

# AN ONGOING JOURNEY - 45 YEARS OF CONTINUAL LEARNING, COLLABORATION AND INFLUENCE

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June 6, 2016

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**AGS**

THE AMERICAN GERIATRICS SOCIETY

Geriatrics Health Professionals.

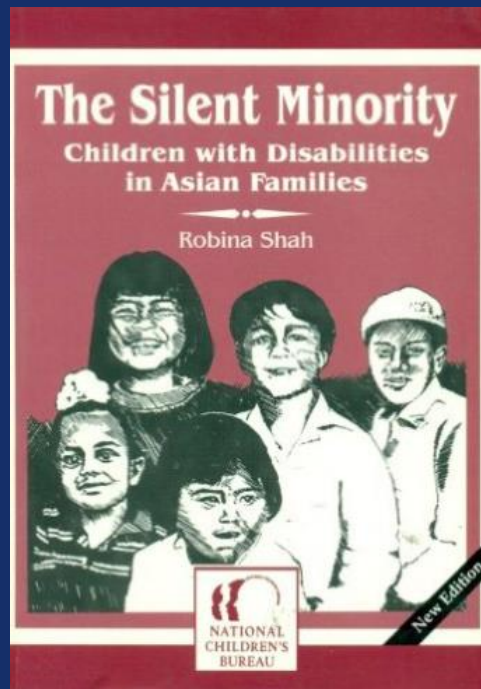
Leading Change. Improving care for older adults.

# Beginnings that Shape and Influence- San Francisco and Idaho: 1971 to 1975



Community Health Nurse 1971

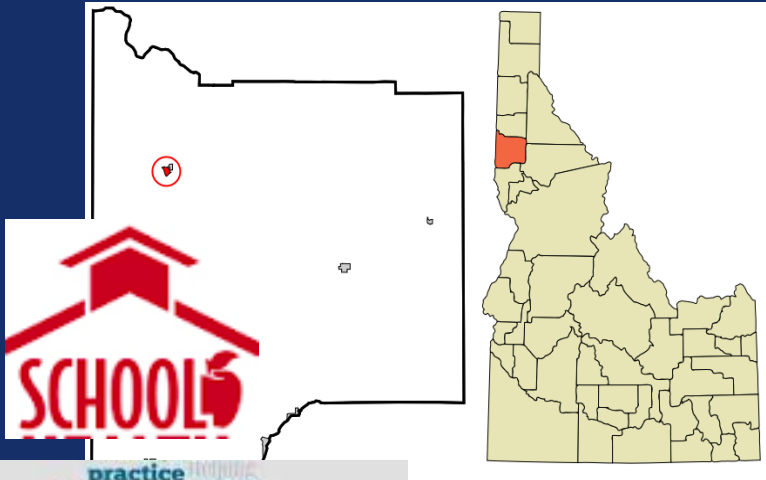
Original Office of Economic Opportunity start and now known as  
Community Health Centers / Federally Qualified Health Centers  
9200 today AKA  
PRIMARY CARE



# Public and Population Health

Idaho 1973-75

County Public Health Nurse-Farming and Logging community-  
Moscow and Potlatch



- What Matters Most
- About the need not me
- Influence without authority



# Medicare Payment Advisory Commission

## Payment Policy-2005-2011



- Sheila Burke, MPA Chief of Staff to Senator Dole
- Mary Wakefield, PhD, Acting Deputy Secretary of the Department of Health and Human Services.
- Mary Naylor, PhD, Current
- Commissioner
- Most vulnerable
- Whole person policy –Medicare and Medicaid

- 85+ Medicare population
- Dual Eligibles
- Health Disparities



# Institute Of Medicine Retooling For An Aging America-Workforce 2008



Recommendations-still salient  
but in 2016 the workforce  
urgency is even greater

# The Triple Aim for the Older Adult

Better  
Health

- Maintain best function and engagement in home and community: prevention, self care, coordination

- Safe, competent and compassionate care
- Informed/shared decisionmaking

Better  
Care

Greater  
Value/Lower  
Costs

- Save \$\$\$ for consumer/family, payors, society- Medicare, Medicaid



**There are activities “In Play” that should cause us to think beyond what and how we typically think about “workforce” in health and care for older adults**

