



THE UNIVERSITY OF ARIZONA  
COLLEGE OF MEDICINE TUCSON

Center on Aging



Arizona  
Geriatrics  
Workforce  
Enhancement  
Program



## AZ-GWEP Overview



- **Educate and train** the health care and supportive care workforce
- **Engage** patients and families
- **Meet** care gaps
- **Collaborate** with community partners
- **Integrate** geriatrics into primary care to be age-and-dementia friendly
- Use the **Age-Friendly Health Systems Framework** to provide age friendly and dementia friendly care

## Why Do We Need GWEPs?

- Rapidly growing and diverse older adult population
- Older adults have unique, complex and unmet healthcare needs
- Social determinants of health (e.g., access to care, health literacy, technology) impact health outcomes
- Inadequate numbers of primary and supportive care workforce
  - Limited knowledge and skills in care of older adults
  - Lack of diverse workforce (e.g., health professions, CNAs)
  - Crisis in rural areas

## Required GWEP Program Requirements

1. Develop reciprocal partnerships between applicant and a) academic schools of health professions, b) TTOUR primary care sites/delivery systems, and c) community organizations.
2. Train the health care workforce in TTOUR primary care sites/delivery systems to provide age-friendly and dementia-friendly health care for older adults and achieve and maintain Level 1 and/or Level 2 Age-Friendly Health System recognition.
3. Provide students, residents, and/or fellows with a minimum of eight weeks per year of longitudinal clinical rotations in TTOUR primary care sites/delivery systems including nursing homes.

## Required GWEP Program Requirements

4. Provide faculty and preceptors with the knowledge and skills to educate the health care workforce to provide age-friendly and dementia-friendly care to older adults in TTOUR primary care sites/delivery systems.

5. Using the U.S. Department of Labor or a State Apprenticeship Agency registered apprenticeship program. The apprenticeship programs must be in place before the end of the 5-year project period of performance.

We are working on the development of career ladders for certified nursing assistants to become advanced geriatrics specialists.

## Required GWEP Program Requirements

6. Provide interprofessional training that involves at least three health care professions, one of which is medicine. Interprofessional training and education must address the primary care needs of older adults in TTOUR primary care sites/delivery systems including all of the following topics:

(\*topics listed on next slide are not inclusive)

## AZ-GWEP Designated Topics: “PR 6”

Alzheimer’s disease and related dementia, including reducing risk, early detection, and diagnosis and management

Depression, anxiety and serious mental illness

Substance abuse and opioid use disorders

Elder justice

Reducing risk for chronic disease, including dementia

Practical guidance for the Medicare Annual Wellness Visit

Vaccinations

Health inequities, disparities, and social determinants of health

Delivering culturally and linguistically competent health care

Artificial intelligence and health care

Assistive technologies and mobile health technologies (including telehealth)

Impact of climate change, emergencies and disasters on health and health care

Continuum of care for older adults (e.g., assisted living, nursing home, hospice)

Enrollment of older adults in clinical trials

Care planning strategies (e.g., MCC e-Care Plan)

## Required GWEP Program Requirements

7. Deliver age-friendly and dementia-friendly programs that provide health care and

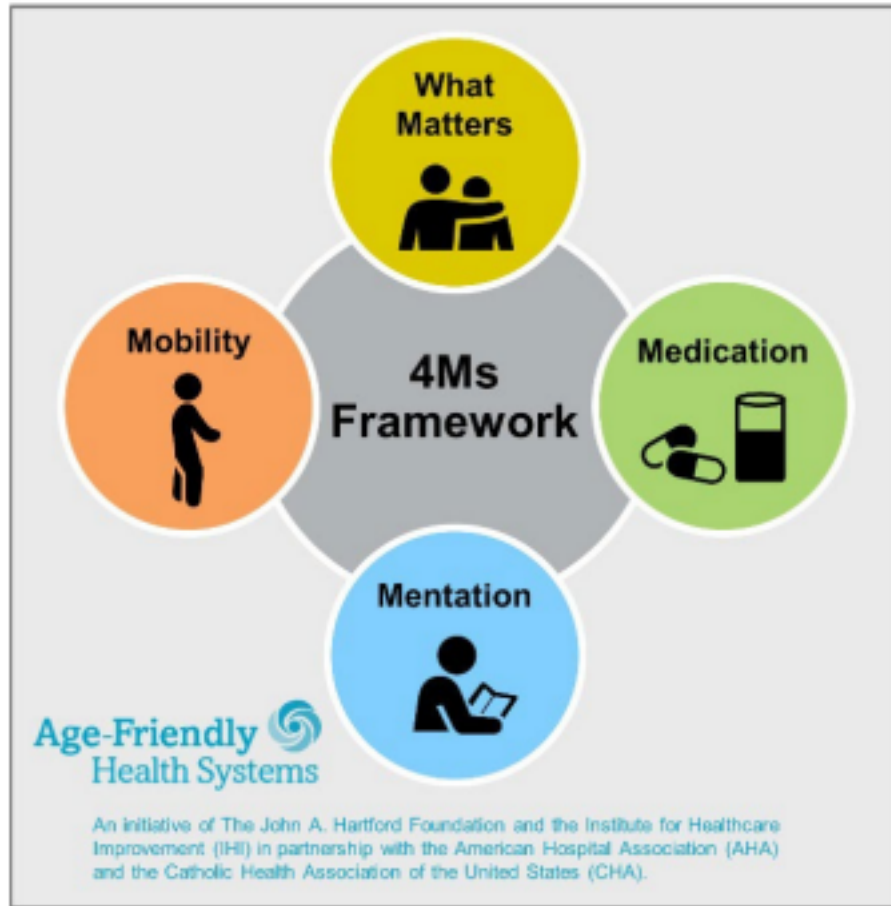
supportive care workers with the knowledge and skills to improve care to older adults.

8. Partner with schools of nursing and nursing homes to integrate into the curriculum age-friendly didactic content and clinical care learning opportunities on care of older adults, including persons living with dementia, who reside in nursing homes. The overall goal is to increase the number of nurses who elect to practice in nursing homes after graduation.

9 & 10. Adhere to HHS Evaluation Policy and evaluation standards and participate in federally-designed evaluations to assess program effectiveness and efficiency upon request.

## Age-Friendly “4Ms” Health System Framework





For related work, this graphic may be used in its entirety without requesting permission.  
Graphic files and guidance at [ihi.org/AgeFriendly](http://ihi.org/AgeFriendly)

# Age-Friendly “4Ms” Health System Framework

- Beginning in 2025, hospitals that demonstrate new “Age Friendly Hospital Measure” participation will be required to report on whether hospitals have protocols in place to:
  - elicit patient health care goals
  - responsibly manage medications
  - implement frailty screening and intervention (including for cognition and mobility)
  - assess social vulnerability (e.g., social isolation, caregiver stress, elder abuse)
  - designate age-friendly leadership
- We will work with Critical Access Hospitals to help them meet these reimbursement measures.
- We will also work w/ RHCs (even though reimbursement isn’t available yet).

# Partners

**Alzheimer's Association Desert  
Southwest Chapter**

**Arizona Health Care Association**

**Arizona State  
University** College of  
Nursing

**Banner Alzheimer's Institute**  
**AZ-GWEP**

**Northern Arizona University**  
Department of Social Work

**University of Arizona**  
Center on Aging  
College of Medicine  
College of Nursing  
College of Pharmacy  
Center for Rural Health

## Y1 SE Arizona clinical sites:

4 CAHs, 5 associated RHCs, 2 independent RHCs, and 6 FQHCs



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