

CHWN News

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Original Article

Standardizing Health Workforce Data in Canada: Legal and Regulatory Levers for Harmonized Collection and Sharing

CHWN releases...
New Health Workforce MDS
 The Enhanced Health Workforce Minimum Data Standard for Interprofessional Planning

Co-developing an inclusive interprofessional health workforce minimum data standard for enhanced planning and decision-making: A Canadian case with international relevance

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ABSTRACT

Keywords:
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Background: Comprehensive and standardized health workforce data are the foundation of and evidence-informed decision-making in the face of multiple crises.
Objective: This paper describes the process, results, and lessons learned in co-developing an inclusive interprofessional health workforce minimum data standard (MDS) for planning.

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Minimum Data Standard Project

The CHWN team is proud to release its enhanced health workforce MDS and the publication of its methodology in the international journal Health Policy.

The team is also excited to publish the review from our legal team on how health practitioner regulation and privacy legislation can enable the timely collection and sharing of data for planning purposes in Healthcare Management Forum.

Check them out and stay tuned for more tools to spread and scale this important development!





Upcoming Events

Canadian Health Workforce Conference (CHWC) 2026

December 3-4, 2026

Join us for the 2026 Canadian Health Workforce Conference (CHWC), a hybrid event bringing together health workforce researchers, policy makers, practitioners, and students from across Canada for knowledge exchange and meaningful discussion on key health workforce issues.

Save-the-Date

This hybrid conference will be held December 3-4, 2026, both virtually and in person at the University of Ottawa in Ottawa, Ontario, Canada. For more information, visit our [CHWC 2026 event page](#) and stay tuned for our draft program which will be available in Fall 2026.

Call for Abstracts

Interested in presenting at this year's CHWC? Our call for abstracts is now open! To submit an abstract for consideration, please fill out our [CHWC 2026 Abstract Submission Form](#) by June 25, 2026. Presenters will be notified of acceptance by September 1st and requested to confirm via registration by September 25th.

Sponsorship Opportunities

Sponsorship opportunities for CHWC 2026 are now available!
To learn more, please contact info@hhr-rhs.ca





Upcoming Events

Canadian Association for Health Services and Policy Research (CAHSPR) Conference 2026

May 25-28, 2026

Pre-Conference Workshop

Navigating Health Workforce Data Access for Research Purposes in Canada: Learning from collective experiences of barriers and breakthroughs

May 25, 2026 from 2:00 - 3:30 pm ET

This session will bring together health workforce researchers from across the country to explore practical strategies for success in overcoming barriers to one of the field's most persistent challenges: access to health workforce data. The format will blend short ('lightning talk') presentations, facilitated breakout sessions, and an interactive panel that will emphasize knowledge sharing and participant engagement.

Health Workforce Theme Group Panel

Beyond the Data: Implementing Heart Knowledge as a Framework for Health Workforce Sustainability and Patient Dignity

May 27, 2026 from 2:30 - 3:34 pm ET

This interactive session explores how "Heart Knowledge" – the integration of lived experience, compassion, and relational dignity – can be incorporated into health workforce education, leadership, and practice. Through collaborative discussion and barrier analysis, participants will identify practical strategies to support relational care and strengthen workforce sustainability.

To register or learn more about this year's CAHSPR Conference, [**click here**](#).





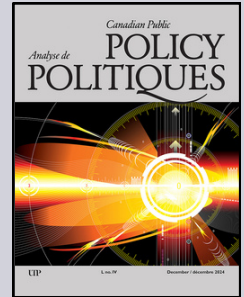
Announcements

Canadian Public Policy Journal

Call for Papers for CPP Supplemental Issue

Manuscript submission deadline: July 15, 2026

This supplemental issue invites researchers to assess two decades of policy development and institutional innovation in Foreign Qualification Recognition (FQR). For more information on accepted submissions and this issue's themes, [click here](#).



WHO Collaborating Center Webinar Series

The Health and Care Workforce: From Crisis to Capacities

March 5th, 15th, and 18th, 2026

This webinar series will take place throughout March 2026 and will focus on how countries can move from managing chronic workforce shortages to building long-term capacity across health and care. It connects evidence and policy debate around three core challenges: how to plan, retain, and transform the workforce, bringing together researchers, practitioners and decision-makers. Participation is free of charge but registration is mandatory. [Click here for more information](#).



Physician Health Initiative (PHI) Community of Practice

Join for a series of Connecting and Learning events designed to support Canadian physicians and physician learners with disabilities and chronic conditions. These interactive small-group sessions and workshops will explore topics such as self-compassion, public speaking to foster disability inclusion, disability disclosure in the workplace, and understanding the Human Rights Code as it applies to independent contractors. Connect with peers, gain practical tools, and help shape a more inclusive medical community in this safe space. [Click here to register or learn more](#).



