



Informed Workforce Policy and Planning: Calling data champions!

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President and Founder



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How confident are you in your state's/board's ability to report the number of licensed athletic trainers that are actively practicing within your state?

PULSE CHECK



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The Why

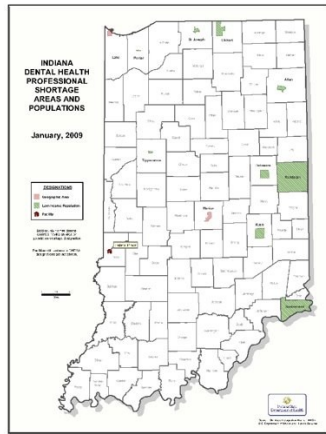
Workforce data to inform policy and planning



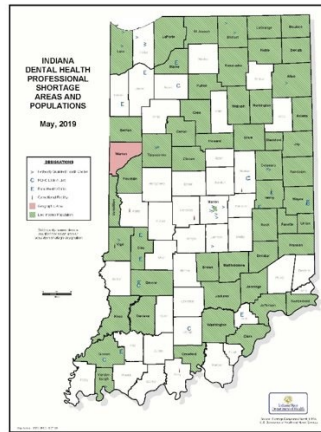
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View of the Field: Workforce Data in Action

Indiana Then



Indiana Now



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As of today, does your board collect supplemental data from licensees (at any point)?

PULSE CHECK



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The How

National Cross Profession Minimum Data Set



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National Regulatory Champions for Workforce Data

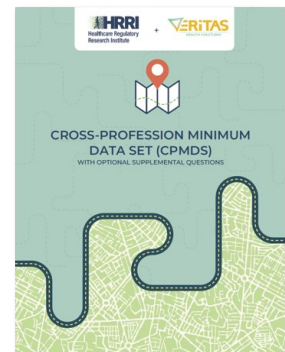
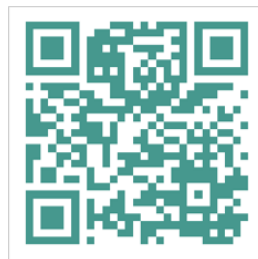


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The Cross Profession Minimum Data Set (CPMDS) Tool

Consensus list of 18 questions serving as a framework for the collection of core common data elements

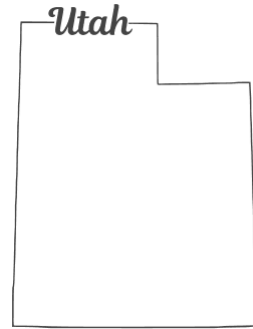
Six supplemental questions outline additional questions for implementation consideration



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CPMDS Early Adopter

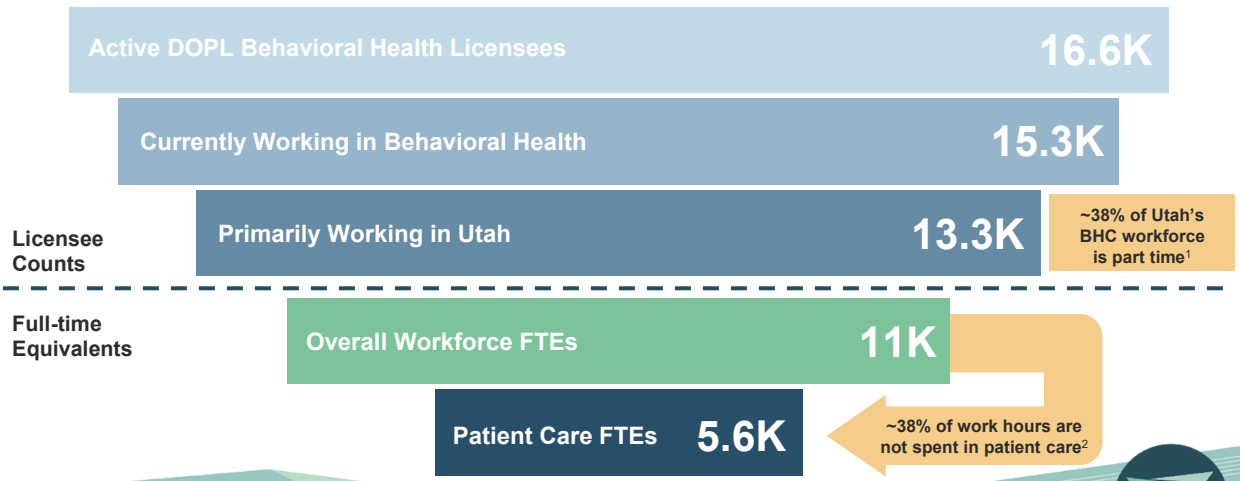
- Utah Health Workforce Advisory Council reviewed and adopted CPMDS as framework for regulator championed workforce data collection
- Utah Office of Professional Licensure Review piloted CPMDS:
 - 7 minutes to completion
 - Key information to inform regulatory review



