

DISCLOSURES

I have no relevant relationships with ineligible companies to disclose within the past 24 months.

(Note: Ineligible companies are defined as those whose primary business is producing, marketing, selling, re-selling, or distributing healthcare products used by or on patients.)

OBJECTIVES

At the conclusion of this session, participants should be able to:

- 1. Examine current and future workforce demands where NPs and PAs staff medical care.
- 2. Explore the impact of burnout on healthcare and the NP and PA profession.

3. Discuss the future of the NP and PA professions in medicine.





HOSPITALIST PROFESSION GROWTH 2018-2020^{1,2}

† 19% West **↑**76% East †47% Midwest 23% South



NP/PA HOSPITALIST PROFESSION GROWTH 2018-2020^{1,2}

83% of all groups surveyed employ NPs & PAs

- -93.7% in the East
- -88.1% in the Midwest
- -89.9% in the South
- -50.8% in the West



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PROBLEM

MEDICAL GAP

Physician shortage between 54,100 and 139,000 by 2033^{1,2,3}

RETIREMENT

- -Premature
- -Aging

FINANCIALS

- -Inflation
- -Health insurance
- -Reimbursement
- -Staffing

US POPULATION

10.4% increase from about 327 million to 361 million from 2018-2033^{1,2,3}

RECRUITMENT

- -Rural
- -Urban
- -Everywhere

RESIGNATION

- -Salary
- -Culture
- -Workload/Shifts



Impacts on productivity, clinical operations, and professional development and support



SOLUTION

STAFFING MODELS

- -NPs and PAs
- -Framework for staffing^{3,4}
- -Framework for leadership^{3,4}

RETENTION INITIATIVES

- -Professional development
- -Communication

AUTOMATING TASKS

- -Scribes
- -Documentation
- -Barriers to Patient Care

TELEMEDICINE

-Here to stay



Professional Development



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INPATIENT SCRIBES

An extra pair of hands....

STAFFING MODELS

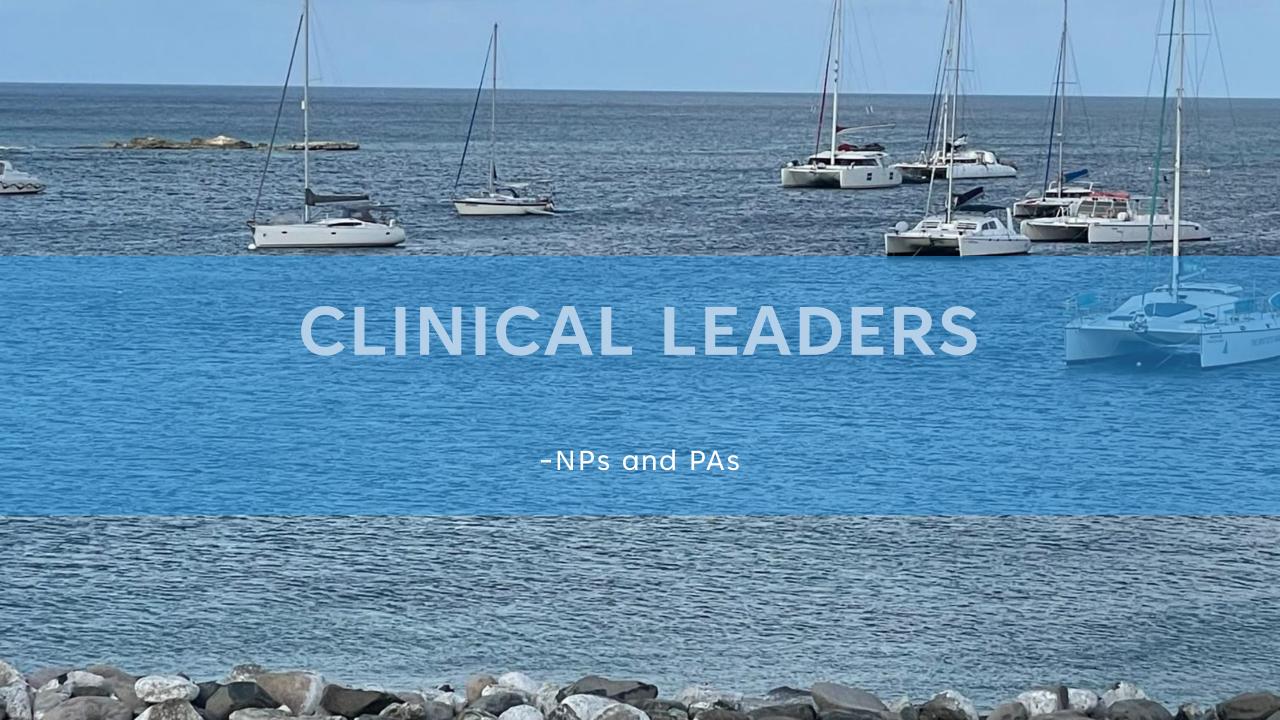
What doesn't work?

