



Panel 1: Enabling community participation through workforce training, education, development

Training Across the Spectrum of the Care Workforce

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BAYADA provides a full continuum of home health services through over 300 locations in 26 states



Mission driven; Values based

CHAP Accredited

Private duty skilled care

- *Adult, Pediatrics*

Private duty adult assistive care

Medicare certified

- *Home Health, Hospice*

Home Health Practice

- 90 offices; 15 states
- 11,500 clients weekly
- 3,500 staff
 - 2,800 clinical
 - 700 office
- Workforce:
 - RN, LPN, PT, PTA, OT, COTA, SLP
 - MSW, RD, HHA
 - Office staff – Director, CM, MM, CSM, Assoc.



Workforce: How do we promote...

Community health, well-being, & participation?

Quality

“the degree to which health services for individuals and populations increase the likelihood of *desired health outcomes* and are consistent with current professional knowledge” - Institute of Medicine (IOM)

Framework:

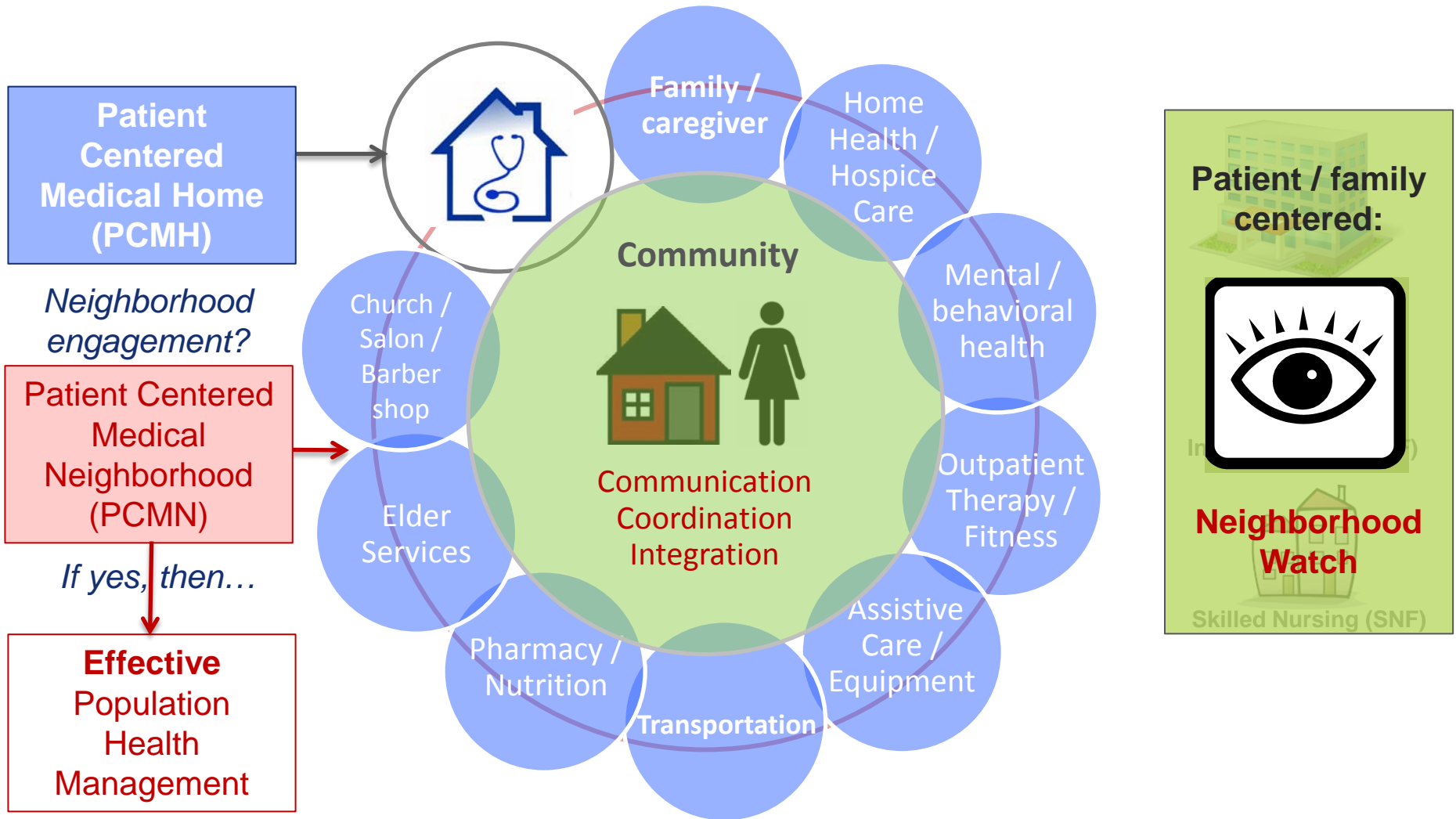
- **Structure:** *the attributes of settings where care is delivered*
 - **Process:** *whether or not good “health” practices are followed*
 - **Outcome:** *impact of the care on health status (well-being)*
- } → Drivers
} → Goals
- Donebedian, A; 1988

Health

“A state of complete *physical, mental, and social well being* and not merely the absence of disease.” - World Health Organization (WHO)

