

Training Programs Developed for Advanced Practice Providers Who Desire Hospital Administrative and Leadership Positions

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Objective

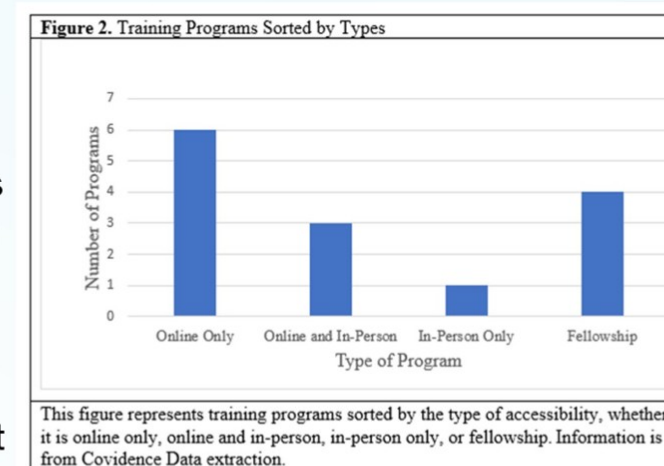
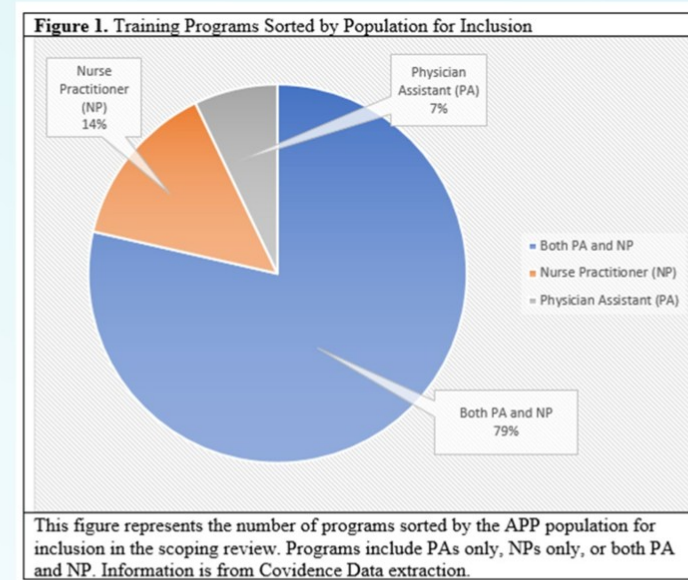
This scoping review aimed to discover the types of leadership and administrative training programs in the United States that are available to advanced practice providers (APPs), including physician assistants (PAs) and nurse practitioners (NPs), who are interested in attaining leadership roles. Leadership programs such as online, in-person, and fellowships were reviewed and reported.

