

# Implementing Postgraduate Nurse Practitioner (NP) and NP/Physician Associate (PA) Training Programs: Program Development, Recruitment Strategies, and Accreditation

Tuesday October 10<sup>th</sup>, 2023

2:30-3:30pm Eastern / 11:30am-12:30pm Pacific

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# Continuing Education Credits

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Access your certificate right after the webinar by finishing the evaluation, or access the comprehensive certificate in Summer 2024.



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- The views expressed in this presentation are those of the presenters and may not reflect official policy of Community Health Center, Inc. and its Weitzman Institute.
- We are obligated to disclose any products which are off-label, unlabeled, experimental, and/or under investigation (not FDA approved) and any limitations on the information that we present, such as data that are preliminary or that represent ongoing research, interim analyses, and/or unsupported opinion.
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# National Training and Technical Assistance Partners (NTTAP) Clinical Workforce Development

Provides free training and technical assistance to health centers across the nation through national webinars, activity sessions, learning collaboratives, trainings, publications, etc.

To learn more, visit [weitzmaninstitute.org/nca](https://weitzmaninstitute.org/nca)

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# Speakers

- Charise Corsino, MA, Program Director of the Nurse Practitioner Residency Program, Community Health Center, Inc. (CHCI)
- Nicole Seagriff, DNP, APRN, FNP-BC, Clinical Program Director of the Nurse Practitioner Residency Program, Community Health Center, Inc. (CHCI)
- Lance Martin, Program Manager, APC Residency Program, Open Door Community Health Centers



# Objectives

1. Identify the drivers, process, and structure for implementing postgraduate training program for NPs/PAs at your health center
2. Explore effective strategies in the recruitment process
3. Hear from a peer who can talk about the decision to host a NP/PA program and recruitment considerations
4. Gain insights into the benefits and rigor of the accreditation process

# Polling Question

What is your primary goal for attending this webinar?

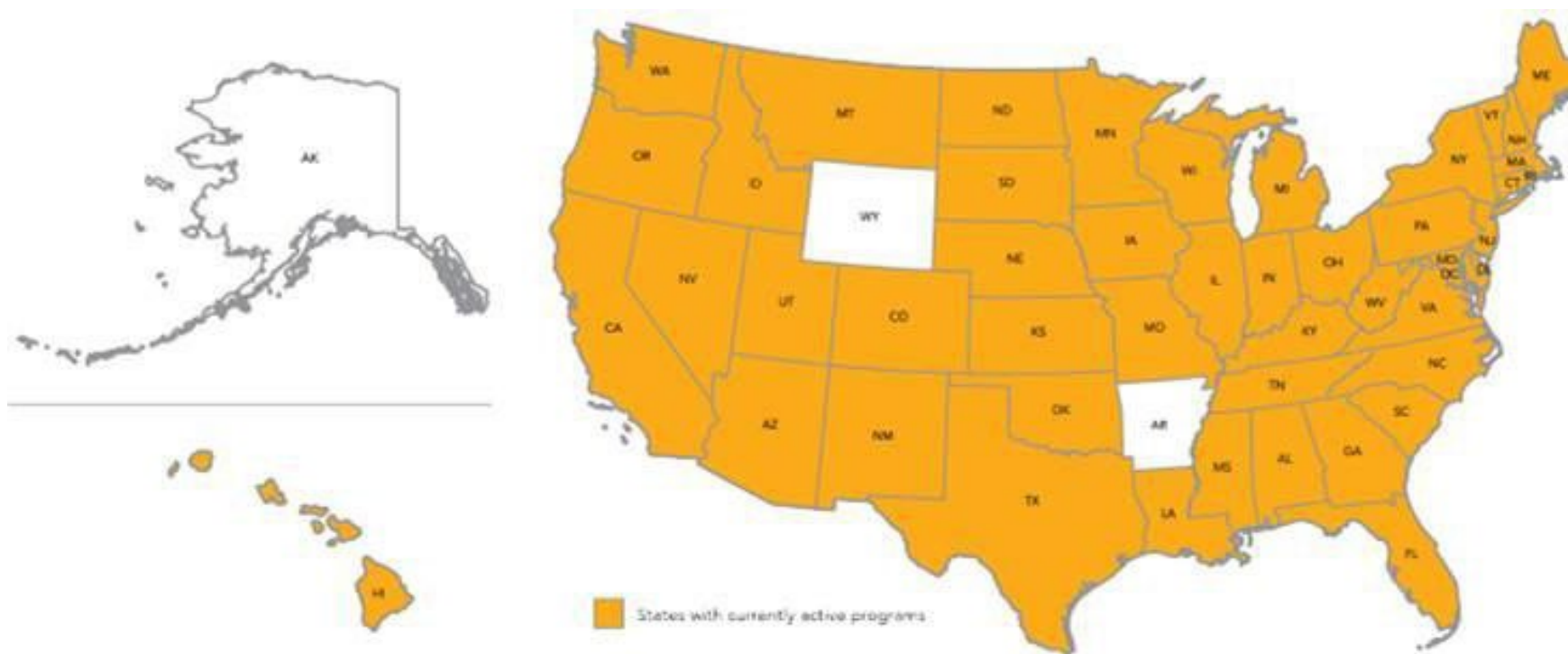
*Already involved in a postgraduate training program*

