

HealthForceOntario

The Ontario Ministry of Health and Long-Term Care Presents the Allied Health Human Resources Database (AHRDB)

Working Together to Transform Data into Knowledge

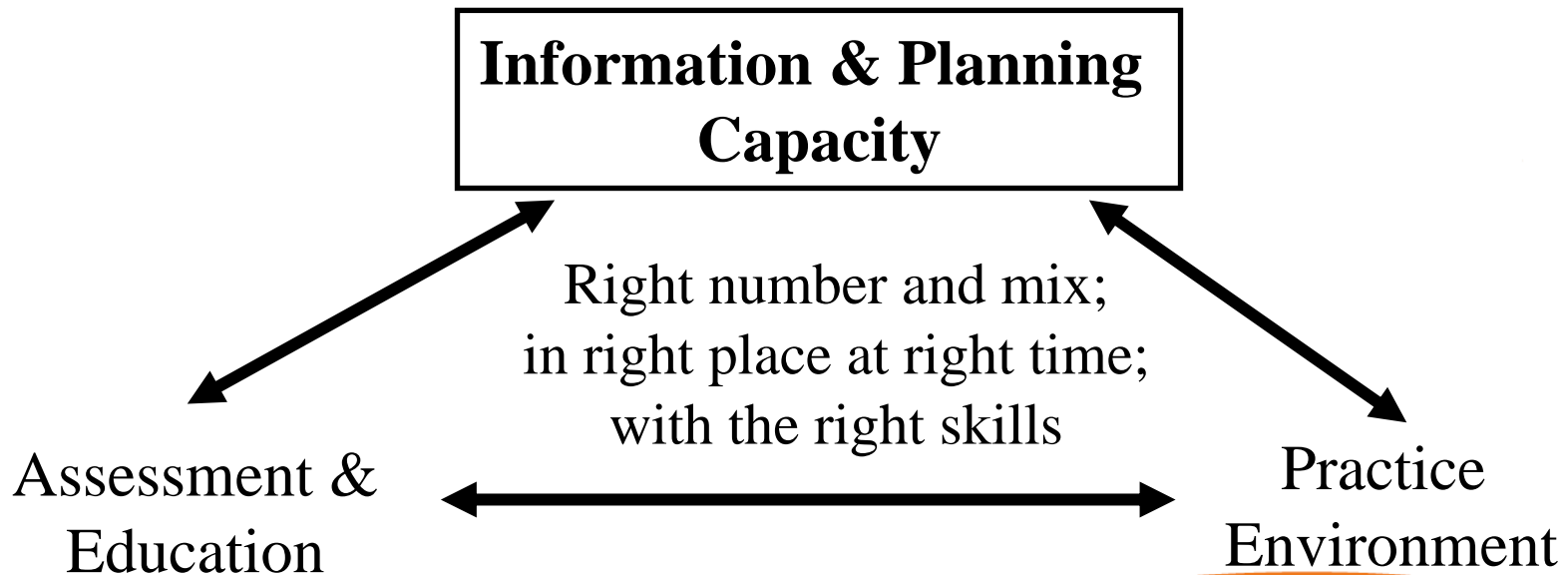
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Agenda

1. Introduction – HealthForceOntario
2. Need and Opportunities
3. Goals of Pilot AHHRDB
4. Pilot Project
5. Outcomes & Results from Pilot AHHRDB
6. Challenges & Learnings
7. Future Direction
8. Long-Term Goals

HealthForceOntario

- Ontario's innovative plan to ensure that the right number and mix of appropriately educated health professionals are available now and in the future to meet the needs of Ontarians.



