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*Preparing the Nursing Workforce for a
Changing Health System:
The Role of Graduate Nursing
Education*

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GW School of Nursing

and

GW Health Workforce Institute

Sponsored by:

Alliance for Health Care Reform

AARP

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The Nation's Need for Health Care Will Continue to Increase

Factors Driving Increased Care Needs

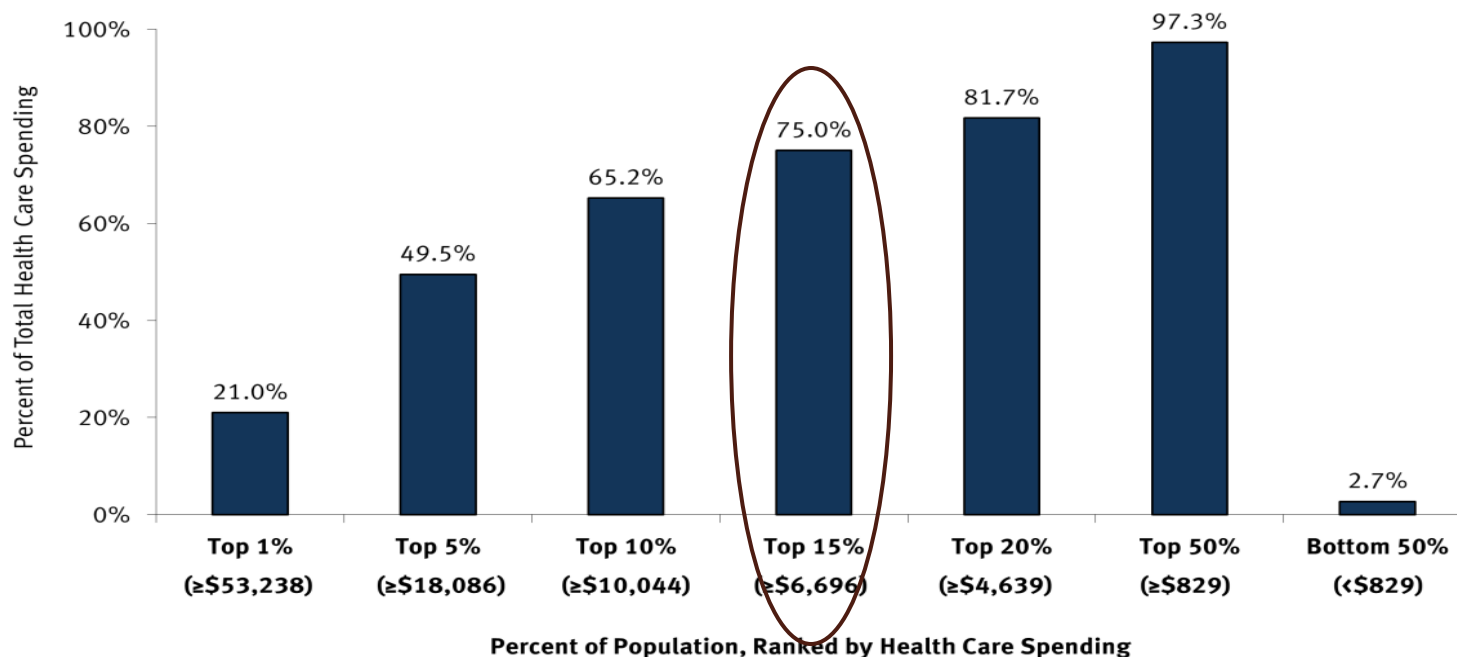
- A growing population
- An aging population
- Medical successes – keeping people alive longer
- The ACA—not so much

Biggest Impact of the ACA May be on Delivery System Design

- Not much impact on overall demand, perhaps 2% to 3%
- **But major impact on service delivery**
 - Strongly encourage redesign of delivery system
 - Focus on primary care
 - Focus on care coordination and prevention
 - Encourages efficiency and value
- ***Advanced Practice Nurses well suited for this change***

Health Care Needs Are Concentrated: Particularly Among the Elderly and Chronically Ill

Concentration of Health Care Spending in the U.S. Population, 2010



NOTE: Dollar amounts in parentheses are the annual expenses per person in each percentile. Population is the civilian noninstitutionalized population, including those without any health care spending. Health care spending is total payments from all sources (including direct payments from individuals and families, private insurance, Medicare, Medicaid, and miscellaneous other sources) to hospitals, physicians, other providers (including dental care), and pharmacies; health insurance premiums are not included.