*Starting a postgraduate training program*

*Thinking about starting a postgraduate training program*

*Just wanted to learn more*

## Primary Care, Psychiatric/MH and Specialty Postgraduate Training Programs – Total: 514 Programs Nationally





# Overview of the Postgraduate Training Program Structure

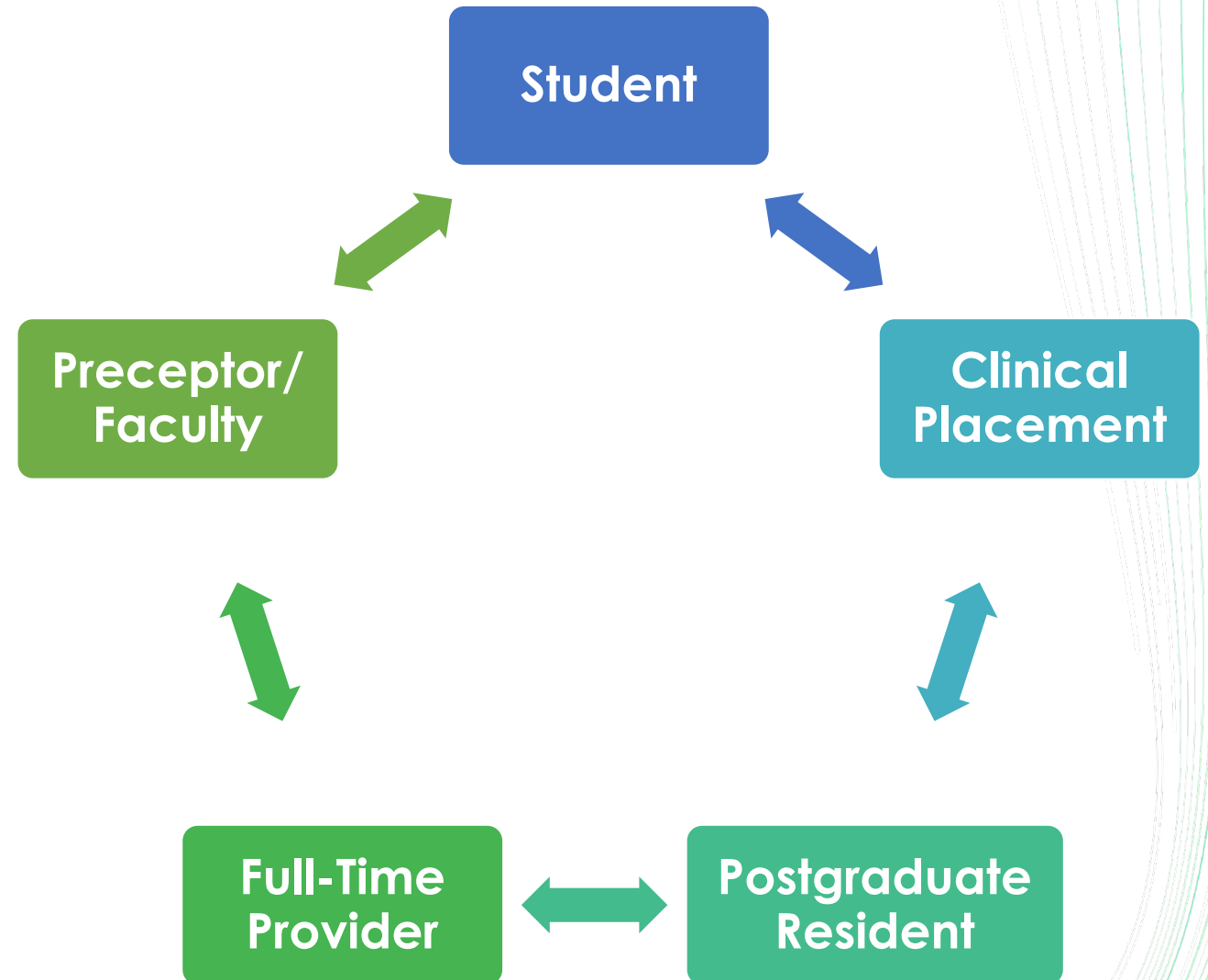
# Why Start a Postgraduate Training Program?

