

PAN-CANADIAN HEALTH HUMAN RESOURCES PLANNING TOOLKIT

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Objectives:

The Nova Scotia Health Research Foundation (NSHRF) received funding from Health Canada to develop a national web-based Toolkit for HHR planning. The Toolkit consists of evidence based knowledge and addresses the national demand for HHR planning information and tools. Information contained within the Toolkit will constantly evolve as information is tested, best practices shared and when new models are created. The Toolkit will aid planners and decision-makers by: 1) providing linkages across Canada and the opportunity to interact with fellow professionals via a virtual forum, 2) selecting models that best match specific needs, resources and skills capabilities and 3) supporting the development of needs-based HHR planning models.

Method:

Process developed in consultation with CHHRN (Researchers), Advisory and Review Committees. The Advisory and Review Committee established necessary assessment criteria and developed a decision-making framework to assess, review, select and use HHR planning models interactively. Interviews were conducted with HHR jurisdictional and organizational experts involved in HHR and workforce planning throughout Canada. These interviews established which HHR planning models are currently in use; their functions and improvements; changes in healthcare delivery; barriers; and strengths. Focus Groups were also conducted with HHR experts to assess the functionality and usability of the Toolkit. These focus groups included: Western & Northern HHR Planning Forum, ACHDHR, HEAL and Toolkit Advisory and Review Committees, Interview Responders. Evaluation and dissemination of the Toolkit is ongoing.

Conclusions:

The Nova Scotia Health Research Foundation (NSHRF) provides ongoing management and development of the Toolkit. The Toolkit was developed to address gaps in the health care system, influence informed decision making and facilitate planning for HHR. Learning about HHR planning models, encouraging cross jurisdictional communication and creating a community where HHR professionals can interact will result in improved evidence based deployment of HHR, ultimately creating a health care system that is cost effective and sustainable.