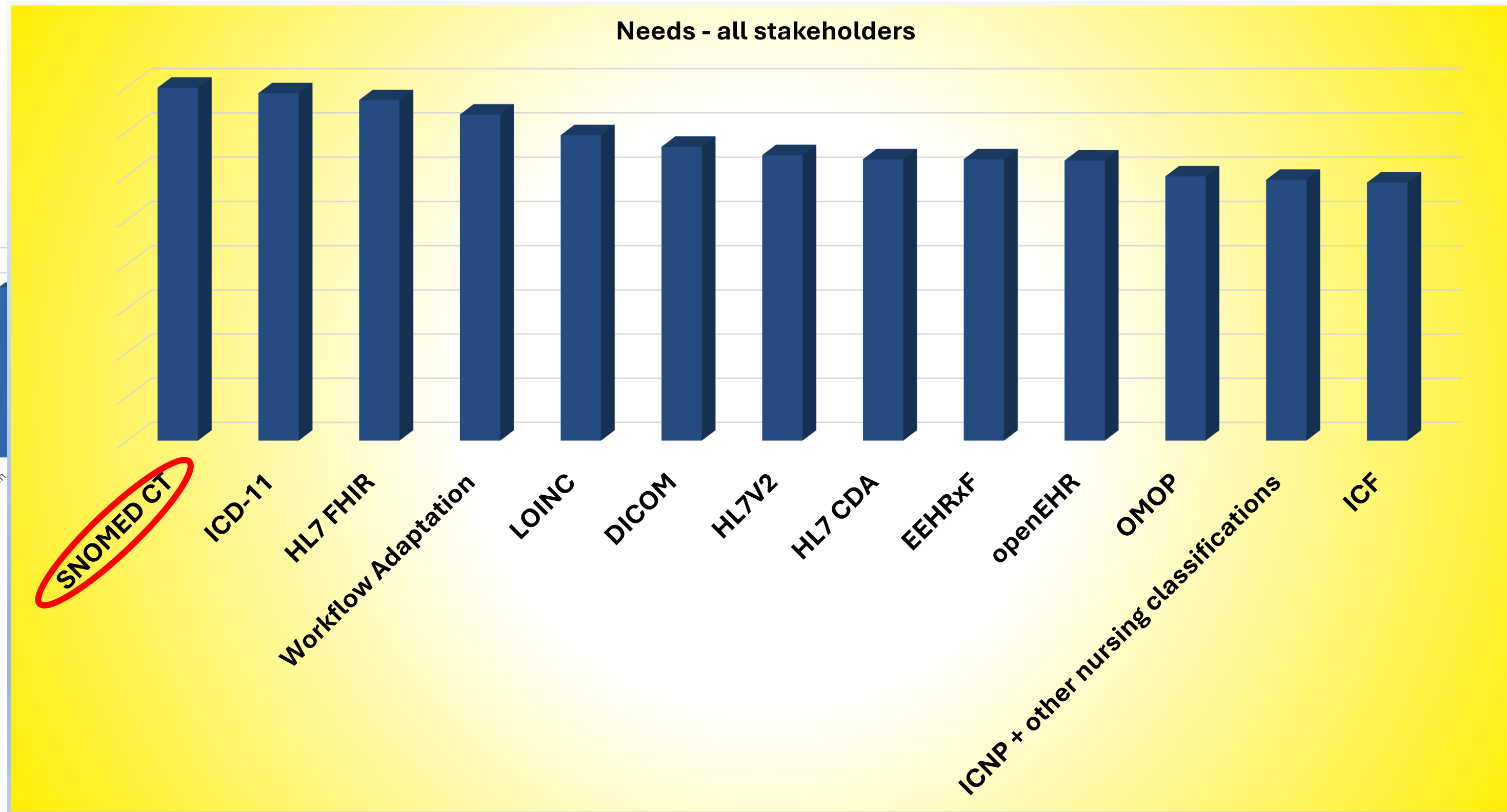
Postgraduate

Continuous professional