

Hello Dr. Brito and Class,

Having the necessary people on hand is essential to effectively introduce any procedure modification. High-quality medical treatment requires efficient human resource management. New policies require a new healthcare HRM focus. Healthcare delivery and access require HR management solutions. Worker education and development are crucial. Healthcare HR managers should consider the diverse origins, experiences, and education of their personnel. Healthcare employees must be educated and trained in innovative ways to meet a nation's current and future needs. Healthcare systems can only succeed with skilled workers. Human resource approaches have been implemented to boost output. Outsourcing has increased output by replacing fixed staff expenses with hourly wages. Performance, outsourcing, and external contracting are alternatives (Jiang *et al.*, 2023)

Thus, advanced practice nurses can enhance the healthcare workforce, improving service quality and patient access. Advanced practice nurses have been around for almost 50 years. Using the lesson, they can help diverse patients in a more extensive range of medical specialties throughout the contiguous territories. This makes them vital to underserved healthcare delivery and can assist in creating personalized illness-prevention regimens for patients and their families. Also, they can aid in educating the public about preventative care and alternative remedies, which is vital. In this manner, they can improve access and preventive care for the population (Muth *et al.*, 2023). Their main agenda is to diagnose and treat patients and manage registered nurses' workloads.

- Identify incoming changes. If you anticipate scope or timeline adjustments early on, it may be easier to stay on track.