Needs and Opportunities

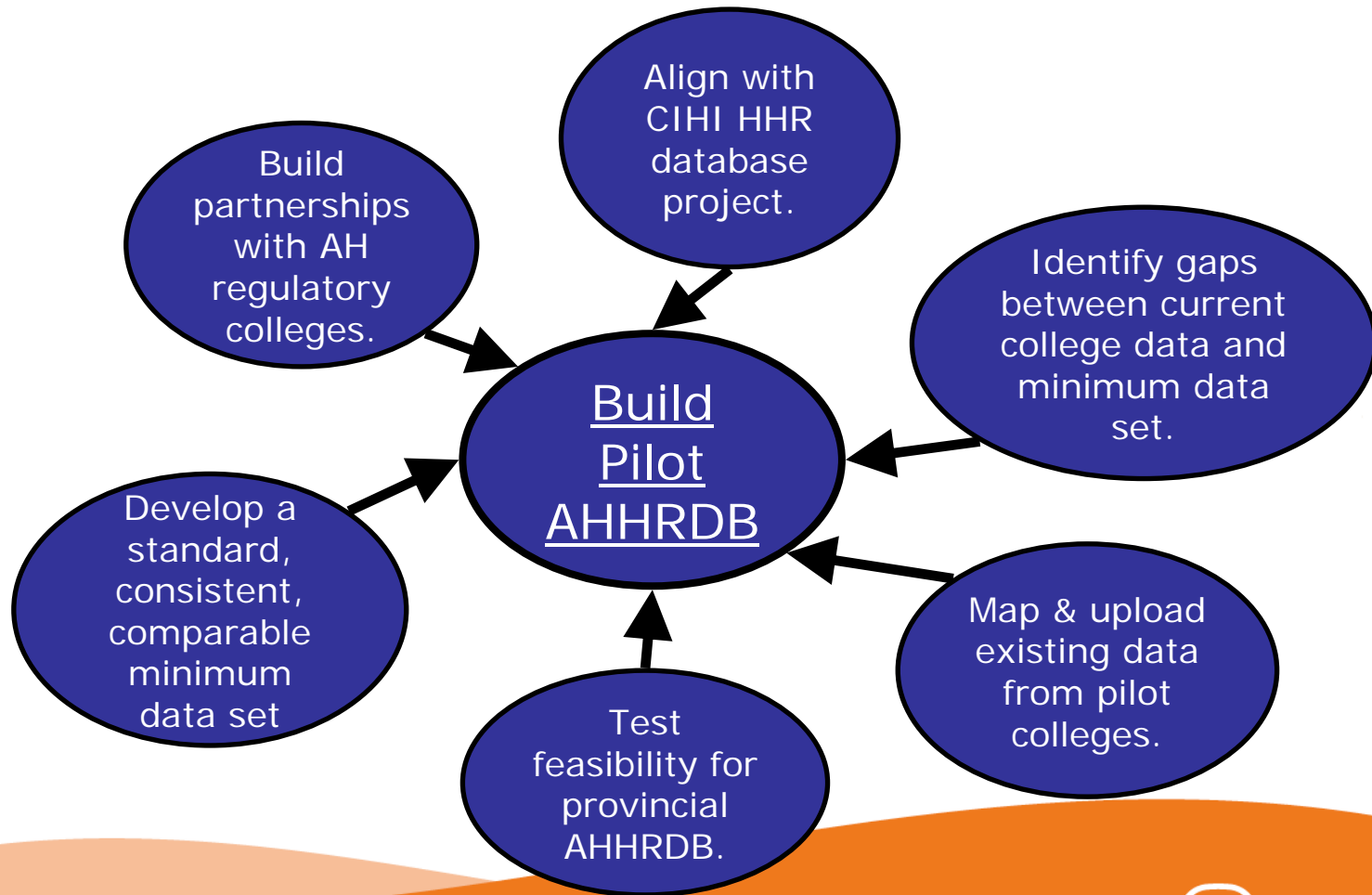
Needs

- Allied Health (AH) professionals make up approx. 40% of the health profession workforce.
- AH professionals are critical to identification, evaluation, treatment and prevention of diseases and disorders.
- Lack standard, comprehensive demographic, supply, education, & employment data on AH professionals to support evidence-based HHR planning for group.
- Difficult to answer questions like:
 - What is the demographic profile of dietitians, pharmacists, physiotherapists?
 - Where do medical radiation technologists, occupational therapists work?

