

Using Public Data for Regional Health Workforce Planning: A Toolkit

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Challenge

Health workforce planning and development is a collaborative process requiring the engagement of multiple stakeholders with expertise across different domains, including health care systems, health professions training and education, and policymaking. This collaborative process requires accurate, timely, and actionable data to guide decision-making and mobilize collective action among key stakeholders and secure needed investments. Workforce collaboratives may not be aware of the many federal, state, and private sources of data available to describe their health workforce, nor have a good understanding of their strengths and weaknesses.

Key findings

Policy at Healthforce Center developed a [toolkit](#) comprised of a technical report and a corresponding [data dashboard](#) and [webinar](#) to help workforce planners access and understand the available data for the basic components of workforce planning: current labor market conditions, worker supply, and characteristics of the population. This toolkit is designed to support regional analysis (whether that be a geographic region, county, or metropolitan area) through databases, health workforce reports, and other publications.

Implications

Greater awareness of public sources of health workforce data can help workforce collaboratives make the case for public, private and institutional investment in strategic health workforce development.

Policy implications:

- 1 Promote informed engagement by stakeholders in the health workforce planning process.
- 2 Effectively target resources to high need/high demand health professions.
- 3 Focus investment in the capacity of local educational pipelines to educate and train healthcare workers.

Equity implications:

- 1 Data-informed understanding of the demographic composition of health workforce.
- 2 Target resources to promote health workforce diversity.

Conclusions

The data toolkit developed by Policy at Healthforce Center provides an inventory of publicly available data that can help stakeholder collaboratives make informed decisions in their strategic workforce planning and development efforts.

About us

Healthforce Center's [Policy Advisory](#) is a trusted partner to California's state and regional leaders, providing expert guidance and community-informed research that accelerates cross-sector health workforce policy solutions.

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