

“The Rural Workforce of the Future: Strategies to Innovate, Apply Data, and Develop Partnerships” (9:00am-12:30pm)

Join us as we open the Workforce Track, with a facilitated discussion including a panel of representatives from Accountable Communities of Health and the Center for Health Workforce Studies to provide an update on rural workforce development in delivering whole person care. This session will examine trends, new opportunities, and resources available to support rural providers as they keep pace with change. Facilitators bring collaboration to this session, where we will build partnerships to develop sustainable workforce solutions for our communities.





AHEC Program



Purpose: To enhance access to high quality, culturally competent health care, through academic-community partnerships, by improving:



of the health professions workforce, specialty primary care; and addressing the health care needs of medically underserved communities and populations.

Eligibility: Schools of medicine or in states with no medical school, schools of nursing

Legislative Requirements and More:

- Health professions recruitment and training
- Interprofessional education and training
- Continuing education
- Rural health workforce initiatives, community health workers, health Information technology, veterans mental health, Affordable Care Act provider education, etc.

Area Health Education Center for Western Washington (AHECWW)

Mission

The AHECWW works with the national AHEC movement to support healthcare delivery systems and access to care through activities that strengthen the healthcare workforce in rural and urban-underserved communities.

Vision

The AHECWW is an innovative center, providing leadership engaged with diverse rural and urban-underserved communities to ensure access to quality healthcare and health workforce education.

Core Themes

- ❖ Community Based Experiential Learning
- ❖ Advancing Equity Continuing Education
- ❖ Academic & Professional Pathways
- ❖ Workforce Recruitment and Retention
- ❖ Workforce Development
- ❖ Public Health

Workforce Track

- Rural Insights from Washington's Behavioral Health Workforce Assessment
Rachelle McCarty, UW Dept of Family Medicine, Center for Health Workforce Studies
- Bi-directional Behavioral Health Integration Toolkit: Building Integrated Teams for Rural Communities, Anna Ratzliff, UW AIMS Center
- Demystifying the Behavioral Health Assistant – Roles, Services, and Training; Connie Lieske, Health Clinic Coordinator at Kitsap Mental Health
- Overcoming barriers to providing medication assisted treatment for Opioid Use Disorder and the expanding supply of providers with a waiver in the WWAMIO region; Holly Andrilla, WWAMI Rural Health Research Center

Workforce Track

- **Demystifying CHW – What do they do and how can they help your rural community;** Kathy Burgoyne and Sarah Solomon, Healthy Generations & Seth Doyle, NWRPCA/CHW Task Force
- **The Workforce Pipeline: Creating the Health Workforce of the Future;** Toby Keys & Dave Evans, co-directors of RUOP at UWSOM; AHEC Staff (if time allows), students: Riley Williams, EWA AHEC Project HOPE student, Kenley Unruh, UWSOM student; preceptor (EWA AHEC Project HOPE)
- **Panel Discussion on Improving Distribution, Diversity, and Nursing Care in Rural Communities;** Wendy Buenzli at WSU Nursing, Sofia Aragon at Washington Center for Nursing, Rhonda Martinez McFarland at Indian Health Service, CMS Region X, Anne Shields at UW AIMS Center, Cynthia Nelson at Ferry County Memorial Hospital

Workforce Track

- **Launching Rural Workforce Development Strategies: Facilitated Discussion;** Dan Ferguson, Ben Lindekugel, Cori Garcia Hansen
- **Building Industry Partnership to Address Nursing Education in Rural & Tribal Communities;** Cori Garcia Hansen, Center Director of the AHECWW

The Rural Workforce of the Future



Strategies to Innovate, Apply Data, and Develop Partnerships



Objectives

- Provide an update on:
 - The Plan for Healthier Washington,
 - Accountable Communities of Health,
 - Practice Transformation Technical Assistance,
 - Rural Health Workforce Data, and
 - Alternative Payment Methods



Objectives

- Build new partnerships
- Provide didactic on innovative strategies in workforce development and collaboration
- Identify resources for workforce development
- Identify actionable steps that can be made to launch new programs for incumbent workers and education programs training the next generation of healthcare professionals

1



Workforce

What do we mean when we say “workforce” ?

What is your role in health workforce development?





Workforce

What would a home run be for health workforce planning?

Create stronger partnerships ?

- to do what?

Who's not at the table who should be?

How do we engage new participants and promote innovation opportunities for workforce capacity building?