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PRELIMINARY

UT CPMDS Outcomes (BH Workforce)



Source: Data drawn from OPLR's 2023 Behavioral Health Care Workforce Survey; OPLR Analysis. UMEC's Utah's Mental Health Workforce 2021 report estimates: 10.3K total licensees, 9K actively providing services in Utah, and 7.4K total hour FTEs. Differences in estimates are due to differences in the population sampled; OPLR includes licensees below master's level. Proportion of active licensees to overall workforce is consistent across both analyses, at 65.7% (OPLR) and 71.9% (UMEC). 1. 38% part time reflects those workforce working part time at their primary practice location. An additional 14% of respondents report working at a secondary practice location. 2. 38% patient care hours subtracts time of those in non-patient facing roles (e.g., administrators), as well as admin burden for those in direct patient care roles.

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What do you need to champion the workforce data?

PULSE CHECK



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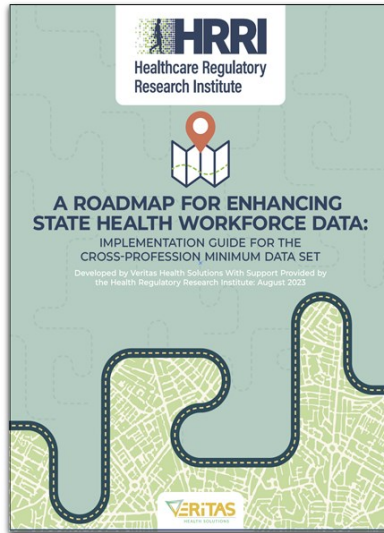
The Where (to start)

Roadmap for Enhancing State Health Workforce Data



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Roadmap for Enhancing State Health Workforce Data: *CPMDS Implementation Guide*



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The First Step: Developing an ATCPMDS



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Roadmap Structure



TOOLKIT IMPLEMENTATION

USE THE CHECKLIST BELOW TO IMPLEMENT THE CPMDS IN YOUR STATE.

- IDENTIFY HOW CPMDS CAN FILL GAPS IN STATE WORKFORCE DATA**
Explore what information is currently captured from health professionals in your state during the learning process.
• Corresponding Toolkit pages: 2-2
- DETERMINE REGULATORY STRUCTURE AND DATA COLLECTION AUTHORITIES**
As first step toward expanding data collection to understanding the current environment within your state for occupational regulation, administrative resources, and current data collection authorities.
• Corresponding Toolkit page: 2-22
- SELECT THE DATA COLLECTION STRATEGY THAT WORKS FOR YOUR STATE**
Use the decision matrix tool to determine your state's profession of interest, understand existing authorities, and appropriate next steps by profession.
• Corresponding Toolkit pages: 2-12-2
- FINALIZE CPMDS QUESTIONS FOR IMPLEMENTATION**
Once you've determined your next steps for each profession, the profession-specific survey tools must be prepared. Explore the considerations and resources listed on the links below to develop three surveys then implement the surveys according to your state's preferred data collection modality.
• Corresponding Toolkit pages: 2-22-2
- SECURE AND DEPLOY THE RESOURCES NEEDED TO STORE, MANAGE, AND ANALYZE THE DATA**
Identify the data resources you need to prepare the data once it is collected. Determine the most appropriate approach and implementation model for data storage, management, and analysis.
• Corresponding Toolkit pages: 2-24-2
- TRANSFORM THE DATA INTO ACTIONABLE INFORMATION USING COLLABORATION TO MAXIMIZE IMPACT**
Once the data is cleaned and available, prepare a plan for reporting to maximize its impact.
• Corresponding Toolkit pages: 2-23-2

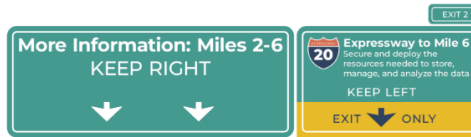
Planning the Route: Something for Everyone

RECOMMENDED TRACK

If you are not satisfied with the health workforce information that is available today in your state, proceed to the next mile marker to learn more about a strategy to collect the specific data needed to support policy and planning within your state.

FAST TRACK

After completing these activities, if you are satisfied with the health workforce information that is available for policy and planning within your state, you can take the express lane to 2-22-2 and learn how these data can be analyzed and used to meet state needs.



What thoughts or questions do you have regarding regulators as champions for workforce data collection, the CPMDS, and the Roadmap?

PULSE CHECK



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Questions/Comments/ Connect?

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