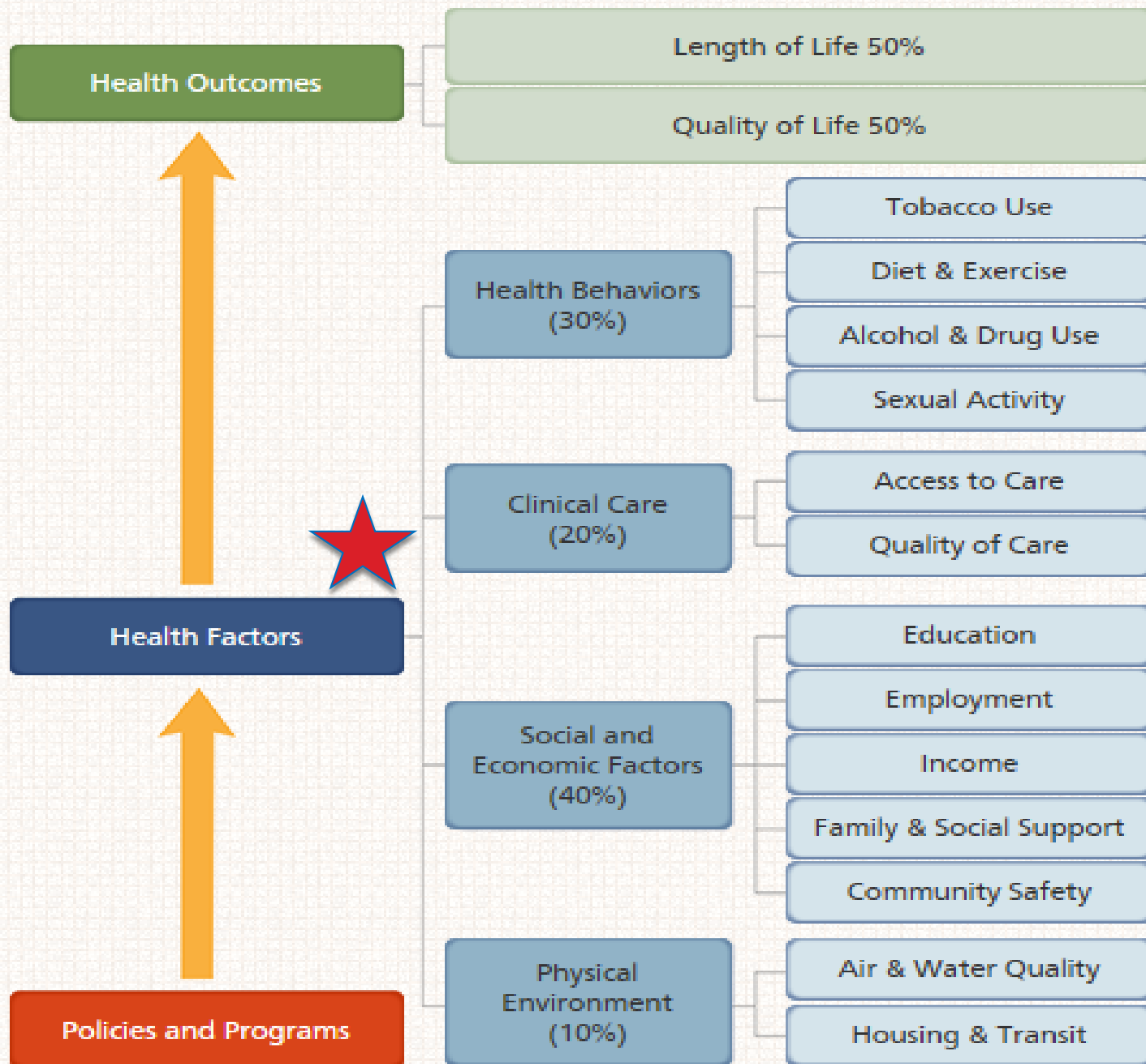


# Service Coordinators in Senior Housing

New roles as part of high risk management teams  
As well as Quality







# Skills Needed, Stressors Encountered

OCTOBER 2012

## HOME ALONE:

*Family Caregivers Providing  
Complex Chronic Care*



Susan C. Reinhard, RN, PhD  
*Senior Vice President and Director,  
AARP Public Policy Institute*

Carol Levine, MA  
*Director, Families and Health Care Project,  
United Hospital Fund*