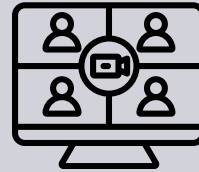


Evidence Support and Knowledge Mobilization (ESKM) Hub

CIHR x ESKM Hub Midterm Workshops

This January, marking the midterm point of the Strengthening the Health Workforce for System Transformation grant, the ESKM Hub and ISTeams engaged in multiple midterm events and activities, including the completion of Midterm Reflections.

CIHR Midterm Workshop



This CIHR workshop provided a forum for participants to connect, share, and learn from each other's health workforce research projects through research presentations and expert-facilitated discussions. Implementation Science Teams shared updates and challenges, while breakout sessions explored key topics including knowledge mobilization, policy impact, patient and community engagement, and collaborative approaches to workforce transformation.



ESKM Hub Midterm & Media Workshop

The ESKM Hub hosted this second-day Midterm & Media Workshop for Implementation Science Team members, featuring professional media training focused on developing clear research messages and strengthening communication skills. Through interactive presentations and exercises, participants developed media messages and gained practical experience writing op-eds and public policy briefs to support knowledge mobilization and amplify the impact of their work. The session concluded with a midterm check-in period for Hub-specific questions and discussions.





ISTeam Spotlights

Explore our ISTeam spotlight updates below! To learn more about each team's work or available resources, visit their dedicated project page by clicking their title.



Adaptive Mentoring Networks (AMN)

AMN has completed multi-framework qualitative analysis using a human-in-the-loop AI-assisted approach and is advancing implementation strategy development across active mentoring networks nationwide.

Building Psychological Safety in Long-Term Care (LTC Ph&S)

The LTC Ph&S team has advanced implementation planning to strengthen equity- and trauma-informed organizational capacity is progressing organizational engagement in participating long-term care settings, including the release of their [LTC Toolkit](#).

Care for LGBTQIA+ Migrant and Racialized Communities (Clinique Mauve)

Clinique Mauve is advancing an intersectoral and integrated model of care to address the urgent health needs of LGBTQIA+ migrant and racialized communities while fostering a more equitable health workforce.

Pediatric Coaching Leadership Intervention (CLIMB)

CLIMB has completed 38 in-depth interviews with clinical and administrative leaders to identify real-world challenges in pediatric healthcare leadership and inform its simulation-based intervention, which is now underway and being formally evaluated.

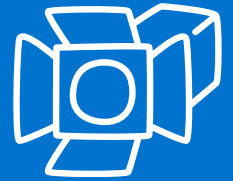
Hybrid Care in Rural & Indigenous Communities (HwF Hybrid Care)

HwF Hybrid Care is advancing culturally safe and adaptable hybrid care approaches that integrate virtual and in-person services to strengthen workforce sustainability in rural, remote, and Indigenous communities.

Indigenous Support Hub Model in Alberta PCNs (ISHM)

The CARE Lab team has finalized the co-design of the Indigenous Support Hub with research and community partners - a virtual community of practice featuring case-based learning workshops and an online peer community, set to launch in Fall 2026.





Integrating Health Workers into Community Care (IHWCC)

IHWCC is advancing an innovative workforce model focused on internationally educated nurses to strengthen integration, retention, and culturally appropriate care in home and community settings.

Leadership and Mentorship in Fundamental Care (LAMP)

Promising signs emerged from first LAMP offering in February 2025 including enhanced ability to embed the evidence informed fundamental of care framework into daily practice with second offerings in English (Toronto) and inaugural offering in French (Trois-Rivieres) in 2026.

Licensure Pathways for IENs (P4IENs)

The P4IENs team has published its pan-Canadian environmental scan, presented findings both nationally and internationally, and is currently conducting interviews with internationally educated nurses (IENs), regulators, educators, and employers to understand the impact of new licensure and integration pathways for IENs across four provinces.

Mentoring for Late-Career Nursing Retention (REACH)

REACH has progressed through feasibility and fidelity phases of its transformative mentoring solution for late-career nursing workforce retention and is assessing sustainability and scale.

Optimizing the Cancer Care Workforce (CAREFORCE)

CAREFORCE has launched the pragmatic evaluation of a 12-month, collaborative program to equip clinicians from six cancer centres across Canada with process optimization approaches and tools to address cancer care workforce challenges within their centres.

Priority Public Health Interventions - Homelessness in Toronto (PPHI)

PPHI is building on findings from key informant interviews to support peer-led public health care delivery to people experiencing homelessness, solidifying peer work as a key component of the health workforce.





ISTeam Spotlights

Team-Based Primary Care in Newfoundland & Labrador (TPC NL)

The TPC NL team has launched a province-wide environmental scan and research snapshot series and is progressing systematic reviews and process evaluation work for team-based primary care.

Training Hub and Research for Eating Disorders (THREDS)

THREDS has trained over 200 clinicians through a Provincial Training Hub for Eating Disorders and evaluation of the implementation of Training Hub activities is underway.

