MEDINFO23

8 – 12 JULY 2023 | SYDNEY, AUSTRALIA

Centre for Health Analytics

@kidsanalytics

Workforce Development

Tools for Innovation, Infiltration, and Sustainability in Health Analytics.

Elle Cartmill (they/them)

Workforce Development Lead

Centre for Health Analytics

Centre for Health Analytics

Unleashing the power of data to improve health

healthanalytics.org.au

Melbourne Children's

A world leader in child and adolescent health

The Royal Children's Hospital Melbourne

murdoch children's research institute

The University of Melbourne

Supported by The Royal Children's Hospital Foundation

Data services

Data systems

Workforce

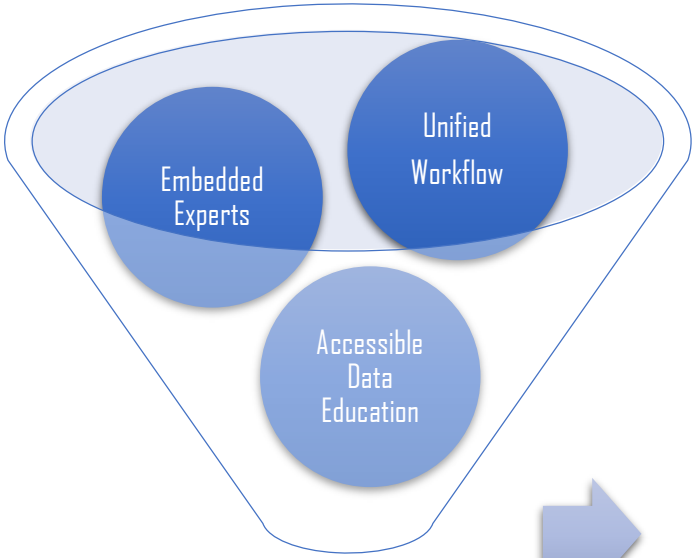
Interoperability

Research

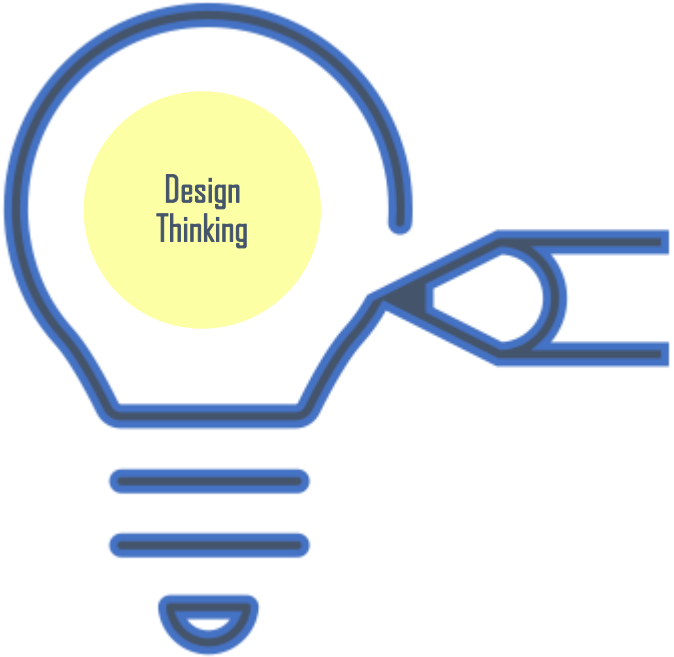
Engagement

What might be helpful?

