

PROMOTING VALUE-BASED PURCHASING TO THE BEHAVIORAL HEALTH WORKFORCE

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INTRODUCTION

- » Value-Based Purchasing (VBP) is an approach that ties payment to the quality and efficiency of healthcare services delivered.
- » This resource is designed to assist leaders in introducing and educating staff about value-based payment (VBP) and value-based care, with a strong emphasis on leadership's unwavering commitment to the program's success. Achieving success in VBP arrangements hinges on garnering the full commitment of your workforce and ensuring their continuous participation in VBP activities. The materials provided offer valuable techniques for actively engaging your workforce in the development, implementation, and diligent monitoring of the VBP program.

Workforce Training should provide

1. An overview of VBP
2. Quality measures related to the VBP/VBC
3. Skill building topics
4. How racial and gender equity is framed within the VBP Program
5. A workflow of how information will be shared with them about VBP efforts and results



EDUCATING YOUR WORKFORCE ON VBP

» Key messages to staff:

- Under VBP, healthcare providers are paid for patient health outcomes rather than for each time a service is delivered.
- VBP contracts are described by the level of risk that providers choose to share with the MCO
- To support VBP, care delivery changes are needed to assure value for our patients and our society and include:
 - Measurement based care
 - Care management
 - Integrated care
 - Partnering with other organizations to provide whole person care

VBP IS A MOVEMENT TOWARD WHOLE-PERSON CARE

Coordinated Level 1

Behavioral health and physical healthcare providers work in separate facilities, have separate systems, and rarely communicate about cases

Co-Located Level 3

Separate systems but a shared facility. Proximity supports at minimum occasional face-to-face meetings. Communication is improved and more regular

Integrated Level 5

High levels of collaboration between BH & PH providers and may begin to function as a true team. Some issues may exist, such as lack of an integrated medical record



Coordinated Level 2

Providers have separate systems at separate sites but engage in periodic communication about shared patients (usually high risk) and view each other as resources

Co-Located level 4

Close collaboration between primary care and BH providers. May include an embedded Navigator or BH provider. Consultation is often driven by complex cases

Integrated Level 6

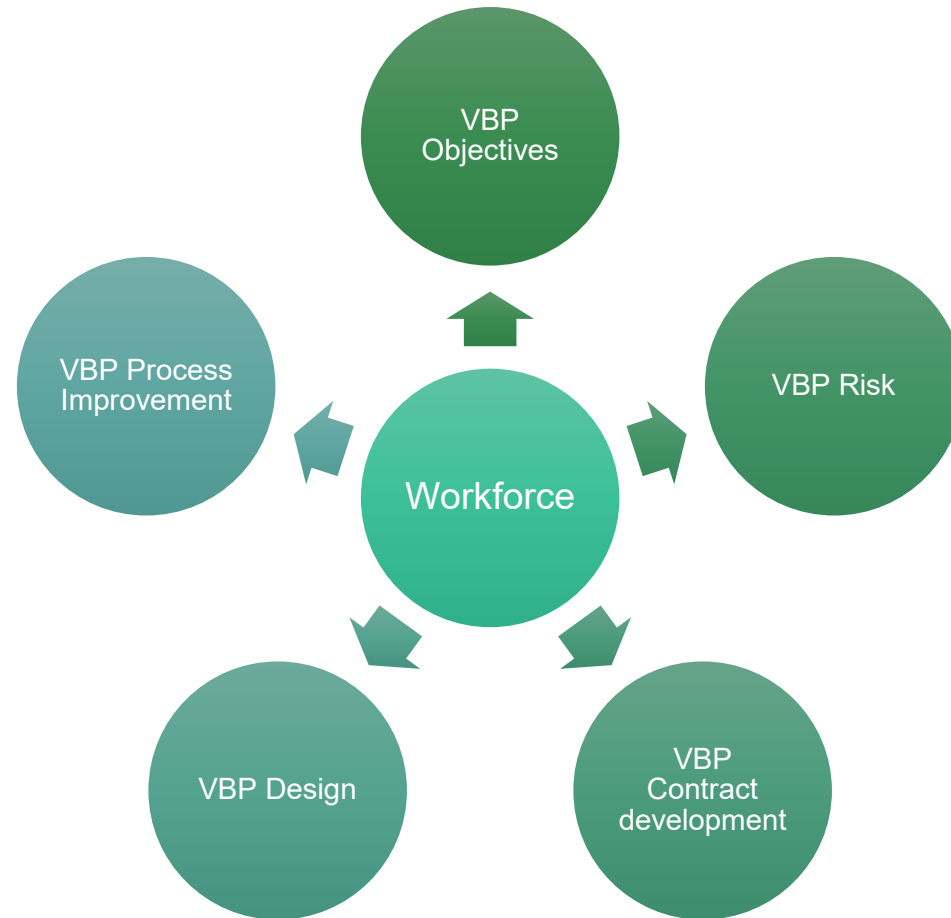
Full collaboration has allowed antecedent system cultures to blur into a single transformed or merged practice. The operation is viewed as a single system treating the whole person and is applied to all patients