What does work?

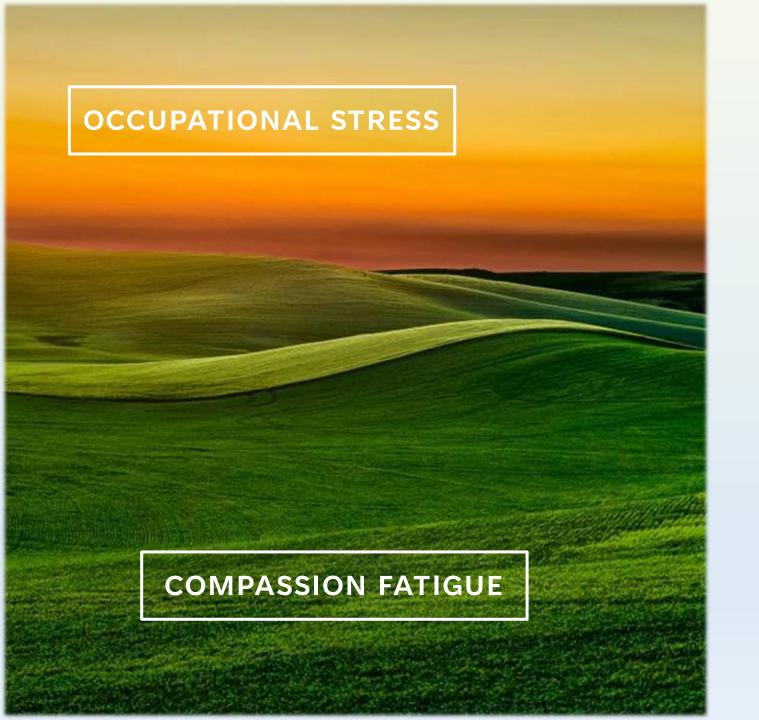












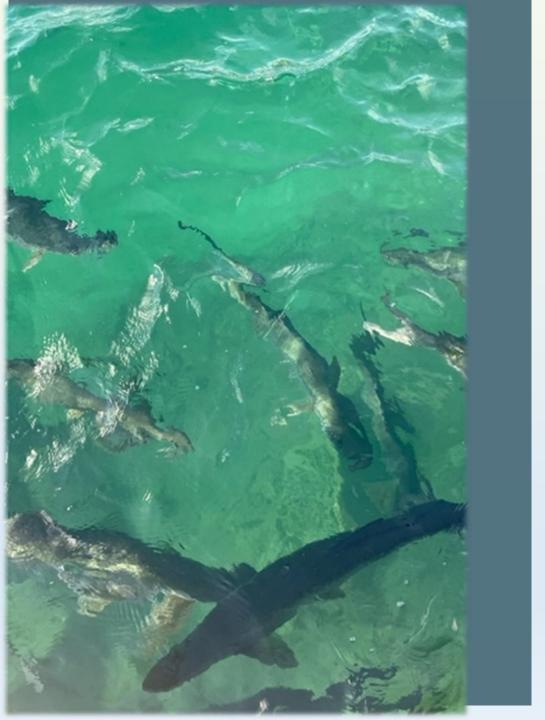
EMOTIONAL EXHAUSTION

DEPERSONALIZATION

REDUCED PROFESSIONAL EFFICACY

BEHAVORIAL IMPAIRMENT





Growth in Chaos

- Bounce Back⁷
 - Practice self-care
 - o Reframe negative thoughts
 - Build your social network
 - o Increase optimism
 - Learn coping skills
 - Practice gratitude
 - o Rely on your problem-solving skills
 - Know your strengths and areas for improvement



GROWTH

VITAMINS⁸

Vitamin C

Vitamin D

Vitamin E

Vitamin G

Vitamin J

Vitamin Z

Nutrition

EXAMPLES

- o Walks, Fresh air
- Deep breathing, sitting or lying down, close eyes
- o Boxing, Pilates, Yoga
- Journal, Stickies
- Pictures
- o Enough sleep
- Eating healthy

MINDSET BODY BREAKS

It takes 30-60 days to develop new habits.





