

# An Expanded View of Value-Based Care: The Role of Allied Health Professionals

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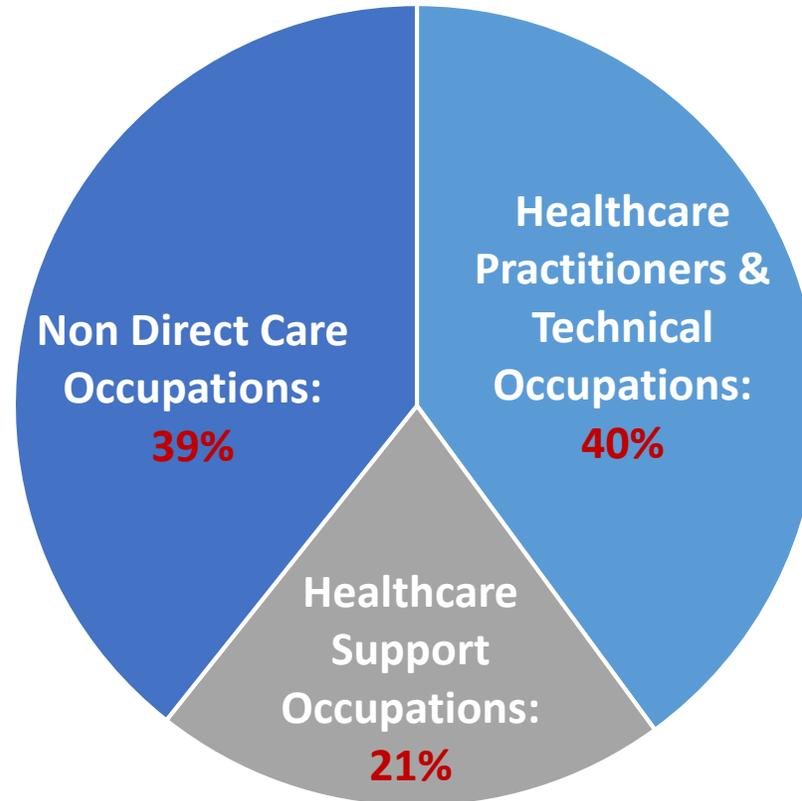


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# Distribution of Occupations within Healthcare Industry, 2017

## Examples:

Home/Personal Care Aides  
Community Health Workers  
Social Workers  
Administrative/Financial/  
Management  
Grounds/Maintenance  
Food Preparation



## Examples:

Physicians  
Dentists  
Pharmacists  
Therapists  
Physician Assistants  
Nurses  
- APRN  
- RN  
- LPN/LVN

## Examples:

Nursing Assistants	Medical Assistants
Home Health Aides	Pharmacy Aides
OT/PT Assistants	Dental Assistants

# Occupations Projected with Highest Percent Change of Employment, 2016-2026

OCCUPATION	GROWTH RATE, 2016-26	2017 MEDIAN PAY
<a href="#">Solar photovoltaic installers</a>	105%	\$39,490 per year
<a href="#">Wind turbine service technicians</a>	96%	\$53,880 per year
<a href="#">Home health aides</a>	47%	\$23,210 per year

Healthcare jobs dominate list of fastest growing occupations, and most require less than a Bachelor's degree to enter.

<a href="#">Mathematicians</a>		\$103,010 per year
<a href="#">Physical therapist aides</a>	29%	\$25,730 per year
<a href="#">Bicycle repairers</a>	29%	\$28,390 per year
<a href="#">Medical assistants</a>	29%	\$32,480 per year
<a href="#">Genetic counselors</a>	29%	\$77,480 per year
<a href="#">Occupational therapy assistants</a>	29%	\$59,310 per year

# UW CHWS addresses these questions:

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1. Who works as an allied health professional?
2. What are their career paths/opportunities?
3. What role do they play in the health system, especially one that is increasingly value-based?

# Changing healthcare system....

The New York Times

## *Origins of an Epidemic: Purdue Pharma Knew Its Opioids Were Widely Abused*

A confidential Justice Department report found the company was aware early on that OxyContin was being crushed and snorted for its powerful narcotic, but continued to promote it as less addictive.