ENGAGING THE WORKFORCE IN ORGANIZATIONAL PLANNING FOR VBP

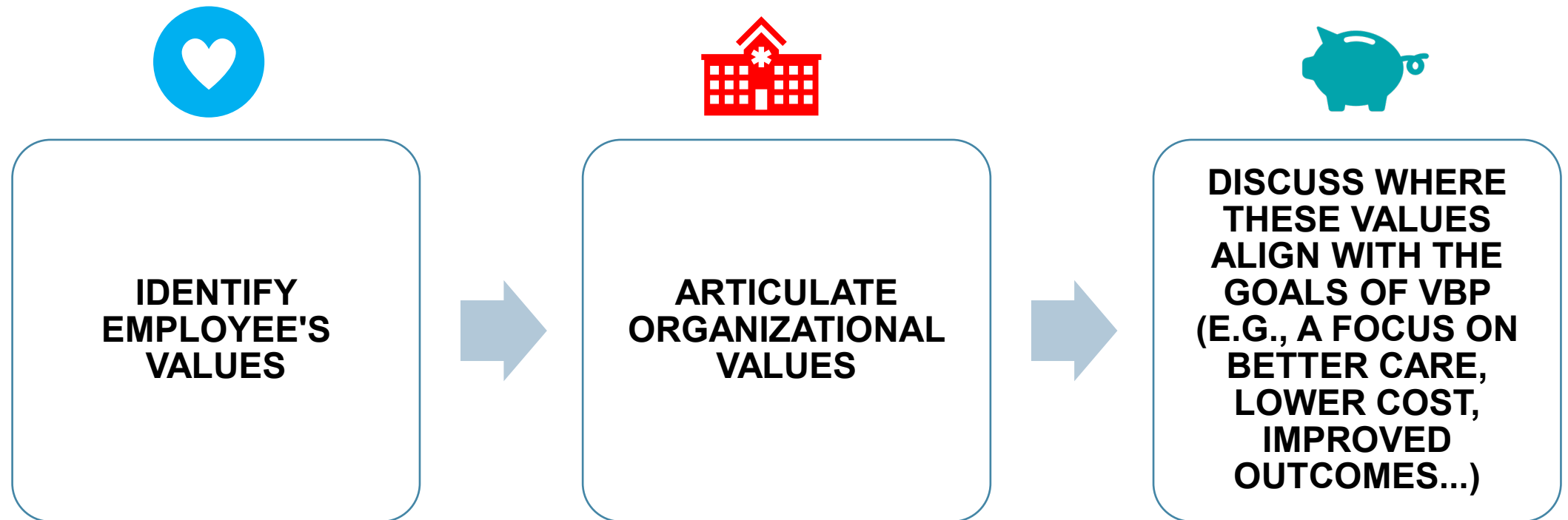
» VBP is an opportunity to:

1. Increase flexibility to provide whole person care needs such as food, transportation and other needed services.
2. Develop electronic health records that inform the data systems that measure quality.
3. Inform staff of metrics that measure success and the value add because of their work
4. Incorporate staff participation in VBP activities and trainings.

AREAS TO INVOLVE THE WORKFORCE IN PLANNING FOR VBP



CONNECT INDIVIDUAL VALUES TO VALUE BASED PAYMENT



INVOLVE THE WORKFORCE IN MEASURING DELIVERY OF CARE

Input into measures:

Staff are involved in determining what measures should be incorporated into the VBP

Active monitoring:

Staff are monitoring and reviewing data on a consistent frequency to ensure VBP program is progressing

Reactive Monitoring:

Staff are involved in providing input regarding needed program changes when data isn't moving in the direction expected for VBP

EMPOWER YOUR WORKFORCE

Give your employees **Control** by assigning them specific roles in the VBP program

Involve employees in the **Communication** delivery and messaging around VBP

Increase employees **Competencies** by involving them in the delivery and design of the VBP program

Elicit your employees feedback and suggestions to increase **Cooperation** in the VBP program

HIGHLIGHT THE BENEFITS OF VBP

Provides an opportunity to hire staff to provide services that are not reimbursable such as care coordination and transportation.

Reimburses for quality instead of volume

Frequent review of metrics makes data informed changes and improves health outcomes for those we serve and

MINI SELF ASSESSMENT



Knowledge

1 2 3 4 5 6 7 8 9 10

Comfortability

1 2 3 4 5 6 7 8 9 10

Confidence

1 2 3 4 5 6 7 8 9 10

Reflect & Connect:

What do you think your organization may look like 5 -10 years from now if you incorporate and build upon these concepts?

[Photo by Glenn Carstens-Peters on Unsplash](#)

HMA

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