Disclosures

• I have no conflict of interest in relation to this program/presentation.
it is not enough to dream, you must act.
without action, a door is just a wall.

JmStorm
Objectives

• Review of AAST’s Workforce Survey
• Review BRPT Insights
• Discussion on Survey Project Objectives
• Discussion on Survey Results
• Discussion on Survey Key Takeaways & Next Steps
• Review AAST Offerings
Never beg for a seat when you can build your own table..
About AAST

Mission

• AAST provides education, resources and advocacy, and leads sleep-care professionals to be the most knowledgeable in the field resulting in the highest quality of care for patients.
About AAST

Vision

• AAST will play a key role in setting the standard for professional excellence in the evolving practice of sleep healthcare.
How We Got Here
How we got here!

1. AAST’s continued obligation to membership
2. Create environment for AAST membership to comment/confirm trends that are coming
3. COVID-19 pandemic
AAST Workforce Survey

• Rationale:

The AAST Board of Directors sought to better understand current and anticipated market conditions in the field of sleep technology and better prepare those in the profession to address or adjust to those trends.

• Dissemination:

AAST sought feedback from a broad spectrum of professionals who influence and provide sleep therapy, including physicians, dentists, nurses, sleep managers, technologists and durable medical equipment (DME) providers. AAST conducted outreach to organizations representing these individuals to request distribution of the survey to those organizations’ stakeholders.

• Goal:

The ultimate goal of this pan-industry survey is the creation of a report that showcases the perspectives of these different stakeholder groups about the future of sleep technology.
AAST Workforce Survey

- Educational Grant Sponsored by Philips
- Survey Open April 10 – May 31, 2021
- 1,303 respondents
- Results Released September 3, 2021
About Respondents

• How many years of experience in sleep technology do you have?

- 0-5 Years: 12%
- 6-10 Years: 12%
- 11-15 Years: 13%
- 16-20 Years: 20%
- 21-30 Years: 25%
- 30+ Years: 12%
About Respondents

• In which state, province or territory are you located?
About Respondents

• Which of the following best describes your current work environment?

- Hospital-based Sleep Center: 36%
- Hospital-affiliated Sleep Center: 15%
- Other: 10%
- Private or Group Practice: 8%
- Physician-owned Sleep Center: 8%
- Durable Medical Equipment (DME) Provider: 8%
- Corporation (Non-DME): 4%
- Hospital Administration - with Sleep Center: 3%
- Home Care: 2%
- Hospital - Other Area: 2%
- College or University: 2%
- Academic Sleep Technology Center: 2%
About Respondents

• What is the number of beds in your facility?
The people who ascend to the highest level usually do so because they're willing to do the basics better than everyone else—again and again and again.

Trevor Moawad, Andy Staples
*Getting to Neutral: How to Conquer Negativity and Thrive in a Chaotic World*
But first...
Changes in the Workforce

Andrea Ramberg, BA, CCSH, RPSGT
BRPT President

AAST
THE COMMUNITY
FOR SLEEP-CARE
PROFESSIONALS
What the Survey Tells Us

• Roles of Technologists changing
  • Between 33%-35% of respondents reported an increase in their role in patient screening and education (pre-test and provision of treatment) in the past 3-5 years.
  • 67% of respondents believe technologists have the greatest opportunity to expand their roles in patient education

• Number of Technologists in the field
  • According to survey, 25% are retiring, and 13% are within the 0–5-year range of experience
What the Survey Tells Us

• **Shift to more Home sleep testing being done**
  - 25% report decreasing in-lab studies

• **Increase in technology**
  - Growth opportunities in sleep technology – home sleep technology (67%), virtual care/telehealth (53%), and consumer wearables/data collection (41%).
  - Home sleep testing/portable sleep testing (47%) consumer wearables/data collection (40%), automated scoring technologies (37%) and AI/machine learning scoring technologies (36%) were the top-cited challenges and trends anticipated in the next 3-5 years.
BRPT SURVEY RESULTS NOV 2022

• Would you be interested in a certificate program for any of the following sleep related specialties? Check all that apply.
  • 1,355 Respondents
    • Advanced Titrations: 67.23%
    • Sleep Coaching: 67.90%
    • Home Sleep Apnea Testing: 56.24%
    • Alternative Therapies: 56.24%

Takeaway: There’s a need for additional education, soft skills and critical thinking skills, as well as adaptability to help prepare for new career paths
2013 Future of Sleep Technology Summit

• As a result of the 2013 Summit, the AAST Board gained a better understanding of the market forces and probable future of sleep technology.

• Challenge:
  • The challenge for the professional association is to define new roles for sleep technologists and provide the education that the membership will require to flourish in those new roles.

