Session I: University-based Certificate Programs

NASEM Roundtable on Quality Care for People with Serious Illness: Building the Workforce We Need
First, An Important Distinction

Certificate Program

• Generally in-depth, focused educational program designed to impart core knowledge and skills related to a particular discipline or specialty
• May or may not be accompanied by accredited Academic or Continuing Education credits, units, or hours

Certification

• Earned credential that demonstrates the holder's specialized knowledge, skills, and experience.
• “Earned” via certification examination, portfolio demonstrating education + clinical expertise
CSU Shiley Institute for Palliative Care

- Founded 2012
- Statewide workforce initiative of the CSU
- Mission: To increase access to and awareness of palliative care by
  - Educating current healthcare professionals
  - Educating future healthcare professionals
  - Building community awareness and advocacy
- Palliative care and case management
- Individuals and organizations

Palliative Care Trained Clinicians 12,500+
Partner Healthcare Orgs 1,200
Courses, Curricula, Programs 196
Faculty, SMEs 120
National Advisory Bd 16
Staff 18
# Specialty Training/Advanced Education in Palliative Care

<table>
<thead>
<tr>
<th>Type of Program</th>
<th>Number</th>
<th>Tuition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physician Fellowships</td>
<td>157 sites; 403 slots(^1)</td>
<td></td>
</tr>
<tr>
<td>APRN Fellowships</td>
<td>~12 sites; ~15 slots(^2)</td>
<td></td>
</tr>
<tr>
<td>Social Work Fellowships</td>
<td>~5 sites(^3)</td>
<td></td>
</tr>
<tr>
<td>Master’s degree in Palliative Care</td>
<td></td>
<td>2: UC Denver (2015)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>University of Maryland (2017)</td>
</tr>
</tbody>
</table>

1. ACGME report, Number of Accredited Programs by Specialty, Academic Year 2019–2020; [https://apps.acgme.org/ads/Public/Reports/ReportRun](https://apps.acgme.org/ads/Public/Reports/ReportRun)
2. HPNA, Palliative Care APRN Fellowships; [https://advancingexpertcare.org/HPNAsite/Palliative_Care_APRN_Fellowship.aspx](https://advancingexpertcare.org/HPNAsite/Palliative_Care_APRN_Fellowship.aspx); [https://www.graduatenursing.edu/nurse-practitioner-residency-models/](https://www.graduatenursing.edu/nurse-practitioner-residency-models/); [https://www.nursepractitionerschools.com/blog/wp-fellowship-residency-program/](https://www.nursepractitionerschools.com/blog/wp-fellowship-residency-program/); [https://www.mjhspalliativeinstitute.org/fellowships/](https://www.mjhspalliativeinstitute.org/fellowships/)
3. No one resource identified; online search of various sites

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# Specialty Training/Advanced Education in Palliative Care

<table>
<thead>
<tr>
<th>Certificate</th>
<th>Number/Programs</th>
<th>Tuition</th>
<th>Acad. Credit/CEs/Format*</th>
</tr>
</thead>
</table>
| **Interprofessional** | Drexel University (Holistic)  
Grand Valley State University (MI)  
Madonna University (MI)  
University of Colorado, Denver  
University of Maryland  
University of Washington | $12,000  
$8,052  
$11,550  
$11,760 (out of state)  
$8,800 (out of state)  
$11,117 | 12 (4 courses) O  
12 (4 courses) H  
16 (5 courses) C  
12 (4 courses) H  
12 (4 courses; 5 “tracks”) O  
15 (3 courses; 3, 2.5-day wkshps) H |
| **NPs/APRNs** | CSU Shiley Institute for Palliative Care  
Madonna University  
New York University, SON  
University of California, San Francisco  
University of Chicago, Illinois | $3,900  
$11,550  
$21,600  
N/A as standalone  
$7,300 | 175 CEs (9-mos, 32 modules) O  
12 (3 courses) C  
12 (4 courses) H  
3 electives (added to APRN curriculum) C  
9 (3 courses) O |
| **Pharmacy** | University of Iowa | Available only to PharmD students | 17 (5 courses +5-wk clinical rotation over 3 years) C |

