



CONSORTIUM

FOR ADVANCED PRACTICE PROVIDERS

Setting the standard for postgraduate training

2024 Annual Conference:

**Collaboration, Support and Community in
Postgraduate APP Training**



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TRACK ONE: New Programs

**Newly Developed and Soon-to-be Developing
Postgraduate APP Programs: Program Planning,
Launching and Support**

TRACK ONE Crystal Ballroom

Getting Started - Shared Experiences of Starting a Postgraduate Training Program: Successes, Challenges, and Lessons Learned

- ◆ Ginger Vaughn-Pullin, DNP, FNP-BC
- ◆ Avonne Rosario, MSN, APRN, FNP-C, MBA
- ◆ Heather Novak, DNP, ARNP, DipACLM
- ◆ Anita Souza, PhD



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Getting Started: Shared Experiences of Starting a Postgraduate Training Program - Successes, Challenges, and Lessons Learned

Samuel Rodgers Nurse Practitioner Residency Program

Objectives

- Discuss the unique role and value of community and academic collaborations
- Analyze common challenges and consider practical solutions to those challenges for implementing an APP Postgraduate training program
- Understand approaches to evaluation as part of successful program development





Samuel Rodgers Nurse Practitioner Residency Program: Year 1



Avonne Rosario, Nurse Practitioner Residency Program Coordinator, FNP-C
Ginger Vaughn-Pullin, Director of Quality, DNP, FNP-BC

History of our Residency Program: Program Drivers



- Advanced training of new Nurse Practitioners
- Exceptional patient care
- Increasing access to care for underserved communities
- Clinically complex patients
- Increase specialty care in primary care
- Provider retention



History of our Residency Program

- Consortium for Advanced Practice Providers
- National Training and Technical Assistance Partners: Post-Graduate NP Residency Learning Collaborative
- HRSA Advanced Nursing Education Nurse Practitioner Residency and Fellowship (ANE-NPRF) Grant Recipient



Implementation

- Started Sep 5, 2023 in Kansas City's Urban Core
- 4 FNP Residents
- 12-month Program
- Weekly Outline:
 - 24 hours of Primary care
 - 8 hours of Specialty care
 - 4 hours of Didactic
 - 4 hours of Admin time



Collaboration: Community Partnerships



- Established community partnerships with:
 - **University Health System** – specialty rotations
 - **Care Beyond the Boulevard unhoued program** – specialty rotation
 - **University of Kansas Nurse Practitioner Fellowship** – shared didactic sessions
 - **Kansas City VA medical system** – shared didactic sessions
 - **Kansas City Health Department** – Community Wellness Ambassadors
 - **Midwest Residency Collaboration Group**



Collaboration: Academic Partnerships

- **Kansas City University**
(medical school)
 - use of research databases
- **University of Central Missouri**
 - didactic sessions
- **University of Missouri – KC**
 - didactic session/preceptorship trade



off





Collaboration

- Successes
 - Collaborating significantly enhanced the quality of training and broaden the scope of clinical experiences for residents
- Challenges
 - Get MOU's in place early – the legal approval process could take time
 - Understand requirements for outside specialty rotations (background checks, labs, NP as observer, computer-based training, etc) and start process early
- Lessons Learned
 - Tell your story

Didactic Sessions

- Network
- Use your resources
- Make it meaningful
- Make it fun
- Ask the residents!







Challenges & Solutions

- Scheduling
 - Cohort selection
 - Initial precepted clinics, MA teams
- Student to Resident Role
- Advisory Committee

Importance of and Challenges with Evaluation & Improvement

- Baseline, 6 month, 12 month evaluations
- Didactic session evaluations
- Evaluation Fatigue



Final Tips & Pearls

Start early

Gather
champions

Network

Use resources,
share
resources

Realize
improvements
will be needed



Contact Information

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Fellowship development: A Partnership Perspective

Valley View Health Center Rural and
Underserved Fellowship

&

Premera Rural Nursing Health Initiative
University of Washington | School of Nursing

