

Health
Workforce
Canada

Effectif
de la santé
Canada



Digital Health Canada/ANHIX Alberta 2026 Conference

Sean Chilton

Chief Executive Officer

February 3rd 2026



Agenda

- **About Health Workforce Canada**
- **Strategic plan overview**
- **Our work**
- **Questions & discussion**



About Us

Healthy workforce. Healthy people.

Health Workforce Canada was established in 2023 to strengthen health workforce data and planning to ensure health workers are there to provide the care people need.

With a growing and aging population, significant demands for health services, a shortage of health workers and competing financial pressures, Canada is transforming the way we plan for our health workforce.



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A light gray map of Canada is visible in the background, showing the outlines of the provinces and territories. A large, dark purple circle is centered over the map, containing the text.

Our Vision

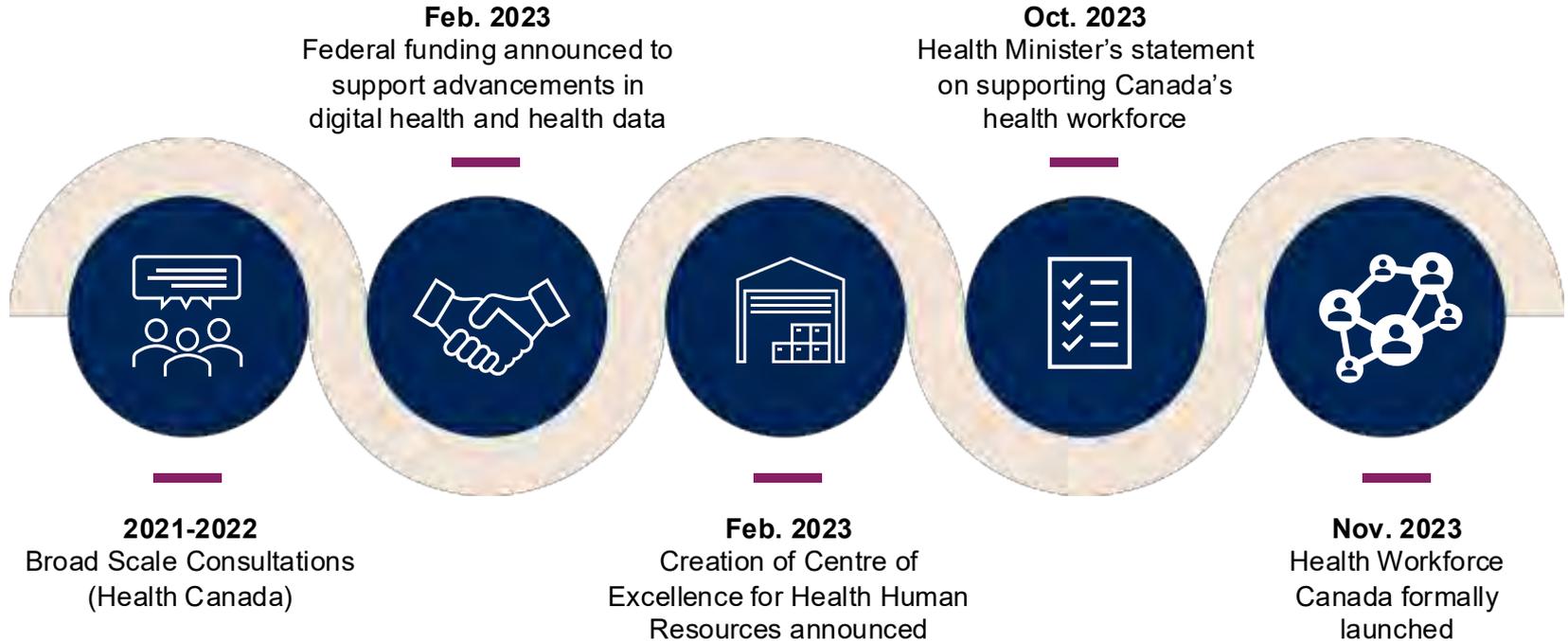
Together, planning, building
and supporting a strong,
healthy workforce to enhance
health outcomes for all
people in Canada.