SOURCE: Kaiser Family Foundation calculations using data from U.S. Department of Health and Human Services, Agency for Healthcare Research and Quality, Medical Expenditure Panel Survey (MEPS), Household Component, 2010.

Making Better Use of Our Resources

Increasing demand/need

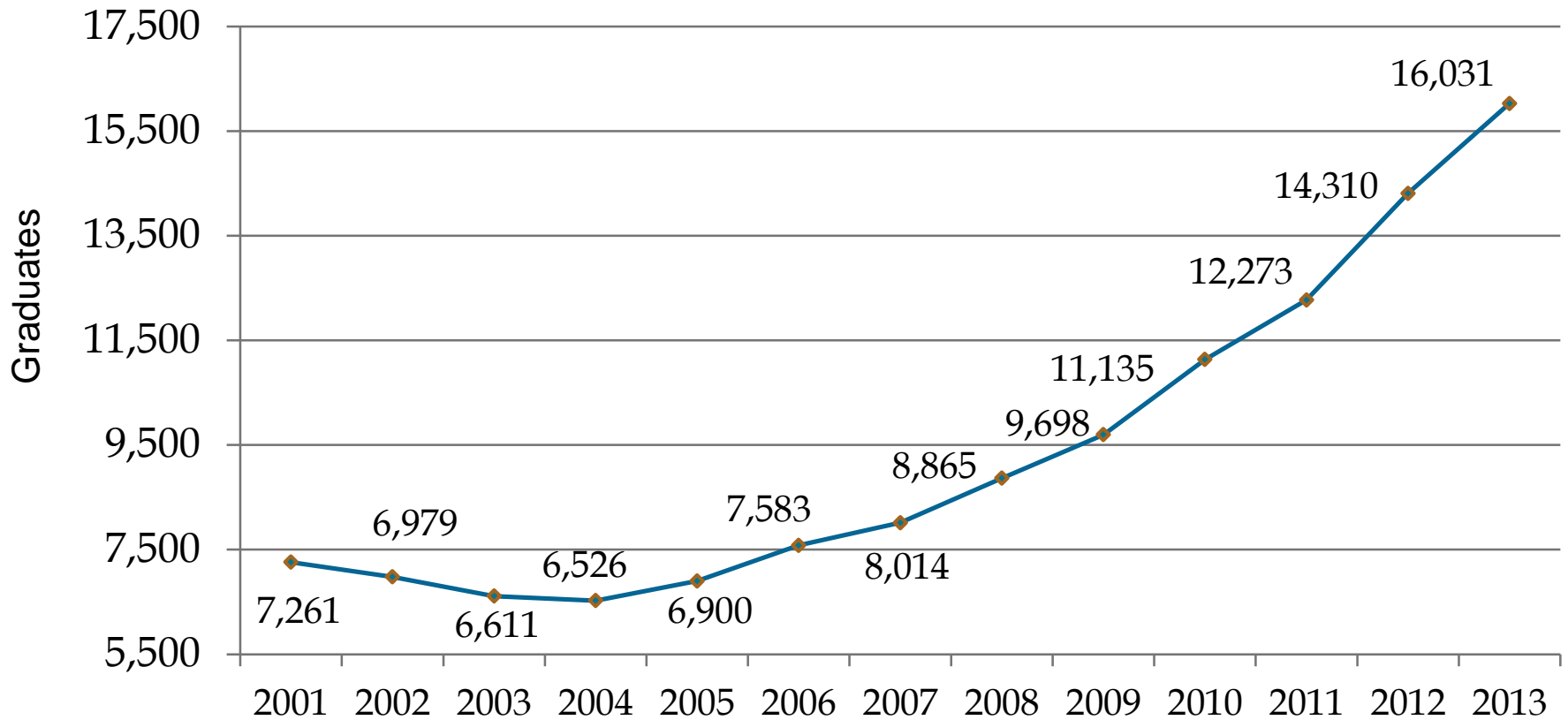
+

Pressure to constrain growth of cost

=

Make better use of workforce/Use existing workers wisely

Number of NP Graduates Growing Rapidly



Source: American Association of Colleges of Nursing and National Organization of Nurse Practitioner Faculties Annual Surveys