development

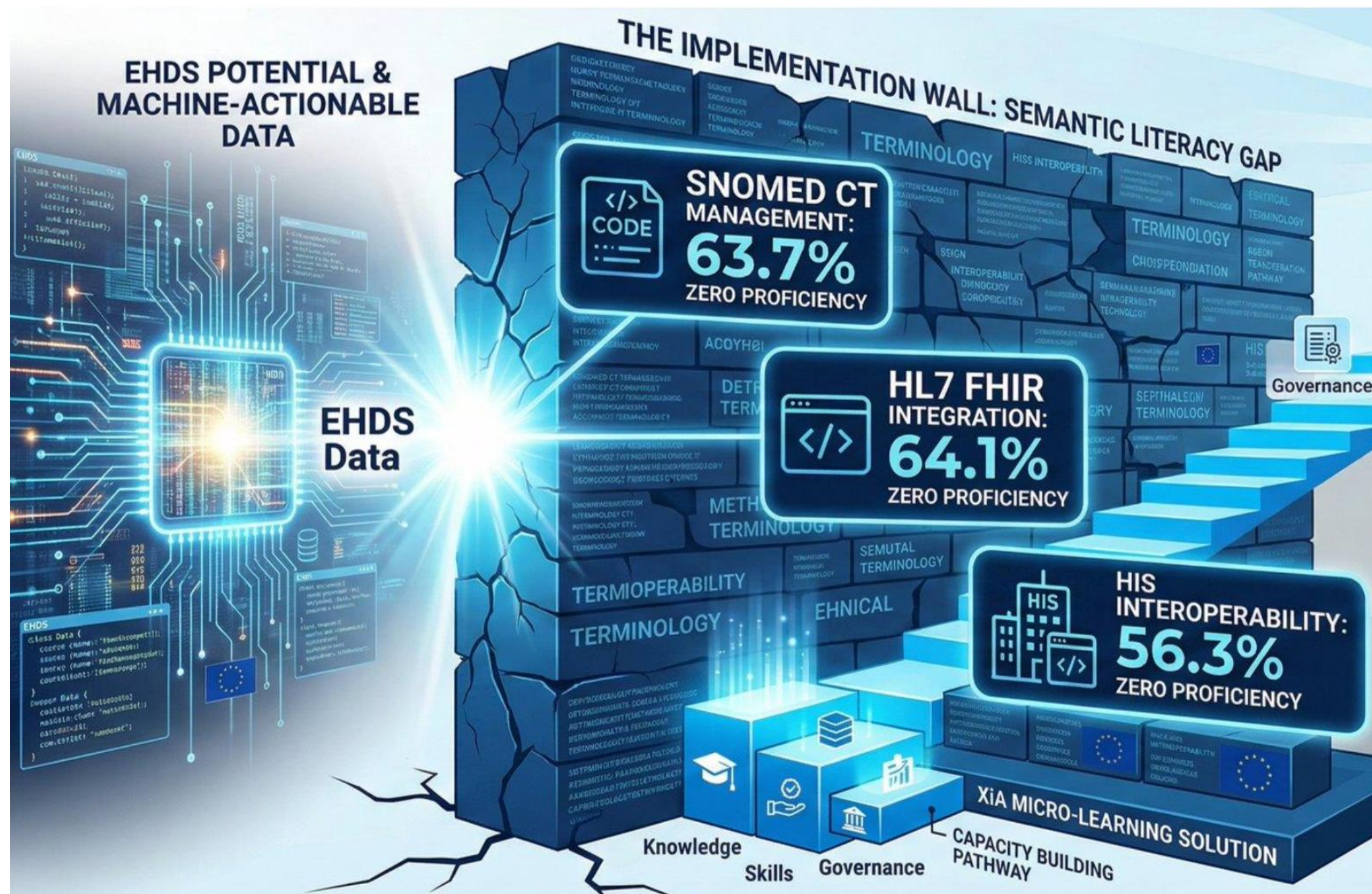
How do we proceed?