Sarah Samis, MPA  
*Senior Health Policy Analyst,  
United Hospital Fund*

**AARP**

 **United Hospital Fund**  
*Shaping New York's Health Care  
Information, Philanthropy, Policy*

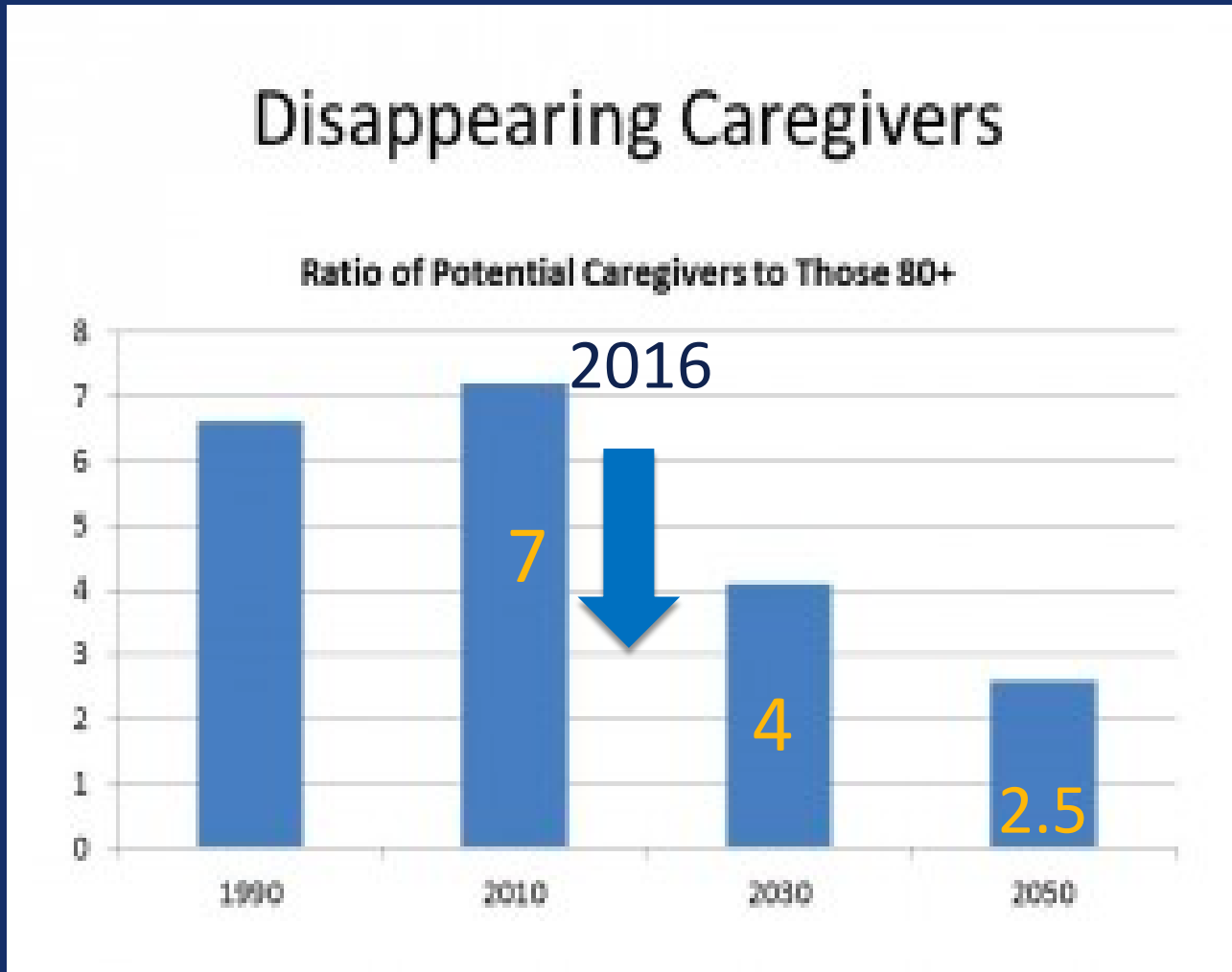
*funded by*



46% of Carers Provide  
Medical/Nursing  
Tasks/Skills with a Majority  
Without Adequate Training

Most Find Administering  
Medications Stressful-  
Multiple Medications,  
Fear of Making  
Mistakes

# Drastic Reduction of Personal Caregivers



Feinberg, Lynn. AARP 2015; Gleckman, Howard, Forbes: Disappearing Caregiver, 2013,

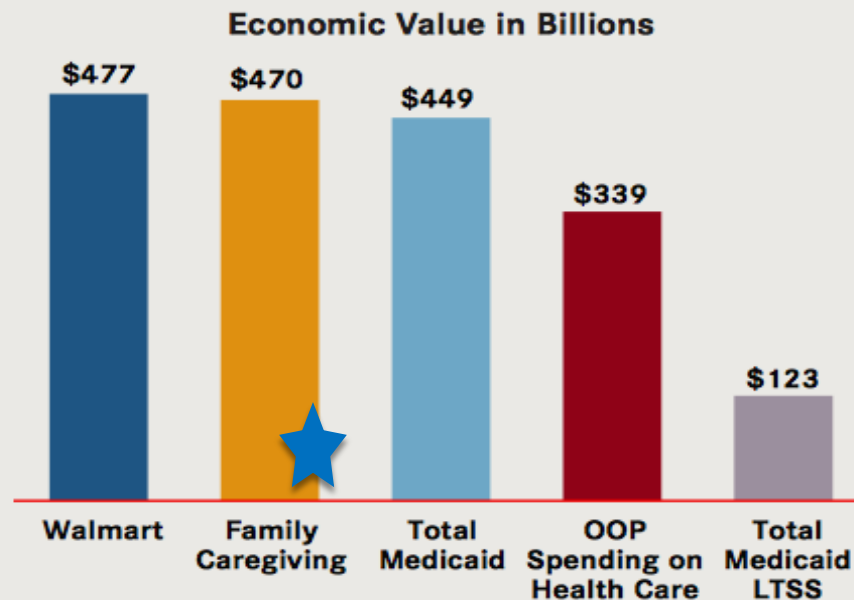
# Caregiving-non Paid Backdrop

## UPDATING THE NATIONAL ESTIMATED ECONOMIC VALUE OF FAMILY CAREGIVING

### EXHIBIT 1

#### How Much Is \$470 Billion?

The economic value of family caregiving is as big as the world's largest company, and bigger than Medicaid and out-of-pocket (OOP) spending on health care.



