A Tool to Support Health Sector Workforce Planning: The CPMDS

Cross-Profession Minimum Data Set (CPMDS)

WHAT IS THE CPMDS?

The CPMDS is a tool that empowers the collection of health workforce data in a format that meets a myriad of state and profession-specific workforce data needs. It is designed to collect key information from health care professionals during the licensing process, but could also be used to support the workforce profiles or assessments conducted by national or state professional associations or employers and trade associations.

WHAT WORKFORCE DATA DO EMPLOYERS CURRENTLY USE FOR ASSESSMENTS, AND HOW MIGHT THE CPMDS SUPPLEMENT THOSE EFFORTS?

Today, employers and trade associations utilize available data within a state or at the national level (such as Bureau of Labor Statistics), or conduct their own workforce assessments through human resources or staff surveys. While these approaches yield conclusions, it may not allow employers to contextualize their workforce supply compared to contiguous service areas, or compared to a different employment setting.

The CPMDS will provide states or other survey implementers with data that could be used for robust analyses. If these data are made publicly available, trade associations would be able to access information on the workforce serving in relevant fields or settings. This would allow for monitoring of supply trends, demographics, educational background and interest; workforce capacity; telehealth participation; employment plans and more. This would supplement employers and trade associations' current workforce assessment strategies.

WHAT ROLE MIGHT EMPLOYERS AND TRADE ASSOCIATIONS PLAY RELATED TO THE CPMDS AND HEALTH WORKFORCE DATA?

These groups can review the Roadmap (linked below) and understand what benefit the CPMDS may provide to their planning efforts. If appropriate, employers or trade associations could implement this tool within their staff or membership. Additionally, employers and trade associations can work with state regulatory boards and legislators to support implementation within a state and ensure the information captured on the flexible response options meet broad planning needs.

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.

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

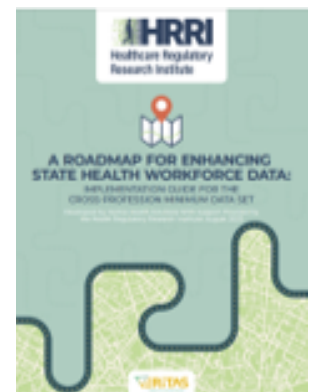### What this tool is:
An opportunity to standardize certain information captured from all health profession types

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.

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