

Health
Workforce
Canada

Effectif
de la santé
Canada



Advancing Canada's Health Workforce Data Foundation

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Leads, Dashboards, Modelling & Forecasting

June 26, 2026



Agenda

- **About Health Workforce Canada**
- **Strategic plan overview**
- **Our work**
- **Questions & discussion**





About Us

Healthy workforce. Healthy people.

With a growing and aging population, significant demands for health services, a shortage of health workers and competing financial pressures, Canada is transforming the way we plan for our health workforce.

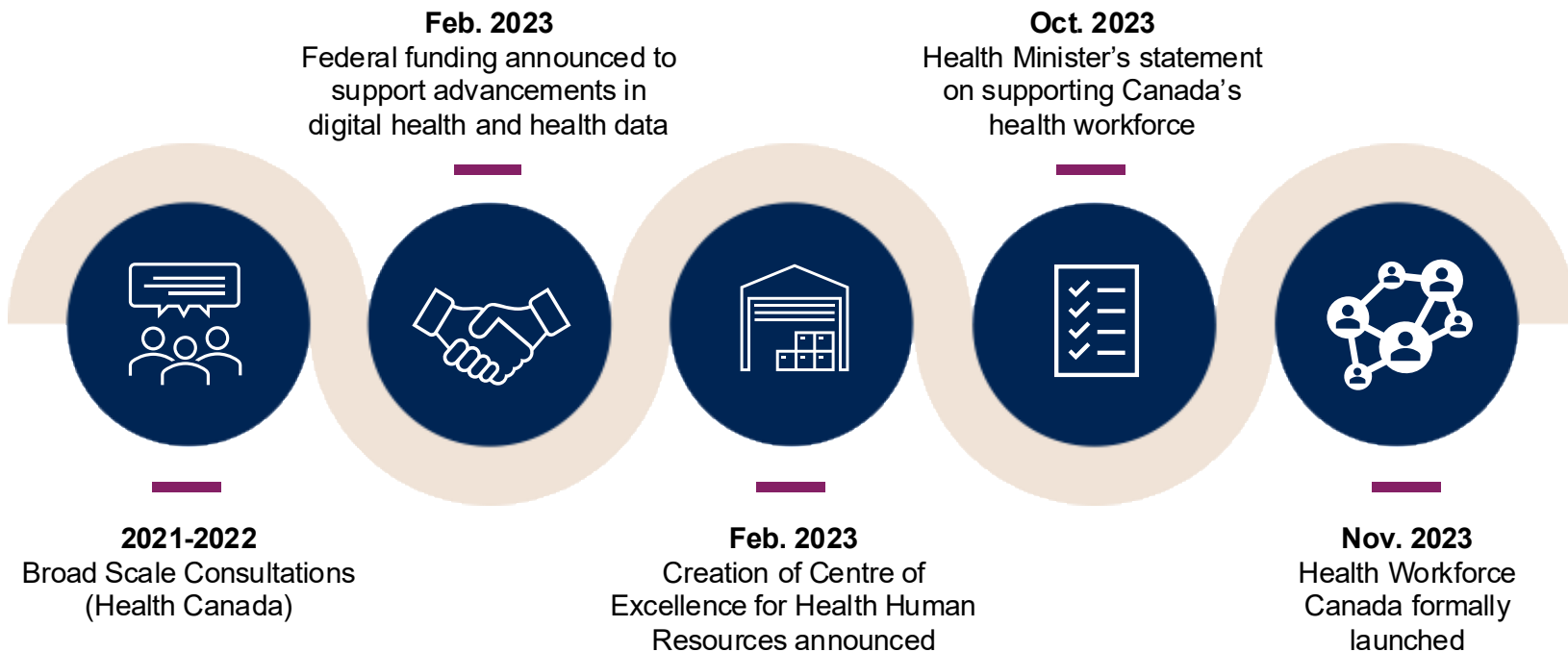
Health Workforce Canada was established in 2023 to strengthen health workforce data and planning to ensure health workers are there to provide the care people need.



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Our Story



Board of Directors

Health Workforce Canada is an independent, not for profit organization governed by a Board of Directors.