Workforce Innovation in Genetic Services (WINGS)

WINGS has secured ethics and data approvals and is evaluating alternative models of care delivery while integrating genetic counsellors into primary care and NICU settings to enhance access and efficiency.



EDI Community of Practice **- EDI Workshop -**

On November 6, 2025, the ESKM Hub hosted an EDI Workshop for ISTeams' EDI Champions and representatives. The session opened with a presentation on Integrating Intersectionality into Health Workforce Research before moving into discussion. Drawing on examples and group reflections, participants explored reflexivity, power and oppression, diverse representation, and decolonized practices. Despite the global anti-EDI climate, Champions reaffirmed their collective commitment to addressing inequities through ongoing collaboration.



[The Cost of Turnover in Home Healthcare: A Conceptual Model](#) (Zagrodney et al., 2026)

[Educators as Stewards of Relational Competence: Trust and Belonging as Missing Competencies in Health Professions Education](#) (Do et al., 2026)

[The OnSPARK LTC Data Platform: Leveraging interRAI to Build a Learning Health System for Long-Term Care](#) (Costa et al., 2026)

[The Design and Delivery of Canadian Nursing Regulators' Continuing Competence Programs: An Environmental Scan](#) (Chiu et al., 2026)

[A Portrait of Registered Nurses in Primary Care in Canada: A Cross-Sectional Survey](#) (Mathews et al., 2026)

[Nurses' Contributions to Virtual Care Delivery in Primary Care: A Scoping Review](#) (Vaughan et al., 2026)

[The Strategic Role of Nursing Regulatory Leaders in Leveraging Data to Support the Nursing Workforce](#) (Myles & Bourgeault, 2026)

[Attachment Does Not Equal Access to Primary Care](#) (McCracken et al., 2026)

[No Band-Aids for Papercuts: Understanding and Addressing Challenges of Administrative Workload in Primary Care in Canada](#) (Moravac et al., 2026)

[Factors Influencing Family Physicians' Willingness to Prescribe Opioid Agonist Therapy using Virtual Modalities: A Qualitative Analysis](#) (Munoz-Violant et al., 2026)

[Midwifery Services during the COVID-19 Pandemic](#) (Ku Carbonell, 2026)

[Exploring Psychological and Cultural Safety: IBPOC Midwifery Students' Experiences in Ontario](#)
(Langley Frempong, 2026)

[Leading Trauma-Informed Cultures of Care in Times of Uncertainty and Change: How Trauma-Informed Organizational and Leadership Practices Can Bolster Psychological Health and Safety](#)
(Yoon, 2026)





[Le Devoir: Promoting the Ethical Recruitment of Internationally Educated Nurses](#)

(Featuring Housseem Eddine Ben-Ahmed & Ivy Bourgeault)

[ActualitésUQAM: Training the Nurse of the Future: Guest Lecturer Natalie Stake-Doucet Will Give a Lecture on the Role, Skills, and Power of Nurses](#) (Featuring Natalie Stake-Doucet)

[CityNews: Burnout Crisis: 4,500 Quebec Nurses were on Sick Leave in November](#)

(Featuring Natalie Stake-Doucet)

[CBC: Rise in For-Profit Agency Nurse Costs in Ontario Hospitals 'Exorbitant,' says Researcher](#)

(Featuring Natalie Stake-Doucet)

[Canada Healthwatch: Families Shoulder the Costs in Canada's Failing Care Economy](#)

(Featuring Ivy Bourgeault)

[CBC News: Their Loss, our Gain: Canada Positioned to Lure Top Talent from U.S., Recruiters say](#)

(Featuring Ted McDonald)

[Schulich Medicine & Dentistry: Family Physician Workforce, Stress and Cancer Biology Among Newly Funded Health Research Projects](#) (Featuring Maria Mathews)

[CTV News: Federal Funding at Western Hopes to Delve into Family Doctor Shortage](#) (Featuring Maria Mathews)

Mylingual MD: A free mobile app that helps bilingual healthcare providers strengthen their ability to communicate with patients in their preferred language. ***[Click here to learn more or download the app.](#)***



Canadian Health Workforce Library

CHWN adds to its library of Canadian health workforce literature on an ongoing basis – please check out the new additions (info@hrh-rhs.ca)!

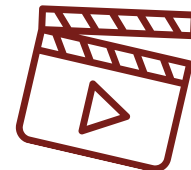




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Did you miss a virtual event this past season?
Check out the latest webinars on our YouTube channel!



[CHWN x CHLPE Seminar: The Legal Context Enabling the Standardization of Health Workforce Data in Canada](#)

[CAHSPR x CHWN Webinar: Heart Knowledge Reflections Among Scientists](#)

[LTC Ph&S: WeResearch Webinar: Building Psychological Safety in Long-Term Care Study](#)

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