*H = Hybrid in-person & online; O = all online; C = in-person/classroom
### Specialty Training/Advanced Education in Palliative Care

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<th>Certificate</th>
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<th>Tuition</th>
<th>Acad. Credit/CEs/Format*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Workers</td>
<td>4: CSU Shiley Institute for Palliative Care Eastern Washington University New York University Zelda Foster SSW Smith College (MA)</td>
<td>$2530 N/A $3750 $3000 + travel</td>
<td>144 CEs (8 months, 8 modules) O 12 (3 courses w/i undergrad or grad prog) O 70 CEs (4 modules) C 45 CEs (2 intensive 3-day weekends + 6 mos clinical “advisement) C</td>
</tr>
<tr>
<td>RNs / Post-MSN</td>
<td>3: CSU Shiley Institute for Palliative Care University of Colorado, Denver, SON University of Pennsylvania, SON</td>
<td>$929 ~$8,500 $18,000</td>
<td>64 CEs O 9 (3 courses) O 3 “course units” (3 courses) C</td>
</tr>
<tr>
<td>Chaplains</td>
<td>1: CSU Shiley Institute for Palliative Care</td>
<td>$549</td>
<td>64 CEs (8 weeks) O</td>
</tr>
<tr>
<td>Physician Assistants</td>
<td>0</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*H = Hybrid in-person & online; O = all online; C = in-person/classroom
Certificate and Comprehensive Programs Available from the CSU Shiley Institute for Palliative Care

<table>
<thead>
<tr>
<th>Program</th>
<th>CEs, Length</th>
<th>Format (all online)</th>
<th>Tuition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certificate – NPs/APRNs</td>
<td>175, 9 mos.</td>
<td>Asynchronous, Instructor-led</td>
<td>$3900</td>
</tr>
<tr>
<td>Certificate – RNs</td>
<td>64, 8 wks</td>
<td>Asynchronous, Instructor-led</td>
<td>$929</td>
</tr>
<tr>
<td>Certificate – SWs</td>
<td>144, 8 mos.</td>
<td>Asynchronous, Instructor-led</td>
<td>$2530</td>
</tr>
<tr>
<td>Certificate – Chaplains</td>
<td>64, 8 wks</td>
<td>Asynchronous, Instructor-led</td>
<td>$549</td>
</tr>
<tr>
<td>Certificate – Pediatric</td>
<td>Clinical: 66</td>
<td>Self-paced</td>
<td>$989</td>
</tr>
<tr>
<td>Palliative Care</td>
<td>Multidisciplinary: 37.5</td>
<td>Self-paced</td>
<td>$499</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Individual courses also available</td>
<td></td>
</tr>
<tr>
<td>Primary Palliative Care</td>
<td>35</td>
<td>Self-paced</td>
<td>$999</td>
</tr>
<tr>
<td>(providers)</td>
<td></td>
<td>Individual courses also available</td>
<td></td>
</tr>
<tr>
<td>Interprofessional Core</td>
<td>5 core CEs</td>
<td>Self-paced</td>
<td>$199</td>
</tr>
<tr>
<td>Concepts of Palliative Care</td>
<td>Additional 5 each for</td>
<td>Designed for groups and teams</td>
<td>$299</td>
</tr>
<tr>
<td></td>
<td>SWs, Chaplains</td>
<td></td>
<td>$449</td>
</tr>
<tr>
<td></td>
<td>12 for Nurses</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Challenges and Barriers

• Sustainability
• Competing priorities
  • Organizations
  • Students
• Balancing cost/enrollment/flexibility/depth
  • Clinical experience
  • Interpersonal, interprofessional practice
• Ensuring truly “interprofessional” representation
• Measuring impact and outcomes
Levels of Evaluation