• Actions:
  • In the board effort’s to serve its members by exploring new opportunities for education to help sleep technologists grow and adapt to new roles and realities, the following were developed:
    • Job descriptions that encompass these new roles
    • Educational programs to meet changing workforce needs
    • Textbook for associate's and bachelor's degree programs in sleep technology.
Timeline of Education & Resources

2014 - 2018:
- Technical Guidelines for Sleep Technologists (8 guidelines)
- Sleep Center Essentials (2015)
- Beyond OSA Learning (2015)
- Risk Management in the Sleep Center Learning (2016)
- Sleep Technologist Terms and Definitions Workbook Updated (2016)
- Technologist Fundamentals Course (2017)
- Case of the Month Learning (2017-2020 available in LMS)
- Journal Club Learning (2017-ongoing)

2019-2021:
- Technical Guidelines for Sleep Technologists (6 guidelines)
- Fundamentals of Technology Textbook V3 (2019-current)
- Launch of CCSH Pathway 3 & In-person Workshop and Workbook Resource (2019)
- Advanced Titration Series + Workbook Resource (2020)
- CCSH Online Modules (2020)
- Pediatrics Focused Module (2021)
- Enhanced CCSH Module Series w/ Case Study Scenarios (2021)
- Fundamentals of EKG series (2021)
What We Learned
Workforce Survey Takeaways

- Increase in home testing (AAST, AASM, BRPT)
- Increase in virtual care (AAST, AASM, BRPT)
- Need for increased critical thinking/problem solving skill sets (AAST, AASM, BRPT)
- Large number of sleep technologists in the field > 20 years (AAST, AASM BRPT)
- Educational level of the sleep technologist (AAST, AASM, BRPT)
• The greatest growth for sleep technology is in home sleep technology, virtual care and telehealth.
  • While there is stability or growth reported by the majority of respondents, nearly one-fifth (20%) of respondents reported decreasing in-lab sleep studies.
  • Decline in testing volume and/or financial outlook were significant drivers of negative sentiment surrounding the outlook for sleep centers.
  • There has been a sharp decline of in-lab testing due to the pandemic, and most respondents believe in-lab testing will not return to pre pandemic numbers.

• HSAT, AI, and remote PAP titration and management are the future of healthcare delivery.
What do you believe is the outlook for your sleep center? (Respondents at sleep centers who currently supervise or previously supervised sleep technology professionals)

- Strong, with a Promising Future, 58%
- Uncertain, 28%
- At risk/unstable, 10%
- Other, 3%
Highlights: Where is Sleep Testing Going

In which of these areas do you see the greatest growth opportunities in the field of sleep technology? (Please select your top three.)

- Home Sleep Testing/Portable Sleep Testing: 67%
- Virtual Care/Telehealth: 53%
- Consumer Wearables/Data Collection: 41%
- Home Sleep Therapy Equipment: 40%
- AI (Identifying High Probability of Sleep Disorder): 30%
- AI/Machine Learning Scoring Technologies: 30%
- Behavioral Patient Therapies: 25%
- Automated Scoring Technologies: 25%
- Pharmaceutical Patient Therapies: 7%
- Other: 4%

Base: 1,055
Highlights: Increase in Virtual Care

• The top-cited challenges and trends anticipated in the next 3-5 years were:
  • Home sleep testing/portable sleep testing (47%)
  • Consumer wearables/data collection (40%)
  • Automated scoring technologies (37%)
  • AI/machine learning scoring technologies (36%)
Highlights: Increase in Virtual Care

What are the greatest challenges or trends you anticipate the field of sleep technology will face in the next 3-5 years? (select 3)

- Home Sleep Testing/Portable Sleep Testing: 47%
- Consumer Wearables/Data Collection: 40%
- Automated Scoring Technologies: 37%
- AI/Machine Learning Scoring Technologies: 36%
- Virtual Care/Telehealth: 32%
- AI (Identifying High Probability of Sleep Disorder): 31%
- Home Sleep Therapy Equipment: 27%
- Behavioral Patient Therapies: 16%
- Pharmaceutical Patient Therapies: 13%
- Other: 6%

Base: 974
Highlights: Aging Sleep Technologists

• High number of aging sleep technologists in the field over 20 years
  • Intention to leave sleep field is too high (27% five years or less)
  • Lack of new, younger technologists entering the field (13% with 0-5 years)

• There needs to be a more well-defined career path for sleep technologists

• Many sleep technologists are not aware of new opportunities and are not prepared to assume those roles
  • Additional education, soft skills and critical thinking skills, as well as adaptability, are areas of opportunity to help prepare sleep technologists for these new career paths.
While there is generally confidence in and a desire to increase the role of the sleep technologist in patient screening and education, their lack of adaptability, knowledge of complex cases and critical thinking skills are seen as significant areas of opportunity.
Highlights: Educational Opportunities

• Education GAP
  • 51% of survey respondents noted no programs related to PSG Technology

• Technologists lack knowledge of complex patient management

• Technologists need targeted education related to an increased role in patient education and screening

• Patient screening for sleep disorders has increased, but...
  • Screening increase is greater amongst clinical coordinators and respiratory therapists compared to sleep technologists
In what areas do you believe sleep technologists CURRENTLY have the greatest ability to expand their role in providing or supporting patient care?

