

# LEVERAGING THE HEALTH CARE WORKFORCE:

What do we need?

What educational system will get us there?

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# PROJECTED U.S. SHORTAGES in 10 YEARS

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- 100,000 Physicians
  - Would require
    - Doubling medical school output for 4 years
- Up to 1 million Nurses
  - Would require
    - Doubling nursing school output for 14 years

# LEVERAGING

- Any reasonable increase in the number of physicians and nurses will not solve the problem with access to care.
- A new model of health care delivery is required
  - leveraging all of the health care workforce
  - permitting professionals to do only what they uniquely contribute to better health

# NEW MODEL OF HEALTH CARE DELIVERY

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- Health care team
  - Leverage to highest capability
    - Patient
    - Lay health workers
    - Generalist nurses, NP, PA and physician
    - Specialist nurses, NP, PA and physician

# THE GRAND-AIDES PROGRAM

- Trained lay seniors report to NP/MD
  - Telephone triage, home visits with portable telemedicine
  - Primary care: 25% reduction in ED visits
    - 26 Common conditions that could be
      - “cared for by a good grandparent”
  - Chronic care: 25% reduction in readmissions
    - CHF medication adherence and protocols
  - Palliative care: 25% increase in palliative care

# GOAL: HIGHEST QUALITY WORKFORCE

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- 10 years after training
  - ✓ Outstanding outcome, process and satisfaction
    - Individual patients and community
  - ✓ Happy
    - While working
    - While not working

# GOAL: HIGHEST QUALITY WORKFORCE

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- How?
  - Question our assumptions
  - The questions are answerable
  - Data are required

# ANSWERABLE QUESTIONS: Examples

1. What do you need to know?
  - a. Are pre-med pre-requisites required?  
Why not an aptitude test?
  - b. What in college is essential?
  - c. How much basic science and when?
  
2. How long and when?
  - a. History: 4 year BSN, 6-year undergrad + MD
  - b. How old: Doogie Howser, MD
  
3. Best health outcomes?
  - a. What leveraging can be done of public, Grand-Aides and nurses
    - Scope of practice
  - b. What are the measurable outcomes of a successful team?



# A HYPOTHETICAL MODEL

- A College for Health that is part of a university
  - Medical, Nursing, Public Health, Dentistry
  - members in every school teach each other (e.g. patients teach nursing and medical students – not only with simulation)
  
- A School for the Public, with lay teachers who develop criteria for
  - the public by asking how to incent healthy behavior and how to deliver health information in the most effective way
  - Lay health workers

# A HYPOTHETICAL MODEL

## ➤ School of Nursing

- Health, Medical, socio-cultural, and non-medical courses dictated by data
- Participate in university; can change majors
- Hypothesis: 3-4 years after high school
- Plus one-year practical required service “internship” (locations dictated by US needs)
  - Paid

# A HYPOTHETICAL MODEL

- School of Medicine – similar model
  - Hypothesis: 4 (6) years after high school
    - No other loans
  - Practical required service “internship” – 2 years
    - May count one year if remain in primary care
  - Academic medicine: 2 additional years;  
Receive added MS
    - Teaching, research, leadership; Begin PhD, MPH
  - The Gap
    - 2 years required between high school and medical school
    - Health / medical work (e.g. EMT, Grand-Aide...)

"The definition of insanity is doing the same thing over and over again and expecting different results."

-Einstein