



**A Workforce Development Workgroup of
the Governor's Healthcare Reform
Implementation Task Force presentation on**

Workforce Definitions

Healthcare Workforce Development Council

12/10/10

- 
- **Primary Care**
 - **Allied Health**
 - **Mental Health & Behavioral Health**
 - **Oral Health**
 - **Health Information Technology**
 - **Public Health**



An important caveat to consider.....

**“Nothing is absolute in health / health care
or the health professions”**



“Primary Care”



Primary Care

- The Patient Protection and Affordable Care Act (PPACA) emphasizes the importance of the role of Primary Care in improving access to health care, quality of health care, and overall health
 - Both the Planning and Implementation Grants for Workforce Development focus on Primary Care Expansion



So What is Primary Care?

- A type of health care practice.....
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- A category of health care professional.....

Primary Care Definitions

The Institute of Medicine (IOM) established a Definition of Primary Care in 1996; “Primary care is the provision of *integrated, accessible health care services* by clinicians who are *accountable* for addressing a large *majority of personal health care needs*, developing a *sustained partnership* with *patients*, and practicing in the *context of family and community*”

Primary Care Definitions

- Answers.com Medical Dictionary: “The medical care a patient receives upon first contact with the health care system, before referral elsewhere within the system.”
- **Wikipedia:** “**Primary care** is the term for the health services that play a central role in the local community. It refers to the work of health care professionals who act as a first point of consultation for all patients.”



Primary Care Definitions

- (From an “informed” and not disinterested third party): “patient-initiated care received at the time of an initial request for health care services.”



Primary Care Providers

- Categorical vs. Functional Definitions
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Primary Care Providers

- **Categorical Definitions**
 - **HRSA:**
 - General Internal Medicine
 - Pediatricians
 - Family Medicine Providers

(all the above include osteopaths)



Primary Care Providers

- **Categorical Definitions**
 - **What about....?**
 - **Obstetrician/Gynecologists**
 - **Emergency Medicine Specialists**
 - **Psychiatrists**
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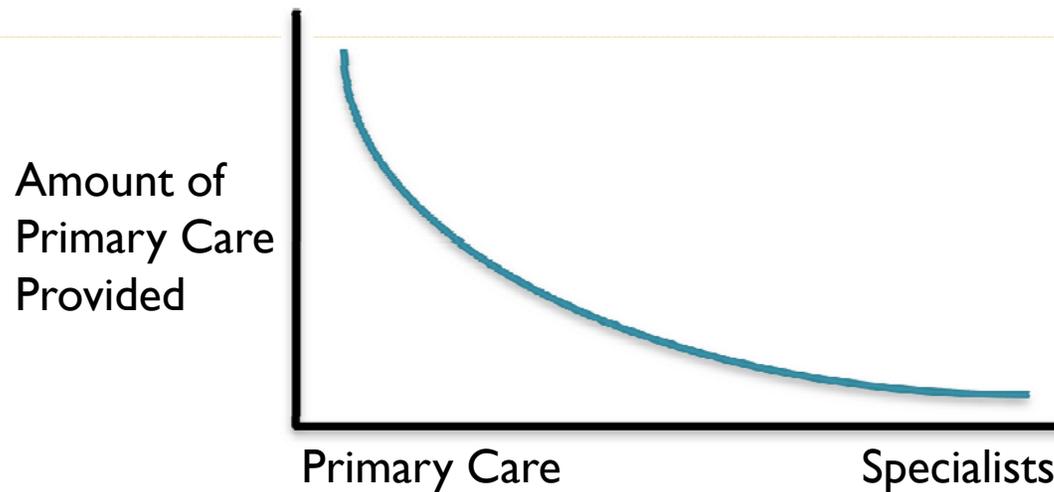


Primary Care Providers

- For that matter, what about....?
 - Family Medicine Nurse Practitioners
 - Family Medicine Physician Assistants
- In reality shouldn't we also think about....?
 - Dentists
 - Optometrists
 - Pharmacists
 - Physical Therapists
 - Chiropractors
 - Public Health Professionals
 - Dental Hygienists
 - Etc.