- Patient Education: 69%
- Adaptability: 55%
- Diagnostic Testing: 54%
- Management of Care Plans: 30%
- Community Health Initiatives: 31%
- Pre-test Evaluation: 38%
- Follow-up: 53%
- Long Term Care: 23%
- Other: 4%
In what areas do you believe sleep technologists CURRENTLY have the greatest educational needs?

- Adaptability: 48%
- Patient Education: 44%
- Follow-up: 41%
- Management of Care Plans: 38%
- Long Term Care: 32%
- Diagnostic Testing: 30%
- Pre-test Evaluation: 29%
- Community Health Initiatives: 26%
- Other: 3%

Base: 904
What do you think will be the critical competencies or skills a sleep technology practitioner will need to have to be successful in the next 3-5 years?

- Adaptability to Changes in the Field: 74%
- Knowledge of Complex Patients/Cases: 63%
- Technical Skills/Knowledge: 56%
- Critical Thinking/Problem Solving: 57%
- Credential/Certification: 49%
- Soft Skills: 41%
- Formal Education: 30%
- Unsure/Not Applicable: 5%
- Other: 2%

Base: 898
Does your institution currently offer programs related to polysomnographic technology?

- Yes, Certificate Program: 20%
- Yes, Associate's Degree: 4%
- Yes, Both Certificate Program and Associate's Degree: 8%
- No, We Do Not Offer these Programs: 51%
- Unsere: 4%
- Not Applicable: 14%
AAST Workforce Summit

• Collective takeaways and goals from the summit and the presentations include:
  • Redefining sleep technology and advocating for the importance of the profession by creating a path for sleep technologists that allows for growth and retention
  • Embracing change in health care and viewing technology as an opportunity
  • Developing education that drives critical thinking in terms of career development
  • Understanding revenue billing opportunities and how they will broaden the sleep technologist field
Summary

Several educational needs have clearly been identified that provide direction for AAST and sleep technology educators

• Entry level PSG technology certificate and degree programs
• Targeted education for experienced technologists
  • Advanced patient assessment and knowledge of complex sleep/medical issues
  • Focused patient education training
  • Targeted virtual care training
  • Follow-up and care plan management
• Broader level of education
  • Common comorbidities
  • Medication
when the fear of staying the same outweighs the fear of change, that is when we change.

Jay Shetty
Think Like a Monk: Train Your Mind for Peace and Purpose Every Day

#kindlequotes
How is the AAST your partner?
The people who ascend to the highest level usually do so because they’re willing to do the basics better than everyone else—again and again and again.

Trevor Moawad, Andy Staples
Getting to Neutral: How to Conquer Negativity and Thrive in a Chaotic World
AAST Membership Breakdown

- 66% Sleep Tech
- 11% Sleep Manager
- 8% Other
- 5% Academic Program Director
- 3% Sleep Coordinator
- 3% Respiratory Therapist
- 2% Clinician
- 1% Sleep Lab Owner
- 1% Sleep Health Educator
AAST Highlights

AAST is committed to promoting and advancing the sleep technologist profession while meeting the professional and educational needs of more than 2,900 members.

- **2021 Workforce Assessment Online Survey** to better understand current and anticipated market conditions in the field of sleep technology in collaboration with AAST subject-matter experts.

- **Gap analysis** based on available AAST education to identify topics for which new offerings may be included in future 2022-2023 AAST educational strategy.

- **AAST Fellow & Awards Program** to honor significant and sustained contributions to the field of sleep technology or prominent leadership, influence and achievement in clinical practice, education or science.
Technical Guidelines

These technical guidelines approved by the Board of Directors serve as in-depth professional references for sleep technologists.

I. COVID-19 Sleep Lab Guideline
II. Home Sleep Apnea Testing (HSAT)
III. Manual Titration of Positive Airway Pressure in Patients with OSA
IV. Standard Polysomnography
Every action you take is a vote for the type of person you wish to become.

JAMES CLEAR
Advanced Pediatrics Module Series

- Aimed at assisting sleep health professionals to become proficient in pediatric care and to prepare for the Board of Registered Polysomnographic Technologists (BRPT) Pediatric Sleep Certificate Exam.
- 7 Modules + Addendum of Resource Materials
Enhanced CCSH Module Series

- To provide a means for those with their RPSGT credential to become eligible to earn their CCSH certification.
- RPSGT credential holders who have re-certified at least once are eligible for CCSH certification under this pathway.
- 7 Modules + Case Study Scenarios
- Resources
  - CCSH Exam
  - CCSH Workbook
- 20 BRPT Educational Grant Winners
CCSH Workshops

• Hosting two AAST CCSH Designated Education Program workshops in June and October 2022.