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Our Story



Board of Directors

Health Workforce Canada is an independent, not for profit organization governed by a Board of Directors.



Sean Chilton
(CEO)



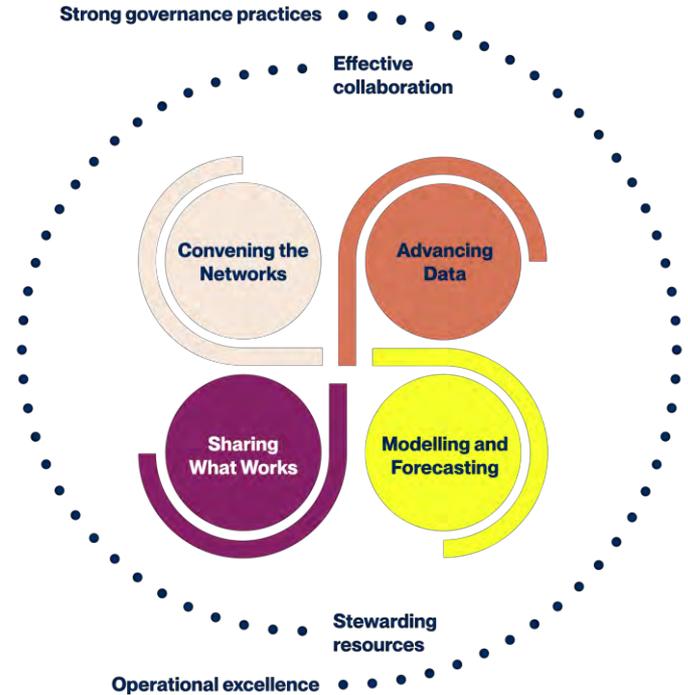
Glenda Yeates
(Chair)

- Dr. Verna Yiu (Vice Chair)
- Dr. Zubin Austin
- Marion Crowe
- Dr. Carl-Ardy Dubois
- Jeannine Herritt
- Dr. Alika Lafontaine
- Dr. Linda McGillis Hall
- Deputy Minister of Health Greg Orencsak
- Norman Rees
- Dr. Karima Velji
- Kristen Winter

Strategic Plan 2025 - 2028

Our four priorities for the next three years:

1. Convening the Networks
2. Advancing Data
3. Modelling and Forecasting
4. Sharing What Works



Supported by a foundation of Equity, Diversity and Inclusion, and a commitment to Truth & Reconciliation



Convening the Networks

Health Workforce Canada Connects symposium 2025

- Over **300 participants** (in-person and online)
- Shared **international insights** and **promising practices** in health workforce planning
- Put **learnings into action** to build a strong, healthy workforce
- **91% of participants** said they gained new insights from the symposium

Register Now! • Inscrivez-vous!

Health Workforce Canada Connects

Effectif de la santé Canada Ensemble pour la santé

*Tackling system complexity
S'attaquer à la complexité du système*

Vancouver, BC • Vancouver, C.-B.

October 15 - 16, 2025 • Les 15 et 16 octobre 2025

Our next symposium will be held in spring 2027!



Building Partnerships with First Nations, Inuit and Métis

1. Distinctions-based approach
2. Acknowledge systemic racism and resulting health disparities
3. Support data capabilities while Indigenous data sovereignty



Working with other Pan-Canadian Health Organizations (PCHOs)





Advisory Groups



Data Strategy
Advisory
Group

Dashboard
Advisory
Group

Modelling
Advisory
Group

FPT
Senior
Advisory
Group

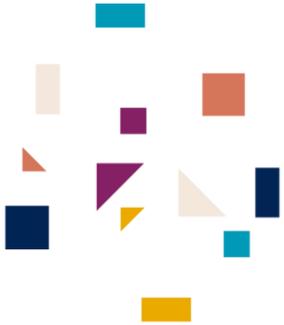
Stakeholder Representation

- Provincial/Territorial Ministries of Health
- Regions/employers
- Professions (colleges or associations)
- Data centres
- Researchers
- Unions
- Other (e.g., sectors, federal)

