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## WORKSHOP ABSTRACT

# Human Resources in Health: The importance of Skill Mix, Task Shifting and Task Sharing for Care Integration

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Human resources are one of the pillars of healthcare provision, and their effective management is essential to meet the challenges of modern healthcare systems and promote the integration of care. In this sense, skill mix, task shifting and task sharing are fundamental strategies for redistributing tasks between different professionals, optimizing the use of skills and enabling more fluid collaboration between multidisciplinary teams. These practices not only increase the efficiency and quality of care, but also facilitate the coordination and continuity of services, ensuring that patients receive an integrated approach centered on their needs. This workshop is important because, as well as exploring the application of these strategies, it also offers a space for discussion on the relevance of this approach, encouraging critical reflection on its impact and benefits in the context of integrated care.

Who is it for? This workshop is aimed at everyone who is interested in the themes of care integration and who is interested in discussing the challenges of human resources in this context.

Approach: This workshop will be based on the discussion of a case study on the need to have a skill mix strategy in a context of a lack of human resources and disintegration in the provision of care. Through this case, it is intended that participants will be able to discuss and reflect openly on the need to identify the essential skills for integrated care and how tasks can be shared and distributed. The discussion will be open, allowing each participant to contribute their perspective on which roles and professions are best suited to take on certain tasks, in order to improve both the efficiency and quality of the care provided. Throughout the workshop, participants will be able to analyze the gaps in the scenario presented and suggest strategies for redistributing responsibilities, promoting an exchange of ideas that encourages collaborative solutions to the current challenges of integration and optimal use of available human resources.

### Session Plan

Introduction - 15 mins. - Presentation of the workshop objectives and presentation of the concepts of skill mix, task shifting and task sharing, contextualizing their importance in the area of integrated care.

Case Presentation - 10min. - Presentation of the case to the participants.

Case Discussion - 25 mins. - Once the case has been contextualized and read by the participants, the facilitator will start the discussion by introducing some questions that should stimulate the participation of those present.

These questions include:

What competencies and functions were redistributed?

What barriers were faced and how were they resolved?

How did the skill-mix contribute to the integration of care?

What lessons can we learn?

During this discussion, the main ideas will be put into a summary table that will serve as a basis for presenting the main messages at the end of the workshop.

Conclusion - 10 minutes - Key messages. Presentation of the main messages identified by the participants in the workshop on a summary board to be filled in during the workshop.