

Personalized Optimization Training Reduces *Time in EHR*



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Background

- Burnout among primary care clinicians is reaching epidemic levels.
- Reducing burnout is important for maintaining a healthy and sustainable primary care provider workforce.
- There is limited data regarding specific factors contributing to burnout among Advance Practice Providers (APPs).

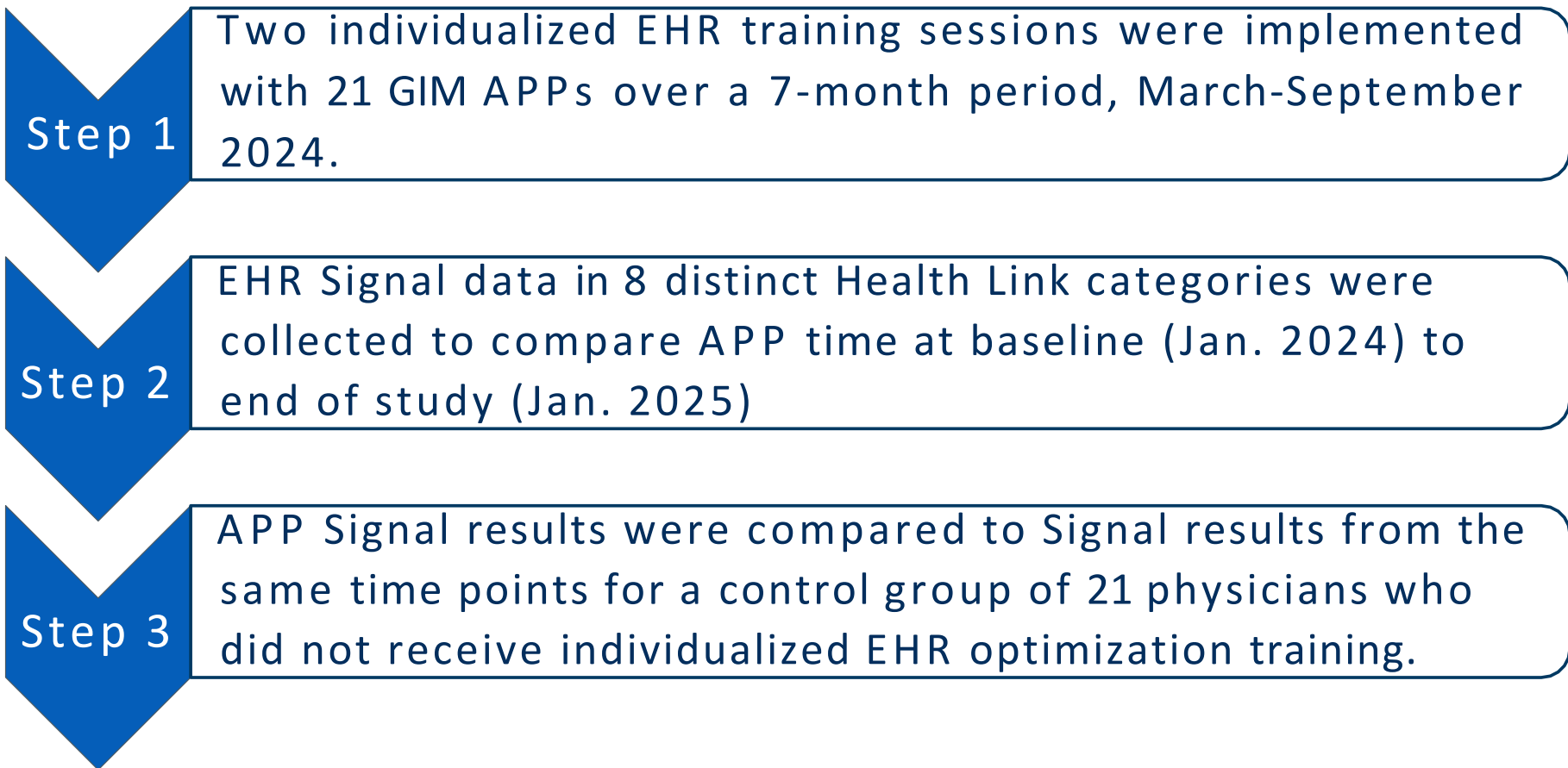
Literature Review

- Primary Care Physicians report time spent in the Electronic Health Record (EHR) is a prevailing contributor to provider burnout.
- EHR training for clinicians can result in less time spent in the EHR.
- Little is known about the benefits of personalized training that is based on provider-specific needs.