Introduction

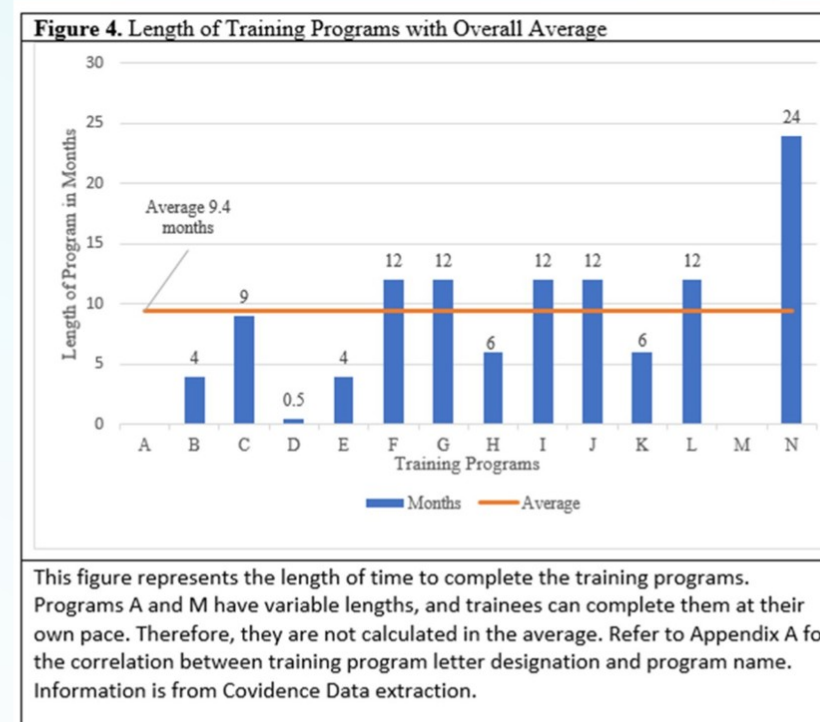
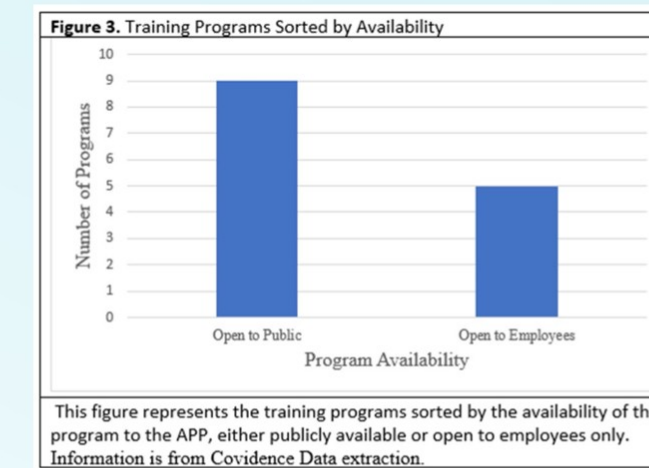
- Hospital organizations are hiring advanced practice providers to increase patient access to health care.
- Director-level leadership is required for all provider roles to ensure high-quality patient care.
- Advanced practice providers lack leadership skills and must undergo training to develop these qualifications.

Methods

- The source selection followed the guidelines published in the JBI Manual for Scoping Reviews.
- Databases searched include PubMed, Cumulative Index to Nursing and Allied Health Literature (CINAHL), Scopus, and Health Policy Reference Center. Gray literature, such as professional websites containing leadership programs, was accessed using Google.
- The search was conducted in October 2023.
- Basic key search terms were advanced practice providers, leadership, and training programs to reflect the population, concept, and context.
- Data was extracted and organized to delineate the details of the population, context, and concept, including the number and types of programs available.
- Results were analyzed and visually presented in graphs.



[Link to Scoping Review](#)



Results

- Sixteen sources are included in this review.
- The eligible sources contain information about leadership training programs for APPs available in the United States.
- Within the 16 sources, 14 programs are analyzed and discussed.
- Of the 14 programs, 11 accept PAs and NPs, 1 accept PAs only, and 2 accept NPs only (Figure 1).
- Six programs are online only, 3 have online and in-person components, 4 are fellowships, and 1 is in-person only (Figure 2).
- Additional information included the availability of the programs, with 9 being available to the public while 5 are only available to employees of the sponsoring organization (Figure 3).
- The length of the programs varies from 0.5 to 24 months, with 2 of the programs being self-directed and can be completed in a time frame convenient for the trainee.
- The average length is 9.4 months (Figure 4).

Conclusion

- This study demonstrates that leadership training programs are available for APPs interested in administrative leadership roles.
- APP-specific programs focus on developing the skills of those desiring these leadership positions. Pertinent aspects of these programs, such as length of time and availability, will impact the provider when choosing to apply.
- The variety of different types of programs, such as online, in-person, and fellowships, increase the accessibility to providers who are seeking advancement.
- Future searches may reveal different or more programs due to the limitation of a dynamic gray literature search using Google.
- Additional research on the program's success can enhance the knowledge about these types of leadership training programs.