Heather Novak DNP, ARNP, FNP-BC, DipACLM

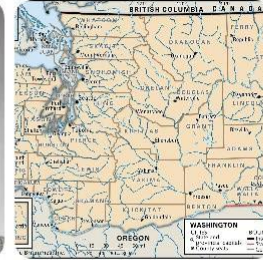
Medical Education Program Director

Anita Souza Ph.D., Clinical Professor

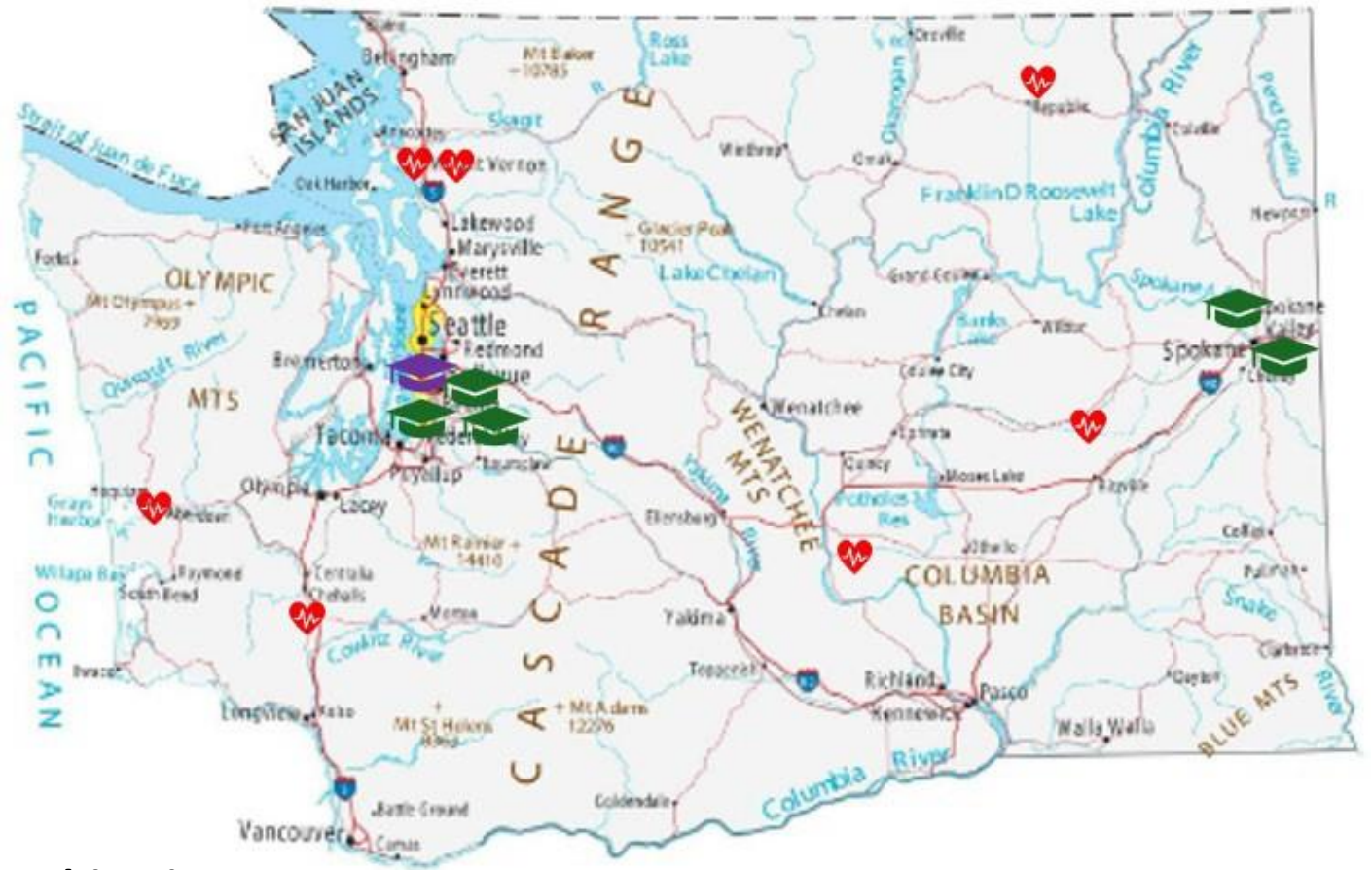
UW Premera RNHI Co-Investigator



Our beginnings...



