



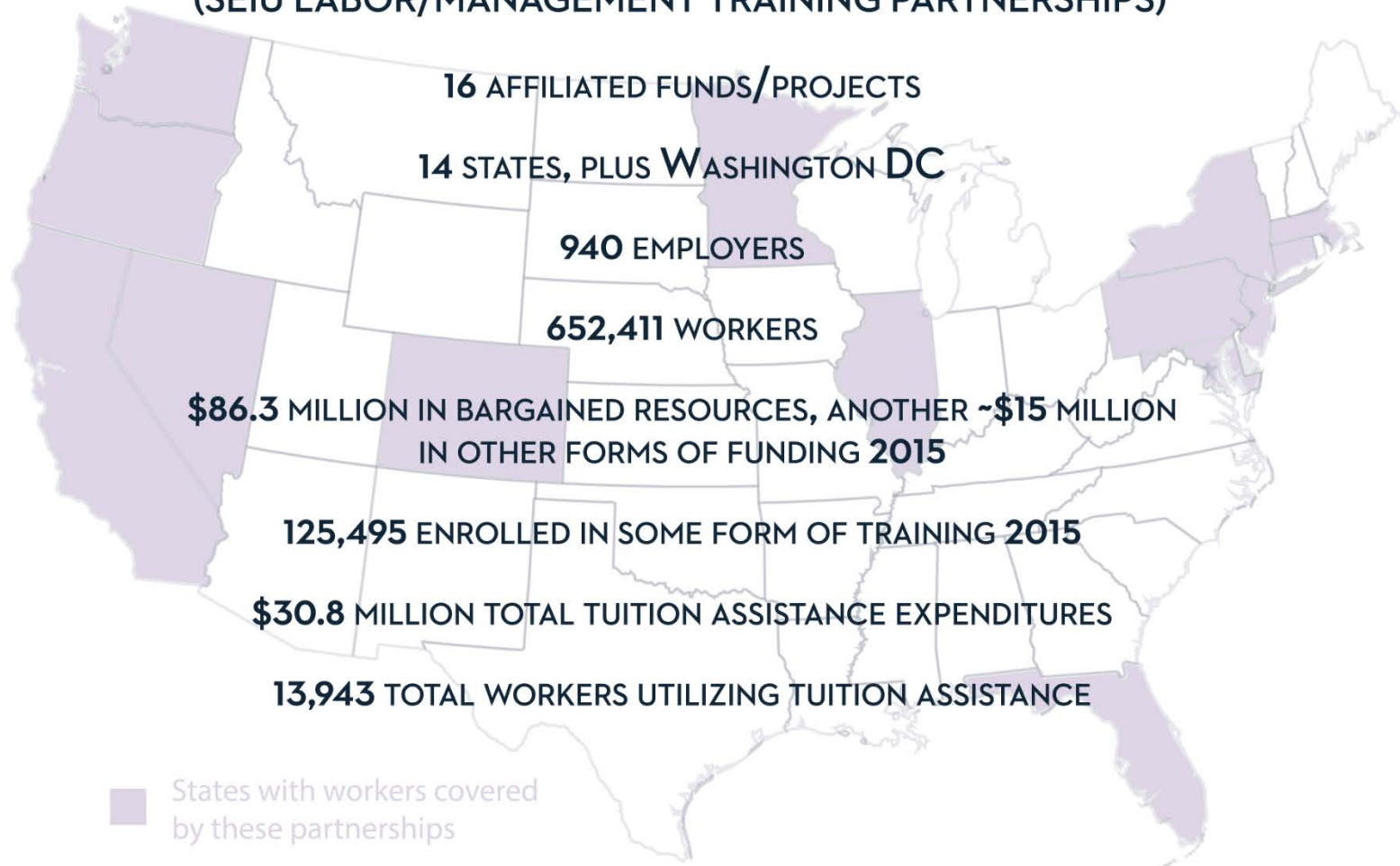
The Changing Healthcare System and What It Means for HPOG

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HEALTHCARE TRAINING ACROSS THE NATION (SEIU LABOR/MANAGEMENT TRAINING PARTNERSHIPS)





Healthcare Reform

The passage of the Patient Protection (2010) and Affordable Care Act (ACA) initiated the transformation of the US healthcare system. The ACA fostered a preventive healthcare model that emphasizes primary care, funds community health initiatives, and promotes quality care.





