

# Better data, better decisions, healthier Canadians

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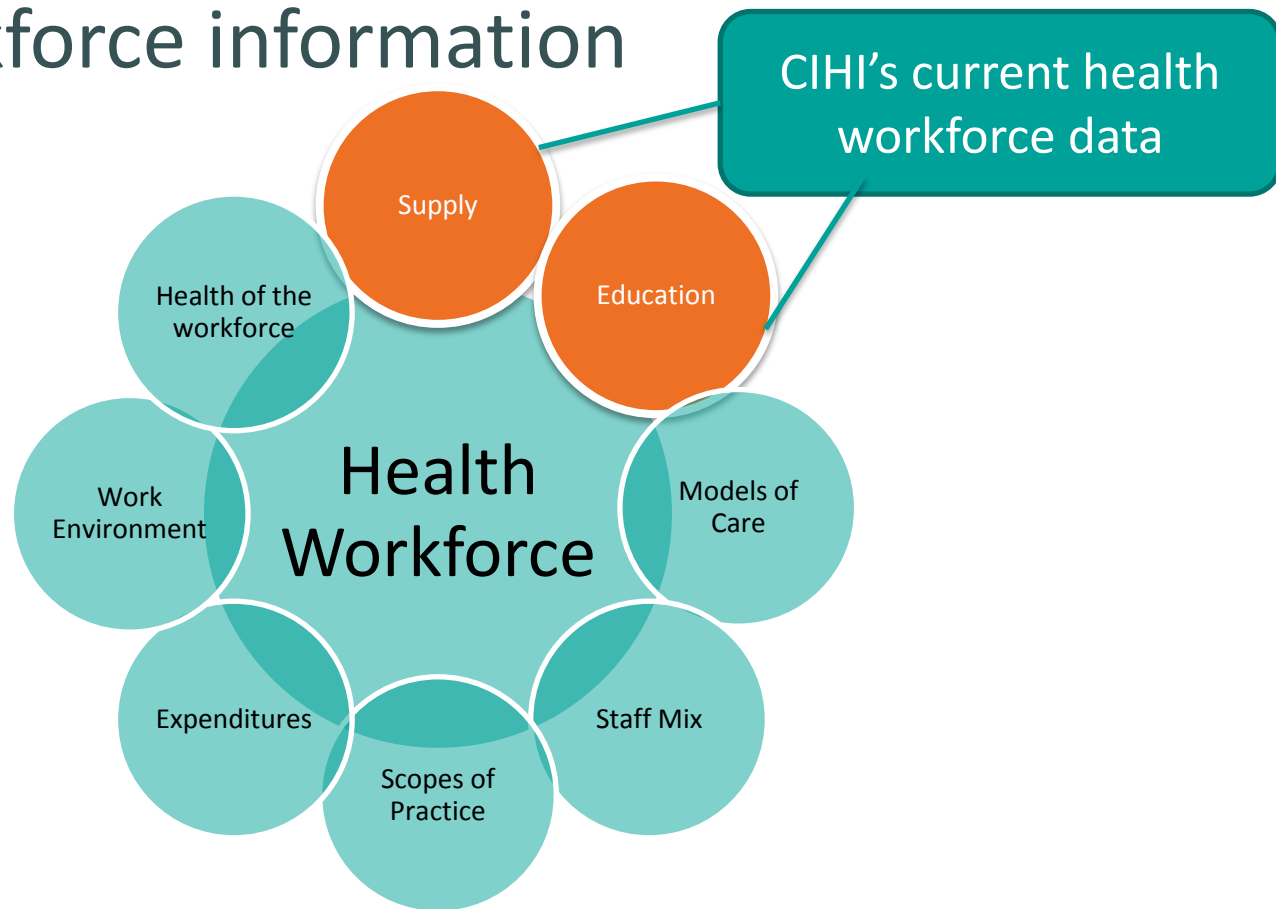
“We keep acting rationally in response to a world we recognize and understand ... but which no longer exists.”

