Tools for Redeploying Advanced Practice Providers During COVID-19

Redefining the care delivery team is critical to meeting important patient needs in a rapidly changing health care environment. Advanced practice providers (APPs) can be a valuable resource in helping to accomplish this given their extensive training, broad skill set, and ability to adapt to different practice settings.

Redeploying APPs can be an effective way to manage growing patient volumes, maintain financial stability and support emerging care delivery models such as telemedicine.

Many organizations have redeployed APPs during COVID-19 to meet evolving patient needs. **Considering both the short and long-term elements of this strategy can help to ensure success.**

Short-Term

- Conduct a full **inventory** of physician and APP **skills sets**

- Develop a **cross-training plan** focused on critical service areas such the intensive care unit, hospital medicine, emergency room and rapid response teams.

- Implement a process for **rapid deployment** in new care settings

- Establish **electronic health records and billing processes** to account for and capture APP services provided in critical specialties

- Include **APP leaders** in key communications and **emergency response planning**

- Create a plan to support **physician and APP resiliency**

Long-Term

- **Optimize care teams** to maximize access, address ambulatory and surgical backlogs, and increase productivity and revenue

- **Align APP leadership structure** to organizational goals, including implementing lessons learned and the development of future response plans

- **Create an organizational onboarding process** that includes **specific APP components** and is responsive to urgent staffing needs

- **Integrate APPs** into **innovative care delivery** models such as telemedicine

- Develop aligned physician and APP **pay practices** to support flexibility and optimization

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To help drive desired clinical outcomes and support organizational goals, hospitals, health systems and medical groups need an intentional and thoughtful strategy for APP deployment and utilization

APP Workforce Strategy

- ▶ Intentionally-designed models of care
- ▶ Progressive compensation programs
- ▶ Engaged APP workforce
- ▶ Aligned leadership structure
- ▶ Highly productive workforce
- ▶ Effective workforce planning
- ▶ Formal onboarding program

Our Resources and Insights

To help organizations optimize APP deployment and utilization during COVID-19, SullivanCotter combines in-depth clinical and operational expertise with the industry's largest and most comprehensive APP dataset.

- • Provide **data-driven intelligence** on compensation, work effort, leadership structures, organizational practices and more using proprietary APP research and data

- • Conduct **market assessment** and compare to the latest compensation trends and benchmarks

- • Develop solutions for **improving engagement** by specialty and/or practice area

- • Utilize unique data set to design and implement customized **leadership structures**

- • Perform **productivity** and **revenue** assessment

- • Develop **recruitment strategy** and pro-forma aligned with organizational objectives

- • Reduce time required to achieve **full productivity** through proprietary processes, tools and templates

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Contact us to learn more about effective APP deployment and utilization within your organization