- Frameworks for Development
- Problem Identification Strategies
- Outcomes
- Deploying and Supporting Key Roles and Programs
- Reflecting on Community of Practice Building



Desired Workforce



MEDINFO23

8 – 12 JULY 2023 | SYDNEY, AUSTRALIA

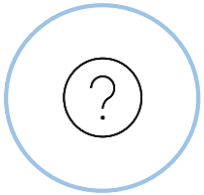
Building a Robust Workforce Using Design Thinking Principles

Scan Me

Design Thinking Principles

Understand

Empathise
Explore how to better understand our users



Define
Use findings to observe needs and current problems

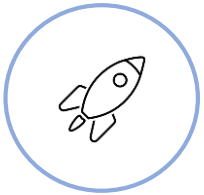
Explore

Ideate
Brainstorm solutions and opportunities for innovation

Prototype
Build genuine, tactile representations of our best ideas

Materialise

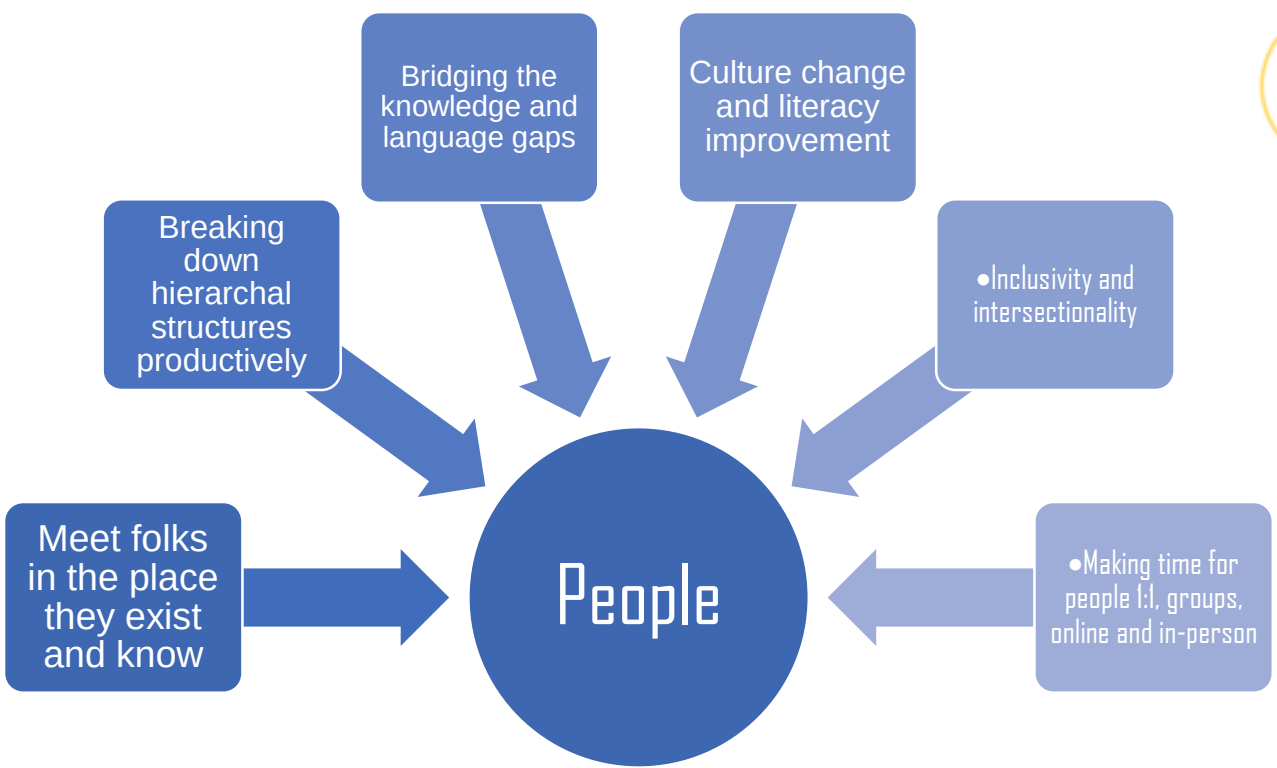
Test
Conduct testing with our users and iterate based on feedback



Implement
Document the final solution and put our collective vision into effect

What's missing?

