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Overcoming the Shortage of Primary Care Preceptors for Advanced Practice Students

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Disclosures

✚ No financial disclosures to report



Learning Objectives

- ✚ Identify current resources available to PNP educators and preceptors
- ✚ Leverage these resources to create alternative primary care clinical experiences for advanced practice students



Overview

- ✚ Currently there is a national shortage of preceptors
- ✚ Qualified applicants are being denied admission to programs based on this shortage
- ✚ This dilemma crosses over disciplines and is not specific to nursing



Joint Report on Clinical Site Shortage

- ✚ **Recruiting and Maintaining U.S. Clinical Training Sites: Joint Report of the 2013 Multi-Discipline Clerkship/Clinical Training Site Survey**



✚ [Joint Discipline Report](#)



Key Findings From the Joint Report

- ✚ At least 80% of respondents in each discipline felt concern regarding the adequacy of the number of clinical training sites.
- ✚ Across all disciplines, the top two specialties reported as being the most difficult to find sites were pediatrics and OB/GYN.



Problem Specific to UC PNP Students

- ✦ Both pediatric primary care track and acute care track students have primary care hour requirements within the same semester
- ✦ Primary care students need 112 hours
- ✦ Acute care students need 72 hours



Problem Specific to UC PNP Students

Spring Semester 2014

Program	Number of Students	Primary Care Hours Needed	Total Hours Needed
Ped Prim Care first rotation	3	112 each	336
Ped Prim Care final rotation	6	224 each	1344
Ped Acute Care	15	72 each	1080
Ped Prim Care PM	3	140 each	420
Totals	27		3180



Problem Specific to UC PNP Students

- ✦ Placements were secured for all Ped Primary Care students in traditional MSN and PM
- ✦ Problem centered around the 15 Ped Acute Care students who needed to complete PC hours
- ✦ 2 students were placed of the 15 for the PC hours during the spring semester
- ✦ Remaining 13 students were told they would have to wait and complete these during the summer break



Barriers Facing UC PNP Program

- + Number of students versus number of available preceptors
- + Courses not offered in the summer
- + Difficulty obtaining new preceptors or competing with FNP students for clinical spots



Solution

CREATE AN ALTERNATIVE CLINICAL EXPERIENCE!!!!

BUT HOW DO YOU DO IT????



Resources Available for the UC PNP Program

+ Technology

+ Simulation

+ Blackboard

+ Online library of e-books



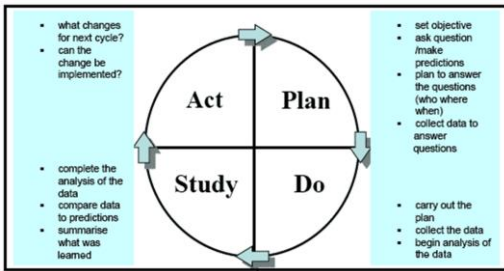
Partnerships Available to the UC PNP Program

- + Camp Joy Medical Camps
– new partner
- + CCHMC
– existing partner
- + Shriner's Hospital
– existing partner



Shriners Hospitals for Children™

PDSA Cycle Development



PLAN for UC PNP Program



**College of Nursing
Vision Statement:**
 THROUGH CREATIVE
 LEVERAGING OF
 TECHNOLOGY, THE CoN
 WILL LEAD THE
 TRANSFORMATION OF
 HEALTH CARE IN
 PARTNERSHIP INFORMED
 BY THE PEOPLE WE SERVE.

PLAN for UC PNP Program

- ✦ Run a pilot from May-August 2014 using an alternative primary care clinical experience
- ✦ Determine whether an alternative experience can provide the same clinical and learning outcomes as a traditional preceptor placement
- ✦ Perform pre- and post-surveys to determine if objectives were met



PLAN for UC PNP Program

- ✦ Select a cohort of acute care students to be part of the pilot
- ✦ Place in either a medical camp at Camp Joy or a specialty clinic at CCHMC or Shriner's
 - Coordinate camp experiences with camp coordinators and develop a plan for students attending camp
- ✦ Create 6 online primary care modules with selected readings, online lectures, and quizzes to be completed by students during the pilot
- ✦ Create a standardized patient (SP) experience for the students



DO for UC PNP Program

- ✦ Beginning in February 2014 coordination with camp coordinators began at three participating camps
 - Meetings occurred with each camp coordinator
 - Schedules and learning activities for students were determined and finalized by April 2014
- ✦ In March 2014 clinical specialty placements were coordinated with CCHMC and Shriner's
- ✦ In April 2014 the primary care online modules were built in Blackboard



DO for UC PNP Program

- ✦ From May-August 2014 the pilot was run with the students
- ✦ The pre-survey was sent out via Survey Monkey to participating students
- ✦ Three groups of three students attended three different medical camps
 - Students attended camp for 2 full days
 - Focus populations: children with obesity, children with a heart condition, children with diabetes
 - These students were required to work as a group after the camp experience and develop an educational PPT for a child ages 6-8 with the specific condition related to the camp attended