UW Premera RNHI Partnership Development



University of Washington



Academic Partners

- Seattle University
- Seattle Pacific University
- Pacific Lutheran University
- Gonzaga University
- Washington State University



Fellowship Sites

- Harbor Regional Health (Cohort 1,2,3,4)
- Valley View Health Center (Cohort 1,2,3,4)
- Odessa Memorial Health Clinic (Cohort 2)
- Mattawa Community Medical Clinic (Cohort 2,3,4)
- Republic Medical Clinic (Cohort 2)
- Shifa Health (Cohort 3,4)
- Psychiatric Nurse Consulting & Therapy (Cohort 3)
- Family Health Centers-Omak (Cohort 4)

Finding our why...

Rural Population Perspective

- Less access to primary care
- Less access to preventative care
- Less longevity
- Less chance of surviving a major health event

Organizational Perspective

- Recruitment and retention concerns
- Two-year turnover rate data
- New providers needed support
- Improving staff satisfaction





Ideas, Goals, and Outcomes

- APRNs trained in rural areas are more likely to work in rural areas
- Rural APRN Fellowship will increase confidence and competence of novice providers
- Fellowship programs improve retention of novice providers

Balancing Cost vs. Benefits

Making the Case

- Loss of production from faculty
- Fellows see fewer patients
- More patient time/satisfaction
- Teaching opportunities
- Improved job satisfaction
- Improved retention of new providers
- Decreased burnout



Essentials to pack for the journey

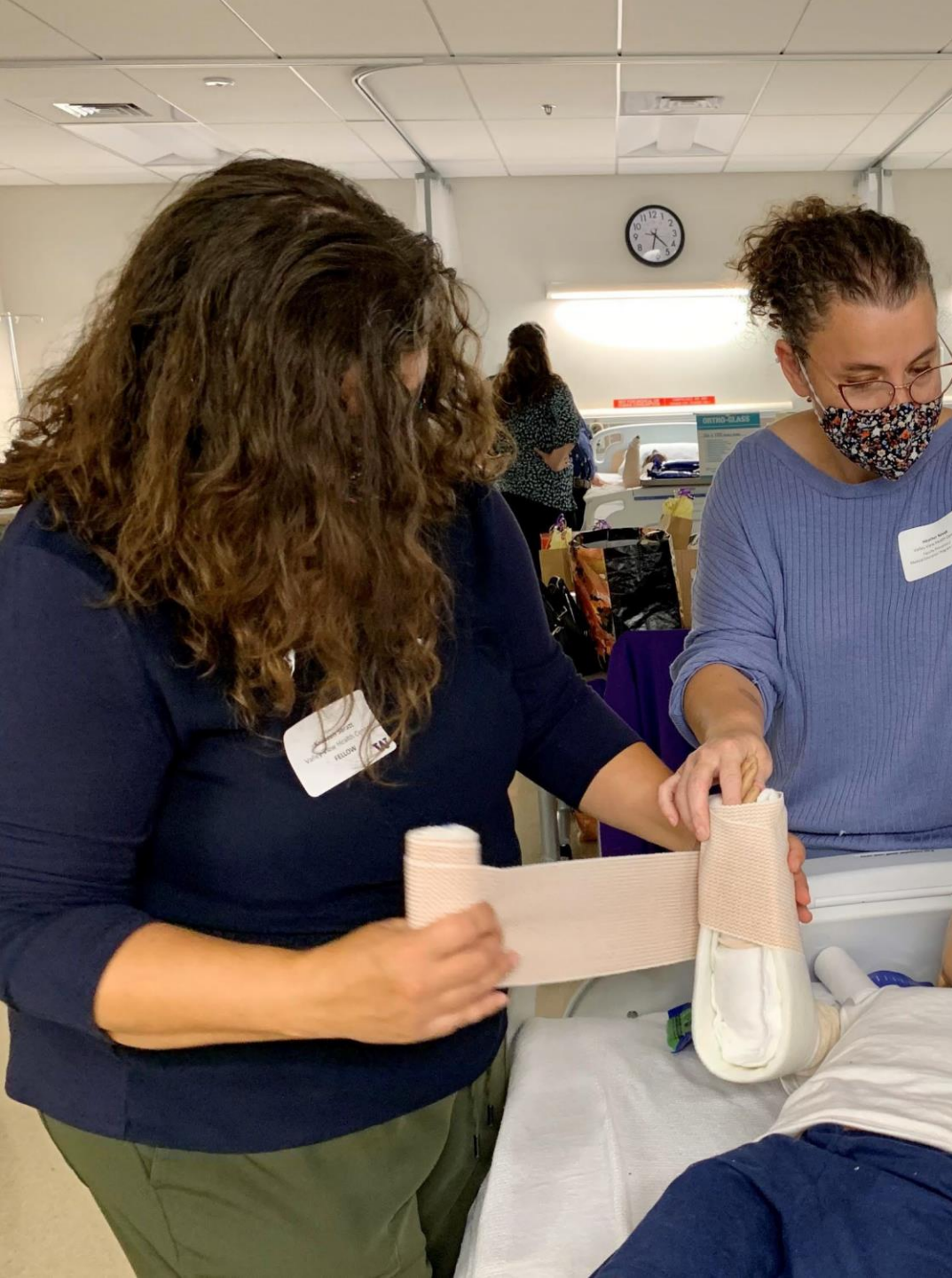
- Begin with the end in mind
- Partnerships
 - Academic, Healthcare Organizations, and Community
- Start small
- Buy-in from the **entire organization**
- Remain flexible
- Administrative time is a necessity
- Patience