—Eddie Obeng

# Health workforce minimum data set

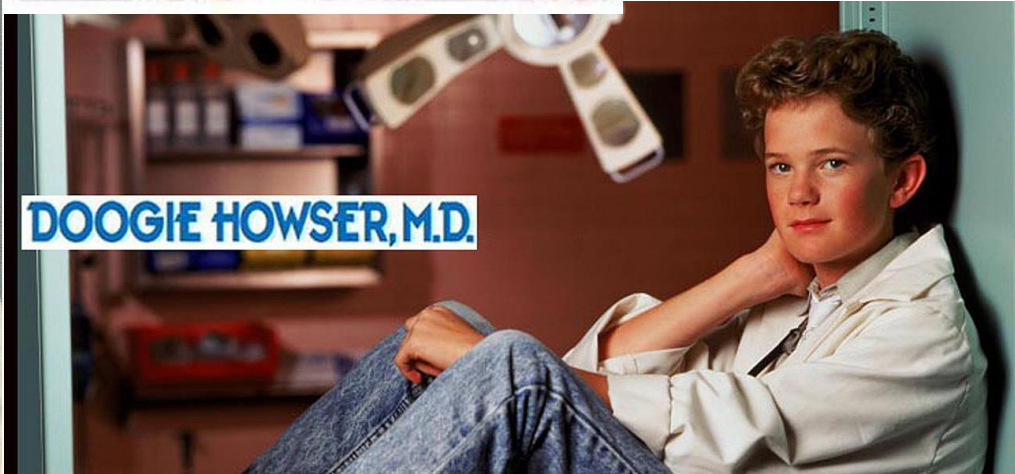
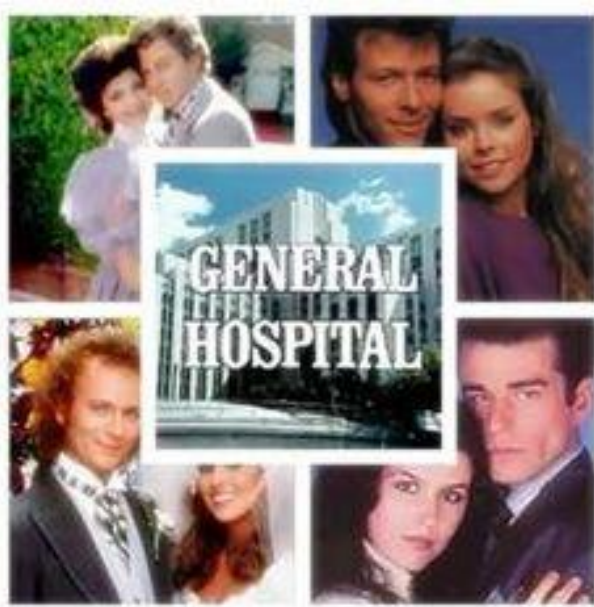
- **Guidelines developed by CIHI and stakeholders to collect basic, minimum, and consistent data on supply and distribution of Canada's health workforce**
  - As of 2016, supports reporting aggregate data on 30 health professions
- **One goal: collect comparable data across health professions, locations and time**
- **Data elements relatively constant**
  - Supply: total number of health professionals licensed to practice, gender, age Groups
  - Education: number of programs, seats, graduates

# Health workforce information



# Who uses the data and why?

<b>F/P/T governments</b> (health, labour, education, etc.) <ul style="list-style-type: none"> <li>• Policy decisions</li> <li>• Allocated funding</li> <li>• Program planning</li> <li>• Evaluation and analysis</li> </ul>	<b>Professional associations &amp; regulatory bodies</b> <ul style="list-style-type: none"> <li>• Membership</li> <li>• Advocacy</li> <li>• Policy analysis</li> <li>• Grant proposals</li> </ul>	<b>Education &amp; research</b> <ul style="list-style-type: none"> <li>• Planning for new schools, programs</li> <li>• Pipeline</li> <li>• Evaluation a research projects</li> <li>• Grant proposals</li> </ul>
<b>Labour &amp; unions</b> <ul style="list-style-type: none"> <li>• Evaluation</li> <li>• Program &amp; policy analysis</li> <li>• Recruitment &amp; retention</li> </ul>	<b>Facilities, regions &amp; employers</b> <ul style="list-style-type: none"> <li>• Jurisdictional policy</li> <li>• Recruitment &amp; retention</li> <li>• Evaluation</li> </ul>	<b>International organizations</b> (OECD, WHO, PAHO, etc.) <ul style="list-style-type: none"> <li>• International reporting</li> <li>• Comparisons &amp; analysis</li> </ul>
<b>Other</b> Media, prospective students and practitioners, advocacy groups		



**DOOGIE HOWSER, M.D.**



# Optimizing workforce data for after midnight

- **Transformation underway designed to lower cost, increase quality and improve patient outcomes and experience**
  - Increased focus on health care transitions
  - Health professional roles and skill sets may be more significant than numbers
- **What data do we need to transform our health care workforce to achieve our health system goals?**
  - What kind of care is required? What skill sets can deliver it, and who has them?
  - What data do we need to help the workforce thrive?



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