

EIT Health Competency Framework

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The EIT Health Competency framework for health education is essential to ensure that healthcare professionals are well-equipped to meet the evolving demands of health innovation. The EIT Health framework is rooted in patient-centredness. At its core, it also emphasizes the sustainability of healthcare systems, addressing both financial and environmental challenges to ensure long-term viability.

In collaboration with industry partners and organizations, EIT Health has developed a set of competencies and capabilities that are the foundation of the EIT Health Quality Assurance and Accreditation process. The EIT Health Competency Framework encompasses eight key competencies, categorized **into technical (health-related) capabilities and underpinning, agnostic capabilities**. The EIT Health Competency Framework also defines four proficiency levels, each more advanced than the previous one: **Explore, Practice, Accomplish, and Inspire**.

Competency	Description
Innovation and Entrepreneurship	The ability to recognise, develop and act on entrepreneurial and innovation opportunities in a range of organisation settings, and to transform them into value for others
Problem-Solving	The ability to analyse and understand the problem space, generate new ideas, assess their validity, and co-create solutions to meet unmet needs
Critical Thinking	The ability to assess facts and evidence to drive decision-making, including constructive questioning of the status quo
Leadership	The ability to be an effective leader, and to mobilise resources efficiently to enable change management and accomplish a goal based on responsible and innovative management practice
Stakeholder engagement and interdisciplinary skills	The ability to drive interpersonal communication, translating complex ideas for diverse audiences, and collaborating with diverse stakeholders, including patients, healthcare providers, payers, and regulatory bodies. This competency involves building partnerships to advance healthcare innovation and outcomes, leveraging collaborative networks for mutual benefit
Health Technology Management	The ability to use emerging technologies in innovation processes. This competency underlines the necessity to a commitment to lifelong learning and professional growth in the dynamic field of healthcare

Digital Health	The ability to develop, use and leverage digital tools to enhance healthcare delivery, patient engagement, and outcomes ensuring compliance with data privacy regulations and ethical standards
Health Systems	The ability to analyse the health systems, appraise current and future sustainability challenges, and develop appropriate responses using system approaches to improve healthcare outcomes, patient-centred innovation and enhance sustainability of systems (with concepts such as net-zero industry and value-based healthcare) while understanding and navigating the complex regulatory landscape in healthcare

Proficiency Level

When applying for EIT Health Quality Assurance and Accreditation, and based on the education programme's target audience, the Learning Objectives and the course length, training providers select the competencies to be addressed by the educational programme as well as the corresponding proficiency level.

Following, we offer an approximate outline of total learning hours. It's important to note that these figures are not fixed rules and do not specify whether they encompass total learning time or learner-facing hours.

Proficiency Level	Indicative learning hours	Example
Explore <i>Lay the foundations for contributing to the sector</i>	4-8 learning hours	Course, seminar, workshop
Practice <i>Turn ideas into actions to the benefit of your field of influence</i>	≥ 5 days	Summer School, Training, Seminar
Accomplish <i>Deliver impact within your field of influence and the sector</i>	≥ 15 days	Business Lab, seminar, workplace-based training
Inspire <i>Transform the system and have an influence that goes beyond your field and the wider sector</i>	≥ 40 days	Business Lab, seminar; workplace-based training

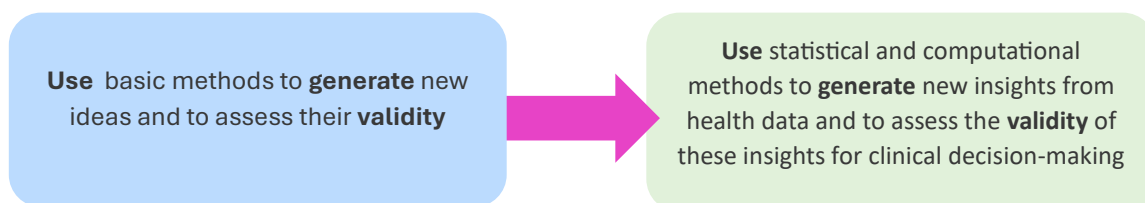
In the EIT Health Competency Framework, each *underpinning* and *technical competency* includes a set of Learning Objectives for each proficiency level. These Learning Objectives are intended to serve as a reference and are to be contextualised by the training provider based on the specific education programme.

Contextualizing Intended Learning Outcomes

Once the competencies addressed by the educational programme and the proficiency level are defined, training providers are requested to contextualize the Intended Learning Outcomes (ILOs) suggested by EIT Health.