Putting a Dollar Value to Family Caregiving

### WORK COMMITMENT

1 in 4 workers age 25+ are family caregivers.



72%

workers 40+ that say allowing work flexibility for caregiving would help improve work/life balance.

[aarp.org/valuing](http://aarp.org/valuing)

AARP® Real Possibilities

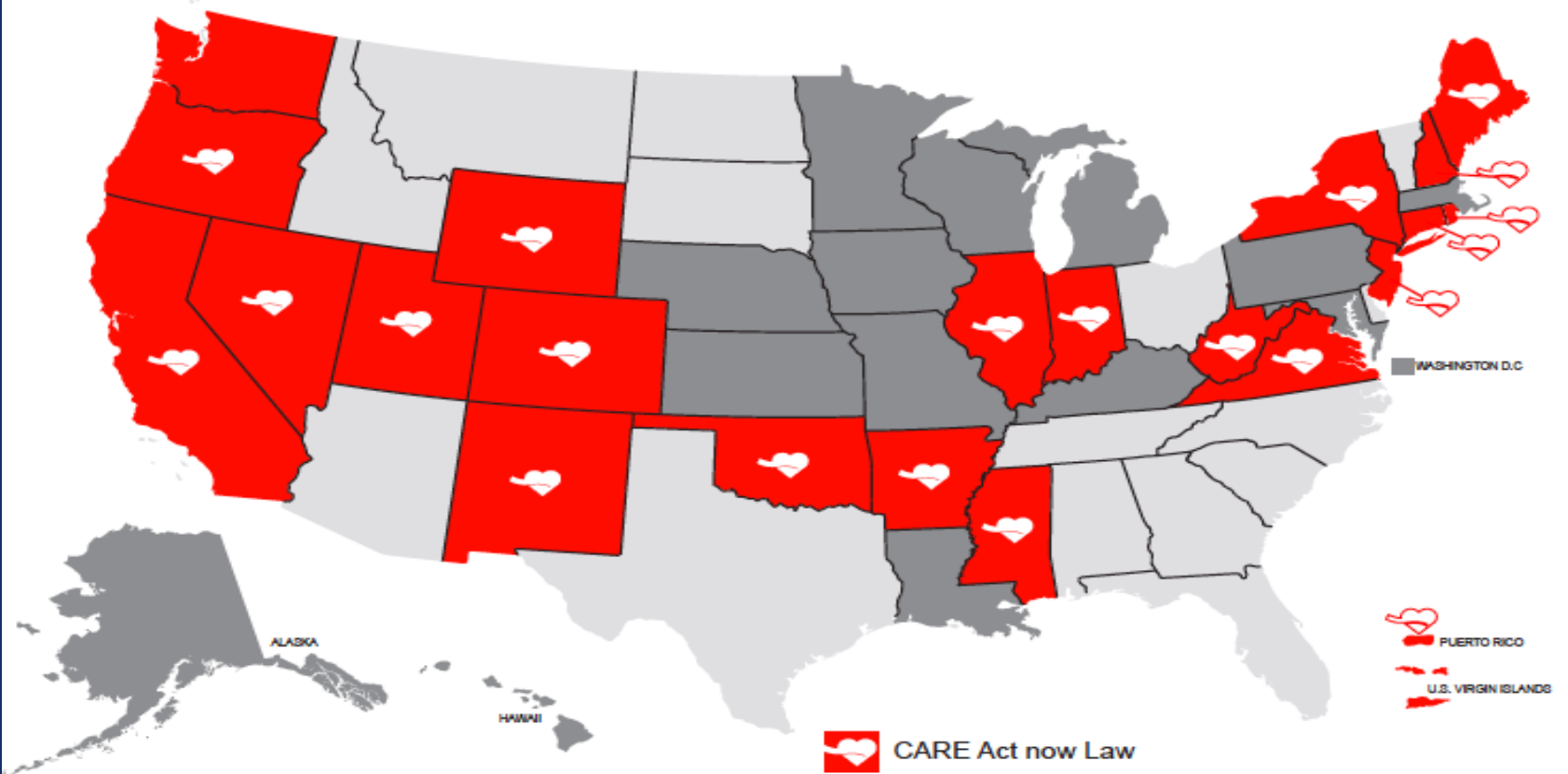
2015 AARP Public Policy Institute



# Advancing Policy to Help Support Caregivers with Hospitalized Adults

## The Caregiver Advise, Record, Enable (CARE) Act

The CARE Act is a commonsense solution that supports family caregivers when their loved ones go into the hospital, and provides for instruction on the medical tasks they will need to perform when their loved one returns home.



