An Overview of the Methodological Process for Creating an Inclusive and Integrated Health Workforce Minimum Data Standard for Enhanced Planning and Decision-making in Canada

Key Take Home Messages

1 Data improvements are foundational for more accurate and effective health workforce planning

2 This poster outlines the co-design of an enhanced, standardized, interdisciplinary, inclusive, and interoperable MDS for health workforce planning

RCPS Réseau canadien des personnels de santé **CHWN** Canadian Health Workforce Network

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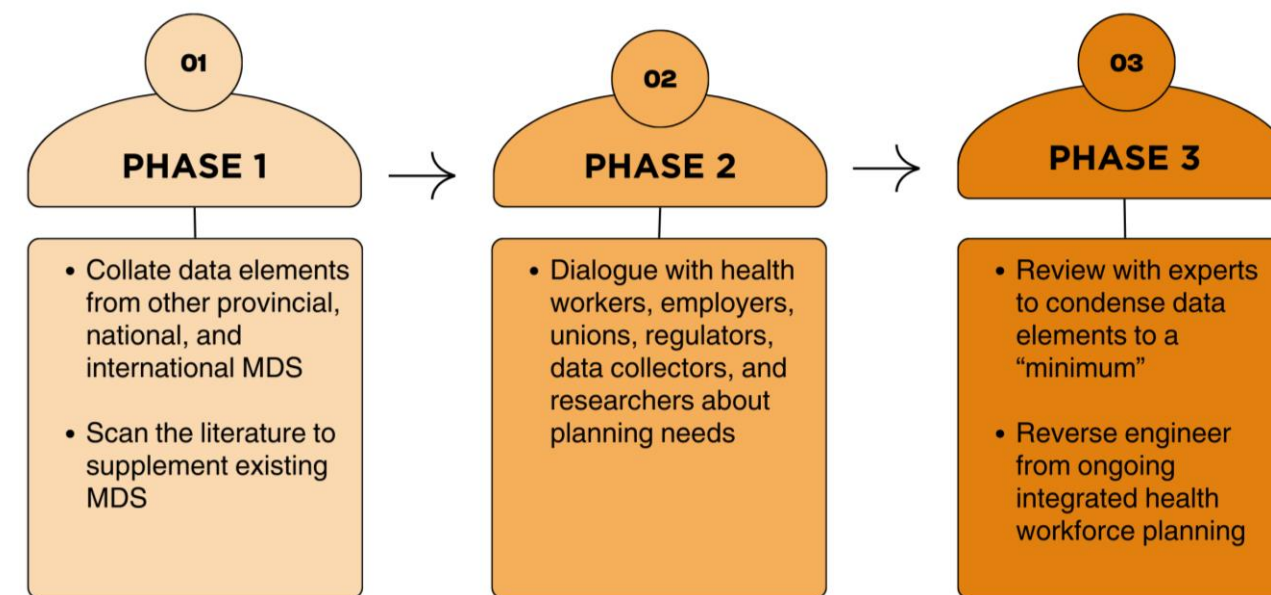
Background

- Addressing existing health workforce data gaps is critical for improving evidence-based health workforce planning in Canada.

- Foundational to advancing health workforce data is the implementation of a minimum data standard (MDS).

- Existing MDS can be enhanced by expanding diversity and capacity data elements, ensuring interdisciplinary application, and co-designing for workforce planning.
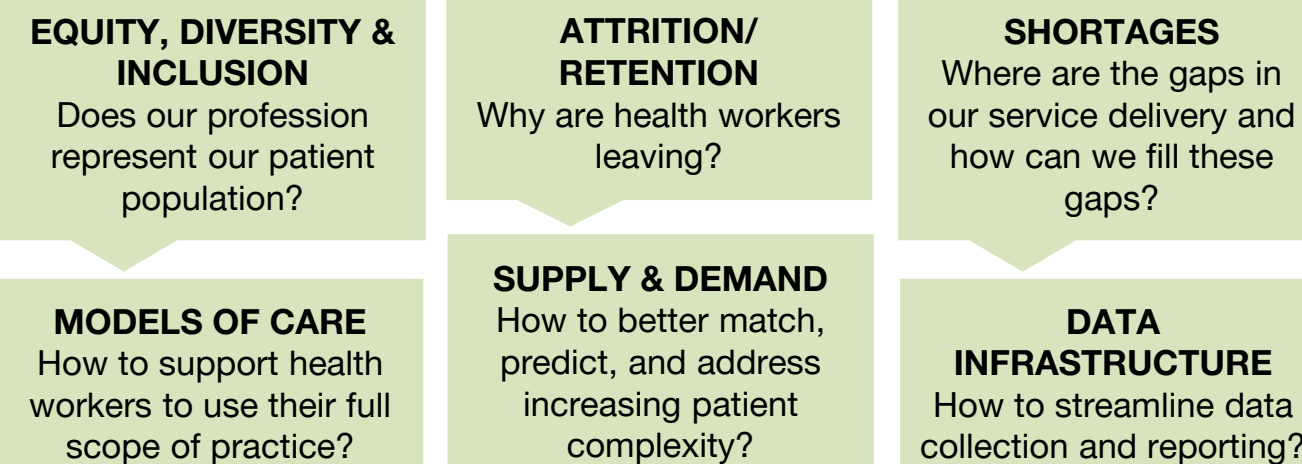
Objectives

