Postgraduate Nurse Practitioner Residency Training

Training to Complexity, Training to a Model, Training for the Future:

The Nexus Summit
August 20th, 2019
Federally Qualified Health Centers (FQHCs)
- Nation’s largest safety net setting
- Located in designated high need communities
- Caring for 24 million patients annually
- 93% served are below 200% poverty and 35% uninsured

CHC Profile
- Founding year: 1972
- Primary care hubs: 15; 204 sites
- Staff: 1,000
- Patients/year: 100,000
- Specialties: onsite psychiatry, podiatry, chiropractic
- Specialty access by e-Consult to 15 specialists

Elements of Model
- Fully Integrated teams and data
- Integration of key populations into primary care
- Data driven performance
- “Wherever You Are” approach

Weitzman Institute
- QI experts; national coaches
- Project ECHO®— special populations
- Formal research and R&D
- Clinical workforce development

2018
Training The Next Generation

- Nurse Practitioner Residency Program
- Postdoctoral clinical psychology residency program
- Psychiatric Nurse Practitioner Residency
- Center for Key Populations Fellowship
- Administrative Leadership Fellowship
- National Institute for Medical Assistant Advancement (NIMAA)
- Dedicated Education Units for BSN (RN) students
- Health Professions Students and Trainees
Drivers in Developing the Model of Postgraduate NP Training

• Increase the nation’s ability for every person to have an expert primary care provider, but particularly in underserved communities and special populations.

• Provide new NPs committed to practice careers as PCPs with an intensive training experience focused on training to clinical complexity and high performance.

• Provide a highly structured transition from university to practice that supports the development of confidence, competence, and mastery in the FQHC setting.

• Utilize the postgraduate training year to develop expertise in high volume/high burden condition such as: chronic pain, addiction, HIV, Hepatitis C

• Introduce new PCPs to innovations like Project ECHO®, eConsults, team-based care, data driven QI.

• Create a nationally replicable, sustainable model of FQHC-based postgraduate training for new NPs.
Core Elements of a Postgraduate NP Residency

- 12 months, full time employment
- Full integration into all aspects of the organization
- Continuous training to clinical complexity and a high performance model of care:
  (team-based, inter-professional collaboration, fully integrated with behavioral health, continuous healing relationship with PCP, data driven quality improvement and expert use of technology)

1) Precepted Continuity Clinics (40%); residents develop and manage their own panel of patients with the exclusive attention of an expert preceptor NP, physician, or PA; primarily new patients

2) Specialty Rotations (20%); Experience in orthopedics, dermatology, women’s health, adult and child psychiatry, geriatrics, pediatrics, newborn nursery, HIV/Hep C care, and healthcare for the homeless

3) Mentored Clinics (20%); Focused on diversity of chief complaints, efficiency, episodic and acute care working within a primary care team

4) Didactic Sessions (15%); High volume/complexity/risk/burden topics. Includes participation in Project ECHO sessions for managing chronic pain, treating HIV, Hepatitis C, and opioid addiction

5) Quality Improvement Training (5%); Training to a high performance QI model, including front line QI improvement, data driven QI, and leadership development.
• Focus on managing complex patients, expert use of data, specialty training in priority areas, full scope of practice, and preparing for careers as PCP.

• Develop a panel of approximately 300-400 patients/1,000 visits

• Portfolio of clinical procedures commonly seen in primary care
Post Residency Outcomes

• Retention in practice as a primary care provider (94%) and in FQHC setting (71%). (CHC annual alumni survey, April 2018)

• Remotely hosted programs on average retains 88% of its NP residents post training year.

• Postgraduate training programs shown to have a statistically significant positive influence on NP job satisfaction (Bush & Lowery, 2016)

• Residents who stayed at CHC post residency scored approximately 8% higher on clinical outcome measures comparative to other PCPs.

• Post residency, in first year of full time practice, residents will see approximately 1,200 visits more than a new provider hired externally needing traditional training and ramp up.
Growth and Spread of Postgraduate NP Training Programs

Currently active Nurse Practitioner Postgraduate Training Programs
- Family Nurse Practitioner (FNP) NCA Learning Collaborative sites for 2018–2019
- Psychiatric Mental Health Nurse Practitioner (PMHNP) NCA Learning Collaborative sites for 2018–2019
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ANE-NPR Grant Awardee sites

Joint FQHA Joint NP/PA Training Programs:
- Petaluma Health Center, Inc.
- Shasta Community Health Center
- The Everett Clinic
- Western North Carolina Community Health Services
Growth and Spread of Postgraduate NP Training Programs

Primary Care Nurse Practitioner Postgraduate Training Program Sites Across the Country

- 71 currently operational postgraduate NP residency and fellowship training programs
- 37 organizations completed CHC’s NCA PGR Learning Collaborative.
- 36 HRSA ANE-NPR Grant Awardees
- Since the program launch in 2007, CHC has graduated 90 NP residents and 80 graduates from remotely hosted programs. (as of 08.31.19)