### CARE Act goes into effect:

Oklahoma, 11/5/14; Colorado, 5/8/15; New Jersey, 5/12/15; West Virginia, 6/8/15; New Mexico, 6/17/15; Mississippi, 7/1/15; Virginia, 7/1/15; Arkansas, 7/22/15; Connecticut, 10/1/15; Nevada, 10/1/15; Maine, 10/15/15; Puerto Rico, 12/31/15; California, 1/1/16; Indiana, 1/1/16; New Hampshire, 1/1/16; Oregon, 1/1/16; Illinois, 1/27/2016; Utah, 2/10/16; Rhode Island, 3/1/16; New York, 4/23/16; Wyoming, TBD

\*\*Updated on 3/14/2016

I-Heart-Caregivers  
AARP Real Possibilities

[aarp.org/iheartcaregivers](http://aarp.org/iheartcaregivers)

“I don't know much about neurological disorders, I do know a lot about the voice and sound.”

Max Little, PhD

CNN

the  
next  
list



Dr. Max Little of MIT tuning his algorithms with the “Parkinson’s Voice Initiative.”  
Collected over 17,000 voices from all over the world.  
In a lab, Max can predict Parkinson’s disease 99% of the time.

# New Value “(not) Health Provider”



- Chronic Disease-Tackled by National Networks
- 25% of usual \$\$ (adult diabetes)
- Community Cross Generational approach

**The Black Churches Network**

*BRINGING COMMUNITIES TOGETHER*



**Methodist**  
Healthcare

# A Needed Important Framing Lens

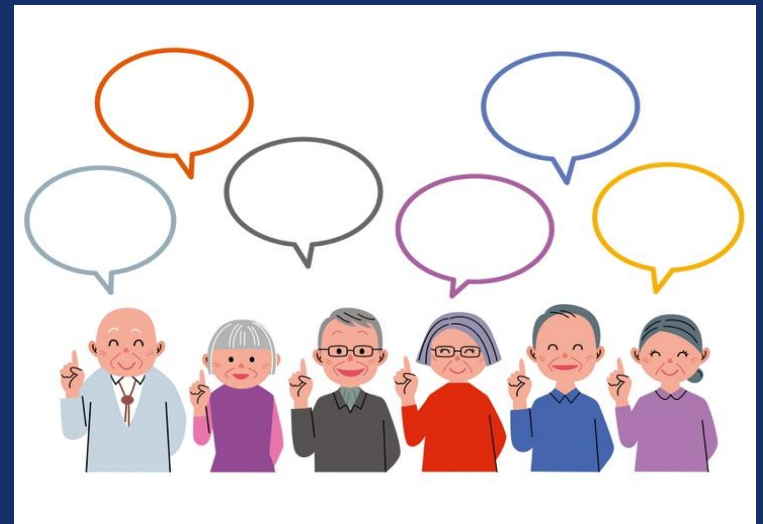
**From**

“What’s the Matter With You?”



**To**

“What Matters to You?”





# New Value “(non) Health Provider”



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## The Black Churches Network

