


Reconnect & Rediscover:
A Convening of
Pediatric Experts and Advocates
Oct. 2-4, 2021

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Burnout and Exhaustion:
NAPNAP's Response to
Sustained Impacts of COVID-19
on the Pediatric APRN Workforce

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Disclosure

- The authors do not have any conflicts of interest to disclose

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Learning Objectives

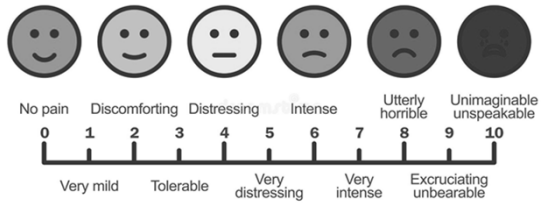
- Describe the impact of COVID-19 on the pediatric APRN workforce.
- Analyze potential future downstream impacts of APRN burnout and exhaustion.
- Explore sustained organizational response strategies to encourage professional well-being.



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How are you?



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What one word would you use to describe your feelings right now about your role as a pediatric APRN working in a pandemic?



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Introduction

COVID-19:

- dramatically impacted a healthcare system completely unprepared
- painfully illuminated pre-existing fractures in the healthcare system
- significantly impacted nursing
- fundamentally altered norms of pediatric care delivery



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Impacts

Immediate

- Health disparities
- Mental health crises
- Economic distress
- Collective national trauma
- Misinformation & Disinfodemic
- Fear

Long-Term

- Employment
- Personal
- Clinical
- Education
- Research



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Purpose

The purpose of this study was to describe the holistic impacts of COVID-19 on pediatric APRNs and inform NAPNAP strategic response

Published article:

Exhausted and Burned Out: COVID-19 Emerging Impacts Threaten the Health of the Pediatric Advanced Practice Registered Nursing Workforce

[https://www.ipedhc.org/article/S0891-5245\(21\)00094-8/fulltext](https://www.ipedhc.org/article/S0891-5245(21)00094-8/fulltext)



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Methods

Design

- Cross-sectional descriptive study

Recruitment


- February – March 2021
 - NAPNAP membership listserv
 - Internal message boards
 - Social media posts

Inclusion criteria

- Pediatric-focused APRN or APRN student
- Current or past NAPNAP member

Exclusion criteria

- < 18 years




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Instrument

- Investigator-developed web-based REDCap survey
 - Information about study
 - Implied consent "click next"
- Survey items
 - Demographics
 - Employment impact
 - Personal impact
 - Clinical practice impact
 - Educator impact
 - Research impact




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Analysis

- Descriptive statistics
- Preliminary qualitative content analysis
- 886 participants
 - 796 (90%) completed entire survey
 - 90 partial responses - included in analyses



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Demographics

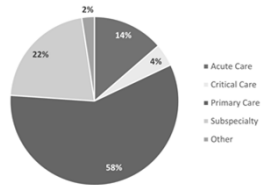
	N (%)		N (%)
Gender identity		Race (N=786)	
Female	766 (86.7)	American Indian or Alaska Native	5 (0.6)
Male	16 (1.8)	Asian	15 (1.9)
Non-binary	1 (0.1)	Black	22 (2.8)
Prefer not to say	5 (0.6)	Hawaiian or Pacific Islander	2 (0.3)
Age		White	702 (89.3)
20-29 years	23 (3.8)	More than one race	12 (1.5)
30-39 years	156 (25.5)	Self-describe	6 (0.8)
40-49 years	140 (22.9)	Ethnicity (N=772)	
50-59 years	157 (25.7)	Hispanic or Latinx	42 (5.4)
60-69 years	118 (19.3)	Not Hispanic or Latinx	700 (90.7)
70-79 years	12 (2.0)	Prefer not to say	26 (3.4)
80 years and above	2 (0.3)	Self-describe	3 (0.4)
Prefer not to say	3 (0.5)		

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Employment

Years as APRN (N=840)	N(%)
0-5 years	184 (21.9)
6-10 years	172 (20.5)
11-15 years	108 (12.9)
16-20 years	80 (9.5)
21+ years	270 (32.1)
APRN student	19 (2.3)
I am not an APRN	7 (0.8)



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Personal Impacts

Personal experience with COVID-19

- 10% Tested positive
- 15% Isolated from household
- 61% Friend or family tested positive
- 19% Friend or family member die of COVID-19

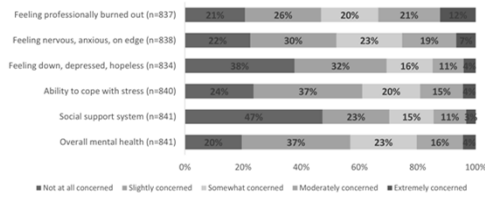
Vaccination status

- 73% fully vaccinated
- 12% single vaccine
- 6% awaiting eligibility

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Personal Mental Health Impacts

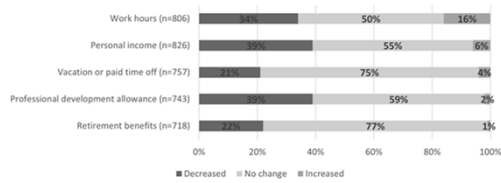


"I am exhausted and trying to set a good example to friends and extended family to no avail".
"I'm so lonely these days it's hard to breathe".