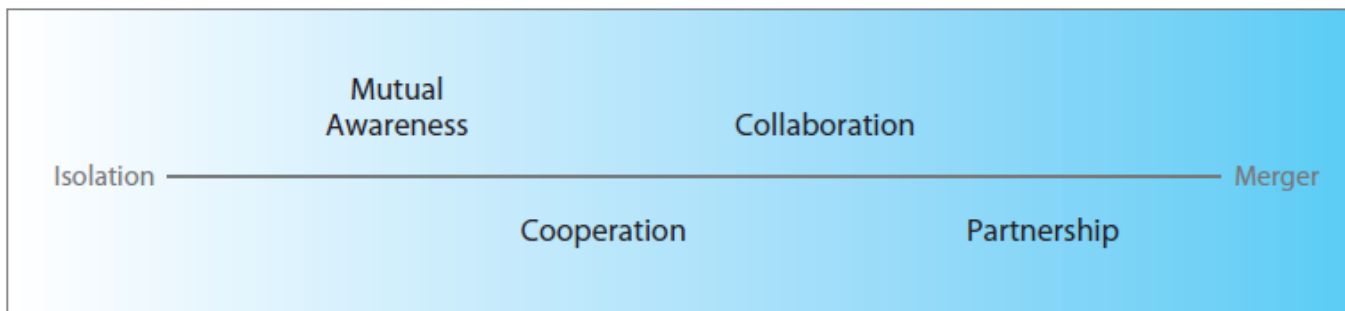


Accountability for overall health and well-being requires a “community-based” system that **supports coordination and integration**





Integration: *An Essential Ingredient*



...linkage of programs and activities to promote overall efficiency and effectiveness and achieve gains in population health

Necessary actions:

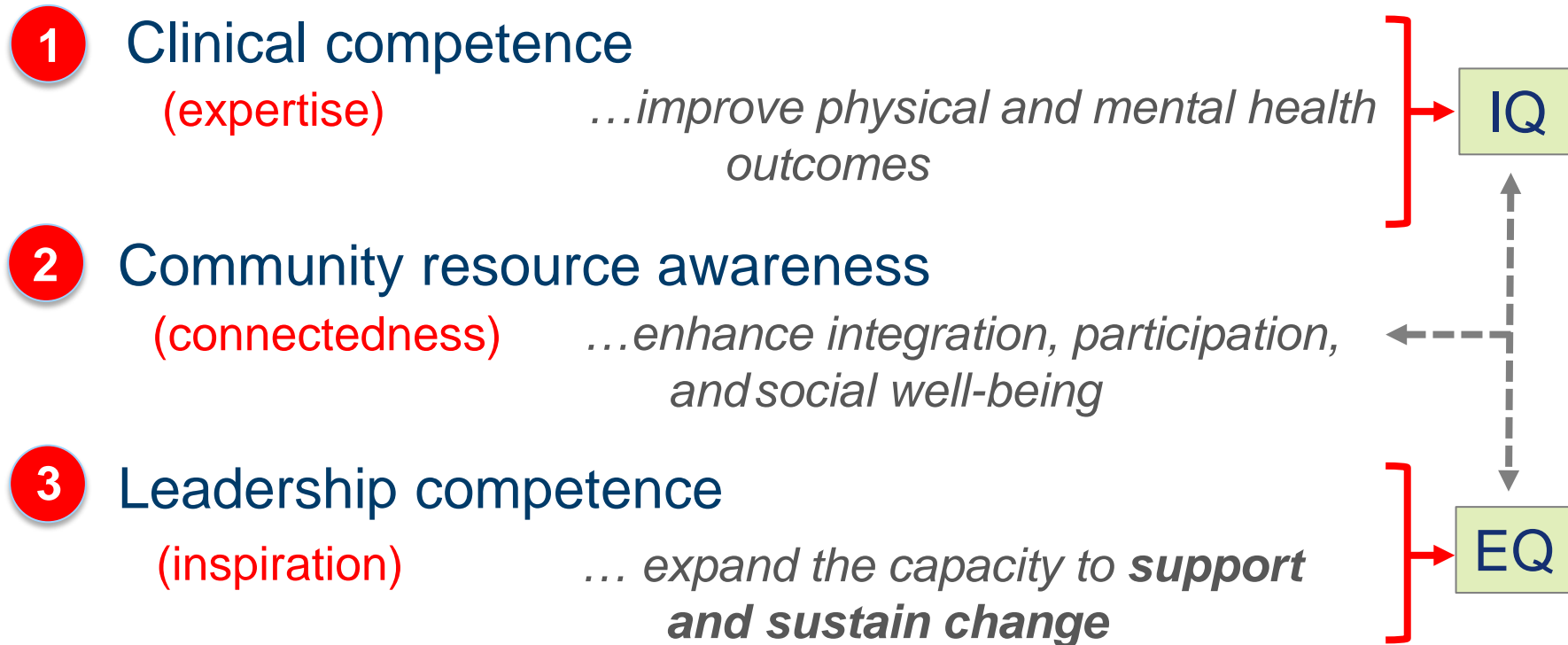
- shared goal of improved population health;
- a willingness and ability to contribute to that goal
- a commitment to an ongoing process and continual dialogue.

IOM (Institute of Medicine). 2012. *Primary Care and Public Health: Exploring Integration to Improve Population Health*. Washington, DC: The National Academies Press.



Framework for Workforce training, education...

...and ongoing development





Workforce development:

The BAYADA Way

"Our employees are our greatest asset"

Strategic Workforce Planning
(intent)



Advisory Panels:
(clinical / process)
(input)



Continuous
Performance
Improvement

Leadership is the "driver"

Performance Feedback
(insight)



Specialized Education and Training
(intel)



Dementia



COPD



Heart Failure

Real-time Data



Analytics / EMR



Thank you