

Health Workforce Innovations in the US: What Are the Issues?

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The Changing Health Care Landscape

Goals of health reform

- To increase access to basic health care services
- To provide high quality, cost-effective care
- To improve population health

What Changes With Health Reform?

- Shift in focus away from acute care to primary and preventive care
- Service integration: primary care, behavioral health and oral health
- Better coordination of care
- Payment reform, moving away from fee-for service and toward value based payment
 - incentives for keeping people healthy and penalties for poor outcomes, eg, inappropriate hospital readmissions

Workforce Implications of Health Reform

- New models of care are increasing in number (Patient Centered Medical Homes, Accountable Care Organizations, Preferred Provider Systems)
- Team-based approaches to care are frequently used in these models
- Team composition and roles vary, depending on the patient population
- Teams may include: physicians, NPs, PAs, RNs, social workers, LPNs, medical assistants, and community health workers, among others

Multidisciplinary Teams Shown to Have Positive Impacts on Patient Outcomes

- “The provision of comprehensive health services to patients by multiple health care professionals with a **collective identity** and **shared responsibility** who **work collaboratively** to deliver patient-centered care.”

Source: Interprofessional Education Collaborative Expert Panel. (2011). *Core competencies for interprofessional collaborative practice: Report of an expert panel*. Washington, D.C.: Interprofessional Education Collaborative.

- Research suggests health care teams with greater cohesiveness and collaboration are associated with:
 - Higher levels of patient satisfaction
 - Better clinical outcomes
- The most effective and efficient teams demonstrate a substantial amount of shared responsibility (scope overlap)

What Are the Workforce Issues We Face?

- Workforce maldistributions, particularly in underserved areas and high need populations
- Health workforce is not always prepared for team-based care
- Health workforce is not often trained in emerging functions
- Scope of practice restrictions
- Workforce innovations are challenging to achieve

Examples of Workforce Innovations

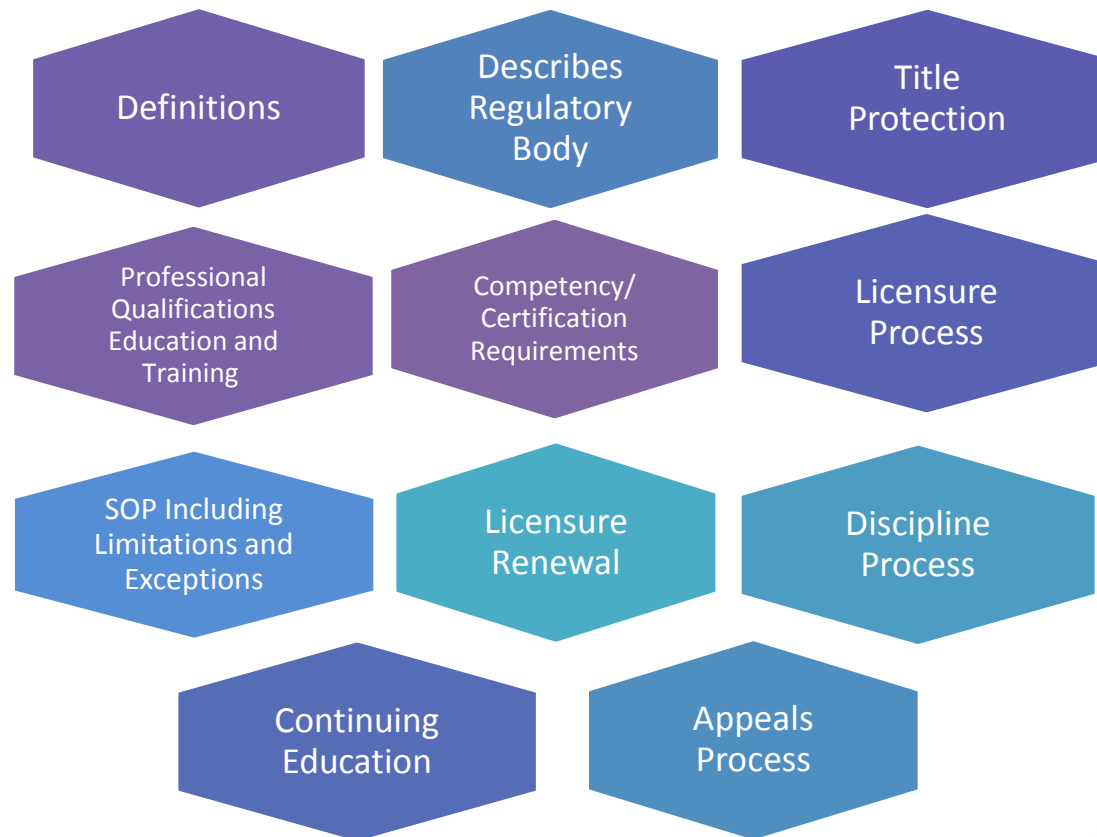
- New categories of workers
 - Care coordinators
 - Dental therapists/advanced practice dental hygienists
- Expanding roles for existing workers
 - Community paramedics
 - Pharmacists

Barriers to and Facilitators of Health Workforce Innovation

- Financial
- Organizational
- Cultural
- Educational
- Regulatory

In the U.S., States Are Primarily Responsible for Regulating Health Professions

State Regulations



What is Scope of Practice?

