

CHWN News

January/February 2025



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Decennial Anniversary of Canadian Health Workforce Conference (CHWC)

133 participants joined us online and in person at the University of Ottawa November 28th and 29th across two plenaries, four sub plenaries, eight concurrent sessions as well as two pre-conference and one post-conference workshop. Thank you to all presenters and attendees for your participation!



Highlights

Opening Plenary:

Moderated by Brent Diverty from CIHI, partners at CHWN Dax Bourcier and Sarah Simkin and Natalie Damiano at CIHI presented a vision and coordinated efforts towards advancing health workforce data through standardization.

Closing Plenary:

Moderated by Linda Silas from the Canadian Federation of Nurses Unions, Joan Almost presented here report on nursing agencies in Canada with a commentary from Steven Lewis on what these data say about the systemic issues that need fixing.

Virtual Fireside Chat with Global Health Workforce Leaders

Jim Campbell, Director of Health Workforce at the World Health Organization, & James Buchan, Senior Fellow, Health Foundation London, rejoined the Canadian Health Workforce Conference discussed the state of health workforce policy, practice and research reflecting on their participation at the inaugural CHWC event 10 years ago.

Thank you to our sponsors ...

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			Children's Healthcare Canada
			Santé des enfants Canada
			Globalization and Health Equity

With support from the Canadian Medical Association, and adjudicated by CHWN co-leads, we are pleased to announce the following Student Health Workforce Research Awards

Nasrin Alostaz - Sociodemographic Characteristics of Internationally Educated Nurses Associated with Successful Outcomes in Canada

Alyssa Indar - Examining Internationally Educated Nurse Transitions in Nova Scotia: A Realist Evaluation

Harman Sandhu - The Governance of Core Competencies for Public Health: An Environmental Scan and Recommendations





ANNOUNCEMENTS



Welcome our New Co-Leads



Patrick Chiu

New Co-Lead for Governance & Regulation

Dr. Patrick Chiu is an Assistant Professor in the Faculty of Nursing at the University of Alberta. His research focuses on professional regulation, health workforce, policy advocacy and global health. As a Certified Global Nurse Consultant, he is consulted regularly by system partners on a range of regulatory and health workforce issues.



Sophia Myles

New Co-Lead for Integrated Care Models Optimizing Scope

Dr. Sophia Myles is an Adjunct Professor in the School of Kinesiology and Health Sciences at Laurentian University and a Research Associate at the Canadian Health Workforce Network and the University of Ottawa. She is a health policy, systems, services and workforce researcher. Her research has focused on scope of practice, health professional regulation and education, social accountability, primary care, interprofessionalism, and under serviced areas.



Launch of the Toronto Region Primary Care Workforce Planning Toolkit

We are pleased to inform you that the updated [Toronto Region Primary Care Workforce Planning Toolkit](#) is now available. This toolkit is a collaboration between Ontario Health Toronto and the Canadian Health Workforce Network and is informed by partnerships with OCHPP, the City of Toronto and other data providers, as well as consultation with stakeholders. The refreshed webpage includes:

- Updated toolkit and dashboard
- Related resources to support users in conducting primary care workforce planning
- A section on the engagement with Ontario Health Teams in Toronto to build capacity for planning

The updated dashboard is an interactive PowerBI tool that looks at population needs and workforce capacity for primary care at neighbourhood, sub-region, and whole city levels. It walks users through six steps of planning:

1. Understanding community characteristics
2. Understanding service requirement
3. Understanding workforce service capacity
4. Assessing alignment between the two
5. Exploring factors at play
6. Putting everything together



Check out this video of our partner's experiences using the toolkit





ANNOUNCEMENTS



Upcoming CHWN Webinars

Bilingual Webinar on Health Worker Burnout Resources

March 18th, 2025 (12-1pm EST) ENGLISH

March 25th, 2025 (12-1pm EST) FRENCH

CHWN Research Associates Melissa Corrente and Housseem Eddine Ben-Ahmed will present a webinar in English and French on the unique stressors for bilingual workers leading to burnout and a set of strategies from the Health Worker Burnout toolkit tailored to meet their needs in partnership with Gabrielle Laurin from eQUITY Link.



Launch of the Compendium of Roles in Team-Based Primary Care

April 1st, 2025 (12-1pm EST)

Compendium Curators Sophia Myles, Ivy Bourgeault and Dale McMurchy will be joined by authors of the compendium entries to launch this first ever compendium of roles in support of team-based primary care emanating from the Team Primary Care: Training for Transformation initiative that CHWN co-led along with the College of Family Physicians of Canada



New! Launch of the CHWN Co-Lead Blog

The co-leads of the Canadian Health Workforce Network are looking forward to launching their new Blog series this year. Stay tuned for the first entry coming soon...