*BRINGING COMMUNITIES TOGETHER*



# From Type 1 Diabetes to Chronic Disease Monitoring

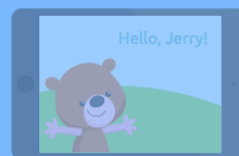
## PRODUCT OVERVIEW

WE COMBINE STORYTELLING APPS WITH OUR ELECTRONICALLY ENRICHED COMPANIONS



### THE SEED

OUR TECHNOLOGY GIVES A VOICE, SENSORS, AND INTERNET CONNECTIVITY TO JERRY

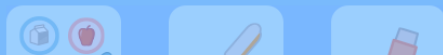


### STORYTELLING APPS

OUR APPS ALLOW JERRY TO MIRROR THE CHRONIC DISEASE MONITORING

# SPROUTEL

## ACCESSORY PACKS



## MEET THE SPROUTELIANS

WE ARE A TEAM OF BUILDERS, KEENLY FOCUSED ON THE PURPOSE BEHIND PURPOSE-BUILT DEVICES



## OUR FIRST EXPERIMENT A BEST FRIEND FOR KIDS WITH TYPE 1 DIABETES



GAME BASED LEARNING  
21 INTERACTIVE STORIES

JERRY'S  
GLUCOPAL

6 DIFFERENT  
INSULIN SITES

4 SECRET TICKLE SITES

BLOOD GLUCOSE  
LEVEL CHECK SITES

JERRY'S  
BACKPACK



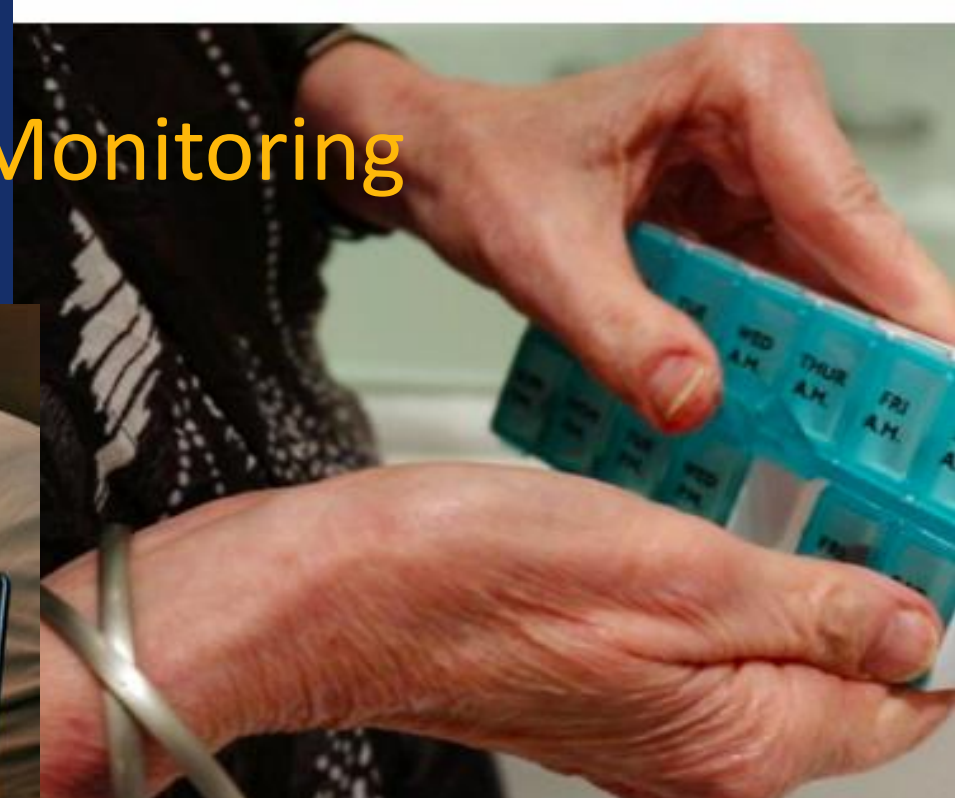
# Technology Tools

## Medication Monitoring

□ Current uses:



Communication and Socialization; remote monitoring



Comfort





## A NEW Health and Chronicity Path

- Exciting Creativity and Opportunity to have a health and clinical impact on diabetes, a growing epidemic—systems understanding and impact
  1. Engaging and Understanding the person—motivation and barriers
  2. Technology tools for both clinical management AND
  3. Tools for considerations not fully recognized in current policy and approaches to solve “health” issues
    - Social and Environmental
    - Nutrition and “bowling together”



# An International Perspective



- Education-Change Agents
- Workforce-*All the Talents*

# All Teach, All Learn

- Lord Nigel Crisp (UK Parliament)-former head of the UK's NHS for 6 years (National Health Service)





A report on the changing roles and skill mix of health workers globally  
by the All-Party Parliamentary Group on Global Health and the  
Africa All-Party Parliamentary Group

# All the Talents

How new roles and better teamwork can release  
potential and improve health services

