

# EMERGING PROFESSIONS

## Goal

The Emerging Professions Integration Grant Program is part of the Practice Transformation goal of the Minnesota Accountable Health Model – State Innovation Model (SIM) testing grant. The program focuses on expanding the number of patients served by team-based integrated/coordinated care by supporting the adoption of emerging provider types. The Minnesota Accountable Health Model has identified three emerging professions they wish to test for integration into the health care workforce; Community Health Workers, Community Paramedics and Dental Therapists/ Advanced Dental Therapists. Each emerging profession will be evaluated for how its integration into a team environment can change the team's overall capacity and the patient's outcomes.

### Integration Grants

The Minnesota Accountable Health Model released three rounds of grant funding to support the integration of emerging professions into the health care workforce. A total of fourteen organizations were awarded 12 months of start-up funds to support salary and fringe of the emerging professional, at a maximum of \$30,000 per organization/grant. Six grants were awarded to projects who wished to hire a Community Health Worker, four to projects who wanted to hire Community Paramedic and four to projects interested in hiring a Dental Therapist/Advanced Dental Therapist. Each agency also contributed funds toward their hired emerging professional. As of September 2016, all but two grants had concluded. Summary evaluations of each of the grants are in the process of being developed for posting on the [Minnesota Accountable Health Model website](#).

### Toolkit Contracts

The State also contracted three separate vendors, each to develop a toolkit for one of the identified emerging professions. The toolkits will serve as “how-to” guides for employers interested in hiring an emerging professional. Toolkits may include information such as training, scope of practice, supervision options, reimbursement for services, sustainability planning, success stories and lessons learned. They may also include implementation guides,



templates and best practices for integrating the emerging profession into the health care system.

The Toolkits are expected to be completed by November 2016 and will be posted on the Minnesota Department of Health website, along with relevant workforce data and resources identified for each of the three professions in the Emerging Professions Program.

## Overview

Community Health Workers are frontline health workers who are trusted members of the community and often have a close understanding of their community. This relationship enables them to serve as a contact between health care, social services and the community to increase cultural competence, improve access to health care for racial and ethnic minorities, improve the quality of care for chronically ill people, promote healthy communities, and educate clients and others about access to and use of health care resources.

Community Paramedics are advanced paramedics that work to increase access to primary and preventive care and decrease use of emergency departments, which in turn decreases health care costs. Among other things, Community Paramedics may play a key role in providing follow-up services after a hospital discharge to prevent hospital readmission. Community Paramedics can provide health assessments, chronic disease monitoring and education, medication management, immunizations and vaccinations, laboratory specimen collection, hospital discharge follow-up care and minor medical procedures. Community Paramedics work under the direction of an Ambulance Medical Director.

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*Emerging professions provide a unique service to the community, especially as it relates to filling the gaps in providing primary health care and dental care to low income, underserved populations.*

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Dental Therapists are mid-level practitioners licensed by the Board of Dentistry, who are members of an oral health care team and provide evaluative, preventive, restorative, and minor surgical dental care within their scope of practice. Dental Therapists (DT) work under the direction of a Dentist. Advanced Dental Therapists (ADT) are certified by the Board of Dentistry and, with their advanced training and clinical practice, are able to provide all the services that a Dental Therapist provides plus additional dental services such as oral evaluation and assessment, treatment plan formulation, non-surgical extraction of certain diseased teeth, and more. ADT's also practice under the supervision of a dentist, but the dentist does not need to see the patient prior to receiving care or be on site during a procedure. Minnesota is the first state to authorize the licensing of Dental Therapists and certification of Advanced Dental Therapists. Dental Therapists and Advanced Dental Therapists play a key role in increasing access to dental care and preventing emergency room visits for dental related problems.

## Resources

- [Minnesota Accountable Health Model – SIM Minnesota website](#)
- [Emerging Professions webpage](#), ORHPC website

## Contact

For more information about the Emerging Professions Integration Grant Program or Toolkit Project, and the State Innovation Model testing grant, you may contact Kay Herzfeld, Emerging Professions Coordinator in the MDH Office of Rural Health and Primary Care at (651) 201-3846.

## MINNESOTA ACCOUNTABLE HEALTH MODEL – SIM MINNESOTA

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In February 2013 the Center for Medicare and Medicaid Innovation (CMMI) awarded Minnesota a State Innovation Model (SIM) testing grant of over \$45 million to use across a three-year period. The goal is to help its providers and communities work together to create healthier futures for Minnesotans.

Minnesota's SIM initiative is a joint effort between the Department of Human Services (DHS) and the Department of Health (MDH) with support from Governor Mark Dayton's office.

Minnesota will use the grant money to test new ways of delivering and paying for health care using the Minnesota Accountable Health Model framework.

The goal of this model is to improve health in communities, provide better care, and lower health care costs by expanding patient-centered, team-based care through service delivery and payment models that support integration of medical care, behavioral health, long-term care and community prevention services.

### Minnesota Accountable Health Model Budget Project Totals

\$45.2 million over 3.5 years.