What did the needs analyses show? Is interoperability training seen as needed?



XiA Needs Assessment

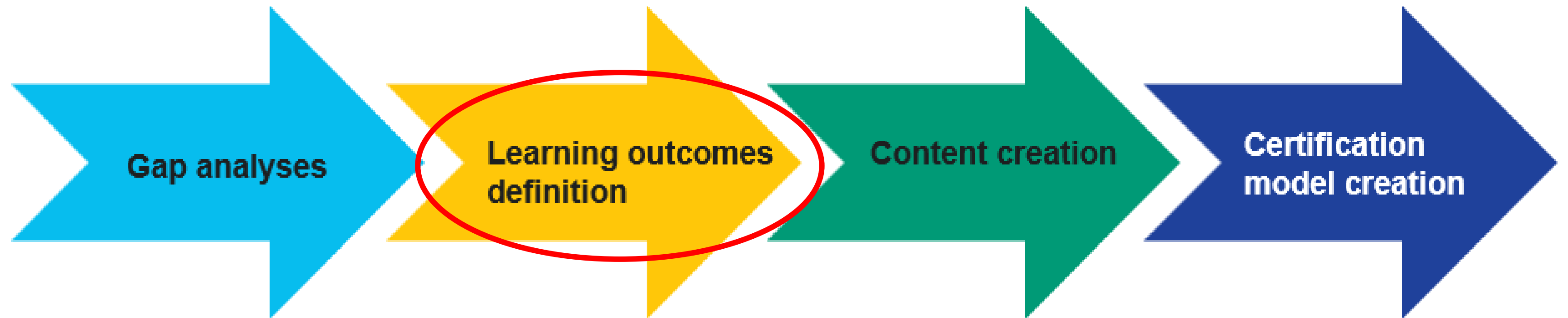


XiA survey of 357 European stakeholders from 24 countries (2025)

Part of respondents reporting **zero proficiency** for:

- SNOMED CT: 63,7%
- HL7 FHIR: 64,1%
- Health Information System Interoperability: 56,3%

How do we proceed?