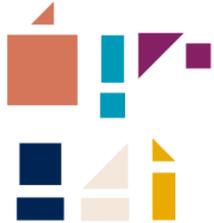




Telling the Data Story



Raw data



Sorted



Arranged



Presented
visually



Explained with
a story



Dashboards Evolution

> Greater specificity

- Report down to regional level
- Add new professions at greater depth

> Expanding modules

- Prioritize policy relevant areas of focus
 - Primary health care
 - Continuum of long-term care
 - Wellness
 - Internationally Educated Health Professionals

> Demand & outcomes

- Connect health workforce picture to population needs
- Co-locate health workforce data with outcomes data

> Insights

- Provide context to help with interpretation
- Generate key findings leveraging AI



Dashboard Tour

Dashboard Platform



Workforce in View

Explore data in our Workforce Provider Profiles, Employment, and Recruitment & Retention sub-modules.



Policy Tracker

Explore health workforce related policy interventions by federal, provincial and territorial governments.



Data Catalogue

Learn more about, search and access existing health workforce data from CIHI and Statistics Canada.



Data Strategy

Why a health workforce data strategy?

A significant amount of health workforce data across the country – **challenges with access, timeliness & integration**

Persistent **data gaps exist** across a multitude of professions, teams and issues – creates challenges to do system planning

Addressing challenges and filling data gaps will **enable planning for an efficient, effective health workforce and forecast what's needed for a growing and aging population**





Data Strategy

Getting started with a current state primer:



Data Strategy Advisory Group:





Improved planning and forecasting creates efficiencies in our health care system

Modelling and Forecasting

- Creating an open-source modelling hub for full access and information-sharing
- Sustaining a pan-Canadian modelling and forecasting community of practice
- Creating models and tools each year that the community identifies as top priorities
- Leading international modelling events and collaborations
- Working quickly to find practical solutions to widely recognized needs



Modelling and Forecasting

Aggregate education, supply, entry and exit, distribution, and demand data

Annual Modelling Project
Personal Support Workers
Education to Workforce

Open Source Modelling
Asset Hub
Sharing code, data,
methodologies, standards

Pan Canadian Modelling Advisory Group

Health Workforce Demand
Methodology Scan

Modelled Professions by
Jurisdiction Matrix

International Modelling
Collaborations



Digital Front Door

[Enter Here](#)



Connecting people to work happening in the health workforce space



Ask questions and find answers about what's working in workforce data, planning, policy and more



Improved capacity and ease of use with Artificial Intelligence



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Sharing what works

Knowledge to Action Initiatives

We share better ways to retain and recruit people in the health workforce, to care for the people who care for us.

We support change agents on key health workforce issues.

Informative methods

- Articles
- Blogs
- Dashboard use cases

Collaborative methods

- Webinar forums
- Working groups
- Large events

Tools

- Digital front door tool



What we're hearing

“The collaboration fostered by Health Workforce Canada is pivotal to developing practical solutions-based approaches that both support and empower frontline health workers.”

Francois Couillard, CEO, Canadian Association of Optometrists and Chair, Extended Healthcare Professionals Coalition

“Data and planning to support interdisciplinary team-based care is critical to support a strong health workforce for the future.”

Dr. Joss Reimer, President, Canadian Medical Association

“Comprehensive, data-driven strategies are needed to ensure a robust, well-supported health workforce. Health Workforce Canada is a critical hub for health organizations to access workforce data, information and support.”

Mike Northcott, Chief Human Resources Officer, Saskatchewan Health Authority

“This is a policy analyst’s dream.”

Policy Analyst, BC, Ministry of Health

“A strong well-supported health workforce is central to delivering the highest level of care for people across the country. Health Workforce Canada’s collaborative, data-driven approach is already making a difference through better, broader and connected data and planning.”

Dr. Karima Veiji, Chief of Nursing & Professional Practice and Assistant Deputy Minister for the Province of Ontario

“Regulators can benefit from the perspectives of healthcare professionals that are on the front lines of care delivery. By collaborating with a wide range of people, across a wide range of disciplines, we can develop innovative solutions together.”

Tamara Richter, Executive Officer, College of Licensed Practical Nurses of Alberta



Thank You

HealthWorkforce.ca

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