

A Transformed Health Care System Requires A Transformed Workforce

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New Care Delivery Models Not Showing Expected Outcomes

- Ongoing experimentation is underway to transform the way health care is paid for, organized, and delivered
- Much less attention is paid to aligning workforce and education system to meet needs of evolving system
- Lack of attention on workforce may be one reason that new care delivery and payment models are not showing expected outcomes*

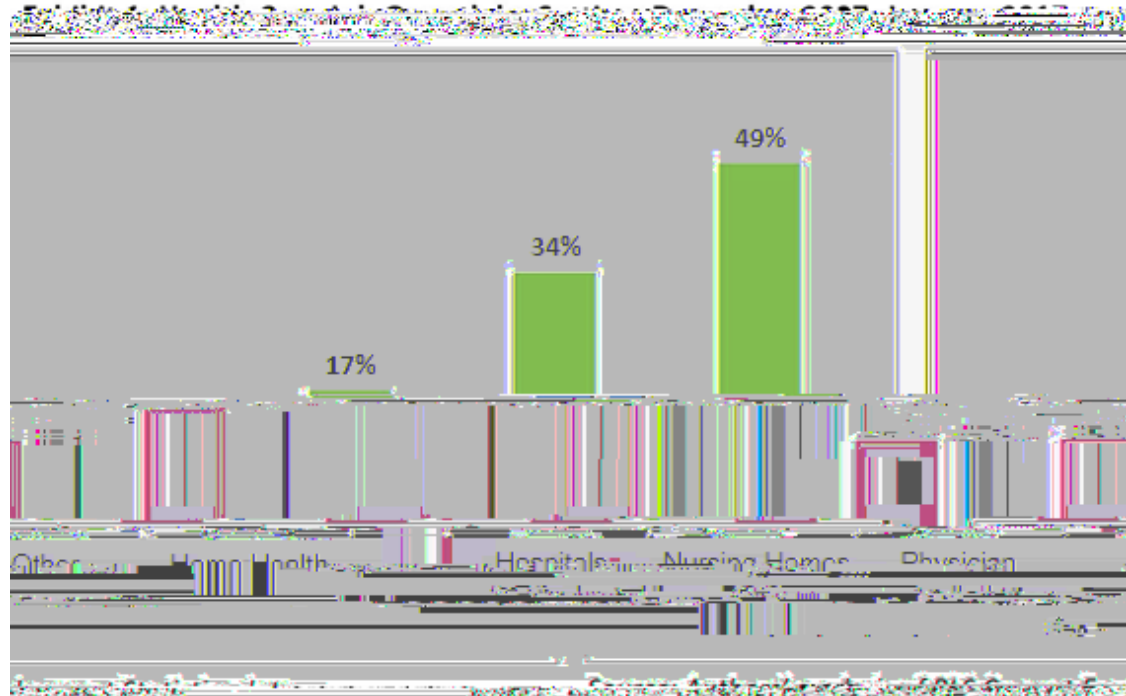
*McWilliams JM. (2016). Savings from ACOs-building on early success. *Annals of Internal Medicine*, 165(12), 873-875. Sinaiko AD, Landrum MB, Meyers DJ, Alidina S, Maeng DD, Friedberg MW, Rosenthal MB. (2017). Synthesis of research on patient-centered medical homes brings systematic differences into relief. *Health Affairs (Millwood)*, 36(3), 500-508.

around health professions, not patients

- Increased competition (and innovation!) from corporate players who are redesigning workforce, using technology and making house

Care is shifting from acute to outpatient, community and home settings. So is the workforce

- Shift to value and fines for readmissions are shifting care from inpatient to ambulatory and community-based settings
- But we generally train the workforce in inpatient settings
- This is especially true of the nursing workforce