Primary Care Providers

- A “Functional” Definition
- The Primary Care Continuum





Primary Care Providers

- A Functional Definition
- Even Specialists or Subspecialists can provide primary care
 - Examples:
 - Cardiologists
 - Oncologists
 - Plastic Surgeons
 - Psychiatrists

Primary Care

- What about Allied Health Professionals, don't they provide Primary Care?
 - Examples:
 - Technicians / Technologists
 - Assistants
 - Certified Professions
 - Aides
- What about.....Promotores?



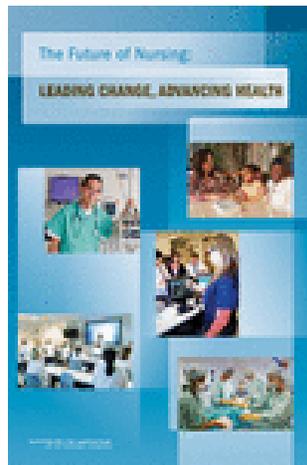
Primary Care

- Finally, what about registered nurses?
 - Advanced Practice Nurses / Clinical Nurse Specialists / Nurse Practitioners / Nurse Midwives
 - Clinical Nursing Assistants
 - Licensed Vocational Nurses
 - Registered Nurses (ADN, BSN, MSN)
 - Nursing Doctorates

Primary Care

The *Institute of Medicine*:

“The Future of Nursing: Leading Change, Advancing Health”



1. Nurses should practice to the full extent of their education and training.
2. Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.
3. Nurses should be full partners, with physicians and other health care professionals, in redesigning health care in the United States.
4. Effective workforce planning and policy making require better data collection and information infrastructure.



Allied Health

“Allied Health professionals are involved with the delivery of health or related services pertaining to the identification, evaluation and prevention of the diseases and disorders; dietary and nutrition services; rehabilitation and health systems management, among others”

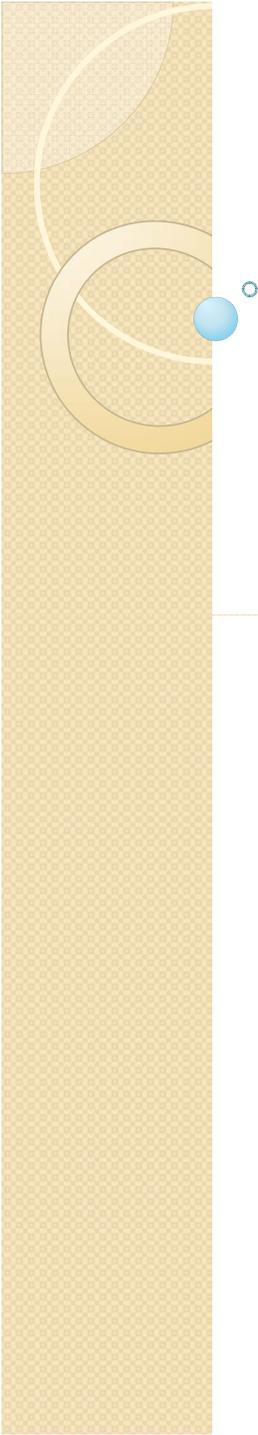
– *The Association of Schools on Allied Health*



Allied Health

Over 200 Occupations:

Clinical Lab Assistant.....Dental Assistant.....
EMT/Paramedic.....Medical Assistant.....Pharmacy Technician
.....Radiologic Technician.....Ultrasound Technician.....
Anesthesia Assistant.....Cytotechnologist.....
Kinesiotherapist.....Physical Therapy Assistant....Dietitian
.....Respiratory Therapist.....etc.



Other Definitions

Mental / Behavioral Health

Psychologists / Social Workers / Marriage & Family Therapists / Psychiatrists.....

.....don't forget about Primary Care, Nurses, etc.

Oral / Dental Health

Dental Hygienists / Dental Assistants / Dentists....

.....don't forget about Primary Care, Nurses, etc.

Public Health

Public Health Nurses / Epidemiologists / Nutritionists / Maternal & Child Health Specialists....

.....don't forget about Primary Care, Nurses, etc.

Health Information Technology



Thank You!
