

Partnerships among Employers, Insurers, and Providers

Developing the Workforce to Provide Health Care For an Expanding Population of Insured Texans

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Our Health Care System?

“an expensive plethora of uncoordinated, unlinked, economically segregated, operationally limited microsystems each performing in ways that too often lead to suboptimal performance”

(Halvorson, 2007)

The ABCs of BCBSTX Partnerships

- MAC
- PCMH
- ACO
- APM
- TMHI
- BTE

Context

- High number/per cent uninsured
- Race/ethnicity shifts and health status disparities
- Economic distress/governmental budget shortfalls
- Medical care system shortcomings
 - Optimized care 56%
 - Too few of the right workforce in the right places
- Five behaviors can optimize lifelong health
 - No tobacco
 - Healthy eating
 - Regular physical activity
 - Healthy weight
 - Low/No alcohol

Time frames

- Short term
 - 2014 – expanded Medicaid/Exchanges
- Intermediate term
 - Transition from status quo to the transformed system (PCMH, ACO)
- Long term
 - The new “Accountable” system
 - Complex systems thinking

The vision

- A health workforce (medical care and community and public health) whose mission is to optimize health that is guided by and measured, monitored, and reimbursed by the scientific and statistical evidence

A Workforce That is Accountable

- Outcome focused
- Patient-centered
- Evidence-based/guidelines driven
- Health team oriented
- Population health informed

Relevant questions

- Who should deliver the service?
- What training/credentialing should be necessary?
 - What entity/entities should oversee training/credentialing?
 - Licensing/credentialing government agencies?
 - Professional associations? (professional associations)
 - Multidisciplinary
 - Peer review?
- How should the workforce be organized in the system?
- How should performance be measured/monitored of individuals/teams/system?
- How should oversight/supervision be organized/administered?
- What about reimbursement?

More relevant questions

- How do we make the best use of the existing workforce?
- How do we make the necessary policy and financing changes to create the optimal workforce for the optimal system?