

Integration of Community Paramedics in Minnesota

Overview

Integration of Community Paramedics (CPs) in Minnesota is an element of the Minnesota Accountable Health Model – Minnesota’s State Innovation Model (SIM).

- This SIM project component targets emerging professions, such as Community (Paramedics), in an effort to integrate new roles into the evolving health care workforce. Minnesota is using a multi-pronged approach for CPs to test how integration into new settings can meet the Triple Aim goals of improving care, improving population health and reducing costs per capita.
- A secondary objective of this component is greater uptake of the profession; meaning more CPs working in their fields, providing services covered by and billed to Medicaid and other insurers, utilizing CPs in broader and new settings.

To achieve these goals, the SIM project offers grants to support organizations’ efforts to integrate emerging professions.

Emerging Professions Integration Grants

The goal of the Emerging Professions Integration Grant Program is to foster the integration of emerging professions, including Community Paramedics, into new roles that support the [Minnesota Accountable Health Model](#).

- Three rounds of grant funding were available to support the hiring of individual professionals as they integrate in new settings.



- A total of fourteen organizations were awarded 12 months of start-up funds to support salary and benefits of the emerging professions at a maximum of \$30,000 per grant.
- Four of those grants helped to fund the hiring of CPs. Each grantee also contributed funds to the project.

Round 1 CP Grant Recipient (8/2014 – 8/2015)

Health East Care System: Four CPs share 1 FTE CP position to provide post-discharge follow-up visits for a vulnerable mental health and chemical dependency population.

Round 2 CP Grant Recipient (12/2014 – 12/2015)

Essentia Health Ada: Four CPs will each work part-time to fulfill 1 FTE CP position to decrease non-emergency calls, visits to the emergency department, and hospital readmissions.

Ringdahl Ambulances, Inc.: CP to help reduce hospital readmissions and inappropriate use of emergency department and ambulance services in the Fergus Falls and Pelican Rapids area.

Round 3 CP Grant Recipient

North Memorial Health Care: Two CPs will each work part-time to fulfill 1 FTE CP position. CPs will work with Essentia Clinics in Crow Wing County/Brainerd area serving individuals considered high risk, high utilizers, with multiple co-morbidities, and members of an Integrated Health Partnership.

Emerging Professions Toolkits

The goal of the Emerging Professions Toolkit Program is to develop resources for employers to be able to hire and integrate an emerging professions practitioner into the workforce.

The target audience of the toolkit is potential employers from a variety of stakeholder organizations within the health care, dental, public health, long-term care, social services and behavioral health system.

MDH contracted with three vendors, one of which will develop a toolkit for the CP profession. The toolkits will include information such as:

- Scope of practice;
- Requirements for obtaining and maintaining a necessary license, certificate or credential;
- Any additional training needed for a recently-graduated emerging professional to transition into the workplace;
- Services that can be, or are, provided by an emerging professional, distinguishing between those services that are covered and reimbursed by insurance and those services that are not covered by insurance;
- Policies and procedures for billing an emerging professional's services;
- Salary estimates;
- Return on Investment (ROI) information on hiring workers in the emerging profession;
- Models or cases that illustrate how an organization can use an emerging professional's services to coordinate care for complex patients across settings of care and;
- Examples and models of integration into Accountable Care Organizations (ACO) and other developing cost-sharing arrangements between providers.

The toolkit will be posted on the Minnesota Department of Health's website upon completion, in 2016.

Community Paramedic Related Work

Minnesota convened a CP workgroup of 6-8 individuals immersed in the field. The workgroup met quarterly for one year to provide an opportunity for staff to share information and collect feedback on the work of the emerging profession, including those who received grant funding.

Minnesota has a Community Paramedic and Community Health Worker Learning Community which will be discussing pressing issues facing these evolving fields including important topics such as Multidisciplinary Team Based Models, Role

Delineation, Supervision and Management, and Payment Under Care Reform.

Minnesota developed a website for CP reports, resources and lessons learned. Information from the Emerging Professions Integration Grants and Toolkit Projects will be posted on this website.

Minnesota is also providing technical assistance to employers interested in hiring CPs.

Overall Goals

- Better data about CPs
- Greater uptake of CPs
- Greater participation of CPs in ACO models
- Understanding of Practice Transformation
- Information about Return on Investment

Contact

For more information about the Emerging Professions Program and the [Minnesota Accountable Health Model](#) State Innovation Model testing grant please visit the [ORHPC website](#) or 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

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.