Deb Gordon
(Interim CEO)



Glenda Yeates
(Chair)

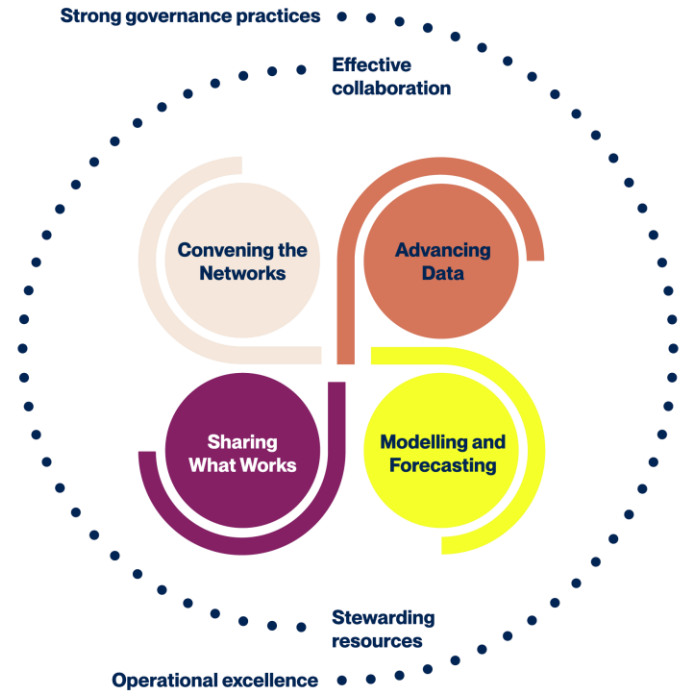
- Dr. Kimberlyn McGrail (Vice Chair)
- Dr. Marcia Anderson
- Dr. Carl-Ardy Dubois
- Dr. Zubin Austin
- Janet Davidson
- Jeannine Herritt
- Dr. Alika Lafontaine
- Deputy Minister of Health Greg Orencsak
- Dr. Linda McGillis Hall
- Dr. Karima Velji
- Dr. Verna Yiu



Strategic Plan 2025 - 2028

Our four priorities for the next three years:

1. Convening the Networks
2. Advancing Data
3. Modelling and Forecasting
4. Sharing What Works



Supported by a foundation of Equity, Diversity and Inclusion, and a commitment to Truth & Reconciliation



Convening the Networks

Health Workforce Canada Connects symposium 2024

- Over **350 participants** (in-person and online)
- Shared **promising practices** in health workforce planning
- Put **learnings into action** to build a strong, healthy workforce
- **96% of participants** said they gained new insights from the symposium



Register Now! • Inscrivez-vous!

Health Workforce Canada Connects | **Effectif de la santé Canada Ensemble pour la santé**

Advancing health workforce solutions
Faire progresser les solutions en matière de main-d'œuvre en santé

October 30 - 31, 2024 • Les 30 et 31 octobre 2024
Montréal QC, DoubleTree by Hilton • Montréal (Québec), hôtel DoubleTree par Hilton

Join in-person or virtually • Participez en personne ou en mode virtuel

Our next fall symposium will be held October 15-16, 2025, in Vancouver!



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**Ensemble
pour la santé**

*Tackling system complexity
S'attaquer à la complexité du système*

Vancouver, BC • Vancouver, C. -B.

October 15 - 16, 2025 • Les 15 et 16 octobre 2025

Register Now! • Inscrivez-vous!



Scan the QR Code to Register

**Join us as we collectively shape the conversation
on health workforce solutions for the future!**



Building Partnerships with First Nations, Inuit and Métis

1. Distinctions-based approach
2. Acknowledge systemic racism and resulting health disparities
3. Support data capabilities while respecting Indigenous data sovereignty



Working with other Pan-Canadian Health Organizations (PCHOs)





Advancing Data: Telling the story



Data



Sorted



Arranged



**Presented
visually**



**Explained with
a story**



Advisory Groups



Dashboard
Advisory
Group

Data Strategy
Advisory
Group

Modelling
Advisory
Group

Stakeholder Representation

- Provincial/Territorial Ministries of Health
- Regions/employers
- Professions (colleges or associations)
- Data centres
- Researchers
- Unions
- Other (e.g., sectors, federal)





Dashboard Tour

Dashboard Platform



Workforce in View

Explore data in our Workforce Provider Profiles, Employment, and Recruitment & Retention sub-modules.



Policy Tracker

Explore health workforce related policy interventions by federal, provincial and territorial governments.



Data Catalogue

Learn more about, search and access existing health workforce data from CIHI and Statistics Canada.