## Solve a Problem

- Address the shortage of expert providers, particularly for vulnerable populations
- Give new primary care medical and behavioral health providers the opportunity for postgraduate residency training in fully integrated primary care settings
- Support the development of confidence, competence and mastery in the health center setting
- Reduce attrition due to burnout and distress during the initial postgraduate year
- Provide the depth, breadth, volume, and intensity of clinical training
- Prepare the next generation of leadership for health centers



# Framework for Developing Clinical Workforce



# Core Elements of Postgraduate Training Program

12 Months Full-time Employment	Training to Clinical Complexity and High Performance Model of Care		Full Integration at Organization
	Team-based care Integrated care Inter-professional collaboration	Data driven QI Expert use of technology Primary care innovations	
Clinical Based Training Experiences (80% of time)		Education (20% of time)	
<ul style="list-style-type: none"><li>• <b>Precepted Continuity Clinics</b> (40%); Develop and manage a panel of patients with the exclusive and dedicated attention of an expert preceptor.</li><li>• <b>Specialty Rotations</b> (20%); Experience in core specialty areas most commonly encountered in primary care focused on building critical skills and knowledge for primary care practice.</li><li>• <b>Mentored Clinics</b> (20%); Focused on chief complaints, efficiency, and acute care working within a variety of primary care teams.</li></ul>		<ul style="list-style-type: none"><li>• <b>Didactic Education</b> - High volume and burden topics most commonly seen in primary care.</li><li>• <b>Project ECHO</b> – Case-based distance learning in high complexity issues like chronic pain, treating HIV, Hepatitis C, and MOUD</li><li>• <b>Quality Improvement Training</b> - Training to a high performance QI model, including frontline process improvement, collecting and reviewing data, and leadership development</li></ul>	

## A Year in the Nurse Practitioner Residency Program

Based on Analysis of 1,200 Journal Entries from 2008 through 2013

# The Residency Experience

Thematic Elements of the  
 Postgraduate NP Residency  
 (Flinter and Hart, 2016)





# Recruitment Strategies

# General Recruitment Strategies

- Local academic institutions, schools of nursing
- Tapping into your organizational providers alumni networks
- National associations
- Connect with other postgraduate training programs in your area
- Internal NP/PA students
- Nurses who are completing their graduate programs
- Currently hiring new graduates; think of changing requirements to be source of potential candidates
- Once your program starts – using alumni of your program to support in recruitment efforts

# Communications and Marketing



Create  
Webpage

Program Email Address  
NPResidency@

**Community Health Center, Inc.**

**America's First Family Nurse Practitioner Residency Program**

Started in 2007, this 12-month program provides intensive training to both the clinical complexity of family practice in the safety net setting, and training to a high performance, PCMH model for primary care. The program is specifically intended for family nurse practitioners who are committed to developing careers as PCPs in the challenging setting of community health centers and other safety net settings. We are accepting applications for the 2016–2017 residency class. **Deadline: April 1, 2016.**