• Designed for health professionals who work with sleep medicine patients, families and other healthcare practitioners to coordinate and manage patient care and improve outcomes.

• Candidates who pass the post-test with a greater than 70% score will receive a certificate of eligibility to apply for the Certification in Clinical Sleep Health (CCSH), offered through the BRPT.
Advanced Sleep Titration e-Learning Course

Topics covered in this online course include:

- Anatomy and Physiology
- CPAP and BPAP Titration Guidelines
- Adaptive Servo Ventilation (ASV)
- Noninvasive Positive Pressure Ventilation (NPPV)
- Average Volume Assured Pressure Support Auto EPAP (AVAPS-AE)

As an added benefit, each module includes a glossary and a knowledge check section to validate key learning objectives. In addition to the learning modules there are three interactive titration scenarios that will allow students to practice new titration skills, and apply lessons learned through the course.
Fundamentals of EKG Module Series

• Latest AAST online education module-based course focused on the essentials of EKG in polysomnography

• 3 Modules w/Knowledge Comprehension Assessments
  • Cardiac Anatomy and Physiology
  • Cardiac Arrhythmias
  • Arrhythmia Challenges

• Utilizes PSG based recordings and case examples
Topics covered in this online course include:

- Building a Remote Patient Monitoring Coaching Program
- Care Orchestrator Report Development Tools for Successful Patient and Program Management
- Data Management in Patients With Sleep Disordered Breathing
- Remote Patient Monitoring – Case Studies
Adult Scoring Rules Modules

• This module series is a comprehensive review of the AASM PSG Scoring Criteria
• 3 Modules w/ Knowledge Comprehension Assessments
Workbooks & E-Book Resources

- Advanced Pediatrics
- Fundamentals of EKG
- Fundamentals of Virtual Patient Monitoring
- Adult Scoring Rules
The ONLY Sleep Technologist Focused Publication
Editorials, lessons, research and news from the AAST and leaders from the sleep field.

2 Free CECs Per Issue
AAST members may earn up to 2.0 AAST CECs by reading each issue.

Free to Anyone and Everyone
The latest issue of the A2Zzz magazine is available online to those who wish to learn more about this great publication.

Quarterly Publication
The A2Zzz is published quarterly and can only be found here on the AAST website.
Your All-in-One Sleep Technology Education Center

The AAST CEC Program ensures that each educational program meets the following criteria:

- Planned and conducted by qualified individuals
- Addresses an identified need within the sleep technology profession
- Program content and instructional methods are based on the specific learning objectives
- An evaluation method is used to determine if the learning objectives were attained
- Awards AAST CECs that accurately reflect the appropriate instructional time
- Contains specific written learning objectives
AAST Continuing Education Opportunities and Resources

**RST & RPSGT Recertification**
AAST has a vast library of career resources that set the standards for the field and provide clear guidelines and materials to help you prepare for your initial certification and recertification.

Learn More »

**AAST Learning Center**
Discover robust, online resources to maintain your certification through on-demand videos, advanced learning modules, conference recordings and more in the AAST Learning Center.

Learn More »

**AAST CEC Calendar**
Use this calendar to seek out activities for CECs. All of the activities listed have been deemed of high quality and will meet the professional needs of sleep technologists.

Learn More »

**Educational Resources**
AAST is uniquely made up of well-educated, knowledge-seeking and sharing individuals, ensuring that we always have our thumb on the pulse of changes within the sleep field and provide updates through member resources and tools including blogs, technical guidelines and more.

Learn More »

**Online Transcript**
Demonstrate that you have completed the continuing education requirements needed for your certification. Stay organized and easily see how many credits you have earned, as well as identify topical areas where you may want to consider an increased focus to round out your education.

Learn More »
The Community of Sleep-Care Professionals

AAST is the leader in continuing education helping sleep technologists adapt to changes in sleep medicine and technology.

Learn more: www.aastweb.org
If you ever hear Kirby Smart or Mel Tucker or Russell Wilson talk about the aggregate of marginal gains, this is what they mean. If you can make a tiny improvement over and over and over again, eventually that adds up to a massive improvement.

Trevor Moawad, Andy Staples
*Getting to Neutral: How to Conquer Negativity and Thrive in a Chaotic World*

If you can get 1 percent better each day for one year, you'll end up thirty-seven times better by the time you're done.

*James Clear (Atomic Habits)*

#kindlequotes
Thank You!
SleepTech Talk
The Sleep Podcast

With

Dr. Gerald George Mannikarote
Emerson Kerr MBA, RRT, RPSGT, FAAST
Robert Miller RST, RPSGT