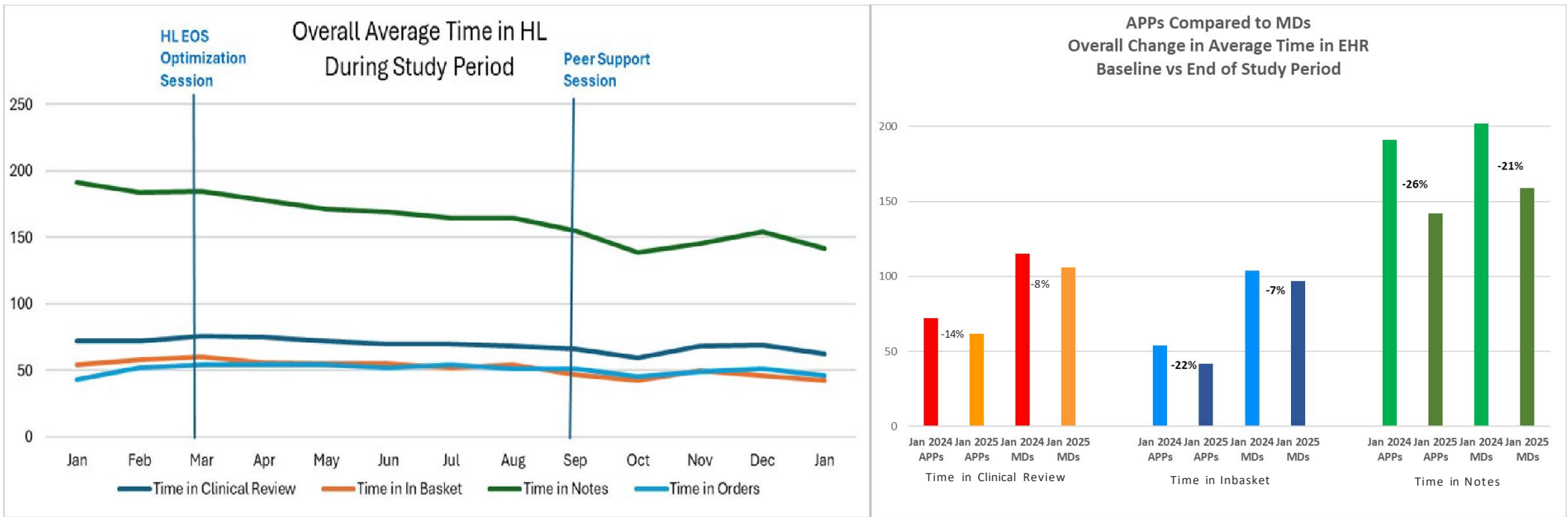
Purpose

This study was designed to determine if personalized EHR optimization training will lead to reduced time in the EHR and less burnout in APPs.

Methods



Results



Average Change in Time in EHR vs Baseline								
	Overall Change	Time in InBasket	Time in Notes	Time in Orders	Time in System	Time on Unscheduled Days	Time Outside Scheduled Hours	Work Outside Work
5+ Years	-19%	-26%	-19%	10%	-20%	-18%	-35%	-29%
2-5 Years	0%	-19%	-10%	7%	-11%	46%	-14%	9%
<1-2 Years	-33%	-36%	-51%	-17%	-44%	16%	-57%	-42%
APPs Combined	-17%	-27%	-27%	0%	-25%	15%	-35%	-21%

Conclusions

Personalized optimization training decreased time spent in the EHR for APPs compared to a control group of physician peers who did not receive training.

While not significant due to small sample size, the study suggests that providing additional EHR optimization training to APPs within the first 2 years and again after 5 years of experience with the organization may make the biggest impact.

Next Steps

- Assess the impact of reduced time in EHR on APP burnout.
- Consider standardizing personalized EHR optimization training at 2 years and 5 years for APPs.

References

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Future Oral Health Workforce Day

A statewide initiative to increase the geographic distribution and diversity of the oral health workforce



Background

The Wisconsin oral health workforce is experiencing a maldistribution of professionals and insufficient number of new professionals entering the workforce. Expanding the pool of talent in the workforce is an essential component to addressing the barriers associated with accessing quality oral health care. Wisconsin needs innovative programs to increase the awareness of, and interest in, all oral health professions. The Wisconsin Oral Health Program (OHP) and Wisconsin Area Health Education Centers (AHEC) have partnered to create Future Oral Health Workforce Day (FOHWD) as part of a Wisconsin Oral Health Workforce Pathway Program (WOHWPP) focused on increasing the geographic distribution of the oral health workforce and expanding opportunities for students who haven't traditionally pursued oral health careers. The principles applied to this project are transferable to other health care provider types.

Solution

FOHWD is a one-day workshop for high school students to learn about dental health professions through hands-on activities. Students also learn about prerequisites needed to apply to dental training programs, admissions preparation, and additional opportunities for furthering their interest in a dental career. AHEC hosts a FOHWD workshop in each of the seven AHEC regions throughout Wisconsin.



63% of participating high schools were located in a dental health professional shortage area.



94% of FOHWD participants indicated a high or very high increased understanding of oral health careers.

Methods

FOHWD works to promote practicing in rural areas, serving Medicaid/BadgerCare+ members, and serving populations experiencing oral health disparities. By highlighting dental professionals serving these areas, OHP aims to impact interested students' career choices and work locations.

OHP and AHEC tapped into their wide range of partnerships including Wisconsin technical colleges, oral health partners, dental professionals, and community organizations to make FOHWD successful. These partnerships helped improve program implementation and increase program awareness. Each region of the state has different needs and requires intentional recruitment and partnerships to successfully implement FOHWD.

Outreach included:

- Creating and distributing flyers in schools or community locations.
- Emailing and calling surrounding schools and health science teachers.
- Mailing postcards to schools.
- Incentivizing participation by offering gas gift cards to students commuting or a stipend to cover the cost of a substitute teacher.
- Contacting partners to spread the word and participate in the workshop.

Measuring success

Each AHEC region tracks the number of participating students and dental professionals, demographic factors, and type of dental profession. Students' awareness of and interest in oral health careers are also tracked as part of evaluation. Year one of FOHWD showed an increase in awareness of, and interest in, dental careers with 166 program participants. Year two of FOHWD confirmed an increase in awareness of, and interest in, dental careers with 167 program participants. Overall, students reported an increased interest in pursuing an oral health career and interest in learning about opportunities to connect with oral health professionals.