Pre-Conference Workshops

Wednesday Dec. 2nd

09:00-11:00

OPEN - IHWC Data Olympics #1 HYBRID

Health Workforce Data Impact Challenge: How are data having an impact and driving change?

This session features examples of how data have been used to inform health workforce planning and policy across the different IHWC country partners.

12:00-13:00 Lunch (for in person participants) sponsored by OAHN

13:00-15:00

OPEN: Advancing Mental Health Integration into Primary Care Workshop Education HYBRID

Organizers: Canadian Health Workforce Network (CHWN) on behalf of the Team Primary Care Interprofessional Collaborative (IPC) Table, Mental Health Commission of Canada (MHCC) & Ottawa Academic Health Network (OAHN)

Topic: Advancing Mental Health Integration into Primary Care through the Development of a Mental Health Specific Compendium of Roles to be Integrated into Health Professional Education

CLOSED to CIHR ISTeams: ESKM Hub Workshop HYBRID

Organizer: CIHR Institute for Health Services & Policy Research and the Evidence Support and Knowledge Mobilization (ESKM) Hub

Topic: Promising practices in the co-development of health workforce interventions with community and policy partners

15:00-15:30 Break

15:30-17:30

OPEN - IHWC Data Olympics #2 HYBRID

Health Workforce Data Innovation Challenge: How are health workforce data being used in new and innovative ways?

This session spotlights efforts from around the world where health workforce data have been used in new and innovative ways by different IHWC country partners.

CHWC Day 1	FSS 4007	FSS 4006	FSS 4004	FSS 5023
Thursday, December 3rd				
8:00-9:00	**Breakfast and Orientation Session**			
09:00-09:15	**Welcome**			
09:15-10:15	**Opening Plenary - IHWC Country Roundtable** **Moderator**: TBA **United States**: Anushree Vichare, George Washington University **United Kingdom**: Beverley Harden, NHS England **Canada**: TBA **Australia**: TBA This opening plenary brings together delegates form the International Health Workforce Collaborative countries of Canada, the United States, the United Kingdom, and Australia to share key health workforce challenges and policy developments in their countries. Following brief country updates, panelists will engage in a moderated discussion exploring common issues, emerging solutions, and opportunities for international learning and collaboration.			
10:15-10:30	Break			
10:30-12:00	**Concurrent Sessions**			
	1. Health Workforce Planning (1) *Moderator: Sarah Simkin*	**2. Governance & Regulation** *Moderator: Brenda Gamble*	**3. Integrated Models of Care** *Moderator: Derek Cassista*	**4. Equity, Diversity & Inclusion** *Moderator: Sheila Boamah*
	1.1 Siobhan McCarthy From National Workforce Projections to Team Configuration	2.1 Patrick Chiu A scoping review of health practitioner regulatory performance evaluation	3.1 Mercedes McMahon How Perinatal Care Providers Work Together in Ontario: Insights from an Enhanced Administrative Database	4.1 Anushree Vichare Reversals and Resilience: Diverging URiM Trends Across Four Health Professions After The Scotus Ban
	1.2 Adrian MacKenzie Primary Health Care Workforce Planning in Nova Scotia	2.2 Sophia Myles An Approach to Developing a Minimum Data Standard for Tracking and Evaluating Regulatory Processes and Outcomes	3.2 Sadhana Banjade Interprofessional Collaboration in Family Care Teams of Newfoundland and Labrador: A Cross-sectional Survey of Team Members' Perceptions of Collaboration Level, Enablers, and Barriers	4.2 Fifi Semmar Women, white, thin: Dietitian representation in online images
	1.3 Salim Ahmed Alshehri Health workforce planning for older adults: lessons from the Eastern Mediterranean Region	2.3 Susan Nancarrow Beyond the medicine-nursing dyad: A global analysis of allied health governance	3.3 Melanie Powis Collaborative Approach to Resource Optimization in the Cancer Care WorkFORCE (CAREFORCE): a novel, pan-Canadian training program	4.3 Patrick Timony French-language health service capacity among health service providers in Ontario: A secondary analysis of human resources from the French Language Health Services Database
	1.4 Tomson George From Enrolment to Employment: Scenario-Based Forecasting for the Health Worker Pipeline	2.4 Beverley Harden From Trusted Individual to System Scale: Industrialising Multi-professional Advanced Practice Assurance in England	3.4 Edward Ou Jin Lee Implementing and evaluating a Community of Practice aiming to increase integrated care for LGBTQIA+ migrants and racialized people	4.4 Dusanka Pavlica Pathways to Practice: Guiding and Supporting IEHPs in Canada
	1.5 Pablo Miah Building and Keeping the Health Workforce: Evidence from Linked Administrative Data in New Brunswick	2.5 Chad Andrews Perceptions of optometric regulation: a focus group study in nine cities across Ontario	3.5 Hannah Cohen Understanding healthcare professionals' perspectives on alternative models of genetic healthcare delivery: A scoping review	4.5 Alyssa Drost Languages of Practice Amongst Healthcare Practitioners in Ontario: Analysis of the Health Professions Database

