

CHWC Rooms

Pre-Conference Workshops

Wednesday Dec. 2nd

09:00-11:00	OPEN - IHWC Data Olympics #1 Health Workforce Data Innovation Challenge: How are health workforce data being used in new and innovative ways? Details TBA	
12:00-13:00	Lunch (for in person - numbers to be determined later)	
13:00-15:00	OPEN: Title TBA Organizer: Ottawa Applied Health Network, TPC Interprofessional Collaborative Table Topic: TBA	CLOSED to CIHR ISTEams: ESKM Hub Workshop Organizer: CIHR Institute for Health Serviced & Policy Research Topic: Co-development with Partners
15:00-15:30	Break	
15:30-17:30	OPEN - IHWC Data Olympics #2 Health Workforce Data Impact Challenge: How are data having an impact and driving change? Details TBA	

CHWC Day 1	FSS 4007	FSS 4006	FSS 4004	FSS 5023
Thursday, December 3rd				
8:00-9:00	Breakfast and Orientation Session			
09:00-10:15	Opening Plenary - IHWC Country Roundtable Moderator: TBA United States: Anushree Vichare, George Washington University United Kingdom: Beverley Harden, NHS England Canada: TBA Australia: TBA			
10:15-10:30	Break			
10:30-12:00	Concurrent Sessions (n=24) 1. Health Workforce Planning (1) Moderator: Sarah Simkin 1.1 Siobhan McCarthy From National Workforce Projections to Team Configuration 1.2 Adrian MacKenzie Primary Health Care Workforce Planning in Nova Scotia 1.3 Salim Ahmed Alshehri Health workforce planning for older adults: lessons from the Eastern Mediterranean Region 1.4 Tomson George From Enrolment to Employment: Scenario-Based Forecasting for the Health Worker Pipeline 1.5 Pablo Miah Building and Keeping the Health Workforce: Evidence from Linked Administrative Data in New Brunswick 1.6 Girma Teketew Tadesse Public Healthcare Supply Chain Management Workforce in Ethiopia: Competency, Satisfaction, Attrition, and Demand Planning			
	2. Governance & Regulation Moderator: 2.1 Patrick Chiu A scoping review of health practitioner regulatory performance evaluation 2.2 Sophia Myles An Approach to Developing a Minimum Data Standard for Tracking and Evaluating Regulatory Processes and Outcomes 2.3 Susan Nancarrow Beyond the medicine-nursing dyad: A global analysis of allied health governance 2.4 Beverley Harden From Trusted Individual to System Scale: Industrialising Multi-professional Advanced Practice Assurance in England 2.5 Chad Andrews Perceptions of optometric regulation: a focus group study in nine cities across Ontario 2.6 Geetanjali Sharma Compassionate professional regulation: theory, rationale and practice			
	3. Integrated Models of Care Moderator: Derek Cassista 3.1 Mercedes McMahon How Perinatal Care Providers Work Together in Ontario: Insights from an Enhanced Administrative Database 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 3.3 Melanie Powis Collaborative Approach to Resource Optimization in the Cancer Care WorkFORCE (CAREFORCE): a novel, pan-Canadian training program 3.4 Edward Ou Jin Lee Implementing and evaluating a Community of Practice aiming to increase integrated care for LGBTQIA+ migrants and racialized people 3.5 Hannah Cohen Understanding healthcare professionals' perspectives on alternative models of genetic healthcare delivery: A scoping review 3.6 Jane Zhao Bricks and Mortar: The built environment and the social organization of team-based primary care, an institutional ethnography			
	4. Equity, Diversity & Inclusion Moderator: 4.1 Anushree Vichare Reversals and Resilience: Diverging URIM Trends Across Four Health Professions After The Scotus Ban 4.2 Maude Perreault Women, white, thin: Dietitian representation in online images 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 4.4 Dusanka Pavlica Pathways to Practice: Guiding and Supporting IEHPs in Canada 4.5 Alyssa Drost Languages of Practice Amongst Healthcare Practitioners in Ontario: Analysis of the Health Professions Database 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 - CIHI			
13:30-13:45	Break			
14:00-15:30	Concurrent Sessions (n=18)			