Dashboards Demo



Dashboards Evolution

> Greater specificity

- Report down to regional level
- Add new professions at greater depth

> Expanding modules

- Prioritize policy relevant areas of focus
 - Primary health care
 - Continuum of long-term care
 - Wellness

> Demand & outcomes

- Connect health workforce picture to population needs
- Co-locate health workforce data with outcomes data

> Insights

- Provide context to help with interpretation
- Generate key findings leveraging AI





Improved planning and forecasting creates efficiencies in our health care system

Modelling and Forecasting

- Creating an open-source modelling hub with public access and for information-sharing
- Building pan-Canadian modelling and forecasting community of practice
- Creating models and tools each year that the community identifies are top priorities
- Leading international modelling collaborations
- Working quickly to support current needs and plan for needs to come



Modelling and Forecasting

Modelling Data Asset Studies

Aggregate education, supply, entry and exit, distribution, and demand data

Annual Modelling Project

2025/26 Personal Support Workers

Open-Source Modelling Asset Hub

Sharing code, data, methodologies, standards

Pan Canadian Modelling Advisory Group

Special Technical Project #1

Special Technical Project #2

International Modelling Collaborations

Our work will help close the gap between the number and type of health care workers we have and what we need in the future.



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2025-26 Pan-Canadian Asset Projects

1. Summarize modelling health workforce demand methodologies
2. Build a matrix table of healthcare professions modelled in each P/T





PSW Microsimulation Prototype



How will we model PSWs?

Computational Modelling: Microsimulation is an advanced computational technique. It will be used to estimate the **future supply of Personal Support Workers (PSWs) in Canada** by province and territory **up to 2048**. We are using AnyLogic software.

Demand Projections: Based on **10 population projection scenarios** (e.g., low, medium, high growth) by age, gender, and jurisdiction, supplied by Statistics Canada.

Supply Data: Primary source for current and past numbers and characteristics of PSWs is the Canadian **Labour Force Survey**, supplied by Statistics Canada.

Interactive Tool: Resulting modelling tool will allow public users to modify parameters for key variables impacting supply and demand, enabling them to test alternative scenarios and measure impacts.

Health Workforce Data Strategy



Lead the development of a pan Canadian Health workforce data strategy



Guidance for data organizations and jurisdictions across the country



Improved health workforce data foundation across the country



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Step 1: Current State Primer

Primer for a Pan-Canadian Health Workforce Data Strategy: Current State

Prepared by Health Workforce Canada | May 2025





Sharing what works

Knowledge to Action Initiatives

We share better ways to retain and recruit people in the health workforce, to care for the people who care for us.

We support change agents on key health workforce issues.

**Informative
methods**

- Articles
- Blogs
- Dashboard use cases

**Collaborative
methods**

- Webinar forums
- Working groups
- Large events

Tools

- Digital front door tool





Digital Front Door



Connecting people to work happening in the health workforce space



Ask questions and find answers about what's working and what's not in workforce data, planning, policy and more



Improved capacity and ease of use with Artificial Intelligence



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Digital Front Door - Pilot Phase

Welcome to Health Workforce Canada's Digital Front Door

Our new Digital Front Door, currently in a pilot test phase, is a generative, AI-powered intelligent search tool designed to become a one-stop shop to access health workforce-related information from across Canada. This tool provides seamless access to essential resources, initiatives, projects, and research from participating organizations.

During this pilot phase, we are refining the tool to ensure the **best quality, accuracy, and reliability** in connecting users with health workforce-related information from across Canada. Our goal is to launch a **more advanced and robust version of the Digital Front Door by June 2025**. For optimal performance, we recommend using this platform on a web browser rather than a mobile device.

Your feedback is crucial in shaping the future of the Digital Front Door. Want to be part of the excitement? Share your feedback by clicking on the menu and help us improve the tool!

Tutorial ?

FAQ

Library

Feedback

Write your question here

Submit

Examples of questions you can ask:

- Are there programs to reduce stigma around mental health in healthcare?
- I am looking for courses to develop my leadership skills in healthcare.

Type your question in the prompt bar above.

If the current repository has information on your query, the Digital Front Door's intelligent search will return your answer here.

This AI tool is designed to assist with connecting users to information on resources and supports using a closed library of materials from across Canada. The tool is not intended to provide personalized advice on health or personal matters. While we strive to provide accurate and up-to-date information, the tool's recommendations are based on the data available within our closed library and may not encompass all possible materials or scenarios. Health Workforce Canada does not assume any liability for decisions made based on the tool's outputs.



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Digital Front Door



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Questions & Discussion

Thank You

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