	1.6 Girma Teketelew Tadesse Public Healthcare Supply Chain Management Workforce in Ethiopia: Competency, Satisfaction, Attrition, and Demand Planning	2.6 Geetanjali Sharma Compassionate professional regulation: theory, rationale and practice	3.6 Jane Zhao Bricks and Mortar: The built environment and the social organization of team-based primary care, an institutional ethnography	4.6 Rumbidzai Mitchell Muteedzi Gender, resistance and denial in everyday experiences of youth community health workers in Zimbabwe, c2010-present.
12:00-12:30	**Gather Lunch**			
12:30-13:30	**Lunch Plenary - Aspiration to Action: Advancing Canada's Pan-Canadian Health Workforce Data Strategy (CIHI Sponsored)**			
13:30-13:45	**Break**			
14:00-15:30	**Concurrent Sessions**			
	5. Healthy Work Environments (1) *Moderator: Steve Slade*	**6. Leadership & Mentorship** *Moderator: Abi Sriharan*	**7. Health Workforce Data** *Moderator: Anushree Vichare*	**8. New Health Worker Roles** *Moderator: Sophia Myles*
	5.1 Sheila Boamah From Strain to System Change: Co-Creating Sustainable Workforce Solutions for Retention in Long-Term Care	6.1 Jessica Burford Nurse Leaders Applying an AI Lens to Co-Create Healthy Work Environments	7.1 Akalewold Gberemeskel Building Capacity for Culturally Responsive Race Based Data Collection and Use Among Health Service Providers in Canada: ACB Data Governance, A Mixed Methods Study	8.1 Yingxi Zhao Implementing New Healthcare Roles: Lessons from physician associates/assistants in the UK NHS hospitals
	5.2 Parneka Andley What Overtime Tells Us About Canada's Health Workforce?	6.2 Eleanor Benterud Extending REACH: Laying the Groundwork for Critical Care Nursing Mentorship Across Alberta	7.2 Rachel Latus Access isn't enough: Understanding providers' experiences with using and sharing electronic health information in Canada	8.2 Sherry Hao Integrating Peer Workers into Canadian Clinical Health Teams
	5.3 Madison Brydges Creating a Safety Culture: Exploring Supervisor Responses to PSW Reported Incidents of Workplace Violence and Harassment in the Homecare Sector	6.3 Risa Griffin When Funding Falters: How Aid Reductions Shape Community Health Workforce Sustainability	7.3 Candy Chow Strengthening Canada's Health Workforce: Advancing Standardized Pan-Canadian Health Workforce Data and Intelligence	8.3 Alison Elliott Introducing an Inpatient Genetic Counsellor to the Neonatal Intensive Care Unit (NICU): Perspectives from NICU Healthcare Professionals
	5.4 Melissa Corrente Implementation in LTC: The Role of Knowledge Brokers and Champions	6.4 Mawukoenya Theresa Sedzro Leading Through Global Crisis: Insights from Healthcare Leaders' Experiences	7.4 Sarah Simkin Development of a Crosswalk Tool to Support Implementation of a Health Workforce Minimum Data Standard	8.4 Jatinder Hayre Contribution Is Not Substitution: International Lessons from Advanced Practice Workforce Expansion and Doctor Substitution
	5.5 Abby Thomas Understanding family doctor well-being and retention: Insights for Canada and international peers	6.5 Lianne Jeffs Strengthening the Workforce: Insights from the Canadian Leadership and Mentorship Program Pilot	7.5 Justin DePodesta & Cathryn Kelly Combining Data Access, Analytical Capacity & Interdisciplinary Collaboration: The Case for Embedded Workforce Intelligence Hubs	8.5 Susan Nancarrow The Four-Legged Stool: Why Health Workforce Reform Keeps Getting Reabsorbed
	5.6 Gustavo Betini Socio-demographic inequities in workplace mental health outcomes	6.6 Morgann Reid Employee-Driven Innovation in Canadian Hospitals: Insights from a Scoping Review	7.6 Henrietta Boateng Translating a Health Workforce Minimum Data Standard into a Practical Survey Tool	8.6 Lee de Bie Protecting the Unique Values, Role, and Contribution of Peer Support in Hierarchical Healthcare Workplaces
15:30-15:45	**Break**			
15:45-17:00	**Sub-plenary Sessions**			
	Subplenary 1 Allied Health Workforce *Moderator: Susan Nancarrow*		**Subplenary 2 Indigenous Workforce Considerations** *Moderator:*	