Learning outcomes

Knowledge

What the learner will **know and understand**

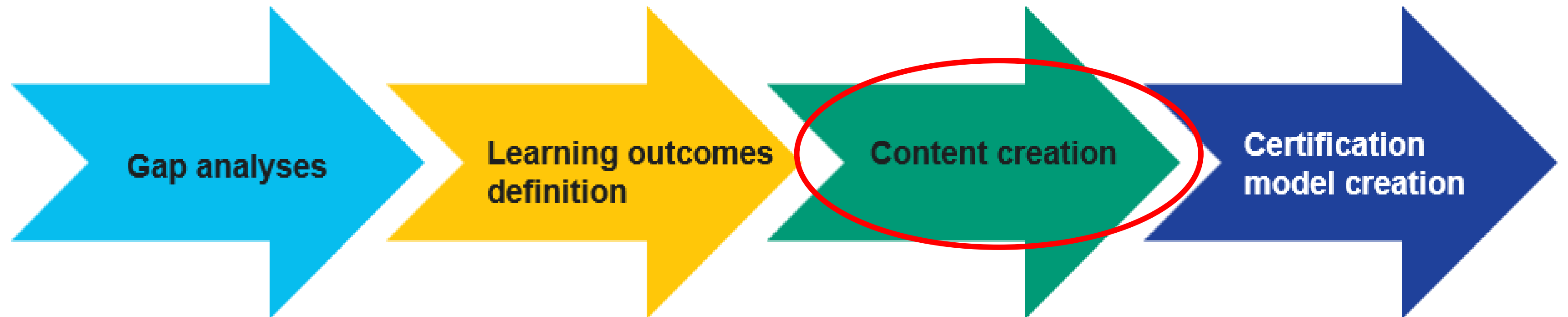
Skills

What the learner will **be able to do or apply** in practice

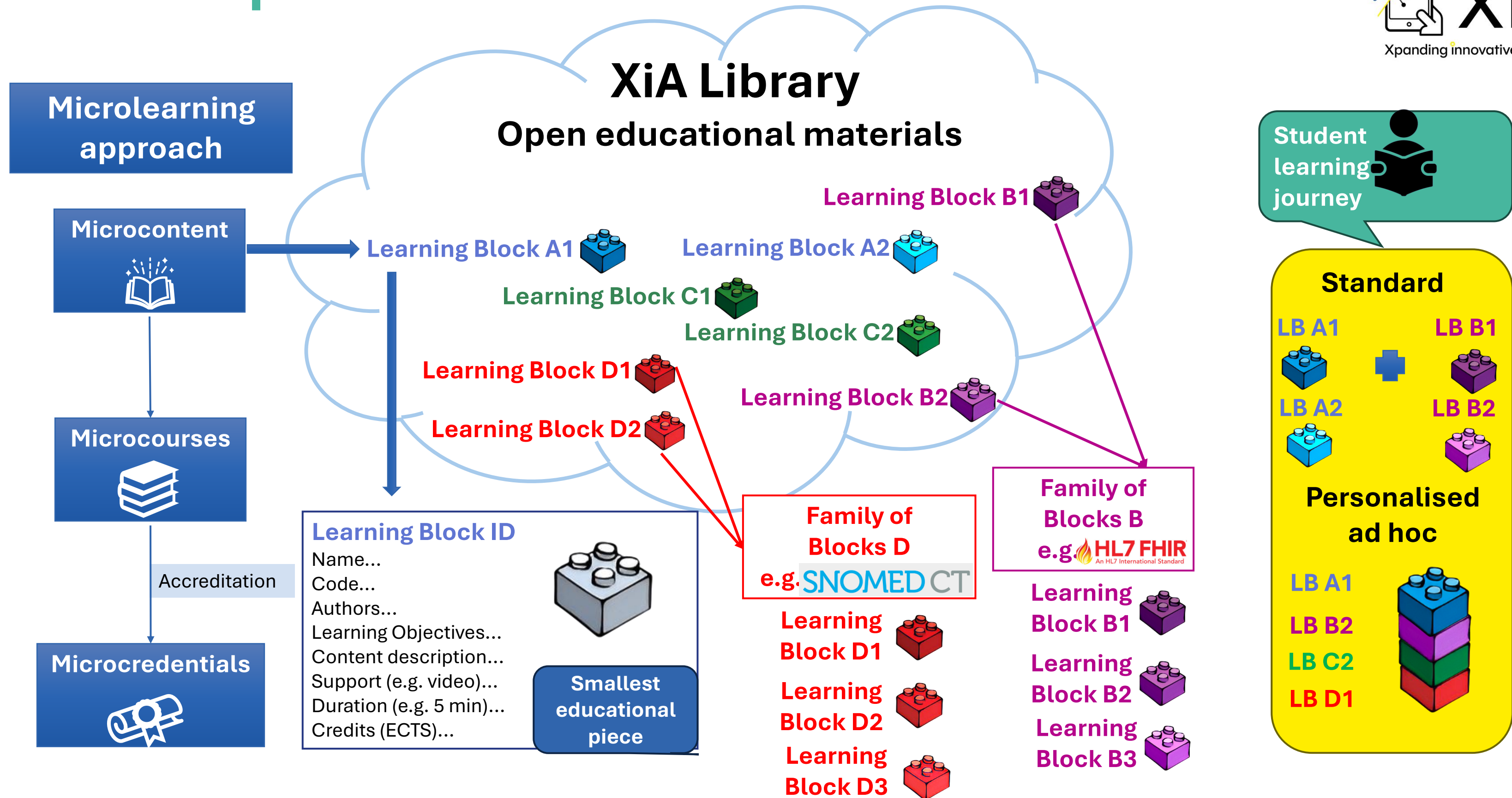
Attitude

What the learner will **value, assess or demonstrate** through behavior and professional assessment

How do we proceed?



