



**Department
of Health**

Workforce Workgroup

Meeting #2

September 2, 2015

Welcome and Introductions

Objectives of Workforce Workgroup

- Update Workgroup on progress since last meeting
- Share and get feedback on findings from workforce analysis, survey results and peer interviews
- Engage Workgroup to make high-level assessment of New York skills needs under new care model
- Use Workgroup's knowledge to generate list of potential recommendations in key thematic areas in preparation for future meetings

Agenda

Timing	Description	Lead
10:00-10:20am	Introduction: Welcome and update on SIM/DSRIP process since last meeting	Co-Chairs, Hope Plavin, Peggy Chan
10:20-11:10am	Gallery walk: Poster-style presentation of analysis conducted to date (including survey completed by Workgroup members, peer interviews, other key pieces of analysis, and skills needs under new care model)	Tom Kibasi
11:10-12:00pm	Idea generation: Workgroup members sit at small tables to debrief on gallery walk and brainstorm potential recommendations on prioritized themes	Facilitators at small groups
12:00-12:45pm	Report back: Each group summarizes ideas to the rest of the Workgroup. Open discussion from Workgroup members to improve ideas	Tom Kibasi
12:45-1:00pm	Closing	Co-Chairs

Update from the Co-Chairs



Prioritization survey

- 24 responses
- Six themes emerged which will form basis of small group discussion



Peer interviews

- Dozens of interviews conducted



Analysis

- Ongoing analysis on identified issues
- Modeling group

SIM: status update

What we've accomplished so far

Regional meetings with payers and providers across the State. Key findings, reiterated statewide, include:

- Consistent support for SIM including Value Based Care and the transformation of Primary Care as essential goals
- Need for greater awareness of what, how, and where SIM fits into the transformation matrix (i.e., relative to DSRIP and TCPI)
- Concern about the “precarious state of primary care profession and their ability to do more”
- Concern that an ultimate goal of 80% adoption is an extremely ambitious goal

Upcoming milestones

- Integrated Care: Friday, 9/11 (Albany)
- Evaluation, Transparency, and HIT Meeting: Friday, 9/18 (NYC)
- Innovation Council Meeting: 9/22 (Albany)
- Access to Care: (TBD October)



DSRIP: status update

What we've accomplished so far

Value Based Payment Roadmap

- CMS approved NYS VBP Roadmap on 7/22

PPS Implementation Plans

- Organizational Implementation Plans submitted 6/30
- Project implementation plans submitted 8/7
- Implementation plans and first quarterly reports to be posted 10/13

PPS Workforce Activities

- Workforce job titles issued for use in workforce survey
- PPS Workforce Leads meeting held in Syracuse to discuss approaches to DSRIP workforce deliverables
- Beginning work on Compensation and Benefits survey

PPS CIO Steering Committee

- Quarterly meetings including SHIN-NY representation
- IT Targeted Operation Models (TOM) – Ongoing PPS Pilots for the design and integration of clinical and business requirements for selected PPS projects on the integrated delivery system and behavioral health integration

Upcoming milestones

First Annual PPS Learning Symposium

- 9/17-18 with estimated 400 in attendance
- Provides forum for PPS networking, best practice sharing and experiences for achieving DSRIP projects and goals
- Sessions cover Medicare ACO, Behavioral Health integration, Care Transitions, Advanced Primary Care



Gallery Walk



Instructions for Gallery Walk (10.20-11.10am)

- Pair up with someone you don't already know, who works in a different practice setting, and walk around the poster gallery together
- There are posters laid out around the room in different stations
 - Workforce analysis (size, distribution, structure of the workforce)
 - Skills assessment and interview findings
 - Survey results
- Use the post-it notes to affix comments and questions to the posters
- For the skills assessment section, use the colored dots to record your assessment of the New York health care workforce against each dimension
- Facilitators will be circulating around the posters to answer questions

Idea Generation



Instructions for Idea Generation (11.10am-12.00pm)

Topic	Facilitator
A Addressing health care workforce distribution issues	Jean Moore
B Expanding the number of care coordinators, NPs, PAs, RNs in primary care	Patrick Coonan
C Improving the supply and effectiveness of behavioral health workers	Lloyd Sederer
D Making most effective use of the health care workforce under the new model	Peggy Chan
E Equipping health care workers with skills needed	Wade Norwood
F Developing mindset shifts among the health care workforce	Hope Plavin

- Each small group has a facilitator to guide discussion
- Each group should nominate a person to report back to the group
- For the next 45 minutes, come up with 1-2 ideas that you can align around and present to the rest of the group
- At 12.00pm, be ready to spend 3-4 minutes explaining your ideas to the group

Report Back

Instructions for Report Back (12.00-12.45pm)

- Each team will have 3-4 minutes to present their 1-2 ideas
- We will then invite comments from the rest of the group on how to improve the ideas
- The ideas and feedback will be recorded for the benefit of the working team

Closing

Next steps

- Health Innovation Council September 22
 - Opportunity to present update from Workforce Workgroup
- Next Workgroup meeting being scheduled for November
- Feedback forms and closing thoughts