CROSS-PROFESSION MINIMUM DATASET SURVEY (CPMDS)

WHAT IS IT?

A list of 18 questions that have been developed for the purpose of standardizing the collection of workforce information across various health professions, including: demographic, education, employment and practice characteristics.

WHY WAS IT CREATED?

Many health professions and states/jurisdictions have ongoing data collection initiatives, many of which were informed by profession-specific survey minimum dataset tools.[1] Until the CPMDS, there was no consistency between these initiatives in the specific questions that are asked and the way the data were gathered. Variability in data collection contributes to a lack of consistency in data across the professions (and sometimes within a profession across multiple data collection initiatives). Inconsistencies in workforce data threaten comparability and usefulness, and prohibit cross-profession data integration initiatives.

DATA ELEMENTS INCLUDED:
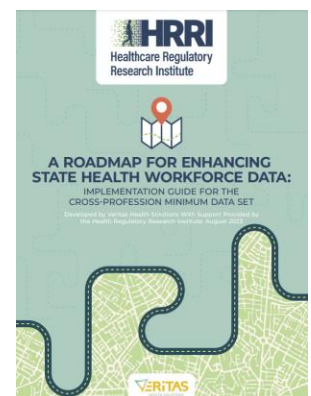

Demographic Education Employment Practice

What this tool is:
An opportunity to standardize certain information captured from all health profession types

What this tool isn't:
A replacement for profession-specific questions that may be appropriate or data collected as part of routine regulatory processes

HOW WAS IT CREATED?

Leadership from seven (7) health care regulatory organizations met regularly in 2022-2023 to complete the activities listed below:

Phase 1
Information gathering & consensus building

Phase 2
Identify current profession-specific workforce data collection tools

Phase 3
Determine data elements appropriate for standardization

Phase 4
Develop Cross-Profession Minimum Dataset Survey Tool & Roadmap

HOW COULD IT BE USED?

Who: This tool was designed to be implemented at the state level. For example, regulatory entities may be interested in implementing this tool to learn more about their workforce and support state workforce planning.

What: Regulatory entities can implement the tool as is, or develop additional supplemental profession-specific questions or response options. Profession representatives may implement this tool to develop workforce profiles on their profession/ members.

How: This tool can be deployed using many modalities (embedded within license renewal processes, electronic survey tools, or paper surveys). Workforce data captured during license renewal is a best practice and the recommended method.

This resource was prepared by Veritas Health Solutions (https://veritashealthsolutions.org/) through support provided by the Healthcare Regulatory Research Institute (https://www.hrri.org/).

To learn more about the CPMDS and how it might be implemented, visit
www.hrri.org/CPMDSRoadmap

A State-based Tool to Support State Primary Care Office (PCO) Activities: The CPMDS

Cross-Profession Minimum Data Set (CPMDS)

WHAT IS THE ROLE OF DATA IN SUPPORTING STATE PCO ACTIVITIES?

State PCOs support a number of health workforce-related activities, which may vary between states but generally include:

- Preparing applications for health professional shortage area (HPSA), medically underserved area/population (MUA/P), and maternity care target area (MCTA)
- Supporting implementation of National Health Service Corps State Loan Repayment Programming and other national programs (such as J-1 visas)
- Providing program support for other state-based health workforce programming, such as additional loan repayment programs, scholarships, or tax incentives
- Conducting a statewide primary care needs assessment
- General promotion of recruitment and retention of healthcare professionals

PCOs rely on high-quality, readily available, and updated individual-level state health workforce data to complete these duties effectively.

HOW ARE PCOS CURRENTLY COLLECTING HEALTH WORKFORCE DATA AND WHAT OPPORTUNITY MIGHT THE CPMDS PROVIDE?

The manner in which PCOs collect and manage data on their state health workforce varies widely. Some states may rely on paper surveys or telephonic interviews to provider offices to verify practice characteristics. National Provider Identifier data may also be used, but recent studies have demonstrated this data source contains a high proportion of inaccurate or out-of-date information. States may also use Medicaid claims data to assess workforce capacity for Medicaid-participating populations. In some instances, PCOs may have access to more robust health workforce data that are collected during the licensing process and may be able to use some of these elements to support PCO activities.

The CPMDS is a tool that was designed to support state collection of health workforce data in a format that meets a myriad of state and profession-specific workforce data needs, including structuring survey questions in direct alignment with HPSA, MUA/P and MCTA data needs. Implementation of the CPMDS tool would streamline HPSA designation applications and enhance other health workforce related activities. Examples of potential benefits to state CPMDS implementation can be found below:

- Streamlined and comprehensive HPSA designation applications
- Verification of professional characteristics for health workforce program participation
- Efficiencies in statewide primary care needs assessment preparation

WHERE CAN I LEARN MORE?

To learn more about the CPMDS and how it might be implemented, visit
https://tinyurl.com/CPMDSRoadmap or scan the QR to the right.