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## LICENSURE DATA COLLECTION FAQ'S

*What types of health workforce licensure data will be collected?*

At time of online licensure renewal, licensees will be asked questions about the following:

- Anticipated year of retirement
- Area of practice or specialty
- Location of practice
- Educational background
- Gender or gender identity
- Hours spent in direct patient care
- Languages spoken
- National Provider Identifier
- Ethnicity and/or race
- Practice setting
- Sexual orientation
- Work hours
- Disability status

*Why are these data being collected?*

The Department of Health Care Access and Information (HCAI) is partnering with the Department of Consumer Affairs (DCA) to collect important workforce data. HCAI is a leader in collecting data and disseminating information about California's healthcare infrastructure. HCAI promotes an equitably distributed health workforce and publishes valuable information about healthcare outcomes.

HCAI is launching the California Health Workforce Research Data Center (Center). The Center will serve as the state's central repository for health workforce data, and will collect, analyze, and distribute information on educational and employment trends for healthcare occupations in the state. The Center will also produce an annual report discussing:

- Supply and demand of the health workforce
- Geographical distribution of the health workforce
- Diversity of the health workforce, by specialty (including, but not limited to, data on race, ethnicity, and languages spoken)
- Current and forecasted demand for healthcare workers, by specialty
- Educational capacity to produce trained, certified, and licensed healthcare workers, by specialty and by geographical distribution

HCAI, in partnership with DCA, has developed a workforce survey for licensees to complete as part of the electronic online licensure renewal process. This workforce survey will be available for completion beginning July 2022, to those renewing online and will be an important data source for the Center. The purpose of this survey is to collect critical workforce related data which will be used to inform stakeholders and be an input into important workforce policy development.

*How will the security and privacy of data be ensured?*

HCAI and DCA adhere to strict data security and confidentiality standards. Both organizations have strong protocols in place to ensure data is stored securely. DCA and HCAI have strong subject matter expertise on data security and have been successful in securing sensitive data for decades.

California and Federal law (including the Information Practices Act of 1977, Government Code Section 11015.5., and the federal Privacy Act of 1974) requires departments to maintain the confidentiality of this data and only allows release in aggregate form that cannot be used to identify an individual. HCAI, or DCA, will never share or publicly release data that can be used to identify an individual (Business and Professions Code § 502). These data will not, and cannot, be used to impact your licensure status in any manner.

For more information about HCAI's Privacy Policy, please visit HCAI's website: <https://hcai.ca.gov/home/privacy-policy/>

*How can I be notified of products that will be released from the Center?*

HCAI will work with DCA and licensing boards to communicate the release of products coming out of the Center. Respective websites and social media platforms will be utilized. In addition, HCAI will present at Board meetings on a consistent basis with updates on the Center.

*Who may I contact with any questions about this data collection effort and the Center?*

You may contact HCAI directly at: [workforcedata@hcai.ca.gov](mailto:workforcedata@hcai.ca.gov)