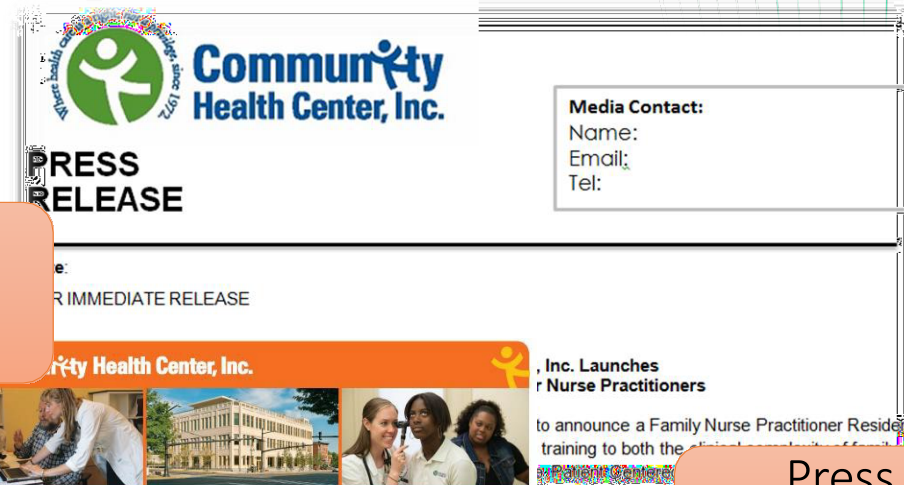
Qualifications: Recent graduates (within 18 months) of Masters or DNP programs, certified or board eligible as FNP, bilingual candidates preferred.

The residency is a full-time, 12-month salaried position with benefits. The program structure includes: precepted primary care sessions, specialty rotations, independent clinics and didactic sessions.

For more information, please contact:  
**Charise Corsino**  
(860) 852-0853  
Charise@chc1.com

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Press  
Release

**Now Accepting Applications for Our Nurse Practitioner Residency in Community Health and Primary Care**  
Training the Next Generation of APRNs in Integrated Primary Health Care

Community Health Center, Inc. (CHC) of Connecticut, one of the country's largest and oldest Federally Qualified Health Centers (FQHCs), is pleased to announce that it is accepting applications for the Nurse Practitioner Residency Program in Family Practice and Community Health. There are five training sites across Connecticut—Middletown, Meriden, New Britain, New London and Norwalk. The class of 2018–2019 will begin in September 2018. Application deadline is April 1, 2018.

CHC is committed to leadership, transformation and innovation in health care. Through its Weitzman Institute, CHC develops new models and programs designed to resolve clinical, systemic, technologic and operational barriers to ensuring full access to effective health care for all individuals. This residency is designed for new nurse practitioners with a commitment to developing career practices in the challenging setting of the FQHC and/or special populations.

The Nurse Practitioner Residency in Family Practice and Community Health has the following goals:

- **EXPAND** access to quality primary care for underserved and special populations, and contribute to workforce development by training new Nurse Practitioners in a FQHC-based residency program.
- **SUPPORT** the achievement of competence, confidence, and mastery in all domains of primary care as a full scope, primary care provider in a complex FQHC setting through a highly structured curriculum that includes the necessary depth, breadth, volume and intensity of clinical practice.
- **TRAIN** new Nurse Practitioners to a model of primary care consistent with the Patient Centered Medical Home, including care that is comprehensive, team-based, patient-centered, coordinated, accessible, high-value and culturally competent.
- **INCREASE** the overall confidence and professional job satisfaction of new Nurse Practitioners working in underserved community settings.
- **CULTIVATE** the leadership qualities and potential of Nurse Practitioners to engage in leadership within their practice setting as well as in the local, state, and federal communities with which they interact.

**Application Requirements:**

1. Completed Application
2. CV
3. Three (3) letters of recommendation. Please see below for specifics on who letters should come from.

Presentations to  
Academic  
Institutions

# Developing a Recruitment Process

- Develop your marketing & recruitment plan
- Coordinate with your HR team around your hiring processes
- Map out a recruitment timeline
- Create an Application or build off your organizations application process
- Process for reviewing applications





# Recruitment and Selection of Candidates

- Strategies to increase recruitment and selection of candidates:
  - Outreach to community organizations
  - Outreach to a wide variety of academic institutions
  - Phone screen candidates as initial step
  - Quality of education
  - Work with HR team to review strategies being used at your organization



# Recruitment Strategies: Open Door Community Health Centers



Advanced Practice Clinician  
**Residency Program**

# Open Door Community Health Centers

- Open Door Community Health Centers was founded to provide excellent health care and health education to a part of California when the region suffered from a shortage of access.
- Starting as a single clinic in 1971, Open Door now has 12 community health centers across Humboldt and Del Norte counties in Northern California – a service area larger than the state of Connecticut – serving more than 55,000 patients a year and employing almost 600 community members.
- Open Door Community Health Centers have an Advanced Practice Clinician (APC) Residency, a Family Medicine Residency, and a Dental Residency Program.
  - The APC residency program was established in 2016.