- ✓ Educators
- ✓ Industry partners
- ✓ Training partners
- ✓ Managed care organizations
- ✓ SDoH Organizations



2



Collaboration / Collective Impact

Working together

Collaboration / Collective Impact

“Effectively, change is almost impossible without industry-wide collaboration, cooperation, and consensus.” – Simon Mainwaring





Co-creation

Smart ideas- Smart processes



Shared Measurement

Outcomes- Deliverables - Data

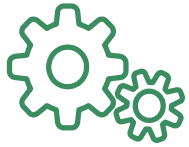


Creating Powerful Goals

Total success!



Shared Intent



Shared or Common Agenda



Mutually Reinforcing Activities



Shared Communication Strategies



Strong Backbone Organization



Intent

What are the key shifts needed to move us from today to our ideal future?



How do we make these key shifts real?

What is the right scope of work for this community to be successful?

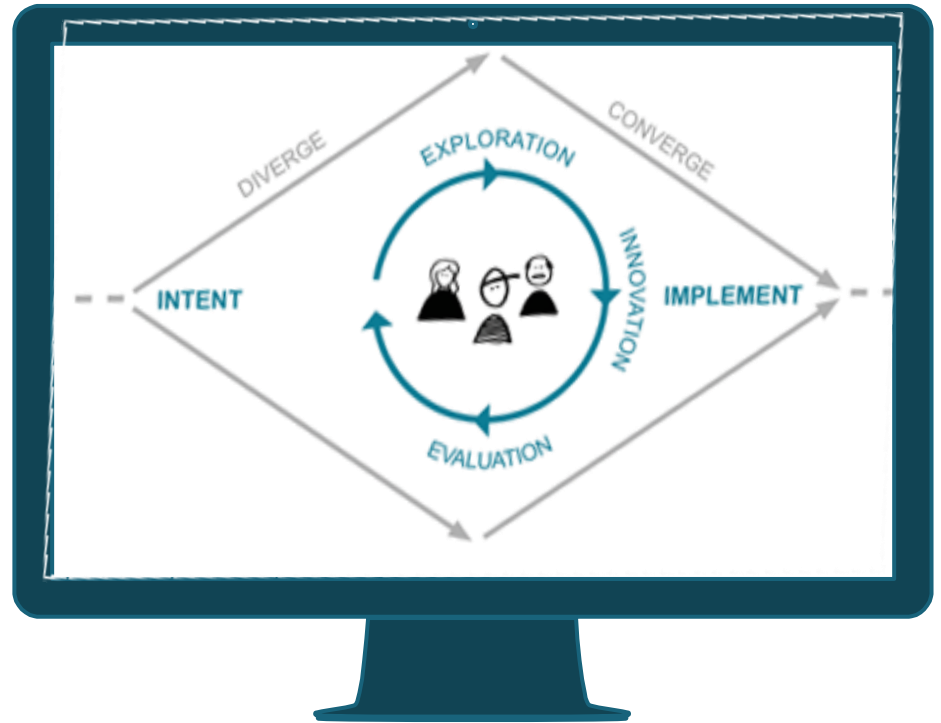


What We Are Creating



Innovate

Co-Create



3



Collaboration Tools

Essential Conversations

"Coming together is a beginning, staying together is progress, and working together is success." – Henry Ford



Collaboration Tools



- Critical Shifts
- Diverging and Converging
- Focus and Frame
- Polarity Mapping
- Designs tensions
- The design process

Any questions?



The Data Disconnect

Making sense of the data available for rural workforce planning, and other supporting workforce data

Sue Skillman, Deputy Director at the UW Center for Health Workforce Studies



Practice Transformation Rural Workforce Panel

Accountable Communities of Health

Suzanne Swadener, Senior Health Policy Analyst, HCA;

Jenny Slagle, Associate Director of Health System Transformation at Better Health Together;

Daniel Smith, VP Clinical Integration at SW WA ACH;

