

2023 Clinical Workforce Conference

A summary of key takeaways and insights from the Clinical Workforce Conference, March 7-8, 2023.

Meeting summary

The 2023 Clinical Workforce conference focused on optimizing the clinical workforce and care delivery models. Inspiration was provided by keynote speakers Jia Jiang (What I Learned from Rejection) and Beverly Malone (The Power of Caring). Practical solutions were provided by member, Vizient, and sponsor speakers; the presentations can be accessed [here](#).

Clinical Team Insights resources

Clinical Team Insights offers tools and resources to address the topics presented during the conference. Visit our [Community page](#) to access our:

- Pro forma toolkit
- Professional Advancement Model toolkit
- Change package
- Mentorship toolkit
- Accreditation toolkit
- Turnover expense calculator

...and don't miss our recently published Clinical Team Insights Data Trends:

[**Recruit, Retain, Reimagine: Strategies for the Advanced Practice Provider Workforce**](#)

Presentation key takeaways

APP Onboarding and Professional Development

- Advanced Practice Providers (APPs) join the organization with varying experience and backgrounds. Take into consideration whether the APP is new to practice, new to the specialty, or new to the organization when tailoring their onboarding plans.
- Provide APPs development opportunities in research, academic advancement, leadership, clinical leadership, presenting, teaching, and policy/legislation.
- Postgraduate APP programs help address staffing and training needs. These programs can be accredited and may be resource intensive. Consider sharing staff, curricula, and program management resources across specialties to ease that burden.

Common Spirit Health National Office of Advanced Practice: Scalable, Integrated, Supportive Approach Creates Measurable Change

- Promote APPs through inclusion and visibility with APP expertise in organizational initiatives and structures. Utilize media/marketing/branding and promote a team-based care approach with physician colleagues.
- Develop programs and partnerships that promote APP professional development and career advancement.
- Stay connected with local APPs and markets through surveys or general council meetings. Use responses to act or prioritize initiatives.

Development of an Advanced Practice Council from Concept to Successful Launch

- Create a meaningful charter; include purpose, scope, reporting structure, roles/responsibilities, and terms.
- Ensure diverse membership (NP, PA, CRNA, CNM, CNS) and increase visibility through APP participation on governance committees.
- Leverage the council's expertise to influence practice models, role focus and support, billing, documentation, engagement, and leadership for your APP workforce.

Panel Discussion: Care Model Redesign in Diverse Clinical Settings

This session describes three patient-centered care models that maximized APP scope of practice and improved outcomes.

- Team-based cardiology models for both inpatient and ambulatory care have resulted in better financial performance, improved access, lower lengths of stay, and improved patient, provider, and support staff satisfaction.
- An NP-led oncology express unit has reduced 30-day readmissions and total cost of care, while greatly improving patient outcomes and experience.
- Virtual hospitalist attendings enable APPs to practice at top of licensure, which increases their competency, autonomy, and confidence while allowing the hospitalist service to see more patients, reduce the length of stay, and deliver safe care.

Implementation of a Shift Value Unit (SVU) Compensation Model for Advanced Practice Providers

- When changing models, identify a burning platform and key stakeholders, plan a timeline, and include the team in strategic communication.
- Develop the SVUs/staffing based on the desirability of shifts, volume trends, patient complexity, shift duties, hours of coverage, and presence of learners.
- Outcomes include increased APP schedule flexibility, equitable APP compensation, unity in all APP clinical roles, and improved APP productivity.

This presentation was delivered again, virtually, following the conference during a Clinical Team Insights Member Spotlight; it can be accessed via the “past meetings” section of the Community page [here](#).

“I have never taken so many notes at a professional conference. I have so many ideas to take back to my organization.”

Jennifer Cave-Brown
John Muir

Special Thank You to Our Speakers

Baptist Memorial Health

Ashley House, MSN, APRN, AGCNS-BC
Allison Swanson, MSN, APRN, FNP-BC

ChristianaCare Health System

Emily Marie Link, BSN, MSN, FNP-BC, AGACNP-BC
Juliana Rahmer, APRN, AGACNP-BC, FNP-BC, CEN
Leslie Verucci, MSN, APN-BC, FNP
Elizabeth Walls, MSN, ANP-BC, AGACNP-BC, AACC

CommonSpirit Health

Margaret Cecil, RN, MSN, ANP-C, AGACNP-C
Anne Wright, DMSc, MPAS, PA-C, DFAAPA

Dartmouth Health

Cheryl Elinsky, MSPAS, PA-C

Nebraska Medicine

Kyla Jerrick, APRN-NP, AGACNP-BC, FNP-BC

The Johns Hopkins Hospital

Jill Anderson, MBA, PA-C
Kathryn F. Hines, PA-C, MS, MBA
Martha M. Kennedy, PhD, CRNP-AC, MEHP

ThriveAP

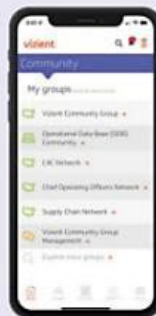
Veronica Hill, DNP, FNP-C

Vizient

Joseph M. Geskey, DO, MBA, MS-PopH
Christen Hunt, DNP, FNP-C, CPNP-AC
Tina Logsdon, MS, CPHQ
Jennifer Sarno, MSN, ACNP-BC, CPHQ

The **Vizient Community** mobile app is now available—connecting members to collaborate, learn and improve together—on the go!

- Easy to log in – biometrics unlocks the app
- Quickly review push and in-app notifications – don't rely on emails
- Create a query, respond to peers and more
- Access the power of the Vizient Community in the palm of your hand



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