# Open Door Community Health Centers: PA Residency Recruitment Strategies

- Collaborate with the recruitment team to engage PA schools and promote residency programs at their job fairs, both in-person and virtually
- Reach out to schools to let them know that your organization is willing to take students
- Partner with the learning and development team to align students with core faculty and mentors, encouraging them to apply after rotations
- Implement a rolling application process to accommodate varying graduation timelines and make it easier for applicants to apply when it suits them

# Accreditation Process

# Program Accreditation

- There are multiple pathways for accreditation.
- Accreditation provides external validation of rigor, quality, and high standards.
- Where to go for additional resources in the development of a program (Accreditation Standards and Self-Study Guide).
- Website: <https://www.apppostgradtraining.com/>





# Accreditation Overview

- A formal process by which NP/PA residency programs are evaluated against established standards of quality, including curriculum, faculty qualifications, and clinical experiences.
- Accreditation ensures that programs meet rigorous educational and clinical practice standards, ultimately leading to the production of highly skilled and competent NP/PA practitioners.
- Accreditation is typically conducted by recognized accrediting bodies in healthcare education.

# About the Consortium

- The Consortium is Federally recognized by the U.S. Department of Education as a National Accrediting Agency.
- The Consortium provides programmatic accreditation for postgraduate NP, PA and joint NP/PA training programs, ensuring that the programs adhere to high quality, rigorous standards developed by nurse practitioners, physician assistants and experts in clinical care, adult learning and professional training. In this way, the Consortium is making a significant contribution to the health and healthcare of the public.