5. Healthy Work Environments (1)

Moderator:

5.1 Jennifer Dunsford Workplace Violence Against Nurses in Manitoba: Preliminary Findings from a Provincial Survey

5.2 Parneka Andley What Overtime Tells Us About Canada's Health Workforce?

5.3 Madison Brydges Creating a Safety Culture: Exploring Supervisor Responses to PSW Reported Incidents of Workplace Violence and Harassment in the Homecare Sector

5.4 Melissa Corrente Implementation in LTC: The Role of Knowledge Brokers and Champions

5.5 Abby Thomas Understanding family doctor well-being and retention: Insights for Canada and international peers

5.6 Gustavo Betini Socio-demographic inequities in workplace mental health outcomes

6. Leadership & Mentorship

Moderator: Abi Sriharan

6.1 Jessica Burford Nurse Leaders Applying an AI Lens to Co-Create Healthy Work Environments

6.2 Eleanor Benterud Extending REACH: Laying the Groundwork for Critical Care Nursing Mentorship Across Alberta

6.3 Kateryna Metersky Strengthening the Backbone: Supporting Clinical Nurse Educators in Canadian Hospitals

6.4 Mawukoenya Theresa Sedzro Leading Through Global Crisis: Insights from Healthcare Leaders' Experiences

6.5 Lianne Jeffs Strengthening the Workforce: Insights from the Canadian Leadership and Mentorship Program Pilot

6.6 Morgann Reid Employee-Driven Innovation in Canadian Hospitals: Insights from a Scoping Review

7. Health Workforce Data

Moderator:

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

7.2 Rachel Latus Access isn't enough: Understanding providers' experiences with using and sharing electronic health information in Canada

7.3 Shannon Weir-Seeley Strengthening Canada's Health Workforce: Advancing Standardized Pan-Canadian Health Workforce Data and Intelligence

7.4 Sarah Simkin Development of a Crosswalk Tool to Support Implementation of a Health Workforce Minimum Data Standard

7.5 Justin DePodesta & Cathryn Kelly Combining Data Access, Analytical Capacity & Interdisciplinary Collaboration: The Case for Embedded Workforce Intelligence Hubs

7.6 Henrietta Boateng Translating a Health Workforce Minimum Data Standard into a Practical Survey Tool

8. New Health Worker Roles

Moderator:

8.1 Yingxi Zhao Implementing New Healthcare Roles: Lessons from physician associates/assistants in the UK NHS hospitals

8.2 Sherry Hao Integrating Peer Workers into Canadian Clinical Health Teams

8.3 Alison Elliott Introducing an Inpatient Genetic Counsellor to the Neonatal Intensive Care Unit (NICU): Perspectives from NICU Healthcare Professionals

8.4 Jatinder Hayre Contribution Is Not Substitution: International Lessons from Advanced Practice Workforce Expansion and Doctor Substitution

8.5 Susan Nancarrow The Four-Legged Stool: Why Health Workforce Reform Keeps Getting Reabsorbed

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 (n=10)

Subplenary 1 Allied Health Workforce

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

Subplenary 2 Indigenous Workforce Considerations

Moderator:

s2.1 Kienan Williams

s2.2 Brittany Johnson

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

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

17:15-19:00

Reception

Posters with 2 min Rapid Fire Poster Presentations

17:30-17:50

Moderator:

IHWC Planning Workshop

Moderator: TBA

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

Content: TBA

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

19:00-21:00

Conference Dinner
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 (n=8) 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 HussainCaring Without Collapse: Karoshi in Primary Care s4.4 Lisa SemchukDeveloping Canada’s Health Workforce Well-Being Plan: Lessons Learned and Initial Results	
10:15-10:30	Break			
10:30-12:00	Concurrent Sessions (n=24) 9. Internationally Educated Health Professionals <i>Moderator:</i> 9.1 Yingxi Zhao Beyond recruitment: Developing a realist theory of workforce and social integration among internationally recruited health professionals 9.2 Dina CherevkoffFrom Credentials to Careers 9.3 Alyssa IndarA Collaborative Reflection on Conducting Research with Internationally Educated Nurse (IEN) Participants: Ethical and Compassionate Strategies 9.4 Fuseini AdamMigration and Transition experiences of African nurse migrants in Ontario 9.5 Sheri AdekolaNigeria as an Emerging Source Country for Canada’s Health Workforce: Migration Pathways, Professional Integration, and Policy Implications 9.6 Geetanjali SharmaAdvancing equitable and ethical regulatory policy: Evaluating the implementation of new licensure and integration pathways for internationally educated nurses in Canada		10. Primary Care Workforce <i>Moderator: Laura Jefferson</i> 10.1 Bradley FurlongWhat is team-based primary care and how is it evaluated? A scoping review 10.2 Julia LukewichRoles of Licensed Practical Nurses, Registered Nurses, and Nurse Practitioners in Primary Care: Findings from an Umbrella Review of the Scope-PCN Project 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 10.4 Steve SladePractice settings tell alot about family physicians 10.5 Ruth Abrams Identifying conditions in which women GPs can thrive at work: a review of evidence 10.6 Jane ZhaoOrganizing Team-Based Primary Care: An institutional ethnography of administrative coordination in Ontario, Canada	
			11. Healthy Work Environments (2) <i>Moderator:</i> 11.1 Christa HaanstraThe Workforce Advantage: Supporting Working Caregivers 11.2 Katherine StelfoxThe Haunting of Long-Term Care: Understanding Healthcare Aides’ Experiences with Death and Dying During the COVID-19 Pandemic 11.3 Lauren WaltersFrom Policy to Practice: Advancing CMA's Physician Health and Safety Policy 11.4 Anurag SinghKeeping Rural Providers: What It Takes to Make Hybrid Care Work 11.5 Shilpa Sadanand Initiating Mental Health and Wellbeing Conversations among HCWs using the TRC Toolkit 11.6 Julie SimardPhysician Work Engagement and Identification: A Study Examining Hospital Physicians in Ontario	
			12. Optimizing Scopes of Practice <i>Moderator: Sophia Myles</i> 12.1 Sara TorresCultural Brokers/Community Health Workers as a part of the Health and Human Resources Workforce 12.2 Alyssa IndarTransitional Care Programs: Optimizing Nursing Roles 12.3 Courtney CookIncreasing Access to Hereditary Cancer Genetic Testing via Mainstreaming 12.4 Amber KhanThe Invisible Workforce of Primary Care: A Multi-Phase Study of Medical Office Assistants 12.5 Jillian StringerPreparing the Public Health Workforce for Generative AI: Evidence, Governance, and Readiness Gaps in Canada 12.6 Aprill SusinThe 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 (n=24) 13. Student & Educational Perspectives		14. Retention & Turnover	
			15. Mental Health & Primary Care	
			16. Health Workforce Data & Planning (2)	

Moderator:

13.1 Atai Okonji 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 Alostazi 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

Moderator:

14.1 Katherine Zagrodney Estimating the Cost of Homecare Personal Support Worker Turnover

14.2 Anik Dubé 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 Sheila Boamah From Strain to System Change: Co-Creating Sustainable Workforce Solutions for Retention in Long-Term Care

14.6 Kelley Charters Implementing Minimum Nurse to Patient Ratios: Early Evidence from British Columbia

Moderator: Nitika Rewari MHCC

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 Risa Griffin When Funding Falters: How Aid Reductions Shape Community Health Workforce Sustainability

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?

Moderator:

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 Kelly Evans Growth and Movement within Ontario’s Nursing Supply and Workforce

16.4 Jessica Pearce Lamothe 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 - CFNU**
Moderator: TBA
Content: TBA

16:30-17:00 **Conference Close**