

All PPS Meeting: Strategies for Addressing the Emerging Workforce

Facilitated Discussion Summary

June 21, 2016

Workforce Word Cloud

As meeting attendees registered, they were asked to write on a cue card a word or phrase that came to mind when they think of DSRIP Workforce. The following is a list of the most common terms from this exercise.



Department of Health

Breakout Groups

Meeting participants broke into 4 discussion groups, according to the following regions defined by the workshop facilitator:

New York City & Long Island Breakout:

- Advocate Community Providers
- Bronx-Lebanon Hospital Center
- New York City Health & Hospitals Corporation
- SBH Health System
- NYU Lutheran Medical Center
- Maimonides Medical Center
- Mount Sinai PPS
- Nassau Queens Performing Provider System
- The New York and Presbyterian Hospital
- New York Presbyterian/Queens
- Staten Island Performing Provider System
- State University of New York at Stony Brook University Hospital

Western Breakout:

- Finger Lakes Performing Provider System
- Millennium Collaborative Care
- Sisters of Charity Hospital of Buffalo, New York
- Care Compass Network

Central & Hudson Valley Breakout:

- Alliance for Better Healthcare
- Westchester Medical Center
- Montefiore Medical Center
- Refuah Community Health Collaborative Health Center
- Albany Medical Center Hospital

Upstate Breakout:

- Adirondack Health Institute
- Samaritan Medical Center
- Bassett Medical Center
- Central New York Care Collaborative



Common Themes Across All Breakout Groups **Opportunities MICSTONCS** Engaging Sharing Train **RHIOs EducationNeeds** Shortages Workforce Collaborati(**CompetingPriorities**



Western NY Breakout Group

- Membership to receive information updates
- Shared information as a compendium
- Skype
- Members find/create a common space
- Training PPS are paying for

- Clarification of tactical needs/strategies
- Meeting milestones
- "Risky" uncomfortable
- Training strategies need to be practiced and reactive
- New roles not defined



- Health Workforce NY
- Area Health Education Center (AHEC)
- Workforce vendor lead
- Engagement/ meet and greet
- Shared understanding
- Shared best practices
- Greater clarity around needs
- Workforce efforts beyond Medicaid
- Consciously mindful about needs



Central & Hudson Valley Breakout Group

- Regional Health Information Organizations (RHIOs)
- Training
- Monthly meetings

- Primary Care shortage
- Behavioral Health shortages
- High demand for training
- Education ladders and continuum
- Competing priorities
- Reporting



- Good modules Sharing
- Collaboration and standardized training
- Opportunities are energizing
- Flexibility with use of training money
- Workforce spending/stipends



Upstate Breakout Group

- **Training opportunity**
- Workforce lead & vendor meetings
- Local opportunities
- Team based care

-	Reporting
-	Emerging titles

Reimbursement

- Shortages
- Substitutions
- Regulatory
- Have any Workforce **Regulatory Waivers** been approved? (Short term solve?)
- Reciprocity Timelv Collaboration Telehealth How to best streamline the reporting needs / Eliminate

duplication

Challenges

Recruitment/

Retention



- Integration
- Patient focus
- Payers aligning on value based payments
- **Behavioral health** attention
- Career paths
- Collaboration
- Funding
- Making a difference
- Recruitment
- **Existing models**
- HWapps



NYC/LI Breakout Group

- Greater New York Hospital Association- host NYC forum
- BDO speaker day for downstate

Challenges

Quarterly PPS host- 2 hour discussion + Physical visit to host PPS sites

Collaboration Opportunitie

pots

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- Lack of providers and PPS partner knowledge of DSRIP
- Lack of language support for diverse patient base

- Veterans Hospital Administration Language of care for staff to learn language of health care- health care practitioners up of nursing
- Partner survey to retain and upgrade staff
- Process improvement in obtaining upgraded skills while not losing billable time
- Ability to learn partner needs and collaboration
- Close collaboration with community based organizations to provide partner niche training- elderly immigrants



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Questions?

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