U.S. Department of Education



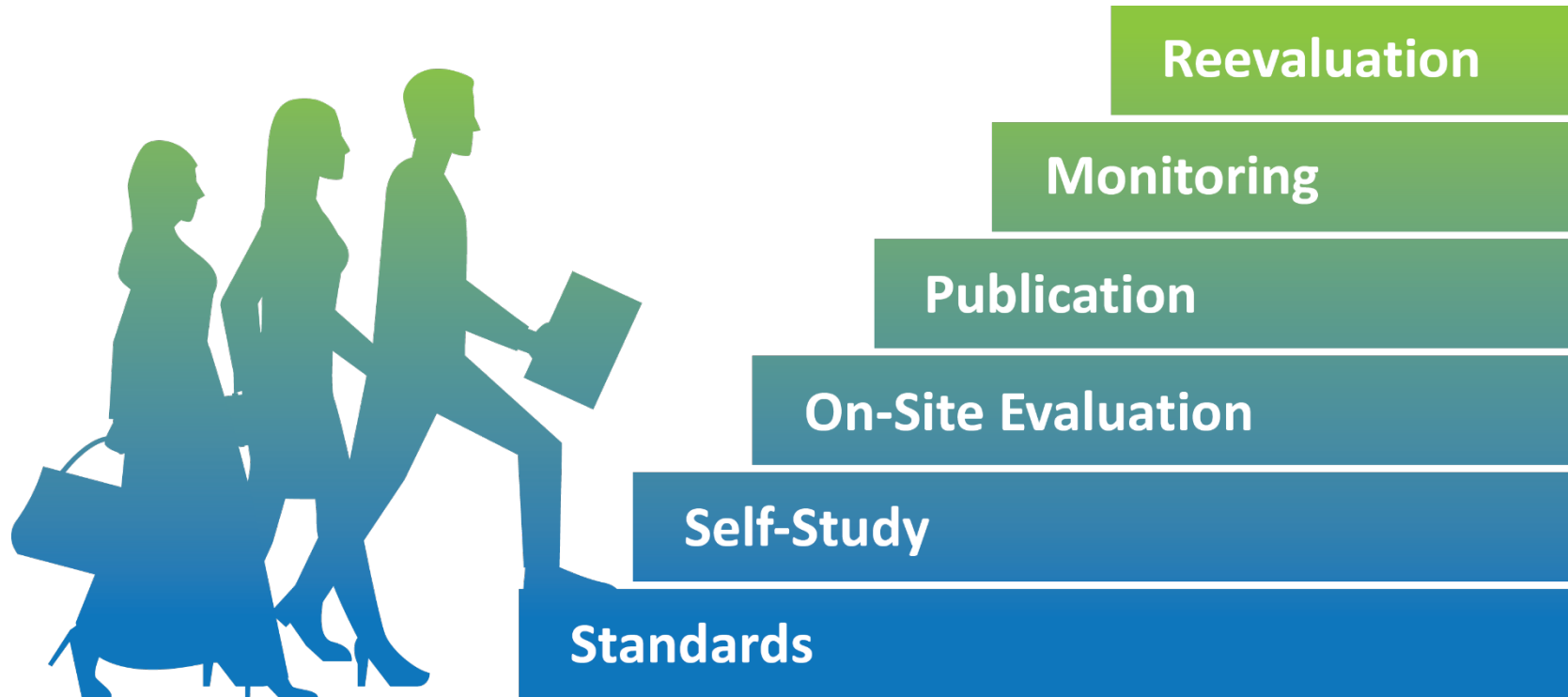
# Accreditation Defined

- External, independent review of a health care training program against nationally- accepted standards and its own policies, procedures, processes and outcomes (AAAHC).
  - Peer-reviewed, voluntary program evaluation
  - Practice-based determination of adherence to National Standards
  - Public recognition of excellence
  - National acknowledgement of quality



# U.S. ED Accreditation Process

## 6 Major Steps the Consortium follows:



# Consortium Standards Driving Excellence in Program Design

Standard 1: Mission, Goals, Objectives

Standard 2: Curriculum

Standard 3: Evaluation

Standard 4: Program Eligibility

Standard 5: Administration

Standard 6: Operations

Standard 7: Staff

Standard 8: Postgraduate Trainee Services





# Accreditation Sample Timeline

- General timeframe, application to decision, 8-18 months
  - Intent to Apply
  - Application via website
  - Self-Study (internal program evaluation) and report
  - 1.5 day on-site visit (external program evaluation) by trained 2 site visitor peers and observer (educator and administrator)
  - Site Visit report, review by program, submit to Accreditation Commission for consideration
  - Decision – Accredited, Deferral of Accreditation, Withdrawal of Accreditation or Denial of Accreditation
  - Official Notification of accreditation action to the U.S. Department of Education
  - Public announcement and posting on Consortium website
  - Annual program reports on headcount
- Extensive technical support available throughout the process
- Total cost: \$10K –
  - \$1K non-refundable application fee; \$9K review fee due prior to site visit
  - For programs with multiple tracks, \$10K plus \$6,500 for second track and \$2,500 for each additional track
- Initial Accreditation awarded up to 3 years
- Renewal of Accreditation awarded up to 5 years