Changes over Time:

- DNP to MSN requirement
- Consolidation of sites
- Salaries
- Individual identities
- Roles and responsibilities
- Get togethers
- New sites
- Conference participation





Partnership Challenges & Opportunities

- Pace
- Programmatic components
- Evaluation components
- Skills labs
- Specialty rotations
- Faculty recruitment and development

Academic Collaboration

- Collaborating to create and manage meaningful data
- Differing perspectives on evaluation
- Translation and impact to community





...had we known

- Move forward
- Be flexible
- Partner, Partner, Partner
- Identify a broader network
 - NW CAPE
 - The Consortium



Next Steps

- Hiring and training new faculty
- Goal for financial stability – 4 Fellows, 1 Faculty, 1 Site
- Grant period ending
- Sustainability planning for Valley View
- Academic partnership
- Joint publications

Acknowledgements:

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Refreshment Break

Session Two will begin at 2:15pm

Finance, ROI, Sustainability of Postgraduate APP Training Programs

“Thoughts on How to Make This Thing Work”

Presented By:

Daniel Santi
Chief Financial Officer
Shasta Community Health Center

Robert Gamboe, PA-C
NP/PA Fellowship Program Director
Shasta Community Health Center

Learning Objectives

- Participants will understand the financial resources required to support a postgraduate training program.
- Participants will gain knowledge about leveraging a relationship with the CFO and the accounting/billing departments to help in creating a successful program.



