



Arizona Geriatrics Workforce Enhancement Program

The AZ-GWEP is a Federally Funded, 5-year Statewide Geriatrics Education and Training Program

Goal: Improve health outcomes for older adults in rural, tribal, and underserved areas

Partners: University of Arizona (UA) Center on Aging, UA Center for Rural Health, UA Colleges of Nursing, Medicine, and Pharmacy; Arizona State University College of Nursing; Northern Arizona University Department of Social Work; Arizona Health Care Association; Alzheimer's Association; Banner Alzheimer's Institute

Focus Areas: Critical Access Hospitals, Rural Health Clinics, Tribal Healthcare Facilities, Academic Clinical Settings

Why is the AZ-GWEP Needed?

Demographic: Rapidly growing diverse older adult population

Challenges: Complex healthcare needs, unprepared health systems, high costs

Solution: Educate and train the health care and supportive care workforce, maximize patient and family engagement, collaborate with community partners, meet care gaps, and integrate geriatrics into primary care to improve health outcomes



Education and Training Program

Cohorts: Divided into 5 cohorts

Training: Tailored to site needs; includes on-site and virtual sessions; flexible, brief, interactive, and non-intrusive learning

Topics: Alzheimer's disease, delirium, anxiety, depression, substance use and opioid use disorders, risk reduction for chronic disease, health inequities, social determinants of health, annual wellness visit, assistive technology, and many more

Benefits: Enhanced geriatrics knowledge, skills and job satisfaction for staff; increased satisfaction for patients and families

Framework: Age-Friendly Health Systems (AFHS)



What is the Age-Friendly Health Systems Initiative?

Definition: An international movement since 2017

Scope: Over 4,000 hospitals, ambulatory practices, and long-term care sites

Leaders: Hartford Foundation, Institute for Healthcare Improvement, American Hospital Association



Benefits of Initiative

1. Improved patient and family care aligned with their goals and preferences
2. Strengthened community connections
3. Reduced harm and reduced healthcare costs
4. Increased revenue through optimal risk adjustment
5. Public recognition as an Age-Friendly Health System
6. Eligibility for 2025 CMS Proposed Age-Friendly Hospital Measures
 - Patient Safety Structural Measure: Assesses hospital commitment to patient safety
 - Age-Friendly Hospital Measure: Evaluates adherence to the 4Ms framework

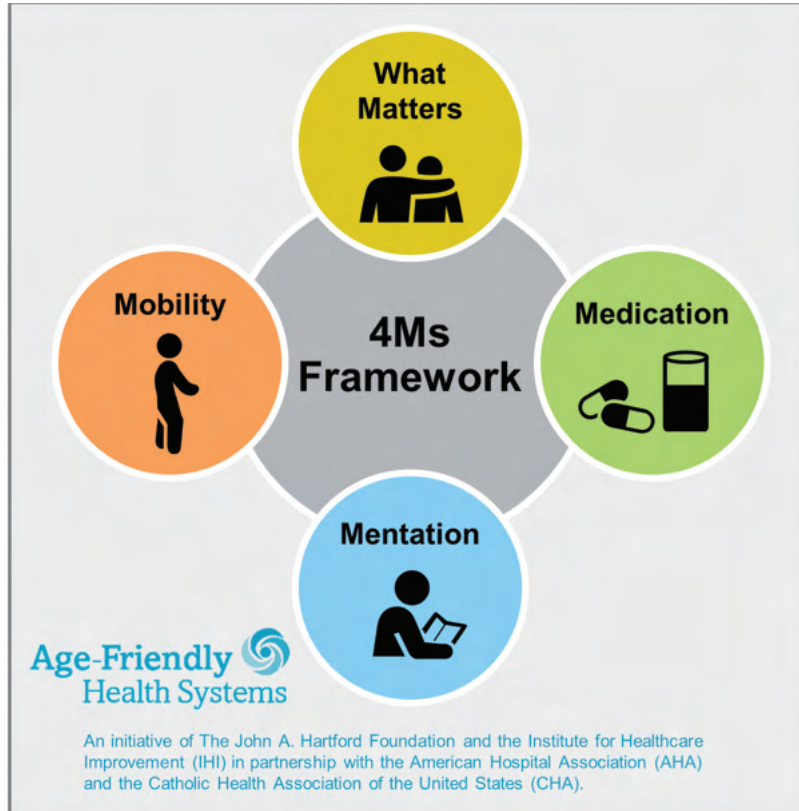


What is the Age-Friendly Health Systems Initiative Framework?

4Ms Framework: Essential evidence-based practices that focus on:

- 1. What Matters:** Aligning care with patient goals and preferences
- 2. Medication:** Safe and effective use of medications
- 3. Mentation:** Addressing cognitive health (depression, dementia, delirium)
- 4. Mobility:** Maintaining and improving mobility

Implementation: Incorporates into existing care with minimal extra work



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

What Matters

Know and align care with each older adult's specific health outcome goals and care preferences including, but not limited to, end-of-life care, and across settings of care.

Medication

If medication is necessary, use Age-Friendly medication that does not interfere with What Matters to the older adult, Mobility, or Mentation across settings of care.

Mentation

Prevent, identify, treat, and manage dementia, depression, and delirium across settings of care.

Mobility

Ensure that older adults move safely every day in order to maintain function and do What Matters.

Steps for Implementation

Two Stages:

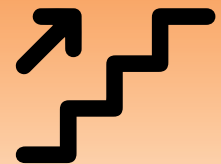
1. Participation:

- Self-assessment of current practice and 4Ms integration
- Develop quality improvement workflow plan
- Minimal time commitment

2. Recognition:

- Collect and submit representative data on 4M metrics for 3 months
- System-wide recognition based on performance

NO COST FOR PARTICIPATION



For More Information

UA Center on Aging/AZ-GWEP

<https://aging.arizona.edu/education-training/azgwep>

Age-Friendly Health Systems Overview

<https://www.ihi.org/networks/initiatives/age-friendly-health-systems>

Business Case for Becoming Age-Friendly

https://www.ihi.org/sites/default/files/2023-09/IHI_Business_Case_for_Becoming_Age_Friendly_Health_System.pdf