- To describe the process undertaken to co-develop an inclusive, fit-for-purpose MDS in partnership with key healthcare groups in Canada.
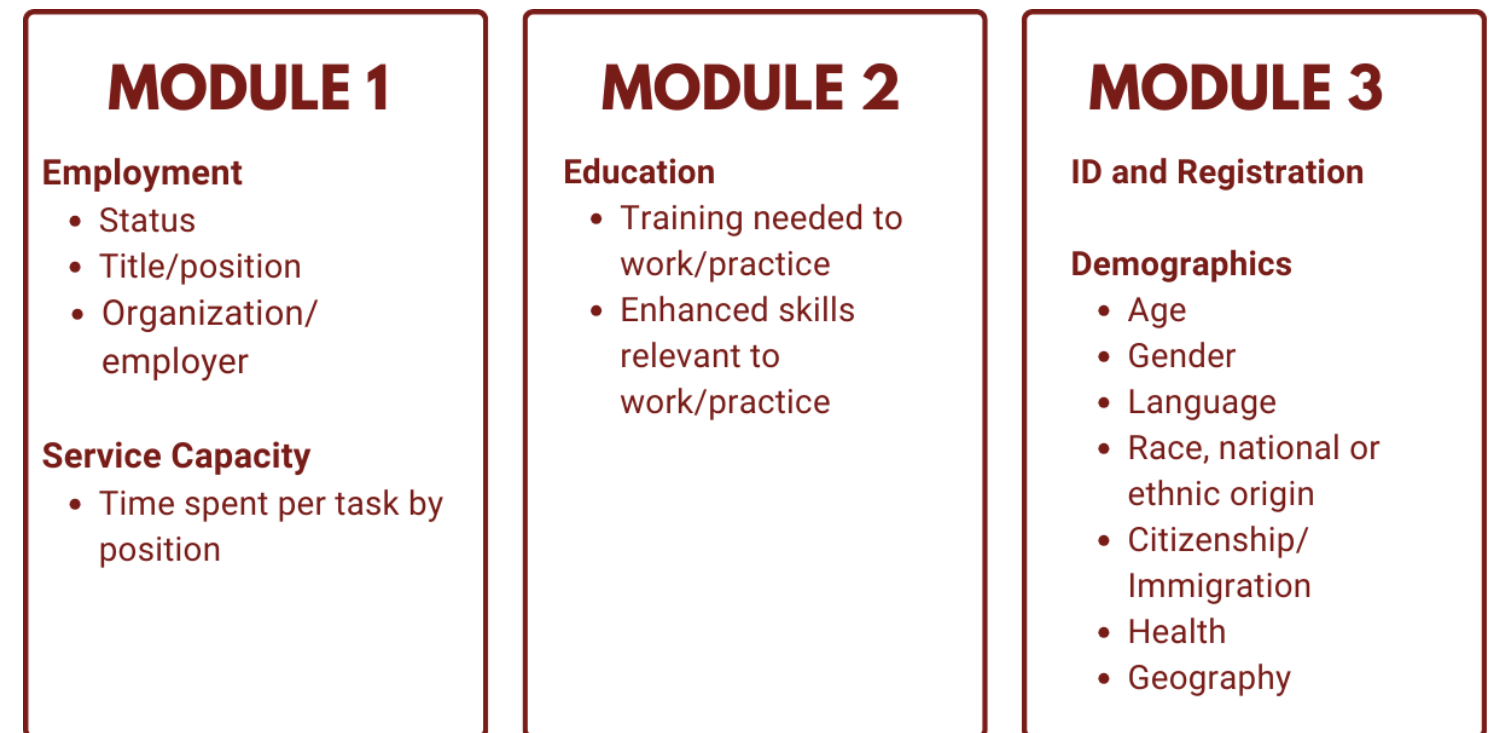
Methodology

01 PHASE 1
- Collate data elements from other provincial, national, and international MDS
- Scan the literature to supplement existing MDS

02 PHASE 2
- Dialogue with health workers, employers, unions, regulators, data collectors, and researchers about planning needs

03 PHASE 3
- Review with experts to condense data elements to a "minimum"
- Reverse engineer from ongoing integrated health workforce planning

Key planning questions from expert dialogues to inform MDS data elements:

EQUITY, DIVERSITY & INCLUSION
Does our profession represent our patient population?

ATTRITION/ RETENTION
Why are health workers leaving?

SHORTAGES
Where are the gaps in our service delivery and how can we fill these gaps?

MODELS OF CARE
How to support health workers to use their full scope of practice?

SUPPLY & DEMAND
How to better match, predict, and address increasing patient complexity?

DATA INFRASTRUCTURE
How to streamline data collection and reporting?

Results

- The outcome of this research is an enhanced co-developed MDS for health workforce planning. It builds on previous national and international examples, towards a more interdisciplinary and inclusive MDS, as summarized here:

MODULE 1

Employment
- Status
- Title/position
- Organization/ employer

Service Capacity
- Time spent per task by position

MODULE 2

Education
- Training needed to work/practice
- Enhanced skills relevant to work/practice

MODULE 3

ID and Registration

Demographics
- Age
- Gender
- Language
- Race, national or ethnic origin
- Citizenship/ Immigration
- Health
- Geography

Next steps

- After incorporating continued feedback from our partner groups, the MDS will be available online, free of cost through the Canadian Health Workforce Network (CHWN): hhr-rhs.ca

This poster contains drafted information from an ongoing project. Please contact for permission to cite.

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