DO for UC PNP Program



DO for UC PNP Program

- ✦ The three remaining students were placed in specialty outpatient clinics and required to complete 50 hours of clinical
 - Clinics included: hematology, oncology, and a burn clinic
- ✦ All students completed the online learning modules throughout the summer at their leisure
- ✦ All students were required at the end of the summer to video themselves performing a well child exam on a child of their choice and completing a clinical note on this child
 - Both the video and clinical note were submitted



DO for UC PNP Program

- ✦ The pilot was completed on August 9, 2014
- ✦ The post survey was sent out via Survey Monkey the following week
- ✦ Individual emails were sent out to students and camp coordinators to obtain feedback about what worked and didn't work for this pilot



STUDY for UC PNP Program

- ✦ Pre and post survey results were compared
 - ✦ Quantitative data
 - ✦ The 10 primary care core competency areas measured in the survey all increased by 40-80%
- ✦ Feedback from students and camp coordinators via email was recorded
 - ✦ Qualitative data
 - ✦ Feedback from all students and camp coordinators was very positive regarding the experience



STUDY for UC PNP Program

- Survey results
 - I feel confident in my knowledge of normal childhood growth and development.

	Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree	Total	Average Rating
Pre	0.00% 0	22.22% 2	11.11% 1	66.67% 6	0.00% 0	9	3.44
Post	0.00% 0	0.00% 0	11.11% 1	77.78% 7	11.11% 1	9	4.00

STUDY for UC PNP Program

I feel confident in my knowledge of pediatric immunization schedules.

	Strongly Disagree--	Disagree--	Neither Disagree Nor Agree--	Agree--	Strongly Agree--	Total--	Average Rating--
Pre	0.00% 0	62.50% 5	25.00% 2	12.50% 1	0.00% 0	8	2.50

	Strongly Disagree--	Disagree--	Neither Disagree Nor Agree--	Agree--	Strongly Agree--	Total--	Average Rating--
Post	0.00% 0	11.11% 1	33.33% 3	44.44% 4	11.11% 1	9	3.56

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STUDY for UC PNP Program

I feel confident in my ability to determine a pediatric catch-up immunization schedule.

	Strongly Disagree--	Disagree--	Neither Disagree Nor Agree--	Agree--	Strongly Agree--	Total--	Average Rating--
Pre	0.00% 0	100.00% 9	0.00% 0	0.00% 0	0.00% 0	9	2.00

	Strongly Disagree--	Disagree--	Neither Disagree Nor Agree--	Agree--	Strongly Agree--	Total--	Average Rating--
Post	0.00% 0	22.22% 2	22.22% 2	55.56% 5	0.00% 0	9	3.33

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STUDY for UC PNP Program

I feel comfortable providing parents of my patients with anticipatory guidance.

	Strongly Disagree--	Disagree--	Neither Disagree Nor Agree--	Agree--	Strongly Agree--	Total--	Average Rating--
Pre	0.00% 0	11.11% 1	11.11% 1	77.78% 7	0.00% 0	9	3.67

	Strongly Disagree--	Disagree--	Neither Disagree Nor Agree--	Agree--	Strongly Agree--	Total--	Average Rating--
Post	11.11% 1	0.00% 0	0.00% 0	66.67% 6	22.22% 2	9	3.89

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STUDY for UC PNP Program

I feel comfortable performing well child exams on children from infants through teenagers.

	Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree	Total	Average Rating
Pre	11.11% 1	0.00% 0	0.00% 0	88.89% 8	0.00% 0	9	3.67
Post	0.00% 0	11.11% 1	11.11% 1	66.67% 6	11.11% 1	9	3.78

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STUDY for UC PNP Program

I feel comfortable treating common illnesses seen in children in a primary care setting.

	Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree	Total	Average Rating
Pre	0.00% 0	44.44% 4	55.56% 5	0.00% 0	0.00% 0	9	2.56
Post	11.11% 1	0.00% 0	22.22% 2	66.67% 6	0.00% 0	9	3.44

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STUDY for UC PNP Program

I feel confident in my ability to identify a child with growth or developmental delays.

	Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree	Total	Average Rating
Pre	0.00% 0	25.00% 2	25.00% 2	50.00% 4	0.00% 0	8	3.25
Post	0.00% 0	0.00% 0	11.11% 1	77.78% 7	11.11% 1	9	4.00

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STUDY for UC PNP Program

I feel confident in my ability to provide proper nutrition counseling to patients and parents in a primary care setting.