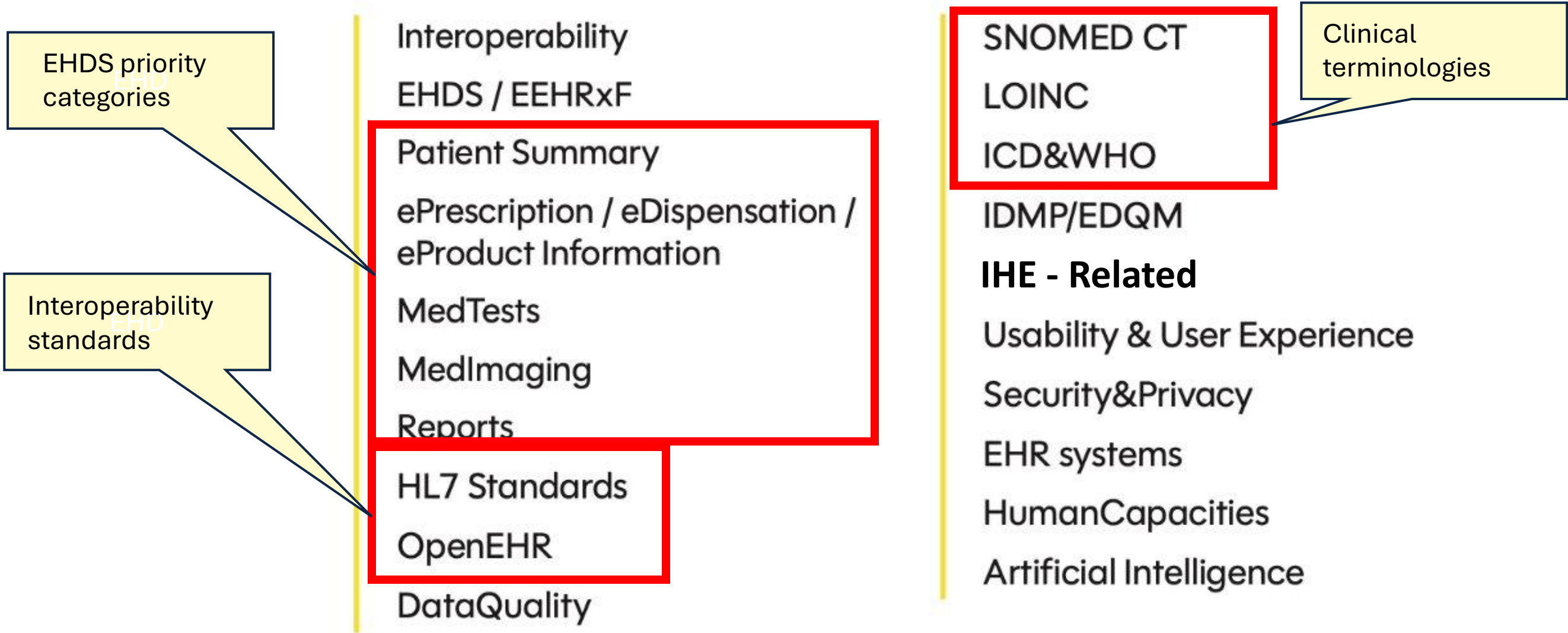
How do we proceed?



Micro-Content Learning Blocks (MCLB) Families

20 Families of MCLBs

Microcontent Learning Block Families (MCLB) are groupings of specific themes designed to facilitate the organization, retrieval, and joint development of these blocks. These families are integrated into Needs-driven Content Categories.



Join the XiA Alliance!

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Check out our website
and follow us on LinkedIn



Thank you!

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