s1.1 Susan Nancarrow From fragmentation to influence: Building a global allied health voice

s1.2 Louise Henstock Building an Enhanced Practice Workforce: Developing and Embedding Framework for Allied Health Professionals

s1.3 Sophie Willis Growing the Allied Health Workforce: Workforce Sustainability and Service Impacts of Apprenticeships in England

s1.4 Lorrie Cramb Canada's Untapped Workforce: Advancing Allied Health Policy and Governance for System Reform

s1.5 Beverley Harden Fragile professions - Fragile Services

s2.1 Kienan Williams Making Indigenous Health Workforce Data more Precise and Meaningful

s2.2 Brittany Johnson Indigenous Minimum Data Standard for Health Professionals: Where Do We Go From Here?

s2.3 Hollis Owens Stabilizing rural, remote and Indigenous community's healthcare workforce: Real-Time Virtual Support Medical Leader and Healthcare Provider Experiences

s2.4 Rhyann McKay & Dionne Edgecomb Where's the Work in Teamwork?: Structural Competency in Team-Based Primary Care for Indigenous Patients

s2.5Kristina Ma Understanding the Nursing Workforce in Remote and Isolated First Nations Communities

17:15-19:00 **Reception**

17:30-17:50 **Posters with 2 min Rapid Fire Poster Presentations**

Moderator:

P1 Osama Alharbi University Healthcare Provider's Knowledge, Attitudes, and Practices on Culturally Competent Care: A Scoping Review

P2 Jayne Beselt Implementing Adaptive Mentoring Networks: A Relational Approach to Primary-Care

P3 Jen Calver Understanding the Role and Value of Registered Practical Nurses Care

P4 Patrick Duong Francophone Human Resources in Primary Care in Ontario: Geographic Distribution of Health Care Personnel Potential Capacity to Provide Services in French

P5 Leo Macawile Experiences of Immigrant Personal Support in Long-Term Care -A Literature Review

P6 Varadharajan Srinivasan Myth to Change - Challenges with co-production

17:50-18:10 Moderator:

P6 Chloe Soper Caring for Canadians: A Podcast to Bridge Perceptions and Reality of Different Healthcare Professions

P7 Chad Andrews Whose Standards? Culture, Power, and Health Profession Regulation

P9 Jelena Atanackovic Health Worker Burnout & Building Psychological Safety in Long-Term Care: Insights from the Policy Dialogue

P10 Melissa Corrente A Mental Health Toolkit to Support the Psychological Health and Well-Being of Radiologic Technologists

P11 Nasrin Alostaz Advancing Socio-Economic Research for Evidence-Informed Public Health Decision Making: IENs

P12 Courtney Cook Patient Experiences with Alternative Delivery Models of Genetic Counselling Services

IHWC Interprofessinal Planning Workshop

Moderator: Susan Nancarrow

This interactive workshop will explore how a whole-of-workforce approach can support planning for complex health system challenges that transcend professional silos. Through collaborative discussion and practical exercises, participants will identify strategies for more integrated, coordinated, and sustainable health workforce planning.