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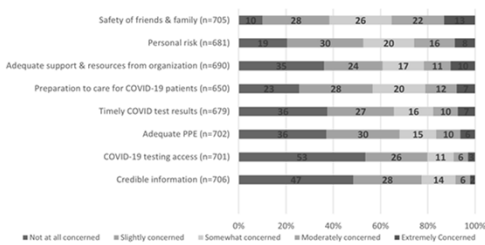
Employment Impacts



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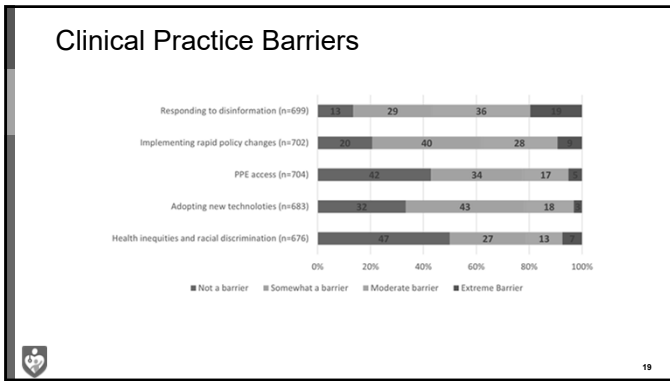
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Clinical Practice Concerns

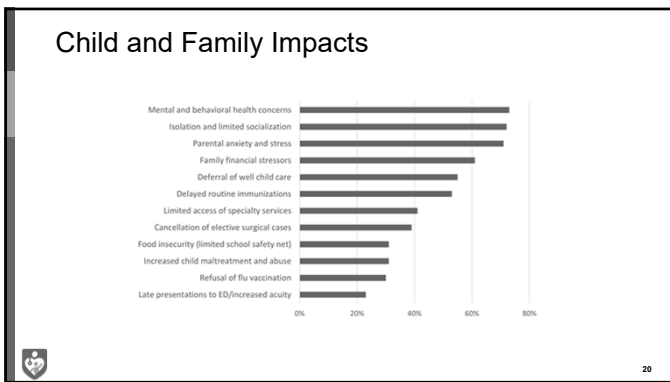


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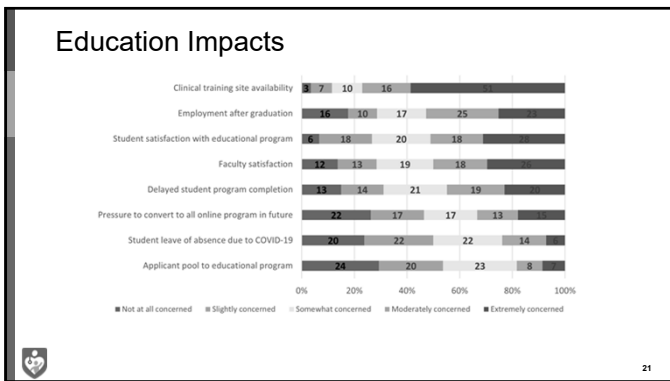
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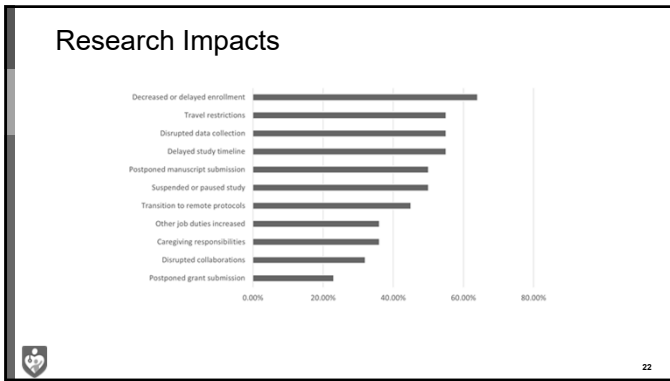
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- ### Results Summary
1. Child mental and behavioral health
 1. Professional burnout & mental health impacts
 1. Clinical training site shortage

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- ### NAPNAP Response: What have we done?
- Clinical Practice (Education)
 - Coronavirus safety resource page
 - Child health equity resource page
 - TeamPeds Town Halls (member forum)
 - TeamPeds Experts Live (Facebook)
 - TeamPeds Talks (podcast)
 - Policy (Advocacy)
 - Official statements
 - Position statements
 - Partnership with the American Nurses Association
 - Media engagement
 - Policy sign-ons
 - Committee representation
 - Social media engagement

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NAPNAP Response: What are we doing?

- Sustaining previous strategies
- Town Hall
 - Listening Sessions
- Position Statements
 - Pediatric-focused APRN workforce pipeline
 - Resilience



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NAPNAP Response: What are we going to do?

- Ongoing assessment of impacts
 - Continue to build on previous strategies
 - Legislative advocacy
-
- What are your ideas?



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Resilience Recommendations

- Individual-level for pediatric-focused APRNs
- Healthcare and academic organization-level
- Professional organization and community level



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