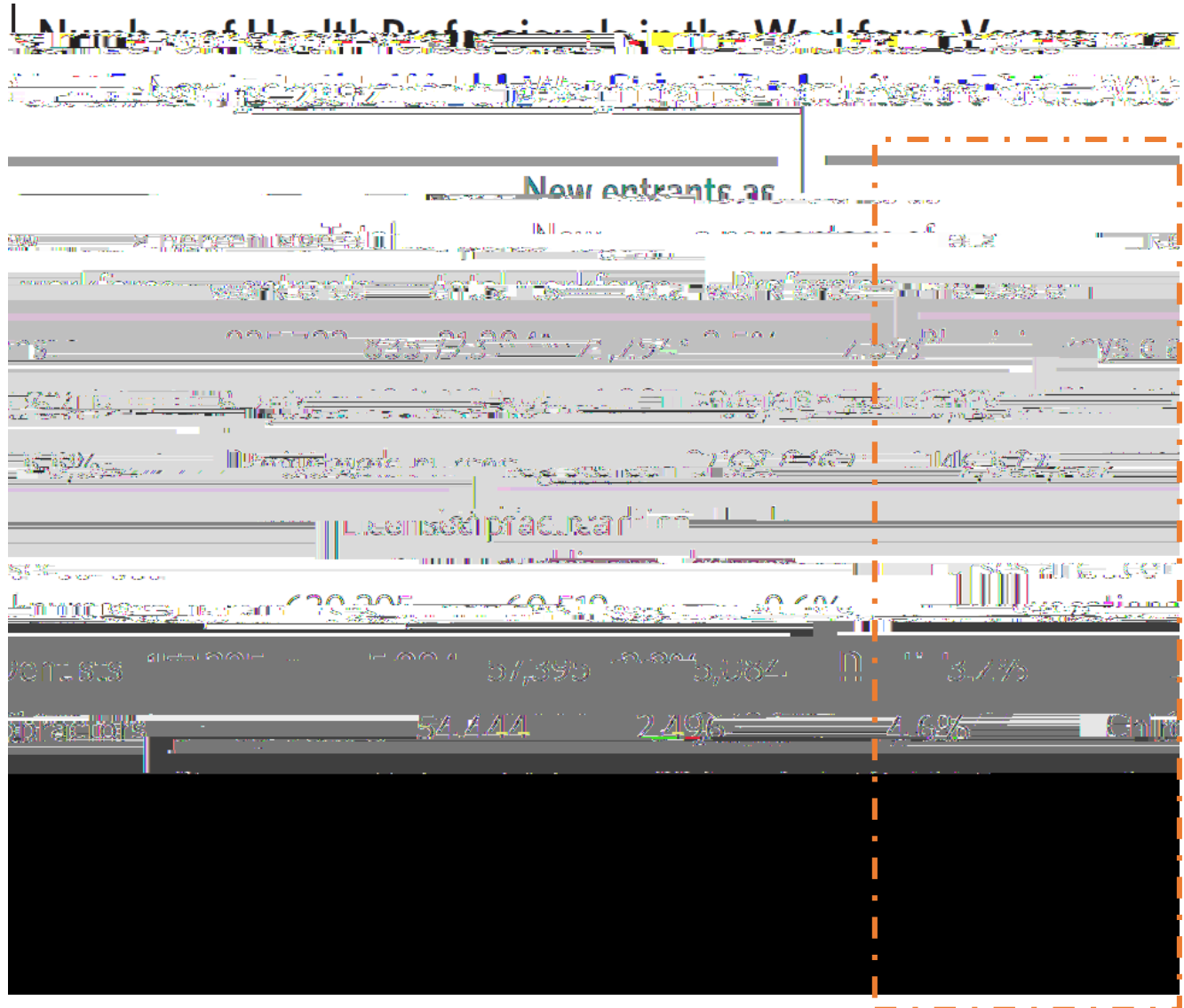


Turner A, Roehrig C, Hempstead K. [What's Behind 2.5 Million New Health Jobs?](#) *Health Affairs Blog*. March 17, 2017.

Debutin gylle och blått är en, ödet Östholms järn och lysite bled på 150 till



in the system who will transform care



Fraher E, Ricketts TC. Building a Value-Based Workforce in North Carolina. *North Carolina Medical Journal*. 2016; 77(2): 94-8.

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