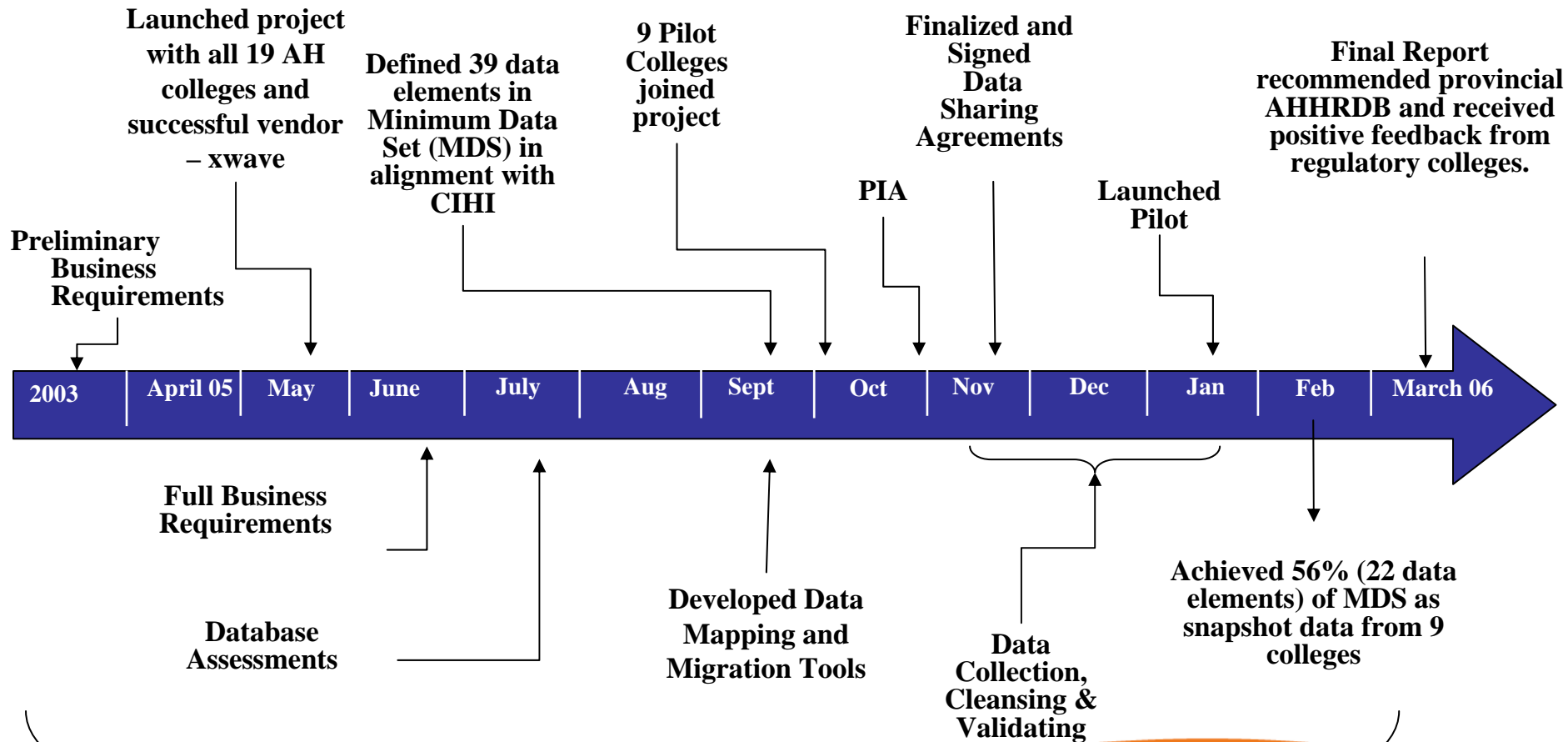
Opportunities

- Regulatory colleges have an established process to collect data on the regulated allied health professions.
- Regulatory colleges already collect portions of identified health human resources data.
- Review of the Regulated Allied Health Professions Act enables ability to work with regulatory colleges.
- Stakeholders recognizing need for comprehensive, timely, standard data for integrated health human resources planning.
- Timing favourable to align with CIHI HHR database project.

