A Tool to Support Profession Profiles and State Workforce Planning: The CPMDS

Cross-Profession Minimum Data Set

WHAT IS THE CPMDS AND HOW COULD IT SERVE MY PROFESSION?

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 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 development of workforce profiles by national or state professional associations.

HOW ARE PROFESSION-SPECIFIC DATA CAPTURED CURRENTLY, AND HOW DOES THE CPMDS BUILD ON PREVIOUS EFFORTS?

As it stands today, each health profession has their own unique data collection strategies. For example, information on a single profession may be collected by both the profession's regulatory association (sourced from state licensing boards or national licensing exams) and the profession's professional association (sourced from member profiles). These data elements may vary between a single profession's two data sources as to which data elements and response options are included in the maintained dataset. In addition to variations within a single profession, cross-profession comparisons of certain data elements are nearly impossible given the variations in data initiatives. For example, when national profession-specific minimum data elements were developed in the early 2010s, each profession-specific tool was developed separate from others. This resulted in variations in data collection even among elements that could be standardized (such as demographic characteristics- sex, race, ethnicity).

The intent of the CPMDS is to provide states and profession-specific stakeholders with a tool that includes many data elements that can be standardized across profession types, and also presents data elements that can be customized to meet the data goals of any individual profession. When implemented, profession-specific stakeholders can develop Profession Profiles that could be compared to other professions' profiles to contextualize findings within the broader health workforce landscape.

WHAT ROLE MIGHT PROFESSION-SPECIFIC STAKEHOLDERS PLAY RELATED TO THE CPMDS AND HEALTH WORKFORCE DATA?

Stakeholders can review the Roadmap (linked below) and understand what benefit the CPMDS may provide to their profession. If appropriate, regulatory or professional associations could implement this tool or work with state regulatory boards and legislators to support implementation within a state.

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.

DATA ELEMENTS INCLUDED:
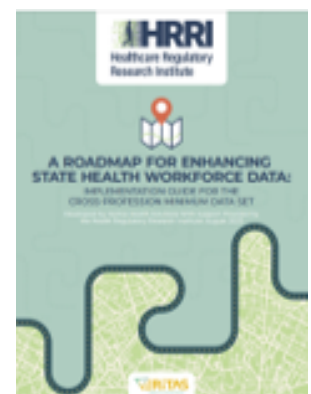
Demographic   Education   Employment   Practice

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

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.

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