These learning objectives are articulated using precise terminology, with special emphasis on the *action verbs* in each description. The format is to be kept when contextualizing them. For example:

- **Step one:** Choose the competencies addressed by the educational programme. We highly recommend no more than 3 capabilities, with at least one of them being technical.
 - i.e. *Problem-solving*
- **Step two:** Define the educational programme Proficiency Level, based on the target audience, unmet education needs, and course length:
 - i.e. *Explore*
- **Step three:** Once the competencies (step one) and the proficiency level (step two) are defined, check the Intended Learning Outcomes suggested by EIT Health for each competency and learner level.
 - i.e. *“Use basic methods to generate new ideas and to assess their validity”*
- **Step four:** Contextualize the Learning Objectives suggested by EIT Health based on the content you want to cover and assess in your course:
 - i.e. *“Use statistical and computational methods to generate new insights from health data and to assess the validity of these insights for clinical decision-making”*



Intended Learning Outcomes per Proficiency Level: **Explore**

Innovation & entrepreneurship	Problem-solving	Critical-Thinking	Leadership	Stakeholder engagement & interdisciplinary skills	Health Technology Management	Digital Health	Health Systems
<p>Appraise and articulate the value of opportunities</p> <p>Identify and use relevant resources to support the creation of financial, social and environmental value</p> <p>Implement effective actions to support the creation of sustainability impacts</p>	<p>Analyse relevant aspects of the problem space to inform creative thought</p> <p>Use basic methods to generate new ideas and to assess their validity</p> <p>Contribute to co-creation processes to develop sustainable solutions</p>	<p>Collect, analyse and report information and data to support the generation of new ideas and approaches</p> <p>Understand the basics of ethical decision-making in healthcare</p>	<p>Implement a health innovation project in a particular work or study context</p> <p>Demonstrate ownership of project goals</p>	<p>Identify key stakeholders in the healthcare sector and their prominent concerns</p> <p>Understand the basics of building partnerships in healthcare and explore the impact of stakeholder engagement on healthcare outcomes</p> <p>Implement basic communication methods</p>	<p>Competently use appropriate technologies to contribute to health system innovations</p> <p>Appraise the relevance of emerging technologies in a particular work or study context</p> <p>Identify key unintended consequences of the use of emerging technologies</p> <p>Discuss strategies for staying current with healthcare innovations and practices</p>	<p>Get introduced to the concepts of digital health and telemedicine</p> <p>Implement effective data management protocols while recognise the importance of data security measures and ethical standards</p> <p>Discuss the benefits and challenges of integrating technology in healthcare</p> <p>Explore emerging trends in digital healthcare solutions</p>	<p>Apply basic systems analysis techniques to describe the health system</p> <p>Identify dominant sustainability challenges for the health system, both in terms of financial and environmental sustainability</p> <p>Recognise how innovations can contribute to achieving societal impact</p> <p>Learn about the key healthcare regulations</p>

Intended Learning Outcomes per Proficiency Level: Practice

Innovation & entrepreneurship	Problem-solving	Critical-Thinking	Leadership	Stakeholder engagement & interdisciplinary skills	Health Technology Management	Digital Health	Health Systems
<p>Create opportunities for social and environmental value creation</p> <p>Mobilise resources to create sustainable value for others</p> <p>Design and implement effective actions to deliver impact</p>	<p>Appraise the problem space to identify current and future needs</p> <p>Mobilise effective methodologies to generate new ideas such as design thinking</p> <p>Appraise the validity of new ideas and co-create sustainable solutions</p>	<p>Collect, analyse, interpret and report information to develop sustainable solutions to current and future challenges</p> <p>Reflect on the ethical dimensions of healthcare decisions</p>	<p>Appraise different strategies to deliver a health system innovation</p> <p>Demonstrate leadership towards the implementation of a health system innovation</p>	<p>Engage with stakeholders in healthcare projects</p> <p>Implement stakeholder feedback into healthcare innovation processes</p> <p>Adjust messaging for different audiences</p>	<p>Mobilise appropriate technologies in innovation processes</p> <p>Design effective actions to mitigate key unintended consequences of the use of emerging technologies</p> <p>Contribute to the development of new technologies for health system transformation</p> <p>Engage in continuous learning activities and apply new knowledge to enhance healthcare practice</p>	<p>Appraise the efficacy of different digital tools and sensing methods to acquire, structure, manage and manipulate data</p> <p>Devise effective data management protocols in line with ethical and health data privacy standards</p> <p>Design effective actions to mitigate key unintended consequences of the use of information technologies</p> <p>Apply best practices in digital health to improve patient care</p>	<p>Analyse the health system using a range of systems approaches to appraise current and future sustainability challenges</p> <p>Implement innovative responses to address sustainability challenges in the health system to improve healthcare outcomes, patient-centred innovation and enhance the sustainability of the system</p> <p>Apply regulatory guidelines to healthcare practice and recognize the importance of compliance in patient safety</p>