Evidence Support and Knowledge Mobilization (ESKM) Hub

Strengthening the Health Workforce for System Transformation

University of Northern BC
 Athabasca University
 University of Alberta
 University of Calgary
 BC Children's Hospital Research Institute
 University Health Network, Hospital for Sick Children, University of Toronto, Toronto
 Metropolitan University, Sinai Health System
 Bruyère Research Institute
 Memorial University of Newfoundland
 Université de Montréal
 McMaster University

- \$11.6M** investment
- 9** Program funders
- 15** research teams
- 1** Evidence Support & KM Hub
- 332** individuals engaged from coast to coast

CIHR IRSC
 CRSH SSHRC
 CANADIAN PARTNERSHIP AGAINST CANCER
 PARTENARIAT CANADIEN CONTRE LE CANCER
 Michael Smith Health Research BC

Following the Canadian Health Workforce Conference, the ESKM Hub hosted an interactive hybrid workshop to foster collaboration and knowledge sharing among health workforce research teams. During this session, teams had the opportunity to present their projects, explore strategies for embedding Equity, Diversity, and Inclusion (EDI) principles into research design, and discuss ways to support early-career researchers and trainees. Through a mix of presentations and facilitated discussions, this workshop provided a platform for exchanging ideas, identifying synergies, and highlighting learning practices as we work together to help shape the future of health workforce research in Canada. We thank all attendees for their presence and participation.



ESKM Hub Updates

In preparation for the workshop, implementation science teams prepared project acronyms and audio overviews in the style of elevator pitches to provide concise information on their projects and diversify the content created for knowledge mobilization. To listen to project overviews and discover new content, explore the project pages below:

- [AMN - Adaptive Mentoring Networks](#)
- [ISHM - Indigenous Support Hub Model](#)
- [LTC Ph&S - Long Term Care Psychological Health & Safety](#)
- [Clinique Mauve - Care for LGBTQIA* Migrant & Racialized Communities](#)
- [THREDS - Training Hub & Research for Eating Disorders](#)
- [LAMP - Care Leadership Intervention*](#)
- [CLIMB - Pediatric Coaching Leadership Intervention*](#)
- [Genetic Counselling Access & Efficiency**](#)
- [Hybrid Care in Rural & Indigenous Communities**](#)
- [IHWCC - Integrating Health Workers into Community Care](#)
- [P4IEN - Licensure Pathways for IENs](#)
- [REACH - Mentoring for Late-Career Nursing Retention](#)
- [CAREFORCE - Optimizing the Cancer Care Workforce](#)
- [PPHI - Public Health Interventions - Homelessness in Toronto](#)
- [Team-Based Primary Care in Newfoundland & Labrador*](#)

*Audio overview coming soon. *Acronym coming soon.

Visit our [ESKM Hub Playlist on Soundcloud](#) to listen to all audio overviews.





New Open Access Publications



Healthcare Management Forum

Volume 37 Issue 1, September 2024

CHWN was proud to partner with the College of Family Physicians of Canada and the Foundation for Advancing Family Medicine in guest editing this special issue of Healthcare Management Forum on the Team Primary Care: Training for Transformation Initiative.

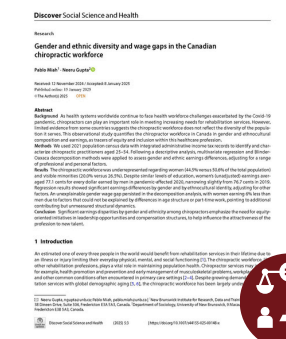
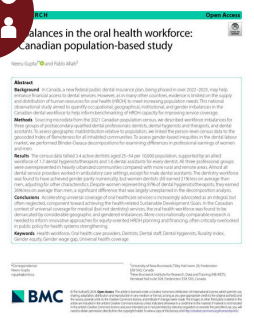
Check out the cutting edge projects!



Toward a Mental Health and Substance Use Health Workforce Strategy for Canada



Imbalances in the Oral Health Workforce: A Canadian Population-Based Study



Gender and Ethnic Diversity and Wage Gaps in the Chiropractic Workforce



Even if you build it, they may not come: Challenges in the uptake of workplace mental health toolkits



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@hhr-rhs.ca)!





CHWN – Follow us, Join us, Support us!

Explore more resources our website by theme or sector:

- Health Workforce Data
- Health Workforce Planning
- Equity, Diversity & Inclusion
- Governance & Regulation
- Integrated Care Models Optimizing Scope
- Mobility, Migration & Integration
- Healthy Work Environments & Retention
- Leadership
- Learning Health Workforce Systems

- Home, Community & Long-Term Care
- Sexual & Reproductive Health
- Mental Health and Substance Use Health
- Primary Health Care



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