Conference Dinner

19:00-21:00 Location TBA

CHWC Day 2	FSS 4007	FSS 4006	FSS 4004	FSS 4014

Friday, December 4th

8:00-9:00 **Breakfast**

09:00-10:15 **Sub-plenary Sessions**

Subplenary 3 Who Will Care? Leadership, AI, and the Future of Healthcare Work

Moderator: Abi Sriharan

Speakers:

Sonia Udod, Zubin Austin, Marius-Ionuț Ungureanu,
Kumanan Wilson, Kendall Ho & Arnaud Romeo Mbadjeu Hondjeu

Subplenary 4 Workforce Well Being Plans

Moderator:

s4.1 Laura Jefferson Understanding persistent GP turnover using work and personal characteristics

s4.2 Ashish Manwar When systems strain, who sustains care? Building workforce readiness and resilience in polycrisis contexts

s4.3 Akram Hussai Caring Without Collapse: Karoshi in Primary Care

s4.4 Lisa Semchuk Developing Canada's Health Workforce Well-Being Plan: Lessons Learned and Initial Results

10:15-10:30 Break

10:30-12:00 **Concurrent Sessions**

9. Internationally Educated Health Profession	**10. Primary Care Workforce**	**11. Healthy Work Environments (2)**	**12. Optimizing Scopes of Practice**
Moderator: Laura Wagner	*Moderator: Laura Jefferson*	*Moderator:*	*Moderator: Sophia Myles*
9.1 Yingxi Zhao Beyond recruitment: Developing a realist theory of workforce and social integration among internationally recruited health professionals	10.1 Bradley Furlong What is team-based primary care and how is it evaluated? A scoping review	11.1 Christa Haanstra The Workforce Advantage: Supporting Working Caregivers	12.1 Sara Torres Cultural Brokers/Community Health Workers as a part of the Health and Human Resources Workforce
9.2 Dina Cherevko From Credentials to Careers	10.2 Julia Lukewich Roles of Licensed Practical Nurses, Registered Nurses, and Nurse Practitioners in Primary Care: Findings from an Umbrella Review of the Scope-PCN Project	11.2 Katherine Stelfox The Haunting of Long-Term Care: Understanding Healthcare Aides' Experiences with Death and Dying During the COVID-19 Pandemic	12.2 Alyssa Indar Transitional Care Programs: Optimizing Nursing Roles
9.3 Alyssa Indar A Collaborative Reflection on Conducting Research with Internationally Educated Nurse (IEN) Participants: Ethical and Compassionate Strategies	10.3 Imelda McDermott Employment and deployment of new roles in general practice: The impact of expanding the general practice workforce in England and Scotland	11.3 Lauren Walters From Policy to Practice: Advancing CMA's Physician Health and Safety Policy	12.3 Courtney Cook Increasing Access to Hereditary Cancer Genetic Testing via Mainstreaming
9.4 Fuseini Adam Migration and Transition experiences of African nurse migrants in Ontario	10.4 Steve Slade Practice settings tell alot about family physicians	11.4 Anurag Singh Keeping Rural Providers: What It Takes to Make Hybrid Care Work	12.4 Amber Khan The Invisible Workforce of Primary Care: A Multi-Phase Study of Medical Office Assistants
9.5 Sheri Adekola Nigeria as an Emerging Source Country for Canada's Health Workforce: Migration Pathways, Professional Integration, and Policy Implications	10.5 Ruth Abrams Identifying conditions in which women GPs can thrive at work: a review of evidence	11.5 Shilpa Sadanand Initiating Mental Health and Wellbeing Conversations among HCWs using the TRC Toolkit	12.5 Jillian Stringer Preparing the Public Health Workforce for Generative AI: Evidence, Governance, and Readiness Gaps in Canada