Transforming Collaboration



Deploying & Supporting Workforce Key Players (Bridges)

Clinical Data Champion Inception

Deficits

- People
- Skills
- Time
- Direction

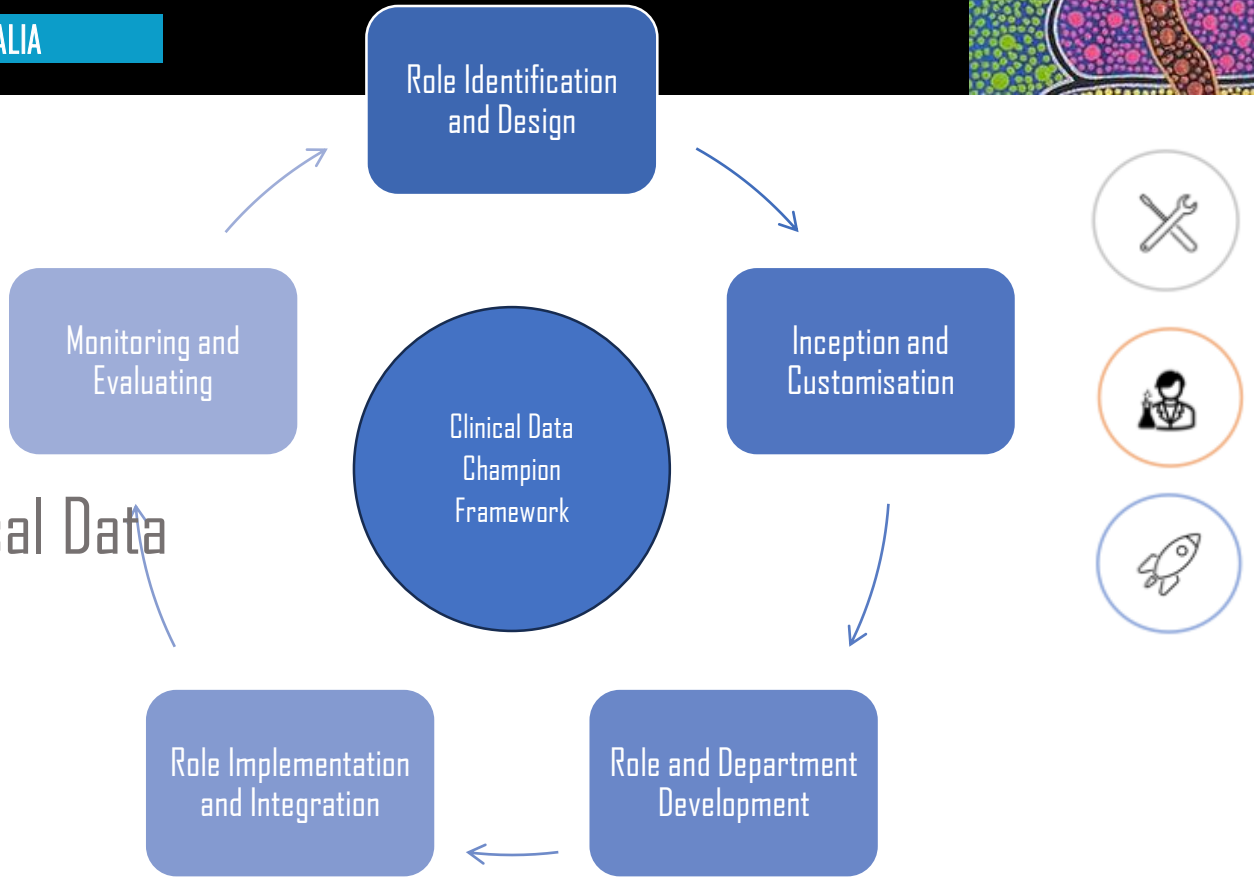
- 10 clinicians @ .2 FTE rotationally imbedded across departments
- 6mo training + 12mo development
- Protected time with their department
- Clinical Data Champion Framework (end of 2023)

Pathway - Developing Champions + Department

Access Current State

- Identify Challenges and Solutions
- Training and Development Outline
- Implementation of Training and Development Plans
- Streamline Data Request Processes
- Foster Collaboration and Communication
- Measure and Evaluate Success