Effects of Healthcare Reform

- Health Insurance for 20 million Americans – new consumers
- Focus on chronic diseases that devastate poor communities
- Shift in site of care
- Shift to coordinated care, prevention, and accountability for health outcomes
- Shift in payment for volume to payment for value



Where are we headed?



The Changing Healthcare Environment



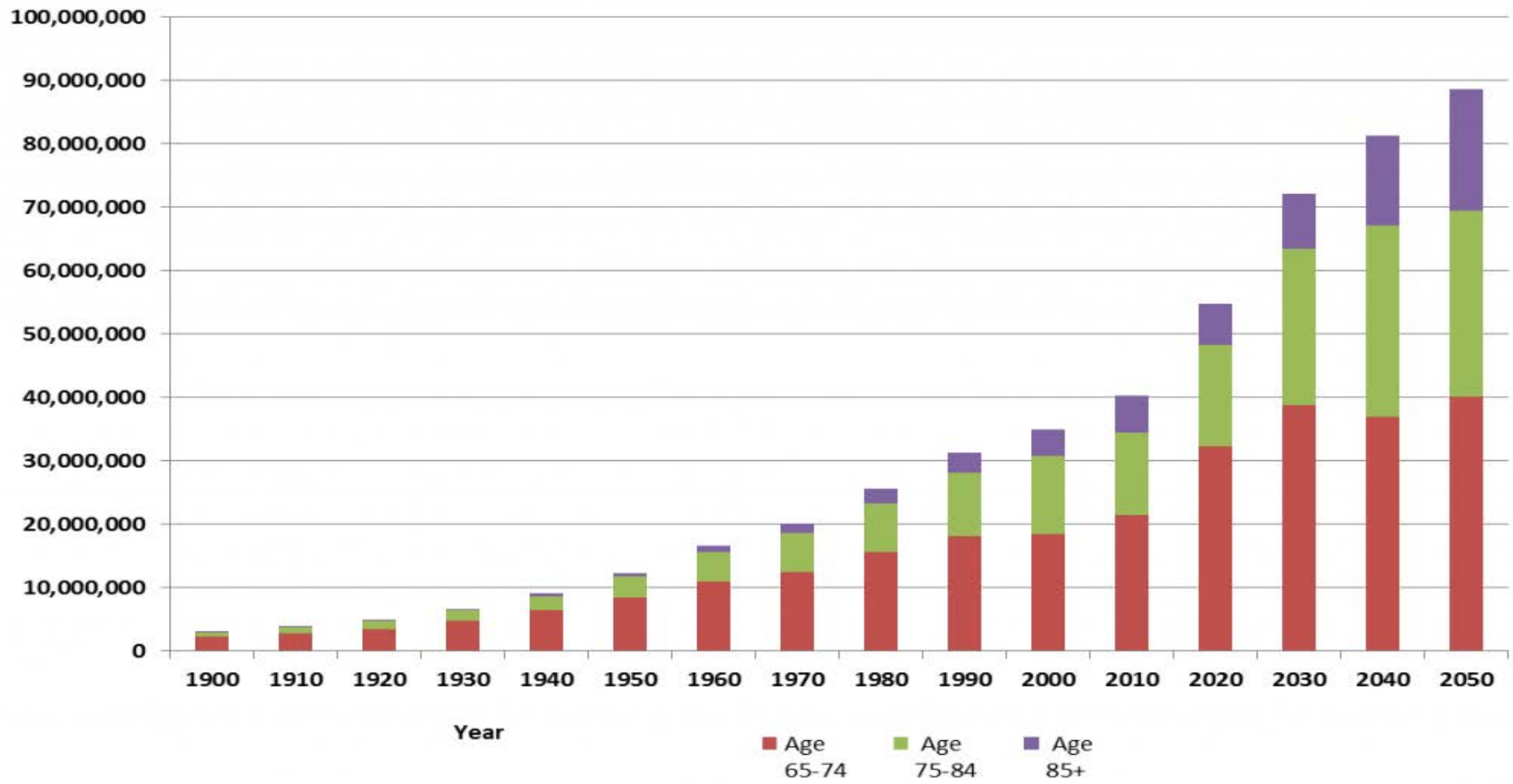
What Is
Population Health?