- Professional scope of practice, i.e. professional competence, describes the services that a health professional is trained and competent to perform
- Legal scope of practice, based on state-specific practice acts, defines what services a health professional can and cannot provide under what conditions in a given state
- Legal scope of practice and professional competence overlap, but amount of overlap varies by state and by profession

Issues With State Based Health Professions Regulation

- Mismatches between professional competence and state-specific legal scopes of practice
- Lack of uniformity in legal scopes of practice across states for some health professions
- The process for changing state-specific scope of practice is slow and adversarial

State to State SOP Variation: Nurse Practitioners



View the interactive version online:
www.bartonassociates.com/np-laws

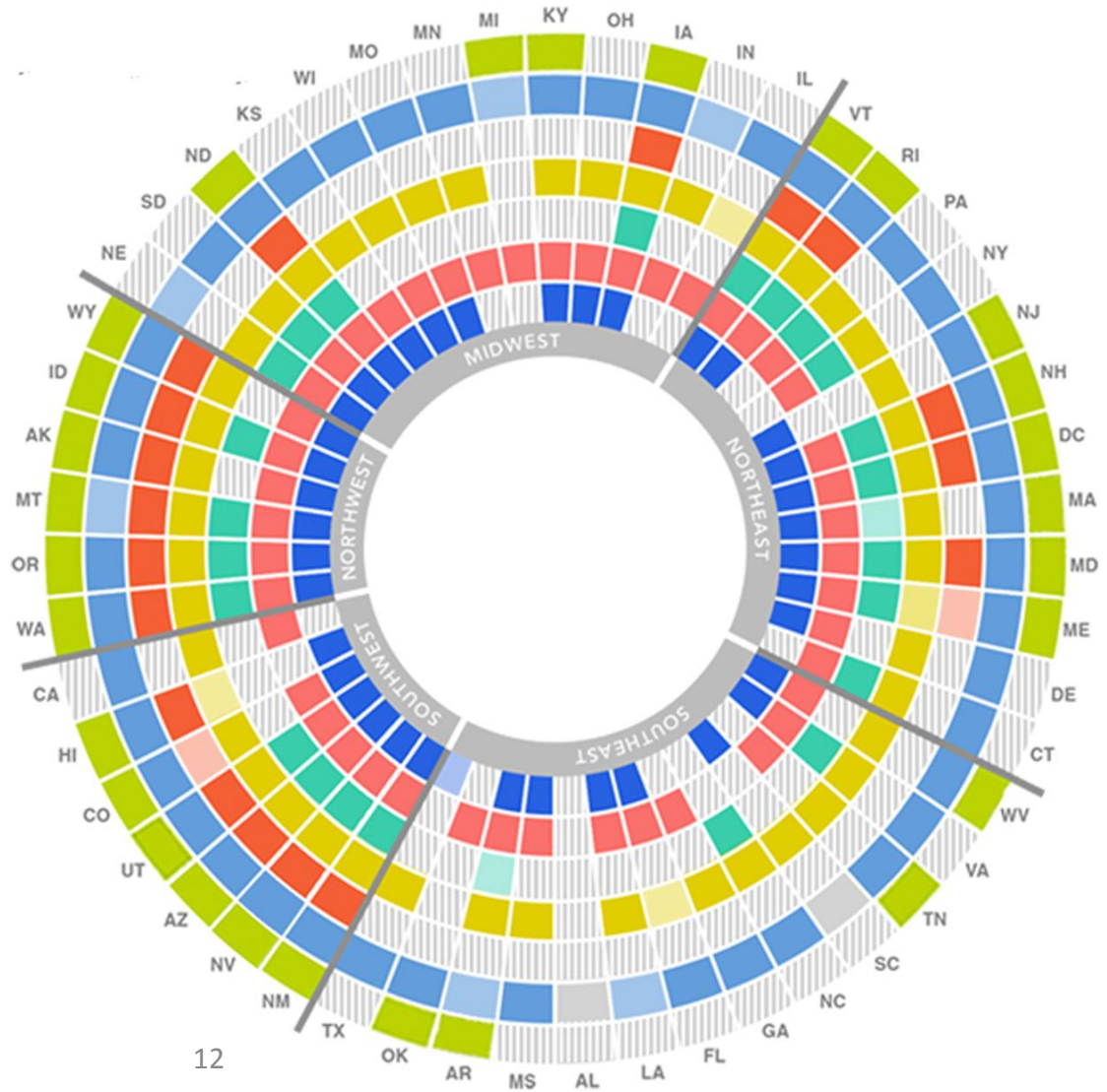
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DISCLAIMER

This chart is for informational purposes only and is not for the purpose of providing legal advice. You should contact the applicable nursing board or your attorney for specific legal advice.

RESOURCES

AANP - www.aanp.org
 The 2012 Pearson Report - www.webnponline.com
 The Nurse Practitioner's 24th Annual Legislative Update - www.tnpj.com



States Are Adopting Their Own Strategies to Expand Access to Health Services

- + Designed to address local needs and can account for factors unique to that state
- Continues to contribute to state-to-state variation in SOP, training, qualifications for similar titles
- As states learn from each other, there will be more consistency in state regulations for emerging professions over time

State Strategies to Support Workforce Innovation

- Standardize scopes of practice for health professions across states based on professional competence
- Routinely update practice acts
- Increase consumer input into SOP decision-making
- Use best available evidence to inform SOP decisions
- Allow time limited workforce demonstrations
- Disseminate, disseminate, disseminate....

Thank You

Questions?

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