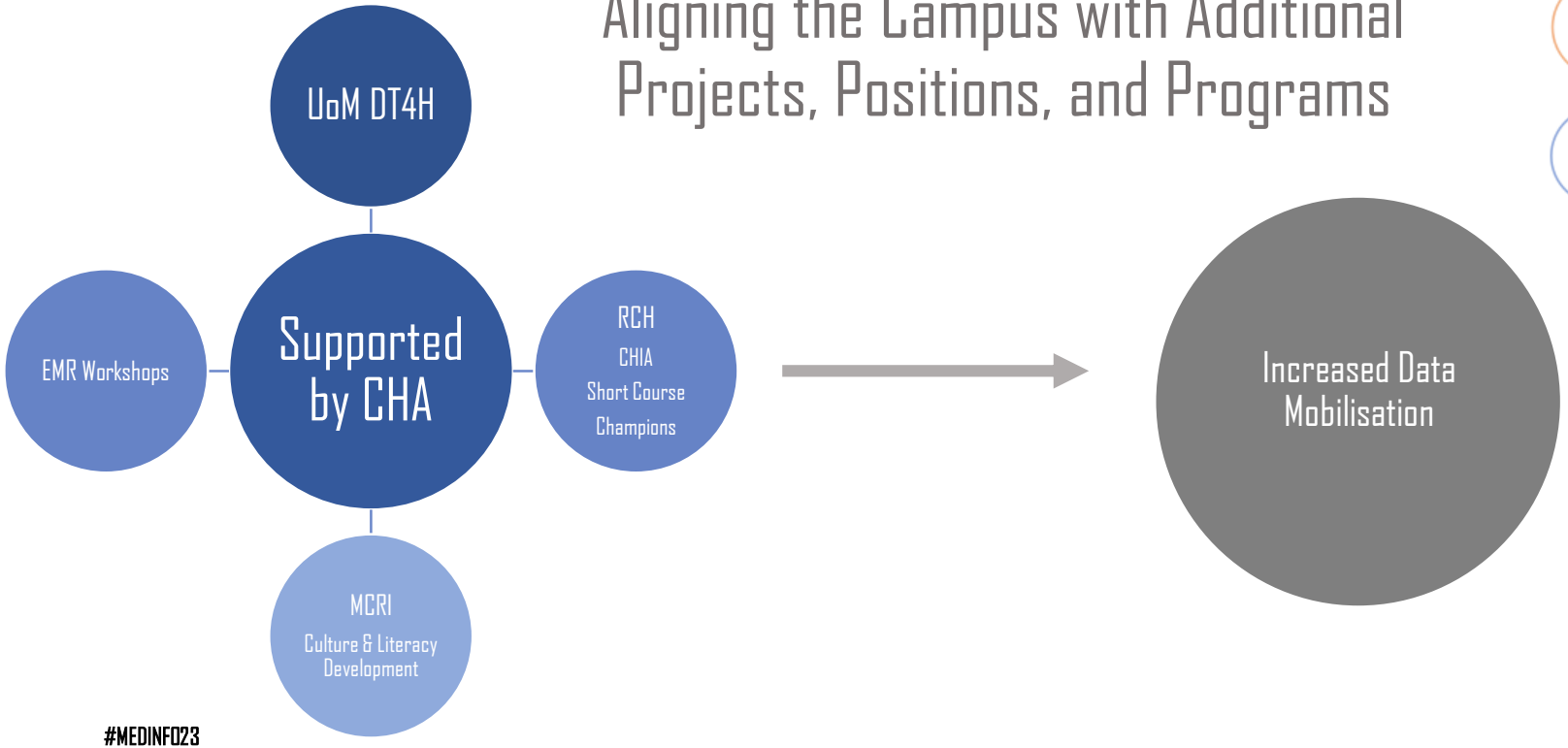
Five Domains of the Clinical Data Champion Framework