Goals



Pilot AHHRDB Project



Ongoing, dynamic consultations with regulatory colleges.

Results of Pilot AHHRDB

- Nine regulatory colleges joined the pilot AHHRDB:
 - Dental Technologists, Dietitians, Occupational Therapists, Opticians, Optometrists, Pharmacists, Physiotherapists, Psychologists/Psychological Associates, and Respiratory Therapists
- Three regulatory colleges have joined on since the pilot:
 - Audiologists and Speech Language Pathologists, Chiropodists, and Midwives
- Ten data elements were found to be commonly available data across all pilot Colleges:
 - sex, year of birth, postal code of residence, province/territory or country of residence, initial registration date in Ontario, practice/registration status, name of educational institution, work status, postal code of employment, and province/territory or country of employment

Challenges and Learnings

Collecting & Using Data Effectively

1. Collecting what is needed
2. Using data for what it is intended
3. Transforming data into knowledge

Stewardship and Building Relationships

1. Understanding the interdependencies among the stakeholders
2. Building trust and partnerships
3. Leveraging interdependencies and building the capacity

Standard, Consistent & Comparable

1. Balancing uniqueness of professions against need for consistency and comparability
2. Defining, collecting and interpreting data in same way

Privacy and Security

1. Using strategies to work with the Freedom of Information and Protection of Privacy Act, and Personal Information Protection and Electronic Documents Act

Future Direction

- Ontario moving forward with building a long-term provincial AHHRDB that will hold data from all allied health regulatory colleges encompassing 21 professions.
- RFP issued in late September to build the solution for the full AHHRDB.

Long-Term AHHRDB Goals

Collect and hold standard, consistent and comparable demographic, education, employment data on all of the regulated allied health professions.

Standardize MDS across all colleges

Revise all registration forms to map to full MDS

Upload data from colleges to AHHRDB

Build a scalable and sustainable AHHRDB

Build an IT and data migration solution that is easily adaptable.

Raise awareness and knowledge of interested parties on the allied health professionals through ensuring public access

Publicly accessible website with aggregate reports released and canned query ability.

Continue to build a strong partnership with the regulatory colleges.

Ensure a product that is mutually beneficial to Ministry and colleges.

Appendices

Minimum Data Set Data Elements

Identifiers and Demographic Information

1. Unique Registration Number (de-identified)
2. Sex
3. Year of Birth
4. Languages Spoken

Geography and Related

5. Postal Code of Residence
6. Province/Territory or Country of Residence
7. Province/Territory of Registration
8. Initial Registration Date in Ontario
9. Concurrent Province/Territory or Country of Registration
10. Previous Province/Territory or Country of Registration
11. Practice/Registration Status

Education

12. Bridging Programs
13. Initial Education in Occupation
14. Year When Started Initial Education in Occupation
15. Year of Graduation for Initial Education in Occupation
16. Name of Educational Institution
17. Province/Territory or Country of Graduation for Initial Education
18. Other Education in Occupation
19. Year of Graduation for Other Education in Occupation
20. Province/Territory or Country of Graduation in Other Education in Occupation
21. Specialty Credentials
22. Education in Other Than Occupation
23. Year of Graduation from Education in Other Than Occupation
24. Province/Territory or Country of Graduation for Education in Other Than Occupation

Employment – Historical

25. Province/Territory or Country of Initial Employment in Occupation
26. Year of Initial Employment in Occupation
27. Province/Territory of Initial Canadian Employment in Occupation
28. Year of Initial Canadian Employment in Occupation