Experience
- In-course survey

Knowledge
- Pre-/post tests
- In-course quizzes

Application
- In-course survey
- In-course project
- Post-course survey
- Impact analysis

Impact
- Pre-/delayed post survey
- Alumni survey
- Impact analysis
- Client-directed study

Formative
- All

Summative
- Few
  - E.g., U WA, 85% implement capstone program design project; NYU, “near perfect” certification exam pass rate

All

Fewer
- E.g., CSU Shiley IPC Alumni surveys: 95-100% pass rate for certification;
  - ↑ job satisfaction,
  - ↑ confidence
Policy Recommendations

• Past recommendations
  • Establish education, clinical training, certifications, licensure requirements for PC specialty
  • Emphasis on pain, symptom management, communication, interprofessional collaboration
  • Create opportunities for training throughout career for all clinicians
  • Increase undergraduate and graduate content on serious illness/EOL care
  • Increase number of specialty training opportunities such as fellowships, residencies
• YES . . . AND MORE!
Policy Recommendations

• Consensus process to establish minimum and optimum characteristics, content of certificate programs
Policy Recommendations

• Increase, standardize CE/CME requirements for all disciplines across states
  • Pain & Symptom management
  • Communication
  • Interprofessional collaboration
  • Psychosocial care
  • End-of-life care

<table>
<thead>
<tr>
<th>Discipline</th>
<th>State</th>
<th>Required CE/CMEs</th>
</tr>
</thead>
<tbody>
<tr>
<td>RNs/LPNs¹</td>
<td>MI</td>
<td>1 CE/ 2 yrs</td>
</tr>
<tr>
<td></td>
<td>OR</td>
<td>7 CE / 1x</td>
</tr>
<tr>
<td>MDs²</td>
<td>CA</td>
<td>12 CME/ 1x</td>
</tr>
<tr>
<td></td>
<td>IA</td>
<td>2 / 2yrs</td>
</tr>
<tr>
<td></td>
<td>MA</td>
<td>3 to renew lic.</td>
</tr>
<tr>
<td></td>
<td>NV</td>
<td>2 / 2yrs (or ethics or addiction)</td>
</tr>
<tr>
<td></td>
<td>NM</td>
<td>5 / 3yrs</td>
</tr>
<tr>
<td></td>
<td>OR</td>
<td>6 in 1st yr of license</td>
</tr>
<tr>
<td></td>
<td>PA</td>
<td>2 / 2 yrs + 2/ 2yrs opioid mgmt</td>
</tr>
<tr>
<td></td>
<td>RI</td>
<td>4 / 2 yrs</td>
</tr>
<tr>
<td></td>
<td>TN</td>
<td>“specialized CME” for pain spec.</td>
</tr>
<tr>
<td></td>
<td>TX</td>
<td>10 / 2yrs if working in pain clinic</td>
</tr>
<tr>
<td></td>
<td>VT</td>
<td>1 / 2yrs (or hospice or PC)</td>
</tr>
<tr>
<td></td>
<td>WV</td>
<td>3 / 1x, focus on prescribing</td>
</tr>
</tbody>
</table>

1. https://www.aaaceus.com/state_nursing_requirements.asp
Policy Recommendations

• Expand, standardize scope of practice for APRNs, PAs to fill gap of physician shortage, especially in rural areas

State Practice Environment, APRNS, 2018; American Association of Nurse Practitioners.
https://www.aanp.org/advocacy/state/state-practice-environment
Policy Recommendations

• Embed significant palliative care/serious illness care content into undergraduate curricula for all health professions
Policy Recommendations

• Foundations prioritize funding curriculum development, training programs, clinical placements with solid outcome expectations

• Healthcare delivery organizations prioritize and commit resources to ongoing education/training in palliative care aligned to organizational goals
Policy Recommendations

• PASS, FUND, IMPLEMENT THE PALLIATIVE CARE AND HOSPICE EDUCATION AND TRAINING ACT!
Thank you!

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Executive Director
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CSUPALLIATIVECARE.ORG