

ARNP Residency Program Proposal

The proposal: start a nurse practitioner residency program at HealthPoint.

Why do this?

- Nurse Practitioners are an important and growing part of the primary care workforce and HealthPoint's provider group.
 - "NP/PAs are about equal to the number of physicians in FQHCs, with 13,900 FTE MDs and 13,600 APPs of which 71% are NPs." (UDS 2018 data).
 - The number of NP positions is expected to grow from 155,500 in 2016 to 211,600 in 2026. Estimated 14,400 ARNP job openings per year. (Advanced Practice Education Associates).
 - The number of NPs is growing at HealthPoint, and we can improve recruitment, training, retention, and job satisfaction through a residency program.
- Recruitment
 - Nurse Practitioners are not required to do a residency program, but often want more experience before practicing independently at CHCs.
 - We would be able to recruit the strongest ARNPs by offering a residency program.
 - Have a predictable provider stream, decreased need for recruiters.
- Training and on-boarding
 - Train ARNPs for our population and setting.
 - Learn HealthPoint systems and NextGen, develop mentor relationships, create connections across the organization.
- Retention
 - High burn-out rate for new providers at CHCs.
 - Support new grads in successfully transitioning to long term CHC providers.
 - APP turnover rate at Seattle Children's is 2%, vs 18% in the general APP group.
 - CHC, Inc. ARNP residents had > 90% retention as primary care providers 13 years out and > 70% retention in FQHCs/safety net settings (CHC, Inc)
- Opportunities for existing providers
 - Many providers want to teach and want a diversity of work experiences.
 - Offers growth opportunities for current providers, especially ARNPs.
 - Improve career satisfaction.
 - HealthPoint usually has about 2 ARNP students per year
- Dedication to training the next generation
 - Help keep HealthPoint and our broader CHC community strong and healthy.

- Create a culture of mentorship, growth and learning.
- HealthPoint Decision Making Criteria Worksheet
 - ARNP Residents have a total score of 159.8, making them some of the highest scoring learners

How would we do this?

- Create an ARNP Residency Director/Coordinator position.
 - Would expect this to be 0.5-0.75 FTE.
 - Position would involve:
 - Initial work: develop a mission statement and structure for the program, apply for grants, connect with NTTAP and NW CAPE, find locations, recruit preceptors, recruit didactic speakers, organize schedules and rotations, create an application, interview prospective residents.
 - Continuing work: organize the program, regular check-ins with residents, preceptors, speakers, and admin, incorporate feedback, keep metrics data, general coordination and process improvement.
- Reaching prospective residents
 - There is a huge demand. Seattle Children's gets 10 applicants for every opening.
- Initial organization and set up
 - Lots of support through the The National Training and Technical Assistance Partners (NTTAP), which is funded by HRSA and run through CHC, Inc.
 - Support through NorthWest Consortium Advanced Practice Education (NW CAPE)
 - Support through National Nurse Practitioner Residency and Fellowship Training Consortium
 - NP Residency Book
 - Use the accreditation standards as a planning guide
- Location
 - Renton Sunset Clinic, Doug Baldwin Clinic, other clinics
 - Shared space for didactics at Auburn North or ATSU admin
- Curriculum
 - Create our own vs NTTAP curriculum
 - Coordinate with local residencies: ICHS, Seattle Children's, SeaMar, NW CAPE
 - Many specialties in house already (hepatitis C, sports medicine, OMT, BH, colposcopies, acupuncture, naturopath, suboxone, derm, nutrition, pediatrics, etc.)
- Preceptors
 - Lots of interest from ARNPs
 - Schedule blocks for preceptors and they will volunteer.

- Preceptors can be ARNPs, PAs, MDs and DOs
 - Opportunity to teach attracts and retains experienced providers.
- Financing
 - Potential for HRSA grant opportunities in the future, let's be prepared
 - 6/2019- HRSA awarded \$20 million through Health Workforce Grant Programs (ANE-NPR)
 - 4/2020- HRSA announced \$5 million for existing programs through Advanced Nursing Education Nurse Practitioner Residency Integration Program (ANE-NPRIP)
 - HRSA received \$15 million to improve telehealth capabilities- focusing on community health worker training and improving the telehealth trainee pipeline, \$5 million dedicated to CHCs.
 - Self Sustaining Model
 - Require a two year commitment. First year as a resident, second year as a full time provider.
 - Return on investment comes in the second year.
 - They will be at 100% productivity on day one of the second year. No ramp up.
 - Saves money on recruitment, locums, and turn over costs.
 - Seattle Children's spent \$308,745 on locums and OT in October 2017 (no residency program). They spent \$30,000 in OT in June of 2020 (with residency program).
 - Financial model for HealthPoint based on CHC, Inc residency data
 - 4 residents would lead to a net cash flow of \$869,756 over 2 years
 - See Excel spreadsheet
- Timing
 - ARNP Residency Director position starts Fall 2021
 - Residency program starts Fall 2022
- Concern about competition with other learners
 - Space: 2 residents per clinic, some based in Renton
 - Preceptors: ARNPs (who are not preceptors for other learners)
 - Rotations: in house, not at the hospital
- COVID19
 - This is an even more critical time to train our new grads.
 - Clinical rotations are currently extremely limited and new grads are going to need more support.
 - Option of web based learning and online tools.

Further Information

“The extra in-the-trenches learning of a residency not only solidifies skills, but also acts as a testing ground for future work experience. We want to be able to groom the next generation of nurse practitioners to be not only well-prepared clinicians, but well-prepared to work in these types of clinical environments....we want to be able to ensure we have clinicians who have this passion, as well as preparation.”

– Anne Saxe, Professor in UCSF’s School of Nursing, quoted in “Are Residencies the Future of Nurse Practitioner Training?”, UCSF’s Science of Caring, 2013

Example overall residency structure

12 months full time

- 40% preceptored clinic (2 days a week)
- 20% specialty clinic (1 day)
- 20% mentored clinic (1 day)
- 10% didactic
- 5% Project ECHO (SUD, chronic pain, hep C, hep B, HIV)
- 5% quality improvement training, clinic weekly/monthly meetings, weekly residency meetings, feedback sessions

Washington ARNP residency programs

- Community Health Care Family Nurse Practitioner Residency
- Yakima Valley Farm Workers Clinic Family Nurse Practitioner Residency Program
- International Community Health Services—Family Nurse Practitioner Residency Program
- Seattle Children’s Hospital—APP Fellowship for Pediatric or Family Nurse Practitioners (Urgent Care/ED focus available)
- Virginia Mason Medical Center—Advanced Registered Nurse Practitioner in Hospital Medicine
- Swedish Health Network—ARNP Gastroenterology Fellowship