# Accreditation Anchors Program Development

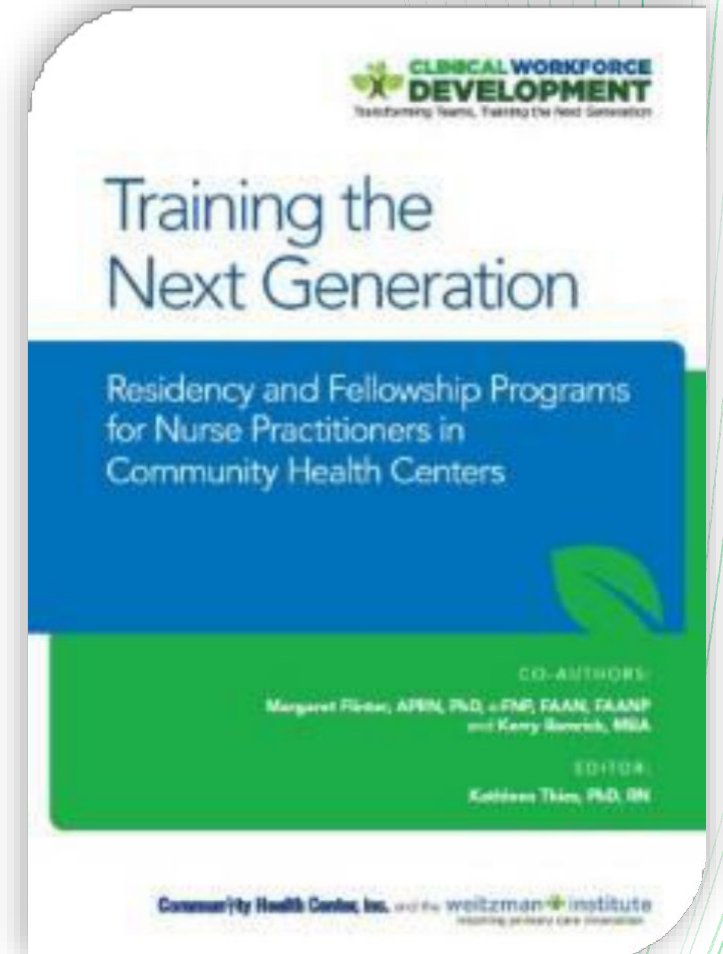


# Questions?

# Wrap-Up

To download the digital version of "Training the Next Generation: Residency and Fellowship Programs for Nurse Practitioners in Community Health Centers"

[https://www.weitzmaninstitute.org/  
NPResidencyBook](https://www.weitzmaninstitute.org/NPResidencyBook)





# Postgraduate Nurse Practitioner (NP) & NP/Physician Associate (PA) Postgraduate Training Programs Learning Collaborative

- Free six-month participatory experience designed to provide knowledge, tools, and coaching support to help health centers and look-alikes implement postgraduate NP or joint NP/PA programs in primary care.
- In this Collaborative, teams will learn how to:
  - Build the case for starting a postgraduate residency program in their organization by developing a presentation for leadership
  - Identify clinical, financial, operational, and administrative resources
  - Develop the structure and curriculum for a postgraduate residency program
  - Brainstorm and recruit faculty, mentors, and preceptors
  - Evaluate postgraduate resident learner outcomes and the impact of the postgraduate residency program.
  - Prepare for program accreditation
- Apply [Here](#) by Friday November 10<sup>th</sup>! For more information/questions, please reach out to Meaghan Angers ([angersm@mwhs1.com](mailto:angersm@mwhs1.com))

## Training the Next Generation



### • Postgraduate Residency and Fellowship Training

*Our NTTAP also offers learning collaborative opportunities in Health Professions Student Training, Comprehensive and Team-Based Care, and HIV Prevention!*

# Explore more resources!

## National Learning Library: Resources for Clinical Workforce Development

National Learning Library



CHC has curated a series of resources, including webinars to support your health center through education, assistance and training.

[Learn More](#)

### **CLINICAL WORKFORCE DEVELOPMENT** Transforming Teams, Training the Next Generation

The National Training and Technical Assistance Cooperative Agreements (NCAs) provide free training and technical assistance that is data driven, cutting edge and focused on quality and operational improvement to support health centers and look-alikes. Community Health Center, Inc. (CHC, Inc.) and its Weitzman Institute specialize in providing education and training to interested health centers in Transforming Teams and Training the Next Generation through;

**National Webinars** on advancing team based care, implementing post-graduate residency training programs, and health professions student training in FQHCs.

**Invited participation in Learning Collaboratives** to advance team based care or implement a post-graduate residency training program at your health center.

Please keep watching this space for information on future sessions. To request technical assistance from our NCA, please email [NCA@chc1.com](mailto:NCA@chc1.com) for more information.

<https://www.weitzmaninstitute.org/ncaresources>

## Health Center Resource Clearinghouse

### **HEALTH CENTER RESOURCE CLEARINGHOUSE**

 **HEALTH CENTER RESOURCE CLEARINGHOUSE**

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Health Center 101 Learning Bundle: Learn More About the Health Center Model through Videos and Resources |  
 NTTAP National Health Center Training and Technical Assistance (TTA) Needs Assessment

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<https://www.healthcenterinfo.org/>

# Contact Information

For information on future webinars, activity sessions, and learning collaboratives: please reach out to [nca@chc1.com](mailto:nca@chc1.com) or visit <https://www.chc1.com/nca>