Population 65+ by Age: 1900-2050

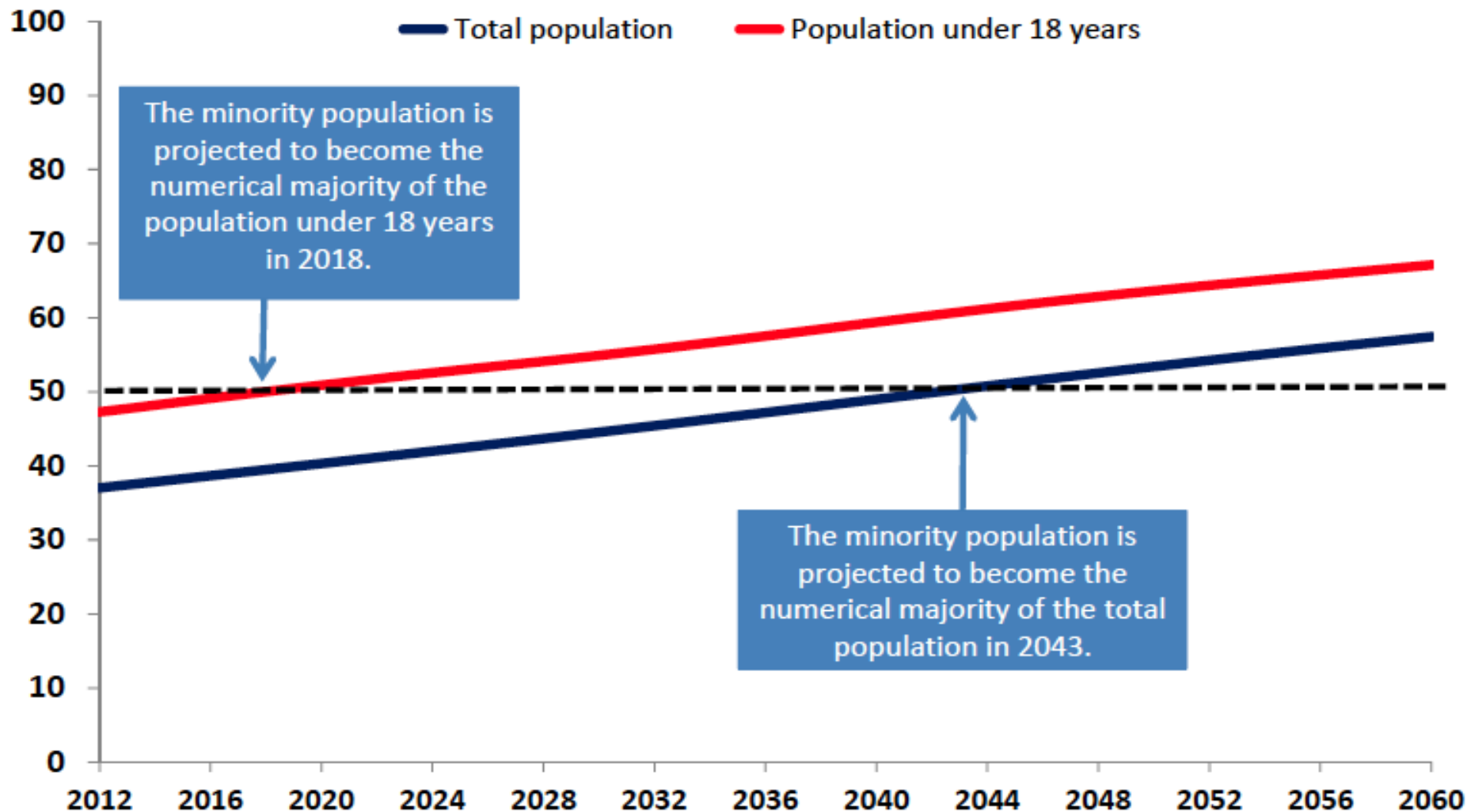
Source: U.S. Bureau of the Census

Number of
Persons 65+



Projections of the Percent Minority: 2012 to 2060

Percent of total population





New Approach to Healthcare



- 1) Improving the experience of care
- 2) Improving the health of populations
- 3) Reducing costs of care

Cost and quality pressures are driving health system change



Care Coordination



Care coordination involves organizing patient care activities and sharing information among all of the participants concerned with a patient's care to achieve safer and more effective care.