Lead APP/Chief APP

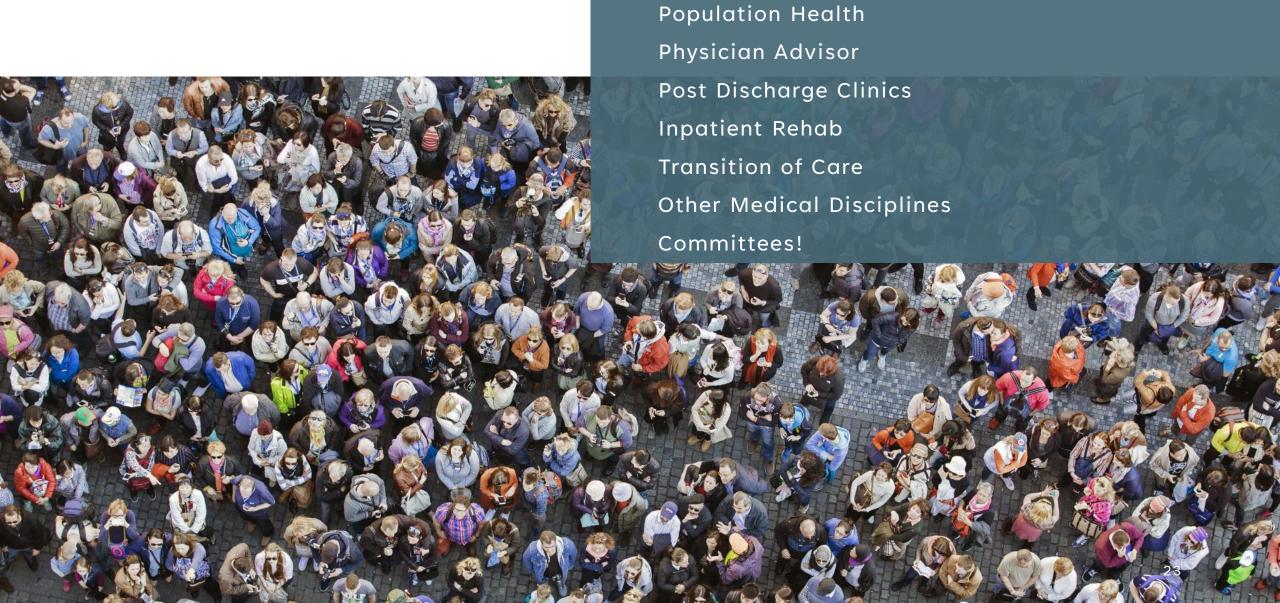
Vice President

Executive Director

Chief Wellness Officer

Chief Clinical Officer/ Chief Clinical Operations

FUTURE EXPANSION



Quality Improvement

INTO THE FUTURE

Recognition

Best Practices

Clinical Operations

Professional Growth





- 1. There is a workforce demand for NPs and PAs.
- 2. Proper staffing will support retention and revenue.
- 3. Increase dialogue to support professional growth.

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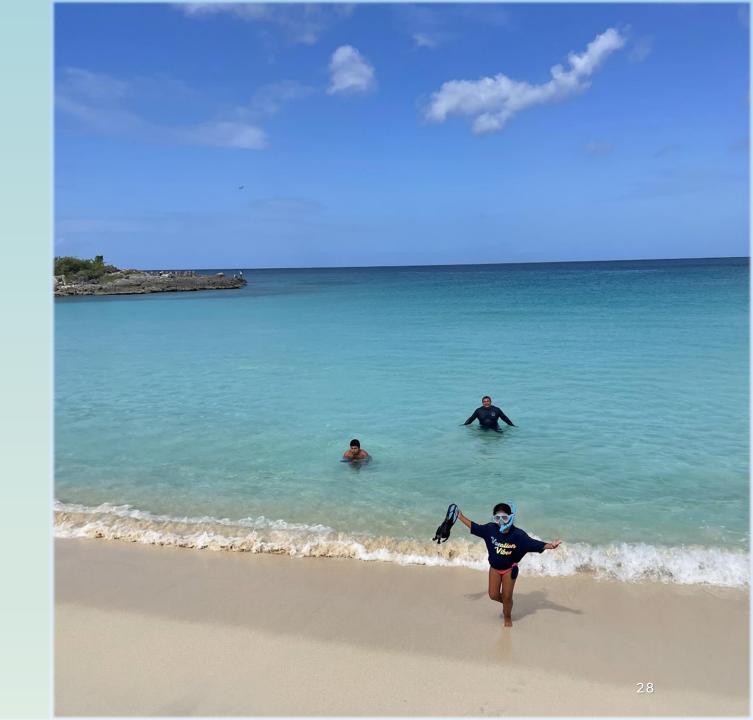
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QUESTIONS?



THANK YOU

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