Jennifer Brackeen, Program Director at Cascade Pacific



Accountable Communities of Health and Workforce Development

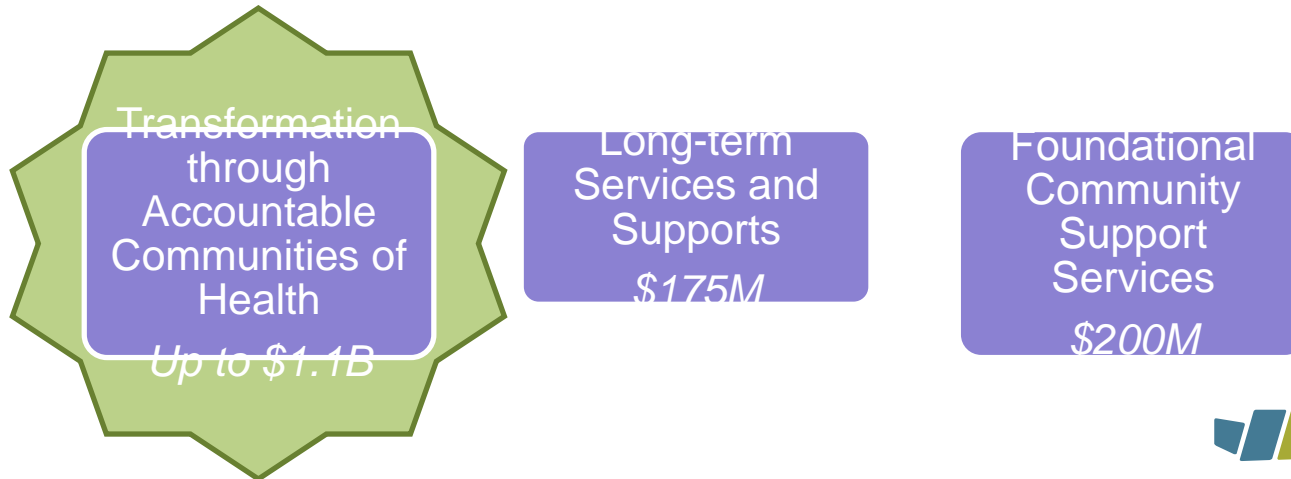
Suzanne Swadener

Washington State Health Care Authority

March 26, 2018 Northwest Rural Health Conference

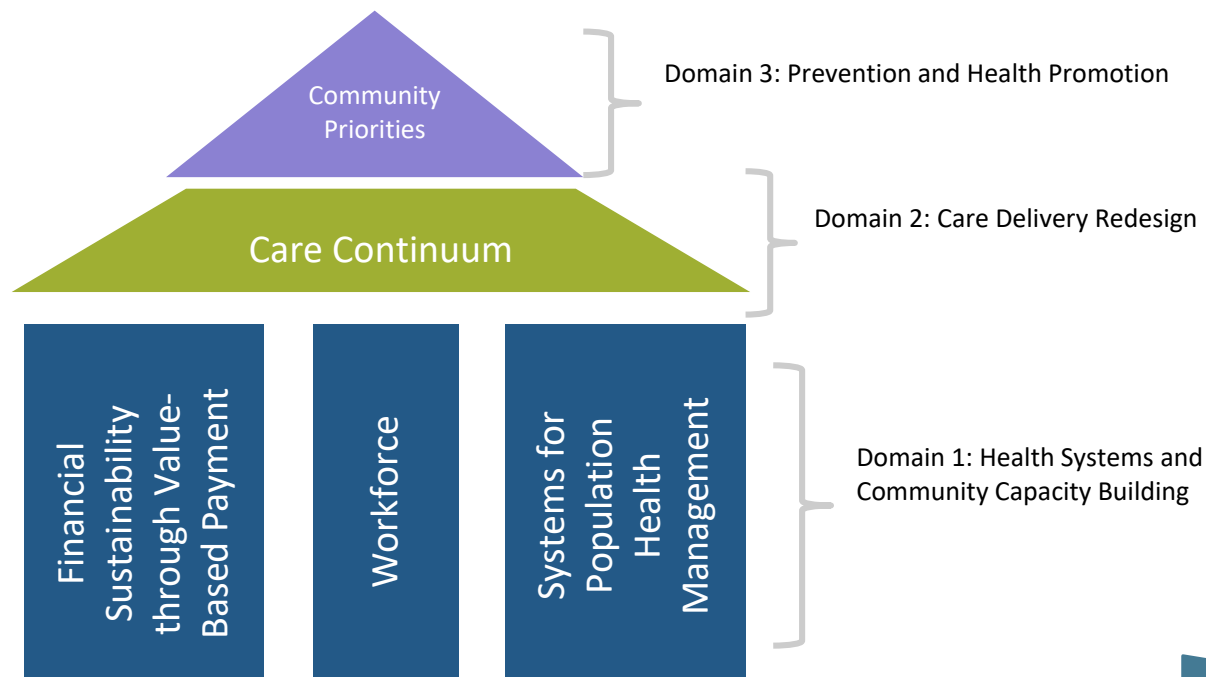
Medicaid Transformation

- The federal government is investing up to \$1.5 billion for a five-year, statewide effort to show that Washington can deliver better health care for more people, while spending dollars in a smarter way for Apple Health (Medicaid) beneficiaries.
- Three initiatives:



Addressing workforce challenges

A foundation of Medicaid Transformation



What are ACHs?

Regional organizations that:

- Address health issues through local collaboration on shared goals.
- Better align resources and activities that improve whole person health and wellness.
- Support local and statewide initiatives such as Medicaid Transformation, practice transformation and value-based purchasing.



