LEVERAGING THE HEALTH CARE WORKFORCE:
What do we need?
What educational system will get us there?

Arthur Garson, Jr., MD, MPH, MACC
PROJECTED U.S. SHORTAGES in 10 YEARS

- **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

• 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

- 10 years after training
  - Outstanding outcome, process and satisfaction
    - Individual patients and community
  - Happy
    - While working
    - While not working
GOAL: HIGHEST QUALITY WORKFORCE

• 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