
**Institute of Medicine
Future of Emergency Care Series
Regional Dissemination Workshop**

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Workforce Issues

- n Challenges have been presented.
- n Essential to determine where to begin?
- n All disciplines are affected (medicine, nursing, prehospital and other allied health professionals).
- n Collaborative team approach essential.
- n Knowledge and evidence need to drive the process.

The Emergency Care Workforce

Hospital-Based Recommendation 6.4

- q The Department of Health and Human Services, in partnership with professional organizations, should develop national standards for core competencies applicable to physicians, nurses, and other key emergency and trauma professionals, using a national evidence-based, multidisciplinary process.

Implementation Strategies for 6.4

- n Convene stakeholder groups to delineate what core competencies professional organizations have developed.
- n Determine relevance of existing core competencies with emergency care today.
- n Identify gaps in knowledge across disciplines related to core competencies.

Role Delineation

- n Ensure that key stakeholders assess need for role delineation studies related to the changing face of emergency care.
- n What new or revised core competencies may need to be developed based on practice changes?
- n Credentialing mechanisms need to be congruent with current evidence-based practice.

Collaborative Initiatives

- n Multidisciplinary workgroups need to develop, implement and assess effectiveness of outcome focused team competencies.
- n Research needs to be initiated to establish competency boundaries across disciplines- what competencies are essential for all disciplines?

The Emergency Care Workforce

Pediatric Subcommittee Recommendation 4.1

- q Every pediatric and emergency care-related health professional credentialing and certification body should define pediatric emergency care competencies and require practitioners to receive the appropriate level of initial and continuing education necessary to achieve and maintain those competencies.

Implementation Strategies for 4.1

- n Convene key stakeholders to:
 - q Evaluate what initial education is required to safely provide competent pediatric emergency care (discipline specific).
 - q Identify collaborative initiatives to ensure translation of evidence-based practice to initial and on-going education.
 - q Determine what pediatric core competencies exist for each discipline.

Credentialing

- n Determine what pediatric specific credentialing mechanisms exist or are in development for each discipline.
- n Identify opportunities to ensure on-going knowledge transfer across disciplines.
- n Credentialing measures have to be met at academic and tertiary care facilities
- n Resources need to be made available to critical access and community based facilities.

Summary

- n Competency and credentialing are essential for all care providers for all populations.
- n Equal partnerships across disciplines with a team focus will facilitate resolution of workforce issues.