Population Health



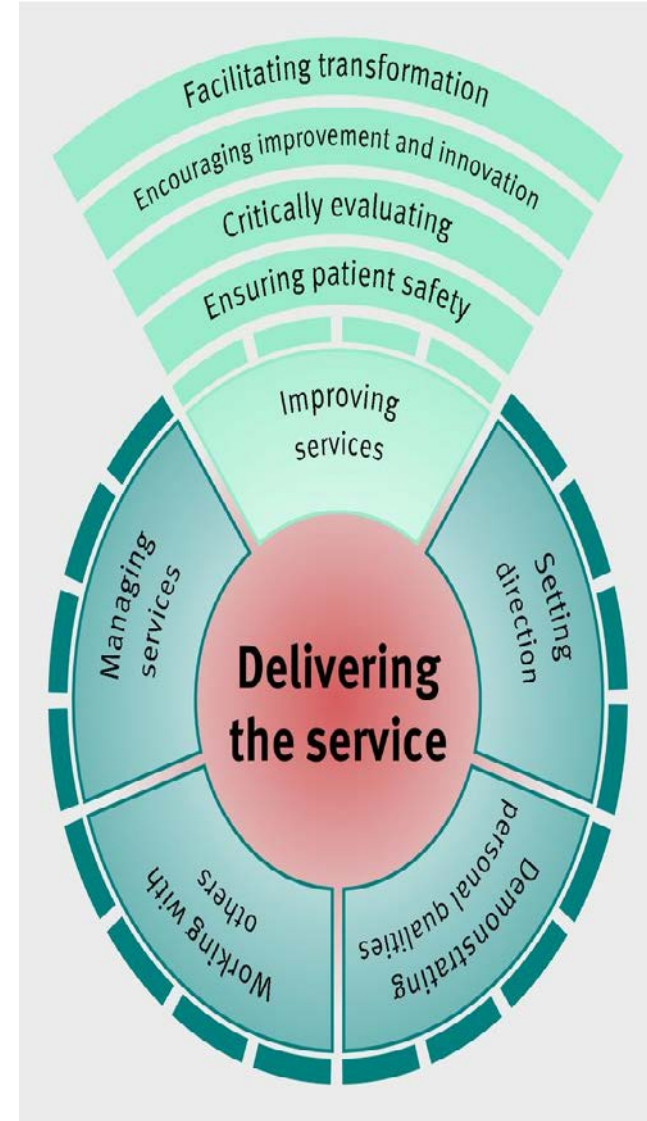
Population health involves the health of the community; it implies wellness promotion as well as the treatment of new and chronic illnesses throughout the care continuum.



How is healthcare transforming?

Work is changing in terms of skills and competencies –requirements are growing

- Value-based health care has placed new demands on areas such as clinical integration, care management and emerging jobs that support an environment of collaborative care.
- Technology and home care related positions also have new requirements and competencies.





Changes in the location of the work

Moving from:

- Acute care and Nursing Homes to Homecare and Ambulatory care providers
- Institution centered care to more home and community based providers/care models





New models of care

- Accountable Care Organizations (ACO)
- Patient Centered Medical Homes (PCMH)

Require new and upskilled workers...