Report



# Examples of skill mix change

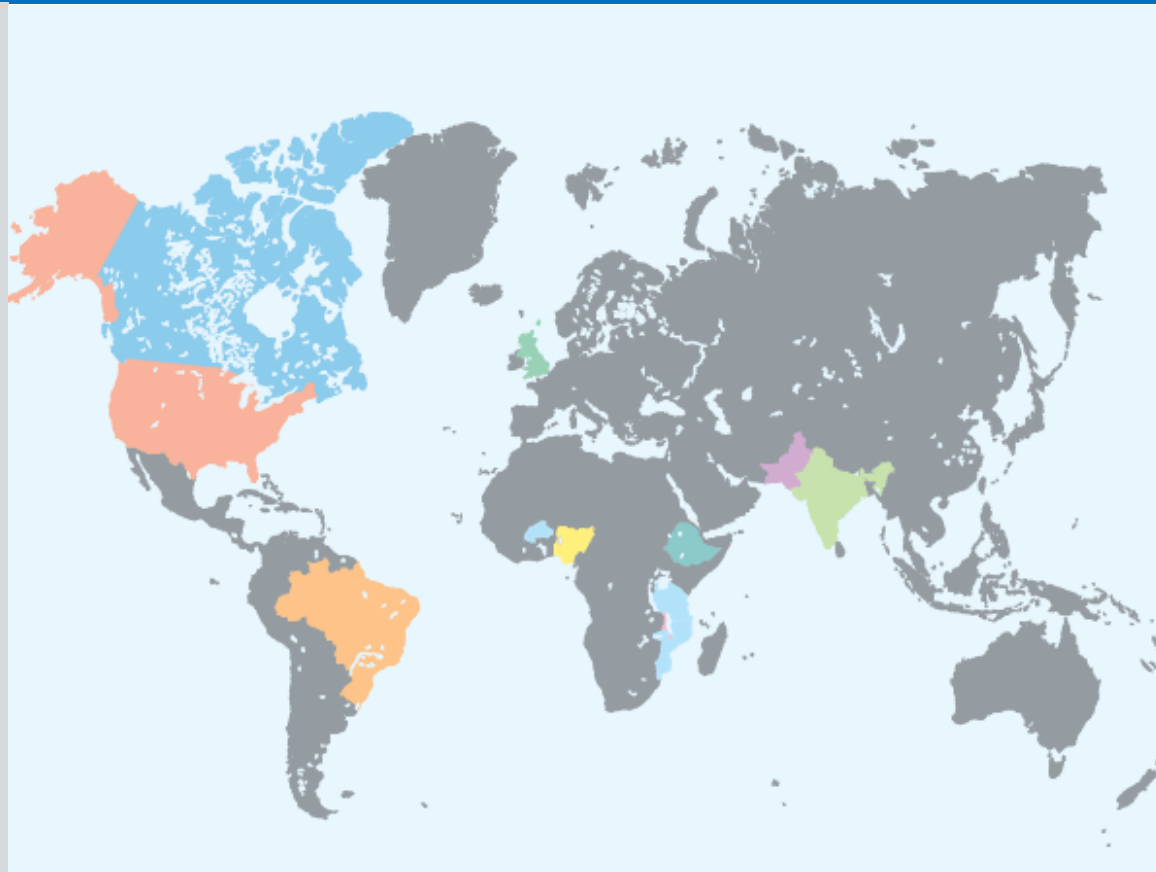
UK

Ontario,  
Canada

USA

Nigeria

Brazil



Tanzania,  
Mozambique &  
Burkina Faso

Tamil Nadu,  
India

Ethiopia

Pakistan

Malawi



All-Party Parliamentary Group  
on Global Health



Africa APPG

The Africa All Party Parliamentary Group

All the Talents

# Examples: United Kingdom and Malawi

- In the **UK, prescribing by nurses** in primary care is associated with higher patient satisfaction with similar health outcomes and number of prescriptions issued compared to general practitioners.



- In **Malawi**, an innovative programme has been introduced to train **clinical officers in orthopaedic care** in a country with high rate of trauma but just a handful of orthopaedic surgeons.
- By the 10th year of programme, orthopaedic clinical officers were seeing 153,000 patients and performing 33,000 bone manipulations and 3,700 minor operations per year.





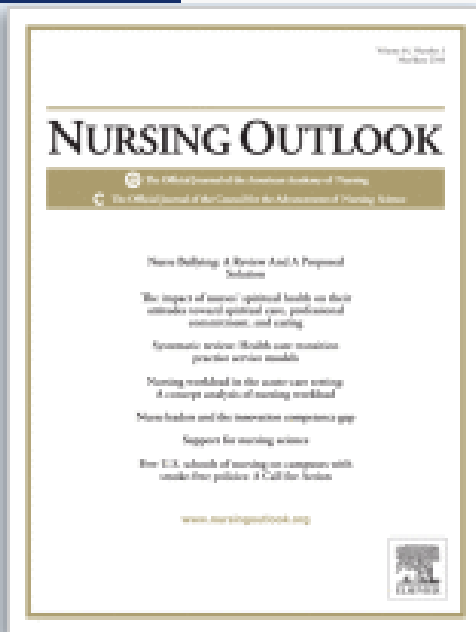
# Levels of Professional Contribution

Level	Objectives	Outcome
Informative	<ul style="list-style-type: none"><li>• Information</li><li>• Skills</li></ul>	Experts
Formative	<ul style="list-style-type: none"><li>• Socialization</li><li>• Values</li></ul>	Professionals
Transformative	<ul style="list-style-type: none"><li>• Leadership attributes</li></ul>	<u>Change agents</u>

### Nurse leaders and the innovation competence gap

Kenneth R. White, Rubin Pillay, Xuan Huang

Nursing Outlook, Vol. 64, Issue 3



- 1436 Fellows of the American Academy of Nursing-
  - Primarily academics and system leaders
- Innovation behaviors-19
- Competency gaps self assessed-18 of 19
- ONE strength-perseverance and tenacity
- identified
- NEED: ways to learn, explore take risks