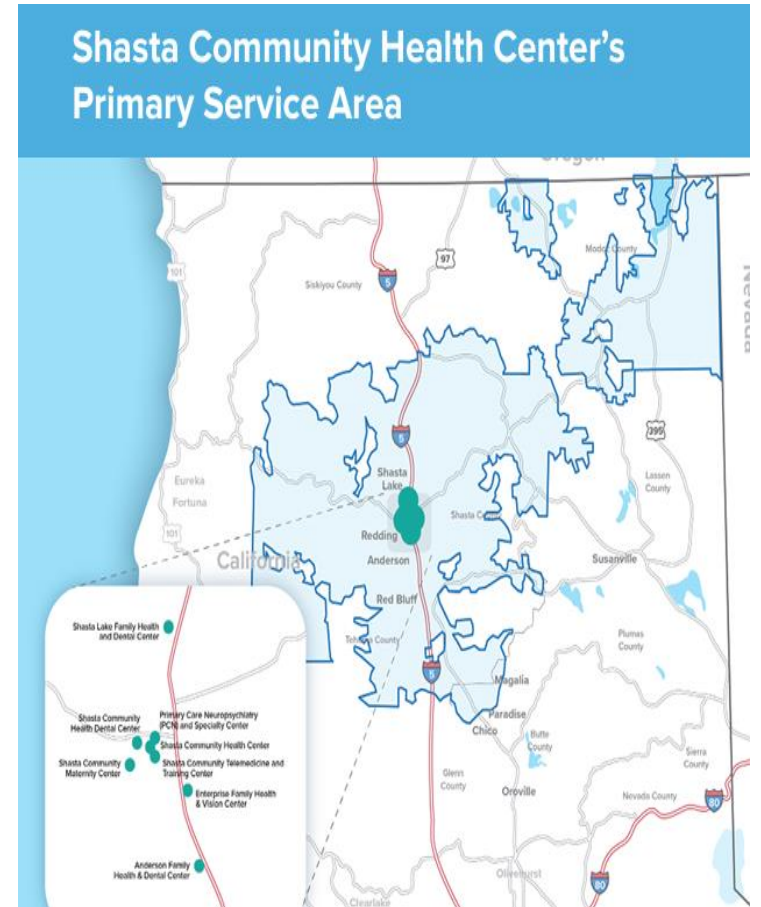
Shasta Community Health Center

Shasta Community Health Center Profile:

- Established in 1988
- 8 Patient Care Delivery Sites Providing Medical, Dental, Behavioral Health, Substance Abuse, HIV, Mobile Clinic, Street Medicine, Telemedicine, and Maternity Services.
- 500 Employees
- Unduplicated Patient Count: 36,000
- Patient Visits Per Year: 160,000

Shasta Community Health Center NP/PA Fellowship Program History

- Established in 2016
- Transitioned to a two-year program in 2019
- More than 25 Fellows have completed the program since inception.
- About 1/3 of Fellows have stayed with SCHC after program completion.
- Clinical rotations in Pediatrics, Urgent Care, Women's Health, Telemedicine.



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a californiahealth+ center

SELLING CLINIC LEADERSHIP ON FINANCIAL AND NON-FINANCIAL BENEFITS OF APP TRAINING

Non-Financial Benefits

- NP/PA Staff trained to the needs of your population.
- “Homegrown” recruitment source that gives you the opportunity to evaluate a person for at least a year before deciding to hire long term.
- Retention Opportunity for Current Staff
 - Providers Want to Teach
 - Position Variation
 - Feeling of Giving Back

Financial Benefits

- Labor cost is significantly less than a highly qualified NP/PA
- Possible long-term decrease in recruiting costs

Financial Considerations Prior to Launching

Possible Expenses to Consider (This may vary depending on clinic)

- Physical Location
 - Are you going to use space which is already generating revenue?
 - Do you have a space for Fellow's didactic activities?
- Staff Salary (Don't Forget to Include Taxes and Benefits)
 - Preceptors and Program Director
 - Support Staff (Nurses, Medical Assistants, Scribes, Front Office, Administrative)
 - Fellows/Residents
- Recruitment/Advertising Costs
- Software/Electronic Health Record Costs
- Cost of Supplies, Drugs, Vaccines
- Fellowship Curriculum Materials
- Administrative Overhead



Financial Considerations Prior to Launching (Part 2)

Possible Revenue Issues to Consider

- Payer Mix and Reimbursement Rates
- Grant Revenue Opportunities
- Expected Productivity Rate and Expected Visit Count for Fellows
- Are non-financial goals enough to offset potential revenue reduction and administrative burden???



So...You've Decided To Move Forward

COLLABORATION IS ABSOLUTELY ESSENTIAL

- Develop a committee to meet and discuss the program's development, and ongoing operations.

- It should contain a wide range of expertise and areas of influence

Program Director

Medical Director

Human Resources

Chief Executive Officer

Chief Financial Officer

Chief Operations Officer

Department Manager

Chief Medical Officer

Make sure to include key decision makers in your organization

- Ask your accounting department to track program results separately
- Meet with Accounting staff to gain an understanding of financial results and what to look for
- Set a recurring meeting to discuss financial results
- Speak with Billing/Coding staff to incorporate proper billing and coding practices into your training



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QUESTIONS & DISCUSSION



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**The final General Session begins
at 3:30pm
in the Emerald Ballroom**