	Strongly Disagree--	Disagree--	Neither Disagree Nor Agree--	Agree--	Strongly Agree--	Total--	Average Rating--
Pre	12.50% 1	50.00% 4	37.50% 3	0.00% 0	0.00% 0	8	2.25

	Strongly Disagree--	Disagree--	Neither Disagree Nor Agree--	Agree--	Strongly Agree--	Total--	Average Rating--
Post	0.00% 0	11.11% 1	22.22% 2	55.56% 5	11.11% 1	9	3.67

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STUDY for UC PNP Program

I feel comfortable in my ability to examine a newborn in a primary care office and provide guidance to the parents of the newborn.

	Strongly Disagree--	Disagree--	Neither Disagree Nor Agree--	Agree--	Strongly Agree--	Total--	Average Rating--
Pre	11.11% 1	11.11% 1	22.22% 2	55.56% 5	0.00% 0	9	3.22

	Strongly Disagree--	Disagree--	Neither Disagree Nor Agree--	Agree--	Strongly Agree--	Total--	Average Rating--
Post	0.00% 0	0.00% 0	22.22% 2	55.56% 5	22.22% 2	9	4.00

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STUDY for UC PNP Program

Overall I feel I have a basic understanding and familiarity providing care in a pediatric primary care setting.

	Strongly Disagree--	Disagree--	Neither Disagree Nor Agree--	Agree--	Strongly Agree--	Total--	Average Rating--
Pre	0.00% 0	11.11% 1	44.44% 4	44.44% 4	0.00% 0	9	3.33

	Strongly Disagree--	Disagree--	Neither Disagree Nor Agree--	Agree--	Strongly Agree--	Total--	Average Rating--
Post	11.11% 1	0.00% 0	0.00% 0	77.78% 7	11.11% 1	9	3.78

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STUDY for UC PNP Program

Student feedback

I felt the pilot program for clinical worked out well. I really liked that we could do our modules on our own time. The readings and modules were easily accessible and not difficult to read through. I really liked all of the references you had available for us. The camp experience was great! I enjoyed going to Camp HealthWorks!. I liked the fact that we were able to help with the research portion of the camp, as well as getting hands-on experience with the campers. The video exam I felt was very similar to the final we had to do for assessment. I wasn't sure exactly what to put in the note, or what an actual note in a primary setting would like. However, I did find it beneficial to include the immunizations into the assessment.

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Student feedback

Camp Joyful Hearts was an amazing experience. It is such a fun camp to be a part of. The dissection of the cow hearts went very smoothly and I assisted Dr. XXX with demonstration and explanation to the campers at his station. The cooking class was fun and the kids really enjoyed it. I assisted with making pizzas, salads, smoothies and ice cream sandwiches. While this was a fun experience, it did not feel like an educational part of a nurse practitioner program. Camp as a whole was a lot of fun and I enjoyed reading my patient profiles and learning about their different defects. I think it was overall a great experience and something that would be beneficial in the future for other NP students if needed.

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Student feedback

Hi Nicole! Just wanted to give you feedback from camp. I had a really great experience overall. I really enjoyed cooking with the kids and really saw them enjoy it. The heart dissection was really cool for the kids but I didn't feel prepared to answer their questions or hold a very educational session with groups. While I am familiar with the heart, seeing sliced and from different angles is a completely different story. Maybe having one of the more experienced NPs or doctors review what we were looking at before would be beneficial. Hope this feedback is helpful! Again, overall it was a great experience that I would love I do again!

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STUDY for UC PNP Program

Camp Coordinator Feedback

They were great! We were happy to have them- very helpful. I can't think of anything on our end to do differently.

Loved, loved having the students. They were very engaged and helpful. Can't wait for a new group next year!

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ACT for UC PNP Program

- ✦ First PDSA cycle was a success
- ✦ **Second PDSA cycle is underway**
 - ✦ Grant funding was secured to ensure all students have 4 experiences with formal SPs in the simulation center
 - ✦ **Developed relationship with the United Way and their partners to provide well child exams in community agencies**
 - ✦ Integrated additional evaluation tools to gather more quantitative data



Next Steps For Each of You



- ✦ Identify barriers in your school or institution
- ✦ **Identify resources and partnerships**
- ✦ Leverage these resources and partnerships to provide an alternative clinical experience
- ✦ **Develop your own PDSA cycle to address your specific situation**
- ✦ Then PLAN, DO, STUDY, ACT & PLAN, DO, STUDY, ACT again



Conclusion

- ✦ We have all been on both sides of this issue as a student and as a preceptor/educator
- ✦ We have a responsibility to our profession to provide education and succession far into the future
- ✦ Now is the time to join forces and think creatively about supporting advanced practice students



References

- ✦ American Association of Colleges of Nursing, American Association of Colleges of Osteopathic Medicine, Association of American Medical Colleges, & Physician Assistant Education Association (2013). *Recruiting and retaining U.S. clinical training sites: Joint report of the of the 2013 multi-discipline clerkship/clinical training site survey*. Retrieved from <http://www.paeaonline.org/index.php?ht=a/GetDocumentAction/i/161266>
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