Employment – Current General

29. Work Status

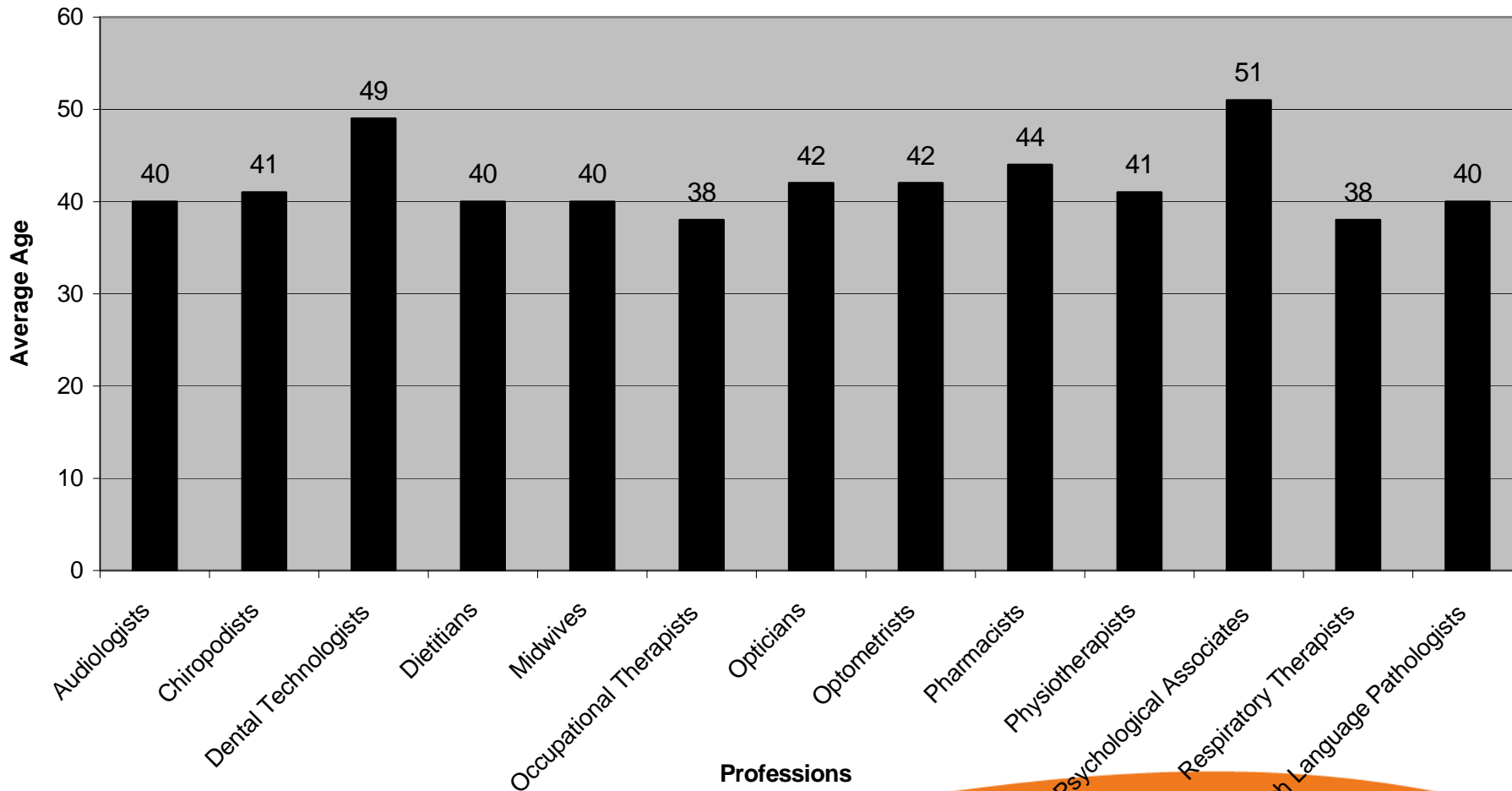
Employment – Current Specific (for each employer)

30. Self-Employed
31. Place of Work
32. Full-Time/Part-Time Status
33. Estimated Weekly Practice Hours
34. Postal Code of Employment
35. Province/Territory or Country of Employment
36. Position
37. Area of Employed Activity
38. Practice Specialty Area
39. Employment Funding Source