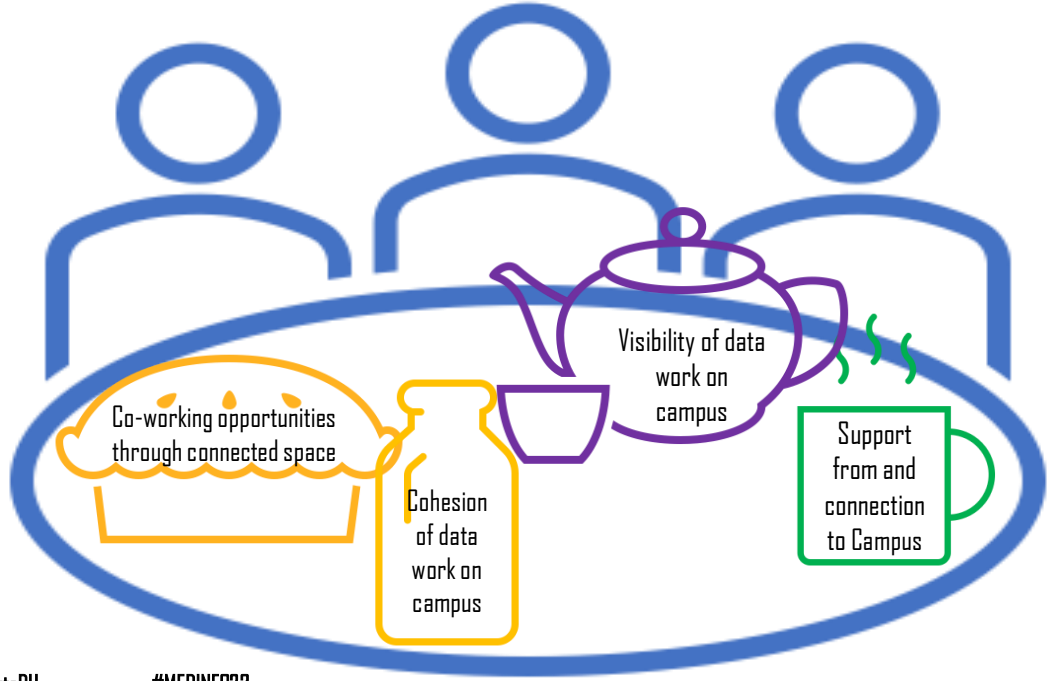
Learning Healthcare Systems Academy Fellowship

	Fellowship 2022 – Jo Lawrence Choosing Wisely	Fellowship 2023 – Matt Farrugia Eating Disorders Clinic
Drivers:	Identifies low value care	Identifies time constraints of service delivery
	EMR interventions embedded	EMR optimisation for clearer comms
	Evaluation of improvement and process change	Evaluation of improvement and process change