¹Counts include master's and post-master's NP and NP/CNS graduates, and Baccalaureate-to-DNP graduates.

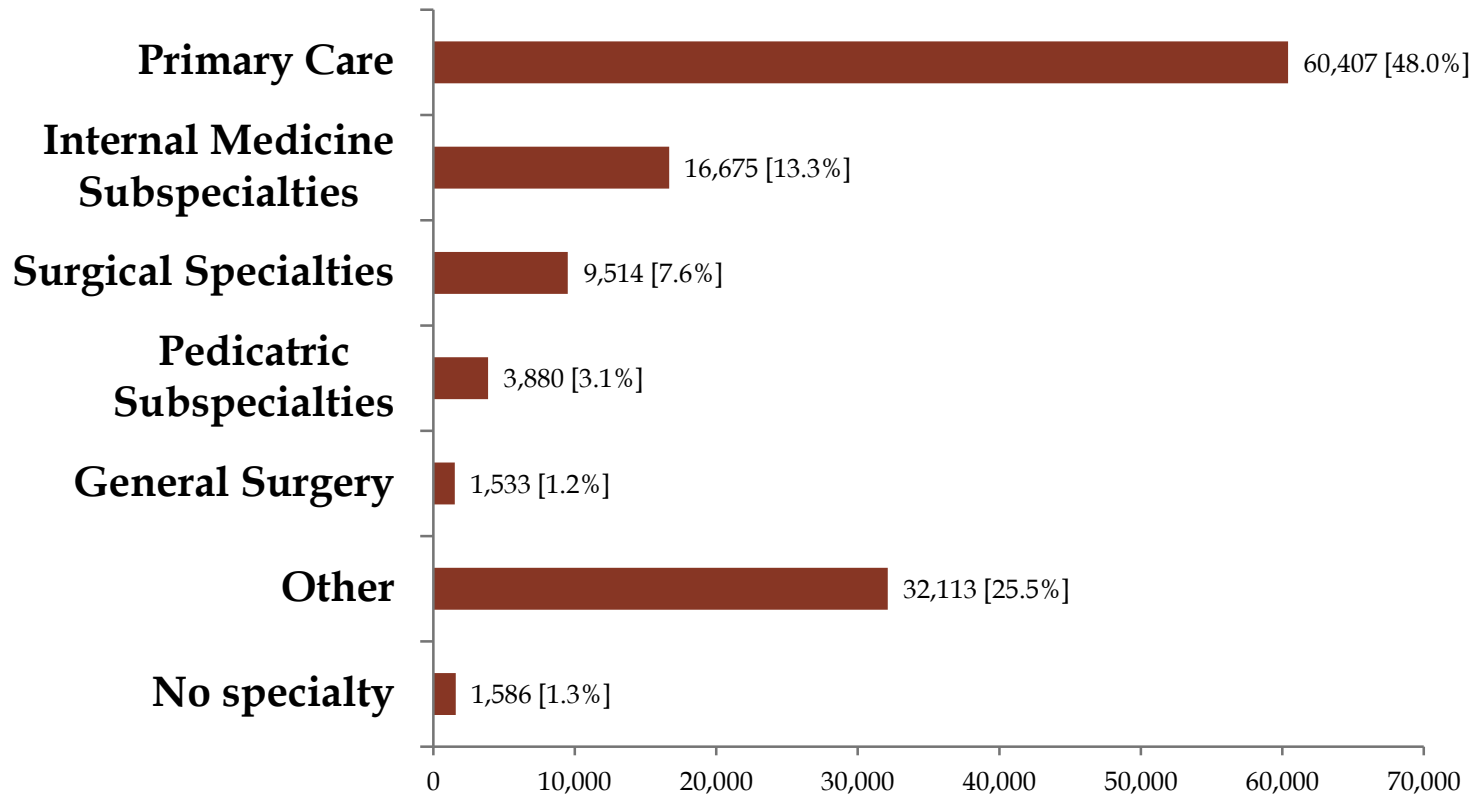
Effectively Using NPs and PAs Will Reduce the Primary Care Shortage and Improve Access

