Research paper **IL 1**

BUILDING A TALENT ECOSYSTEM FOR PERSONALISED PREVENTIVE HEALTHCARE: THE ATTRACTADRIA APPROACH

T. Bego[1], E. Omeragić[1], A. Elezović[1], D. Pravdić[2], D. Lasić[3], L. Spahić[4], K. Balić[5], I. Gulišija[6], M. Štefanović[7], S. Džafić[8], A. Njuhović[9], H. Rizvanbegović[10] and R. Gelo[11]

[1]*University of Sarajevo - Faculty of Pharmacy, Sarajevo, Bosnia and Herzegovina (tamer.bego@ffsa.unsa.ba)*
[2]*School of Medicine, University of Mostar, Mostar, Bosnia and Herzegovina*
[3]*Ministry of Education, Science, Culture and Sports of Herzegovina-Neretva Canton, Mostar, Bosnia and Herzegovina*
[4]*Verlab Institute, Sarajevo, Bosnia and Herzegovina*
[5]*Bloomteq, Sarajevo, Bosnia and Herzegovina*
[6]*Genos / GlycanAge, Zagreb, Croatia*
[7]*Sestre milosrdnice University Hospital Center, Zagreb, Croatia*
[8]*Ministry of Civil Affairs of Bosnia and Herzegovina, Sarajevo, Bosnia and Herzegovina*
[9]*Ministry for Science, Higher Education and Youth of Sarajevo Canton, Sarajevo, Bosnia and Herzegovina*
[10]*SERDA, Sarajevo, Bosnia and Herzegovina*
[11]*Croatian Science Foundation, Zagreb, Croatia*

DOI: 10.68725/FDSQ_WORKSHOP.2026.9.3

ABSTRACT

AttractAdria is a Horizon Europe initiative that strengthens research and innovation ecosystems in the Adriatic region by improving research careers and capacity in personalised preventive healthcare. Its ecosystem-based approach combines institutional reform, research-support hubs, mentorship, training, mobility and academia-industry collaboration. Transferable skills are developed alongside competencies in biomarkers, genomics, glycomics, digital health, artificial intelligence, and clinical and translational research. By linking widening-region institutions with international partners, healthcare providers, industry, policymakers and funders, the project aims to improve career development, talent circulation and the region's ability to translate multidisciplinary research into responsible preventive-health innovation.

Keywords: personalised preventive healthcare, research careers, talent ecosystem, capacity building, AttractAdria

INTRODUCTION

Personalised preventive healthcare requires institutions able to support researchers across disciplines and sectors. In widening countries of the Adriatic region, fragmented career support, uneven access to training and mobility, and weak links among academia, healthcare, industry and policy can restrict translation of research into prevention-oriented solutions.

AttractAdria addresses these constraints as an ecosystem challenge rather than a series of isolated training activities.

PROJECT FRAMEWORK

AttractAdria is a Horizon Europe Coordination and Support Action coordinated by the University of Sarajevo and implemented by partners from Bosnia and Herzegovina, Croatia, Ireland and Norway. Its four components are institutional reform aligned with the European Charter for Researchers and the Human Resources Strategy for Researchers, research-support hubs and mentorship, transferable and specialised training, and mobility, networking and academia-industry exchange.

Training connects project management, proposal writing, science communication, intellectual property, open science, FAIR data and digital tools with artificial intelligence in healthcare, genomics, glycomics and translational research. Two-way knowledge exchange couples international expertise with regional talent and healthcare contexts. These capacities are also relevant to food and drug safety and quality research.

IMPLEMENTATION AND DISCUSSION

Initial implementation includes mapping and gap analysis, capacity-building and stakeholder dialogue. Intended outputs are stronger career-support structures, mentored early-career researchers, mobility mechanisms, cross-sector collaborations and greater readiness for international proposals. Open science, gender equality, public engagement and responsible data practices are cross-cutting requirements.

Pairing skill development with institutional reform is a strength: training cannot compensate for unclear career pathways or weak support services, while policy documents have little effect without staff, researcher uptake and resources. Since long-term career and health outcomes are not yet established, evaluation should separate activity counts from outcomes such as institutional adoption, new collaborations, proposal participation and researchers' perceived career support. Sustainability beyond project funding is therefore a key test.

CONCLUSION

AttractAdria aligns institutional policy, support services, advanced training, mobility and cross-sector partnerships. If implemented and sustained, this model can improve talent retention and the translation of multidisciplinary research into prevention-oriented health innovation.

Acknowledgement. This work is supported by the European Union's Horizon Europe research and innovation programme under Grant Agreement No. 101216942 (AttractAdria). Views and opinions expressed are those of the authors only and do not necessarily reflect those of the European Union or the European Research Executive Agency. Neither the European Union nor the granting authority can be held responsible for them.