Learner Saturation: The Tsunami We’re Facing

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At the conclusion of this session, participants will be able to:

- Describe the challenges faced by health care education programs and clinical hosting institutions related to increased student numbers.
- Identify unintended consequences of increasing health care profession student numbers.
- Determine countermeasures to alleviate the challenges of increasing health care profession student numbers.
Questions for thought…

Who benefits from the growth of health professions schools and programs?

What are the unintended consequences of this growth?

What can be done in the future to improve program planning to meet workforce needs?

What are implications for interprofessional education/training?
DeSales University

- Undergraduate and Graduate Programs

- Division of Healthcare
  - Masters Level Physician Assistant Program
  - Doctor of Physical Therapy Program
  - Undergraduate Sport/Exercise Physiology

- Division of Nursing
  - Undergraduate and Graduate offerings

- Physician Assistant Program
  - 80 students per cohort
  - Nine 5-week rotations
PA Programs
> 50% growth in # of PA program nationally in the past 10 years

Medical Schools
35% increase in MD graduates (2002-2021)
193% increase in DO graduates (2002-2021)
In 2016, 53% of medical schools reported experiencing competition for training sites from other health professions

Nursing Programs
National growth in # of nursing programs
Lack of clinical placements #1 barrier to admitting more RN students

Additional Learners
Hospital/health care staff (including nurse residents)
Other allied health professionals
Non-clinical students
High school

The Tsunami
Perspectives

HOSPITALS/
HEALTH NETWORKS

PRECEPTORS

SCHOOLS

STUDENTS
Perspectives
Benefits

- Students familiarized early with EMR
- Reduced recruitment expense
- Hippocratic oath
- Students acculturated early
Challenges

- Oversight
- Communication
- Accreditation requirements
- Competition
Portable Transformation:
LVHN Department of Education

- Interprofessional structure/function
- Central location
- Collaboration with affiliates
- Advocating for mutual benefits
- Centralized/standardized orientation, EMR training, student requirements
- Centralized student database
- Longitudinal student tracking
- Concerted efforts to improve recruitment/retention
- Prioritization of schools, learners
LVHN hired 17% from all student programs

LVHN hired 23% from DeSales
LVHN & DeSales

- Relationship/communication
- Program partnerships
- Resource sharing
- Recruitment
Better connections students > residents > employees

Extension of EMR documentation for billable services to APC providers and students

Work in progress/ future directions....
Your Challenge

- Each table discusses 1 issue/scenario
- Brainstorm actions to address the issue/scenario
- Report out innovative ideas
4 Questions to Frame Discussion

- How might this situation present in your context?
- How might this situation be handled?
- What could be the impact?
- What policies/procedures might be put in place so that this situation could be prevented or mitigated?
Report-Out
Summary
Questions?
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References