Impact of alternative staffing for PCMHs:

- If rely on physicians alone: 1 physician for 983 patients = 315,000 PC physicians. *Significant physician shortage!*
- If effective teams: 1 physician for 1,947 pts = 159,000 PC physicians; *No national shortage!*

* “Estimating a Reasonable Patient Panel Size for Primary Care Physicians with Team Based Delegation”, Altschuler, Margolis, Bodenheimer and Grumbach; Annals of Family Medicine, Sept/Oct 2012

NPs Providing Valuable Patient Care in Many Specialties



Source: 2012 HRSA National Sample Survey of Nurse Practitioners.

Services of NPs Providing Direct Patient Care

	Most patients	Some patients	Few patients	No patients	Total
Counsel and educate patients and families	86%	12%	2%	0.5%	100.0
Conduct physical examinations and obtain medical histories	84%	11%	3%	2%	100.0
Prescribe drugs for acute and chronic illnesses	80%	12%	4%	4%	100.0
Order, perform, and interpret lab tests, x-rays, EKGs other diagnostic studies	75%	18%	5%	2%	100.0
Diagnosis, treatment, and management of acute illnesses	68%	21%	7%	3.5%	100.0
Diagnosis, treatment, and management of chronic illness	61%	24%	10%	5%	100.0
Provide preventative care include screening & immunizations	55%	20%	15%	10%	100.0
Provide care coordination	53%	30%	13%	4%	100.0

Survey question: "Thinking about your main NP position, for how many of your patients do you provide the following services?"

Source: 2012 HRSA National Sample Survey of Nurse Practitioners.

Note: Not all totals equal 100 due to rounding.

Growing Evidence of Systems Transformation

Health Affairs Workforce Issue, Nov. 2013

- ***Primary Care: Proposed Solutions To the Primary Shortage Without Training More Physicians*** by Bodenheimer and Smith
- ***Nurse-Managed Health Centers And Patient-Centered Medical Homes Could Mitigate Expected Primary Care Physician Shortage*** by Auerbach, et.al.
- ***Physician Assistants And Nurse Practitioners Perform Effective Roles on Teams Caring For Medicare Patients With Diabetes*** by Everett, et. al.
- ***It Is time to Restructure Health Professions Scope-Of-Practice Regulations To Remove Barriers To Care*** by Dower, et.al.
- ***Scope-Of-Practice Laws For Nurse Practitioners Limit Cost Savings That Can Be Achieved In Retail Clinics*** by Spetz, et.al.

Growing Acceptance of NPs and PAs by the Public

Consumers' Provider Preferences In Two Clinical Scenarios

Respondent's preference	Scenario 1: worsening cough (see PA or NP today or physician tomorrow)	Scenario 2: frequent, severe headaches (see PA or NP in 1 day or physician in 3 days)
	Percent	Percent
To be seen by PA/NP	59.6	66.6
To be seen by physician	25.3	22.1
No preference	13.6	8.6
Don't know	1.5	2.7
Total	100.0	100.0

Source: Dill M.J. et al, Survey Shows Consumers Open to a Greater Role for Physician Assistants and Nurse Practitioners, Health Affairs, 32, no. 6 (2013): 1135-1142

Summary

- Growing need for primary care, care coordination, prevention, etc
- NPs/APRNs well positioned to help meet this growing need...and in a cost effective way
- Importance of inter-professional education and practice
- Education system is moving in this direction...but challenges remain
- **Given increasing roles and responsibilities, graduate nursing education plays a critical role in preparing APRNs for the future health care system**

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