

The background of the slide is a detailed, futuristic space station interior. The ceiling is dark with several long, glowing blue light strips. The walls are metallic and feature various panels and equipment. A large, octagonal window in the center provides a view of Earth from space, showing the planet's curvature and a mix of blue oceans and brown landmasses. The overall atmosphere is high-tech and futuristic.

# **INTO THE FUTURE: NP AND PA IMPACTS ON THE WORKFORCE**

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## 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.





A close-up photograph of green leaves with numerous water droplets of various sizes. The leaves are vibrant green, and the droplets are clear and glistening. The background is slightly blurred, focusing attention on the texture of the leaves and the individual droplets.

# WORKFORCE DEMANDS

# HOSPITALIST PROFESSION GROWTH 2018-2020<sup>1,2</sup>



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## NP/PA HOSPITALIST PROFESSION GROWTH 2018-2020<sup>1,2</sup>

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<sup>1,2,3</sup>

### **RETIREMENT**

- Premature
- Aging

### **FINANCIALS**

- Inflation
- Health insurance
- Reimbursement
- Staffing

### **US POPULATION**

10.4% increase from about 327  
million to 361 million from  
2018-2033<sup>1,2,3</sup>

### **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<sup>3,4</sup>
- Framework for leadership<sup>3,4</sup>

### AUTOMATING TASKS

- Scribes
- Documentation
- Barriers to Patient Care

### RETENTION INITIATIVES

- Professional development
- Communication

### 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?**





A rowing team of seven people is shown from behind, carrying a long, narrow white boat on a wooden dock. They are silhouetted against a bright sunset over a body of water. The text 'STAFFING MODELS WITH INCREASING AUTONOMY' is overlaid in large white letters across the center of the image.

# STAFFING MODELS WITH INCREASING AUTONOMY

**Generate revenue**

**Increases patient access**

**Decreases length of stay**

**Increases patient and family satisfaction**

**Increases communication**

**Decreases over all workload with increased team satisfaction/retention**



# CLINICAL LEADERS





A scenic view of a rocky coastline with several sailboats anchored in the clear blue water under a clear sky. The water is a vibrant blue, and the sky is a pale, clear blue. The foreground shows a rocky shore with various sized stones. In the middle ground, several white sailboats with masts are anchored. The background shows the horizon line where the sea meets the sky.

# CLINICAL LEADERS

-NPs and PAs



A landscape photograph of a field with a path, split into two horizontal sections. The top section shows a golden-brown field under a dark, overcast sky, with a path leading towards the horizon. The bottom section shows a lush green field with tall grasses, also featuring a path. The text "EXHAUSTION & BURNOUT" is overlaid in white, bold, sans-serif font across the center of the image.

# EXHAUSTION & BURNOUT



**OCCUPATIONAL STRESS**

**COMPASSION FATIGUE**

**EMOTIONAL EXHAUSTION**

**DEPERSONALIZATION**

**REDUCED PROFESSIONAL  
EFFICACY**

**BEHAVIORAL IMPAIRMENT**





“A fundamental concern for others in our individual and community lives would go a long way in making the world the better place we so passionately dreamt of.”

Nelson Mandela

A group of sharks swimming in clear, turquoise water. The sharks are seen from above, moving in various directions. The water is bright and clear, showing the silhouettes and some details of the sharks' bodies.

# Growth in Chaos

- Bounce Back<sup>7</sup>
  - Practice self-care
  - Reframe negative thoughts
  - Build your social network
  - Increase optimism
  - Learn coping skills
  - Practice gratitude
  - Rely on your problem-solving skills
  - Know your strengths and areas for improvement





## GROWTH

### VITAMINS<sup>8</sup>

Vitamin C  
Vitamin D  
Vitamin E  
Vitamin G  
Vitamin J  
Vitamin Z  
Nutrition

### EXAMPLES

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

**MINDSET  
BODY  
BREAKS**

*It takes 30-60 days to develop new habits<sup>7</sup>.*





## FUTURE LEADERS

Lead APP/Chief APP

Vice President

Executive Director

Chief Wellness Officer

Chief Clinical Officer/ Chief Clinical Operations



# FUTURE EXPANSION

Quality Improvement

Population Health

Physician Advisor

Post Discharge Clinics

Inpatient Rehab

Transition of Care

Other Medical Disciplines

Committees!





# INTO THE FUTURE

**Recognition**

**Best Practices**

**Clinical Operations**

**Professional Growth**



## TAKE HOME POINTS

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.
4. Practice self-care to prevent exhaustion and burnout.
5. Evaluate your personal growth.
6. Consider future expansion into other clinical roles.



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QUESTIONS?



**THANK YOU**

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