

**Addressing the Primary Care Workforce: NP
Students' Future Plans to Enter Primary vs
Specialty Practice**

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Study Purpose

- Determine the future career plans of primary care-prepared NP students regarding primary care vs specialty practice
- Determine what factors influence students' decisions
- Secondary purpose to examine students' future plans for doctoral education

Primary Care Need

- Patient Protection and Affordable Care Act
- Increase in primary care visits
- Increase in workload

Primary Care Workforce

	NPs	PAs	Physicians
Primary Care Settings	>1/2 (52%) (55,000)	<1/2 (43%) (30,000)	<1/3 (209,000)
Rural Settings	28%	25%	11%

Supply of Physicians

National Residency Matching Program 2013:

- Internal Medicine residents increased by 194
- Pediatrics residents increased by 105
- Family Practice residents increased by 33

Supply of NPs

Factors Influencing supply:

- Scope of Practice Regulations
- Workforce Growth

Methods and Sample

- Survey Monkey
- 4 week period late 2012
- Convenience sample- primary care NP students (FNP, ANP, A-GNP) in post-master's or post-baccalaureate programs in US
- Representatives from all regions of country
- Sent to faculty; forwarded to students

Sample

- Respondents N=336 (Study N=333)
- FNPs- 303 (90.2%)
 - ANPs- 14 (4.2%)
 - A-GNPs- 19 (5.7%)
 - Acute Care Facility- 246 (73.2%)
 - Specialized RN?
 - YES: 259 (77.7%); NO: 74 (22.2%)
 - Mean years of RN experience- 10.2

Practice Plans

- N=333
- Primary Care- 159 (47%)
 - Specialty Care- 70 (21%)
 - Undecided- 104 (31%)

Type of P.C. Program

**FNP Students
N=300**

- 49% of FNP students → primary care
- 20% FNP students → specialty care
- 30% FNP students → undecided

**ANP/AGNP Students
N=33**

- 33% of ANP/AGNP students → primary care
- 24% ANP/AGNP students → specialty care
- 42% ANP/AGNP students → undecided

Specialty Certifications

- CCRN
- Oncology
- Peds CCRN
- Occupational Health
- Operating Room
- CEPS-AP (Electrophysiology)
- CPAN (PACU)
- CEN/Trauma
- Childbirth/Maternal/Lactation
- SANE-A
- Diabetes Educator
- Med Surg
- Psychiatry
- Administration
- Orthopedics
- Public Health
- Women's Health
- Gerontology
- Palliative Care / Hospice
- Pediatrics
- "Other"

Other Findings

- RN specialization and future plans
- Years of RN Experience and future plans
- Year in Program and future plans
- Salary and future plans
- Plans for future locale (urban, rural, etc)
- Factors influencing practice plans toward primary care or specialty care

Discussion for Primary Care NP Educators

- Are we satisfied with the number of primary care practitioners we are producing?
- Can we do a better job of socializing our students toward primary care?
- Are we losing students to specialty care as they progress in clinical rotations?
- Will the changes in reimbursement with the ACA be more influential than anything we can do in education?
- Can we do a better job of recruiting nurses that are willing to go to rural and inner city areas to meet those needs?
- Others???

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