Aligning the Campus with Additional Projects, Positions, and Programs



Community of Practice – Shared Platform

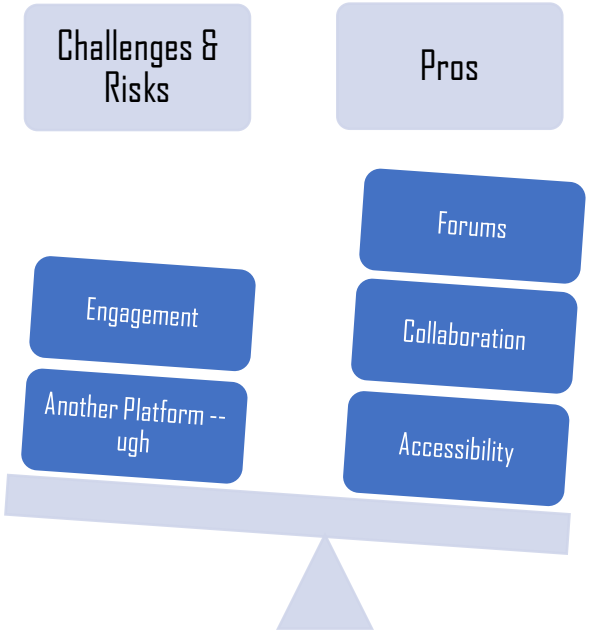


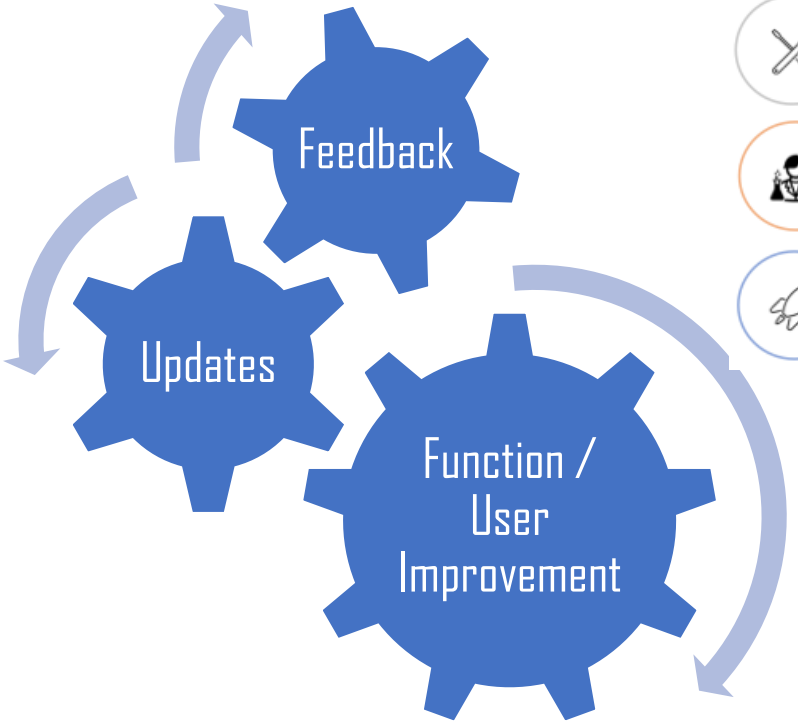
Online forums & special interest group connection

Data governance & culture improvement

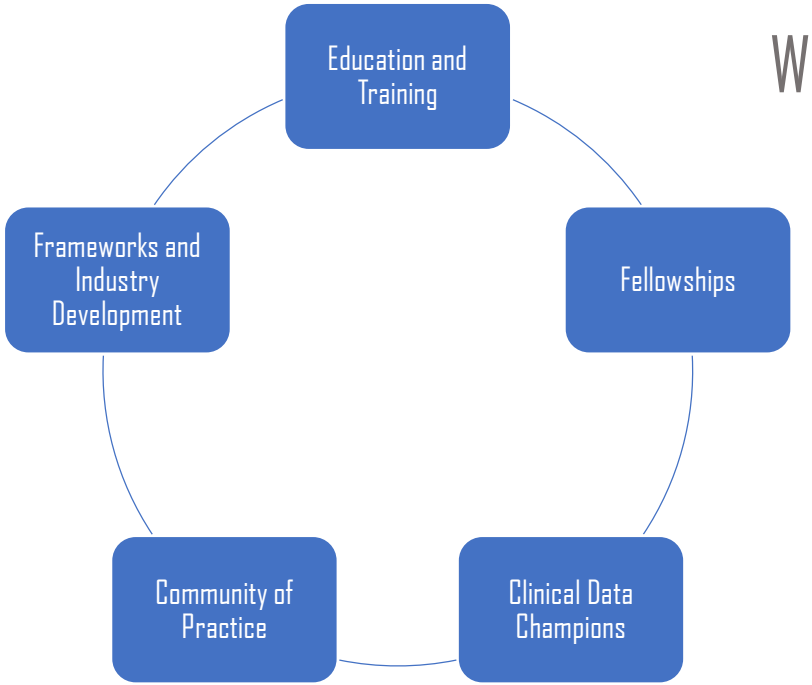
'You heard it First!" Opportunities

Developing a physical CoP Platform





Workforce Core Functions



Data Empowered Campus Workforce

On the Horizon for 2023/2024

- 10 Departments Supported by Clinical Data Champion
- Release of the Clinical Data Champion Framework
- Career Framework for Health Analytics
- Health Analytics Immersion Program
- Expansion of Workforce Strategies

MEDINFO23

8 – 12 JULY 2023 | SYDNEY, AUSTRALIA

We'd love your input and ideas

Centre for Health Analytics

@kidsanalytics

Question?

Comments?

Thank you

www.healthanalytics.org.au

Centre for Health Analytics

@TheInstituteDH #MEDINFO23