ACH projects

Project	Better Health Together	Cascade Pacific Action Alliance	Greater Columbia	Healthier Here	North Central	North Sound	Olympic	Pierce County	SWACH
2A: Bi-directional Integration of Care	✓	✓	✓	✓	✓	✓	✓	✓	✓
2B: Community-based Care Coordination	✓	✓			✓	✓		✓	✓
2C: Transitional Care		✓	✓	✓		✓			
2D: Diversions Interventions					✓	✓	✓		
3A: Addressing Opioid Use	✓	✓	✓	✓	✓	✓	✓	✓	✓
3B: Reproductive and Maternal and Child Health		✓				✓	✓		
3C: Access to Oral Health Services						✓	✓		
3D: Chronic Disease Prevention and Control	✓	✓	✓	✓	✓	✓	✓	✓	✓

Domain 1 workforce

Timeline and key milestones

By Q4 2018

- **STATEWIDE**
 - ID existing resources to educate, train, re-train for evolving models
 - Support ACH planning, recommendations, implementation
- **ACH/REGIONAL**
 - Workforce in project implementation plans
 - ID strategies to address gaps/needs for future state
 - Mitigate impact of redesign on workforce with ↓ demand
 - ID regulatory barriers to team-based care
 - Include cultural competency, health equity, health literacy

By Q4 2020

- Implement workforce plan and strategies
- Provide ongoing supports (e.g., training, technical assistance, learning collaboratives) to support continuation and expansion
- Leverage regional champions and implement approaches to support the spread of best practices
- Coordinate and deploy statewide resources to support implementation
- Administer resources locally, regionally, and statewide to support common needs and workforce strategies across ACHs

ACH workforce planning elements

- Needs assessment – project roll up/coordinate for common needs
- Plan design and evaluation
- Develop partnerships – workforce councils, community colleges, etc.
- Opportunities for common programs using statewide/regional resources
- Communication/best practice sharing
- Practice transformation support

Implement workforce plan

- Training plan
- Alternative training - apprenticeship, HEET model, employer/union based models
- Educational system
- On the job training – employer based, career ladder opportunities
- Practice transformation support

Macro Statewide

- Convening
- Resource development/coordination
- Resource repository
- Facilitation/technical assistance
- Communication/best practices

Mezzo ACH/ Regional

Micro ACH/Proj ect

- Needs assessment by project
- Needs assessment by community
- ID regulatory barriers to practice
- ID gaps and barriers – by profession, practice setting, education/training

Pathways

Take a deeper dive

- Healthier Washington website
 - Story bank, map, video, fact sheets, and



QUESTIONS?

Contact Suzanne Swadener
Sr. Health Policy Analyst

suzanne.swadener@hca.wa.gov
360-725-0732



Discussion



Lunch



“The Rural Workforce of the Future: Strategies to Innovate, Apply Data, and Develop Partnerships” (9:00am-12:30pm)

Continue the Workforce Track as we take a closer look at how to implement workforce strategies in rural Washington communities. Learn from examples and explore the tools available to get your workforce plans on the ground. You'll hear from a variety of providers' behavioral health integration strategies in their clinic settings, the innovative practice models and workforce practices they rely upon. A representative from the Health Care Authority will discuss Washington's new value based payment options, which emphasize population health management and whole person care, providing incentives for quality.

Practice Transformation Support Hub Technical Assistance Update & Trends

The Practice Transformation Support Hub
("the Hub")



Rick Helms, Operations Manager,
Practice Transformation Support Hub

The Practice Transformation Support Hub (Hub) provides:

- technical assistance to providers in primary care and behavioral health to support behavioral health integration,
- building towards value-based payment and community-clinical linkages.

The Hub has collected trends from the work with practices on the unique challenges facing rural practices in Washington and examples of how many have overcome these barriers and will present findings from the field.

Innovative Approaches to an Integrated Workforce

The Practice Transformation Support Hub

Leslie Robison, PhD, Clinical Psychologist at Pullman Family Medicine;

Bridget Beachy, Director of Behavioral Health; Licensed Clinical Psychologist at Community Health of Central Washington;

Becky Corson, Clinic Administrator at Mid-Valley Medical Clinic;

Gwen Cox, Quality Improvement Consultant at the Hub



Aligning payment to meet whole person care

Health Care Authority



Gary Swan, Healthier Washington
Medical Program Specialist

Discussion



A large, 3D-rendered 'Thank You' text is the central focus. The letters are dark grey with a slight shadow. Surrounding the text are numerous colorful, 3D stars and confetti pieces in shades of red, blue, green, brown, and purple, scattered across the white background.

Thank You