NEW WORKFORCE MODELS IN MINNESOTA

January 2014
Governor’s Health Reform Task Force 12/2012
Health Workforce Analysis Framework

- Baseline Demand
- Current Pipeline Supply (graduates)
- Demand under Health Reform
- Current providers - effects of retirement & attrition

Graph showing the percentage changes in health workforce from 2010 to 2025.
Emerging Health Professions in MN

- Community Health Workers (2007)
- Dental Therapists (2008 - 09)
- Community Paramedics (2011 - 12)
- Doulas (2013)

Licensed or certified by the state
Reimbursed by Medicaid
Change factors

1. Acceptance by related professions
2. Scope of Practice & Regulatory:
   • Legislature, licensing boards
3. Advocates
4. Body of Knowledge, Curriculum, Education Programs
5. Practice redesign/integration: Health care homes/chronic disease management, ER diversion, EHRs, etc.
6. Reimbursement
7. Help for prospective employers: implementation guides, templates, best practices for hiring and integration, start-up funds
8. Acceptance by patients – not a problem here
HCH Goal: Patient Centered Coordinated Team Based Care

Care Coordination: Is a function
A team approach that engages the patient & family, and other members of the team to enhance the person’s well being by organizing timely access to resources and necessary care that results in continuity of care and builds trust.

Care Coordinator: Roles
A person who has primary responsibility to organize and coordinate care.
- Numerous disciplines can perform this role
Minnesota SIM Grant: 2014 - 2016

Major federal health reform grant

Core elements:

- Expanding and accelerating payment reform through Minnesota's Medicaid Health Care Delivery System demonstration (HCDS) and other Accountable Care Organization (ACO)/Total Cost of Care (TCOC) models in the market;

- Providing additional data analytic capacity and health information technology/exchange resources to a broader array of providers;

- Facilitating provider learning collaboratives, quality improvement initiatives, practice facilitation and support for new provider types to transform care delivery; and

- Supporting up to 15 Accountable Communities for Health (ACH).
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