NCA Learning Collaborative Sites

- 2018–2019
  - ARIZONA
    - Pima County Health Care, Tucson
  - CALIFORNIA
    - Fresno County Health Care, Fresno
    - Health Services of Santa Barbara
    - Stockton Health, Stockton
    - University of California, San Francisco
  - COLORADO
    - Poudre Valley Health, Fort Collins
    - Pueblo Memorial Health Care, Pueblo
  - MASSACHUSETTS
    - Boston Medical Center, Boston
    - communityHealthCare, Inc., Lowell
    - Methuen Hospital, Methuen
    - Tufts Medical Center, Boston
  - NEW YORK
    - Community Health Care of Kings County, Brooklyn
    - New York Medical College, Valhalla
    - Rensselaer Valley Health, Troy
    - University at Buffalo, Buffalo
    - University of Rochester, Rochester
  - TEXAS
    - CHC of San Antonio, San Antonio
    - UIW School of Osteopathic Medicine, San Antonio
    - University of North Texas Health Science Center, Fort Worth

HRSA ANE-NPR Grant Awardees Sites

- ALABAMA
  - Cahaba Medical Care Foundation
  - Samford University
  - University of South Alabama
- ARIZONA
  - El Rio Health Center
- CALIFORNIA
  - Santa Rosa Community Health Centers
  - University of California, San Jose
  - University of California, Santa Cruz
- CONNECTICUT
  - Community Health Care, Inc., New London
- GEORGIA
  - Emory University
- ILLINOIS
  - East Family Health Center, Inc.
  - Heartland International Health Centers
- INDIANA
  - Egg Harbor Community Health, Inc.
  - Indiana University
  - University of Southern Indiana
- KANSAS
  - University of Kansas Medical Center
  - Kansas City Community Health Center
- MASSACHUSETTS
  - Massachusetts General Hospital
  - Mount Holyoke College, South Hadley
- MICHIGAN
  - Wayne State University, Detroit
  - University of Michigan
- MISSISSIPPI
  - Gulf Coast Hospital, Gulfport
  - Mississippi State College, Gulfport
  - University of Mississippi Medical Center, Jackson
  - University of Mississippi Medical Center, Oxford
- NEBRASKA
  - University of Nebraska Medical Center, Omaha
  - University of Nebraska Medical Center, Omaha
  - University of Nebraska Medical Center, Omaha
- NEW HAMPSHIRE
  - Dartmouth-Hitchcock, Hanover
  - University of New Hampshire, Durham
- NEW JERSEY
  - Christian Health Center, Paterson
  - University of Medicine and Dentistry of New Jersey
  - University of Medicine and Dentistry of New Jersey
  - University of Medicine and Dentistry of New Jersey
- NEW MEXICO
  - University of New Mexico, Albuquerque
  - University of New Mexico, Albuquerque
- NEW YORK
  - New York Medical College, Valhalla
  - University of Rochester, Rochester
  - University of Rochester, Rochester
  - University of Rochester, Rochester
- NORTH CAROLINA
  - WakeMed Health & Hospitals, Raleigh
  - WakeMed Health & Hospitals, Raleigh
  - WakeMed Health & Hospitals, Raleigh
  - WakeMed Health & Hospitals, Raleigh
- NORTH DAKOTA
  - North Dakota State University
- OHIO
  - Mount Carmel Health System Foundation
- PENNSYLVANIA
  - Allegheny Health Network
  - Pennsylvania State University
- RHODE ISLAND
  - University of Rhode Island, Providence
  - University of Rhode Island, Providence
- SOUTH CAROLINA
  - Medical University of South Carolina
  - Medical University of South Carolina
- TENNESSEE
  - Medical University of Tennessee, Memphis
- WASHINGTON
  - University of Washington, Seattle
  - University of Washington, Seattle
  - University of Washington, Seattle
- WISCONSIN
  - University of Wisconsin
  - University of Wisconsin
  - University of Wisconsin
Academic – Clinical Partnerships

Advanced Nursing Education - Nurse Practitioner Residency (ANE-NPR) Program

The ANE-NPR project must consist of a partnership between a community-based entity and an advanced nursing education academic entity to provide curriculum, didactic training, clinical coordination, and oversight of NP resident training, preceptor development, faculty practice, and partnership liaison.

A residency with an academic affiliation will enable the development and standardization of curricula and competencies.
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Dr. Jack Geiger
Founder, U.S. Community Health Center Movement

Dr. Loretta Ford
Founder, NP Movement
Contact Information

Nicole Seagriff, APRN, DNP
Clinical Program Director,
Primary Care Postgraduate Residency
Email: Seagrin@chc1.com
Tel: 860-852-0834

Margaret Flinter, APRN, PhD, c-FNP, FAAN, FAANP
Senior VP and Clinical Director
Email: margaret@chc1.com
Tel: 860-852-0899

Kerry Bamrick, MBA
Program Director, Weitzman Institute
Email: kerry@chc1.com
Tel: 860-852-0834

Website: www.npresidency.com