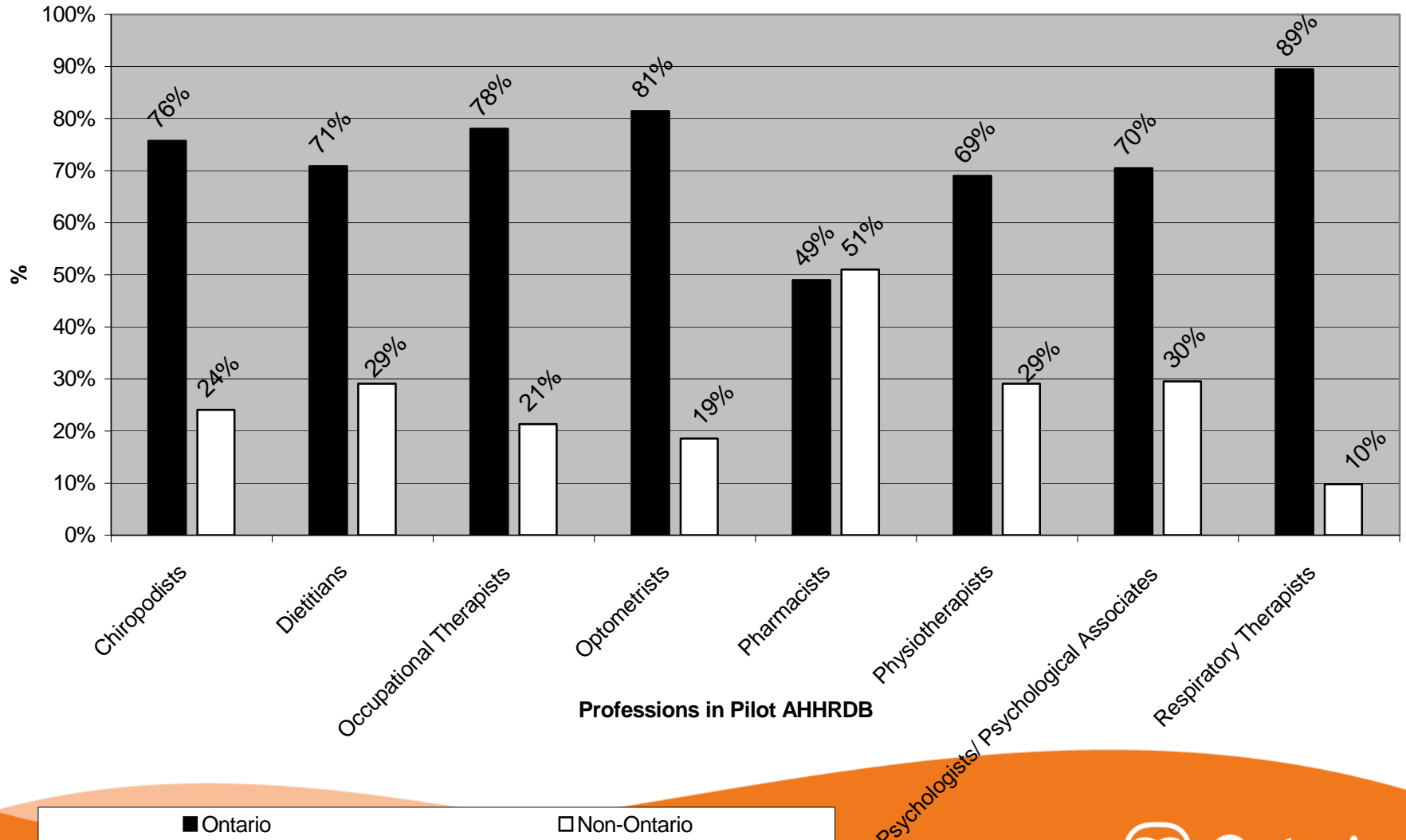
Other

40. Occupational Identification Number
41. Primary Data Collector
42. Data Supplier
43. Collection/Reporting Period

Average Age of Allied Health Professions in Pilot AHHRDB



Location of Graduation of Allied Health Professions in Pilot AHHRDB



Professions in Pilot AHHRDB

Full-Time/Part-Time/Casual Status of Allied Health Professions in Pilot AHHRDB