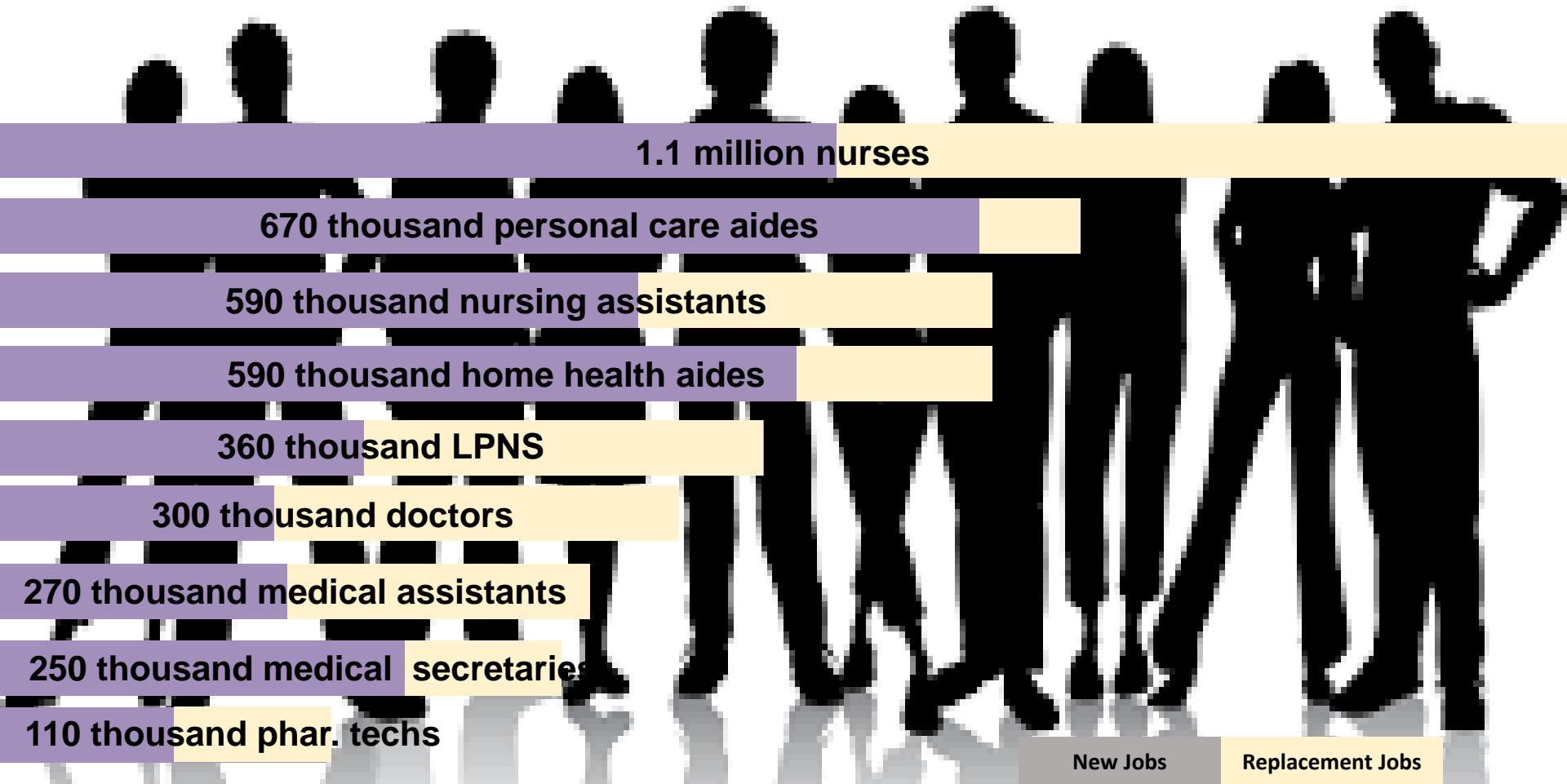
Transformation and the healthcare workforce

“A transformed health care system will **require a transformed workforce** and new infrastructure. The people who will support health system transformation for communities and populations will require different knowledge and skills. It is important to provide support for a health care **workforce of the future....**training and educational experiences will be needed to help develop this knowledge and these skills.”

Source: <http://innovation.cms.gov/Files/x/Health-Care-Innovation-Challenge-Funding-Opportunity-Announcement.pdf>



Healthcare needs workers



Source: The Center for Health Workforce Studies, School of Public Health, University of Albany. 2014. Health Care Employment Projections: An Analysis of Bureau of Labor Statistics Occupational Projections, 2012-2022.



How can we prepare the workforce?

Preparing workers with the skills to fill new roles will require industry collaboration:

- Identify ***education and training requirements*** that will most effectively prepare workers to meet current care needs
- Identify ***competencies*** required to deliver care within new healthcare delivery systems
- Identify the ***roles and occupations*** that require new or revised skill standards and define career pathways
- Identify new ***modalities*** of training e.g. Registered Apprenticeship

Equity is important



Increased equity is integral to the achievement of Population Health because it allows providers to be able to identify and respond to the specific needs of diverse patients, service users and care givers that arise from their personal, social or cultural background.



Quality jobs



- Connecting workers with good jobs creates a ladder of opportunity which not only benefits workers but leads to better retention rates for healthcare providers
- It is important to support the growth of employers committed to providing good jobs with the aim of raising wages for front line care providers