

Using a New Evidence-Based Health Workforce Innovation Research Framework to Compare Innovations in Community Health Center and Other Ambulatory Care Settings

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OBJECTIVE

This project aims to fill this gap by developing a new evidence-based health workforce innovation research framework and applying the model to compare health workforce innovations at community health centers and other ambulatory care settings.

METHODS

The researchers developed and refined the health workforce innovation research framework based on a literature review and analysis of data from the AHRQ Innovations Exchange. They used the finalized framework to compare health workforce innovations in community health centers (CHCs) with those in non-CHC primary care or ambulatory care settings.

RESULTS

The health workforce innovation research framework describes key drivers of innovation, mechanisms of change, and outcome measures. Most health workforce innovations in CHCs sought to increase access to care, while innovations in other settings focused on improving both access and quality of care. Quality-driven workforce innovations generally had more robust outcome measures relative to those focused on access to care.

CONCLUSIONS

This study uses an evidence-based framework to compare health workforce innovations in CHCs and other settings. It shows a diversity of health workforce innovation efforts in both settings, mostly designed to increase access and quality of care, and demonstrates a need for additional studies to understand the effects of health workforce innovations in different contexts. The health workforce innovation research framework can be useful in guiding future efforts to develop research questions and build the evidence around health workforce innovations in all types of healthcare organizations

Key Words: innovation, workforce, staffing