EXCLUSIVE

## Citing weak demand, IBM Watson Health to scale back hospital business

By CASEY ROSS @caseymross and IKE SWETLITZ @ikeswetlitz / JUNE 15, 2018

## UnitedHealth Group division says it's combining with Genoa Healthcare

The statement followed a report of a \$2.5 billion deal to acquire Genoa, which operates some 435 full-service pharmacies.

By Joe Carlson Star Tribune | SEPTEMBER 28, 2018 — 2:04PM

The Washington Post  
*Democracy Dies in Darkness*

Opinions

## Is the gig economy a myth?

## Google is training machines to predict when a patient will die

By MARK BERGEN | BLOOMBERG | JUN 18, 2018 | 11:10 AM

# Who works as an allied health professional? (1)

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- Increasingly **diverse** with people of color most often represented among the entry-level, lower-skilled health occupations (Snyder, Dahal & Frogner, 2018)
- **Non-citizen** immigrants concentrated in lower-skilled health occupations such as home health aide and home/personal care aide (Patterson, Snyder & Frogner, 2017)
- **Self-employment** most common among home health aides and home/personal care aides (Jopson, Frogner, Dahal, in progress)

# Who works as an allied health professional? (2)

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- As high as 20.1% at or below **poverty level**, 16.8% **uninsured**, and 24.4% on **food stamps** among part-time workers in long-term care (Frogner, Skillman, Patterson & Snyder, 2016)
- Though face similar commute patterns to rest of US, workers in low-paying healthcare occupations more likely to **use public transportation** and have **longer commute times** compared to high-paying healthcare occupations (Dahal, Frogner, Skillman & Patterson, in progress)

# What are the career paths/opportunities? (1)

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- **Low representation of veterans** (4.3%) in healthcare jobs with veterans under age of 25 predominantly in assistive, entry-level occupations. (Frogner, Skillman & Snyder, 2016)
- **Longer commute** times correlate with higher wages. (Dahal, Frogner, Skillman & Patterson, in progress)
- **Self-employment** correlates with lower wages. (Jopson, Dahal & Frogner, in progress)

# What are the career paths/opportunities? (2)

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- 40% individuals stayed in their healthcare occupation between 2005 to 2013, with add'l 10% swirling in/out but ultimately returning to occupation. **Little evidence of moving into occupation requiring higher education.** (Snyder, Dahal & Frogner, 2018)
- In survey of Medical Assistants in WA, more than half, especially MAs of color and those who were **dissatisfied with career advancement opportunities and workload**, indicated interest in pursuing another healthcare occupation in the next 5 years. (Skillman, Dahal, Frogner, Andrilla, forthcoming)

# What role do they play in the health system? (1)

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- Allied health professions are among the **behavioral health** occupations needed for integration with primary care, and range in terms of length of training tracks. (Skillman, Snyder, Frogner & Patterson, 2016)
- **Care coordination** was most common emerging role appearing in healthcare job ad titles and descriptions, across all educational requirements followed by disease management and patient education in 2014/15. (Frogner, Stubbs & Skillman, 2018)

# What role do they play in the health system? (2)

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- Occupations with highest percentage of job ads referring specific **health IT skills** were medical records/health information technicians, health educators, medical/clinical laboratory technologists, podiatrists/optometrists, and medical assistants. (Stubbs, Frogner & Skillman, 2017)
- In WA, 36.7% MA-Cs worked as a **cross-trained float** and 22% worked in **an integrated team care model**.

# Ongoing Areas of Inquiry (1)

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- **Who works as an allied health professional?**
  - Detailed look at gig economy arrangements
  - Aging trends among allied health professionals
- **Career paths/opportunities:**
  - Mismatch of education and job educational requirements among non-citizens and naturalized citizens
  - Apprenticeship opportunities for medical assistants
  - Incentive programs to recruit/retain allied health professionals

# Ongoing Areas of Inquiry (2)

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- **What role do they play in the health system?**
  - Extent to which EMS providers practice at the top of their license
  - Extent to which PT/OT assistants are used as lower cost substitute for PTs/OTs
  - Allied health professions involved in pain management

# Thank you!

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