# Some Differences from Today and for the Future

## Individual

- Patient
- Dependent
  
- Setting Focused
  - ▣ Hospital, Post Acute
- Care from Clinical Experts

## Population

- Patient and Family
- Informed and Shared Decision Making
  
- Across Sites of Care
  - ▣ Home AND Facilities
- Facilitated Care by also by Non Health Care Others

TECHNOLOGY OPTIONS

# How Patient Engagement is Changing What's Possible



Bringing together e-patients and health care professionals

“e-Patient Dave” deBronkart

Twitter: @ePatientDave

facebook.com/ePatientDave

LinkedIn.com/in/ePatientDave

dave@epatientdave.com



patientslikeme®

Live better, together.™

# So What Does This Mean For “Future Workforce”?

## □ Exploration and Innovation

### **Time for a Paradigm Shift?**



- Reflect and Analyze Need (insufficient prepared personnel)
- Use “All the Talents” including Older Adults and Caregivers
- Technology interfaces and tools for “Health and Healthcare”



# A Challenge/Need in Future Workforce

## □ Our Core Professional Education and Training

### □ *Doing Things Right*

- Evidence based for Safety and Quality
- Let this not be only the ends

## □ Our Advancing Education Towards

### □ *Doing the Right Thing*

- Macro Perspective on Core Principles and Values
  - Equity, Access, Value

For the **GREATER SOCIETAL NEED**



# Originals

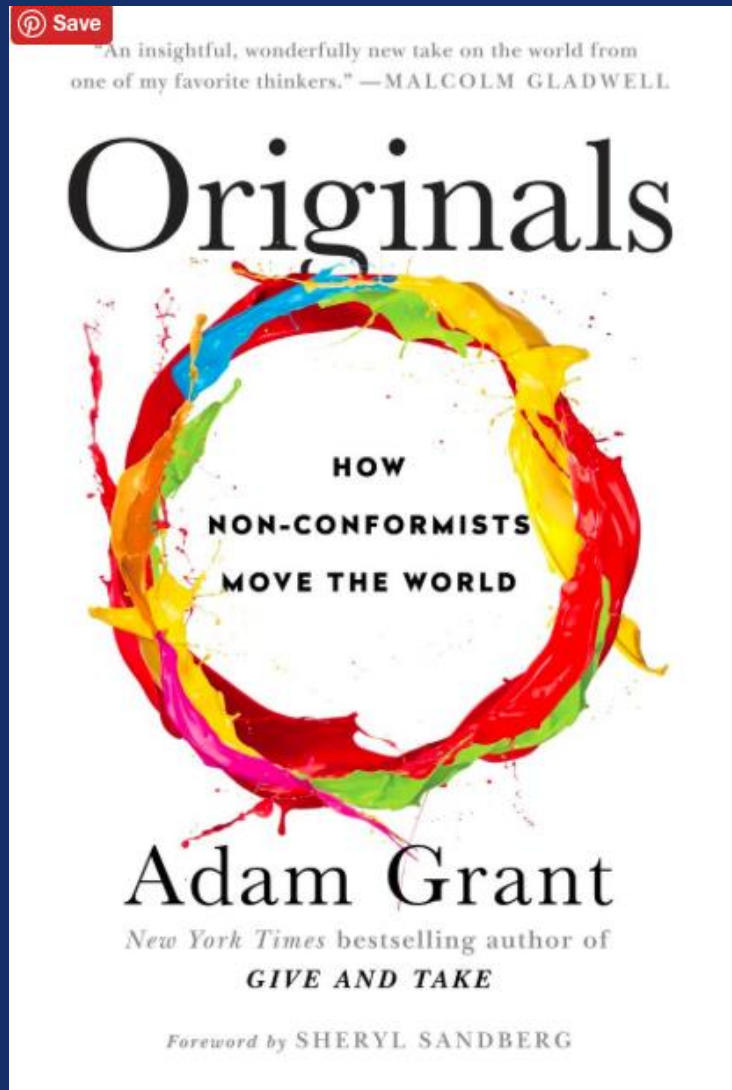
*“Here’s to the crazy ones.  
The misfits. The rebels.  
The troublemakers. The round pegs  
in the square holes. The ones who  
see things differently... The people  
who are crazy enough to think they  
can change the world are  
the ones who do.”*



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Being original is the best way to improve life around us

Adam Grant-Originals: How Non-Conformists Move the World.



My Hope Now:

# Democratizing Knowledge

**THE PUBLIC**





With a Clarity of Purpose and Collective Effort for the Greater Good, We Can Do It With ALL Hands on Deck







**"NEVER DOUBT THAT A SMALL GROUP OF  
THOUGHTFUL, COMMITTED  
CITIZENS CAN CHANGE THE WORLD;**

**INDEED,  
IT'S THE ONLY THING THAT EVER HAS."**

— MARGARET MEAD

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2016

Thank you!

COMMENTS, QUESTIONS & DISCUSSION