Intended Learning Outcomes per Proficiency Level: **Accomplish**

Innovation & entrepreneurship	Problem-solving	Critical-Thinking	Leadership	Stakeholder engagement & interdisciplinary skills	Health Technology Management	Digital Health	Health Systems
<p>Create opportunities for systemic social and environmental value creation</p> <p>Devise strategies to mobilise and leverage resources to create sustainable value</p> <p>Design effective actions to scale societal impact</p>	<p>Mobilise effective co-creation methodologies to generate original and sustainable solutions that include relevant voices such as patients and end-users</p> <p>Critically appraise the problem space to analyse the strategic implications of future choices</p>	<p>Challenge existing practices and knowledge to develop sustainable alternatives</p> <p>Critically analyse, interpret and report data and information to inform ethical decision-making and evaluate healthcare practices from an ethical perspective</p>	<p>Influence, persuade and challenge others to transform the health system through innovation and entrepreneurship</p> <p>Translate a vision for strategic change into a health system innovation</p>	<p>Manage multi-stakeholder projects that contribute to healthcare innovation</p> <p>Facilitate stakeholder discussions to align goals with healthcare outcomes</p> <p>Translate complex ideas for different audiences</p>	<p>Develop strategies to mobilise and manage technology in innovation processes</p> <p>Develop and lead the implementation of new technologies</p> <p>Develop strategies to mitigate key unintended consequences of the use of emerging technologies</p> <p>Evaluate the effectiveness of professional development programs</p>	<p>Develop and lead the implementation of robust ethical data security measures</p> <p>Develop strategies for data acquisition, structuration, analysis and manipulation</p> <p>Facilitate the transition to digital health services</p>	<p>Develop strategies to address current and future challenges using systems approaches to improve healthcare outcomes, patient-centred innovation and enhance sustainability of systems (with concepts such as net-zero industry and value-based healthcare)</p> <p>Design innovative responses to address sustainability challenges in the health system to improve healthcare outcomes, patient-centred innovation and enhance sustainability of systems (with concepts such as net-zero industry and value-based healthcare)</p> <p>Analyse and interpret healthcare regulations for practical application</p>

Intended Learning Outcomes per Proficiency Level: **Inspire**

Innovation & entrepreneurship	Problem-solving	Critical-Thinking	Leadership	Stakeholder engagement & interdisciplinary skills	Health Technology Management	Digital Health	Health Systems
<p>Champion relevant insights into entrepreneurial mindset and practice</p> <p>Guide others on their entrepreneurial journey to achieve sustainability goals Contribute to sustainability-oriented entrepreneurial ecosystems</p>	<p>Educate and support others to generate original and sustainable solutions to address health system challenges</p> <p>Champion effective co-creation methodologies to include a range of relevant voices in the generation of solutions.</p>	<p>Mentor others to navigate complex ethical dilemmas in healthcare</p> <p>Educate and support others to critically analyse existing practices to develop sustainable alternatives</p>	<p>Create a vision for strategic change of the health system</p> <p>Educate, influence, persuade and challenge others to lead and promote health system transformation</p>	<p>Spearhead the creation of strategic alliances with key stakeholders to promote healthcare innovation</p> <p>Demonstrate effective inclusive thought leadership in and beyond the health system domain</p> <p>Cultivate high-impact partnerships that advance patient care and research</p>	<p>Educate and support others to use emerging technologies in (radical or breakthrough) innovation processes</p> <p>Challenge others to apply technologies to, or draw from, different problem spaces</p> <p>Educate and challenge others to appraise and mitigate unintended consequences of technology use</p> <p>Implement institutional frameworks for continuous healthcare education and guide professionals in personalised learning paths for professional growth</p>	<p>Cultivate innovation in healthcare through digital transformation leadership</p> <p>Educate and support others to use digital tools to support innovations in the health system</p> <p>Champion robust data security systems</p> <p>Educate and challenge others to appraise and mitigate unintended consequences of technology use</p>	<p>Champion systems approaches to appraise current and future challenges to the health system</p> <p>Educate and support others to develop innovative responses to address sustainability challenges</p> <p>Guide teams through complex healthcare regulations, ensuring innovative solutions are compliant</p> <p>Influence policy development by showcasing successful compliance models.</p>