

## State of Hawai'i's Healthcare Provider Preceptor Shortage

October 2017

### Background

Community based healthcare provider preceptors are licensed health professionals who provide uncompensated mentoring experiences of personalized instruction, training, and supervision to eligible healthcare students, trainees, or both, to enable them to obtain an eligible professional degree or training certificate.

### Hawai'i Provider and Preceptor Shortage

Hawai'i has a shortage of healthcare providers, with greatest need on neighbor islands and in specialties including primary care, behavioral health, and geriatrics.

In order to train more advanced practice nursing, medicine, pharmacy, and dental hygiene students statewide, the schools rely on community-based healthcare providers to provide voluntary and uncompensated education in order to fulfill the graduation and initial licensing requirements for health professional students.

The current cohort of healthcare providers and facilities engaging in preceptor activities are at or near saturation.

Today, there are not enough community based healthcare provider preceptors to meet the demands of our academic programs, nor to develop an adequate number of incoming health professionals to meet our growing health care needs.

### National Preceptor Shortage

Nationally, 80% of graduate nursing, medicine, osteopathy, and physician assistant schools report concern regarding adequacy of the number of clinical sites and 70% felt developing new sites was more difficult in 2013 than two years prior.\*

\*"Recruiting and Maintaining U.S. Clinical Training Sites: Joint Report of the 2013 Multi-Discipline Clerkship/Clinical Training Site Survey," 2014.  
<https://members.aamc.org/>

^ Christner, Jennifer, Gary Beck, William Briscoe, Petra Casey, Ruth Marie E Fincher, Lynn M Manfred, Katherine Margo, et al. *The Community Preceptor Crisis: Recruiting and Retaining Community-Based Faculty to Teach Medical Students-A Shared Perspective From the Alliance for Clinical Education*. Vol. 28, 2016.

### Actions and Solutions

The healthcare professions schools, statewide, convened to identify barriers to securing preceptors and develop solutions to address these barriers. Using the Multi-Discipline Clerkship/ Training Site Survey, the following insights and concerns came to light:

**100% of programs are moderately or very concerned about the number of clinical training sites.**

83% of programs report it is somewhat or much more difficult to secure new clinical sites than in 2015.

83% of programs state practice transformation and payment reform is a moderately to very important factor related to development of new training sites.

75% of programs state that training and orientation of preceptors is an important or very important factor related to development of new training sites.

**54% of programs state the number of available training sites in the community limits enrollment.**

To mitigate these limitations, Hawai'i's healthcare profession schools have utilized the following solutions, listed in descending order of frequency:

- Interprofessional education
- Use of simulation
- Increased student to preceptor ratios
- Utilization of part-time preceptors
- **Limiting or decreasing enrollment**
- Expanded geographic radius for clinical training sites
- Change criteria for qualified preceptors

### Additional Preceptor Shortage Solution Options

Other activities exist to support preceptor development and expansion.^

1. Support healthcare providers' professional development of preceptor skills
2. Compensate or incent preceptors
3. Diversify preceptors within the interprofessional healthcare team
4. Invest in healthcare workforce development initiatives.
5. Instill the value of precepting in current students and alumni.