	9.6 Geetanjali Sharma Advancing equitable and ethical regulatory policy: Evaluating the implementation of new licensure and integration pathways for internationally educated nurses in Canada	10.6 Jane Zhao Organizing Team-Based Primary Care: An institutional ethnography of administrative coordination in Ontario, Canada	11.6 Julie Simard Physician Work Engagement and Identification: A Study Examining Hospital Physicians in Ontario	12.6 Aprill Susin The Role of Nurses in Primary Care During the Midlife Transition: A Scoping Review of Perimenopause- and Menopause-Related Care
12:00-13:00	**Lunch**			
13:00-14:30	**Concurrent Sessions**			
	13. Student & Educational Perspectives *Moderator:* 13.1 Atai Okokon Pharmacists-in-waiting: How long does the PEBC journey really take? 13.2 Caroline Sanders The Employed Learner as a Standpoint: Reframing Employed Student Nurses as Knowledge Holders in Health Workforce Planning 13.3 Nasrin Alostaz Supporting IENs: Preparing the Nursing Workforce for a Changing World: Implications for Nursing Leadership and System Transformation 13.8 Caroline Sanders From Gatekeeping to Guided Readiness: A Northern British Columbia RN Re-Entry Model for Workforce Integration 13.5 Ola Omolasoye From Click-Through CME to Competence: AI-Enhanced Simulation for a Resilient Health Workforce 13.6 Balqis Etoom Attracting Talent, wasting it: Occupational Mismatch in Canada by location of training	**14. Retention & Turnover** *Moderator: Laura Jefferson* 14.1 Katherine Zagrodney Estimating the Cost of Homecare Personal Support Worker Turnover 14.2 Anik Dube Healthcare Workforce Retention: Insights from a Delphi Approach 14.3 Raelynn Douglas Building the Business Case for Early-Career Nurse Retention 14.4 Victoria Babysheva "We're Holding Everything Together": Rethinking Mid-Career Nurse Retention 14.5 Kateryna Metersky Strengthening the Backbone: Supporting Clinical Nurse Educators in Canadian Hospitals 14.6 Kelley Charters Implementing Minimum Nurse to Patient Ratios: Early Evidence from British Columbia	**15. Mental Health & Primary Care** *Moderator: Nitika Rewari* 15.1 Gilda Poovan The growing role of primary care physicians in Canadian mental health and substance use (MHSU) care 15.2 Jelena Atanackovic Integrating Mental Health and Substance Use Health Services into Primary Care: A Review of Leading Practices 15.3 Rachelle Ashcroft 15.4 Kevin Willison Bolstering Primary Care Using Fuzzy Logic and IPE As An Integrative Health Care Approach 15.5 Catherine Donnelly Data gaps and workforce planning: the Canadian occupational therapy context 15.6 Gustavo Betini Health Providers' Insights on Integrated Care: What Is the Current Practice, What Support Exists for the Model, and What Needs to Be Improved?	**16. Health Workforce Data & Planning (2)** *Moderator: Xiaochu Hu* 16.1 Brenda Gamble Standardizing the Future: Data-Driven Solutions for Canada's MLT Workforce Gaps 16.2 Elizabeth Darling Closing the Gap: Data-Driven Planning for Canada's Midwifery Workforce 16.3 Voula Giannoulis & Kelly Evans Growth and Movement within Ontario's Nursing Supply and Workforce 16.4 Jessica Pearce Lamothe & Shannon Weir-Seeley Updating an Annual Survey of Nursing Schools to Align With National Workforce Data Priorities 16.5 Charlene Song Beyond the Numbers: Understanding Canada's MRT Workforce 16.6 Christine Boyes Development of a Personal Support Workforce Indicator
14:30-15:00	**Break**			
15:00-16:30	**Plenary 2 - Breaking the Cycle: Innovative Paths to Safer Health Workplaces (CFNU sponsored)** **Moderator:** Linda Silas, CFNU **Presenters:** Jennifer Dunsford Workplace Violence Against Nurses in Manitoba**; others TBA** Workplace violence has become an endemic challenge across health systems. It affects every profession, every care setting, and every province/territory. This closing plenary brings together leaders, practitioners, and union representatives from across Canada and beyond to examine promising policies, practices, and collective actions that can make health care safer for all health workers.			
16:30-17:00	**Conference Close**			