

Postgraduate Nurse Practitioner Residency Training

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



The Nexus Summit
August 20th, 2019



Community Health Center, Inc.

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

CHC Locations in Connecticut



THREE FOUNDATIONAL PILLARS

1
Clinical
Excellence

2
Research
and
Development

3
Training
the Next
Generation



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.

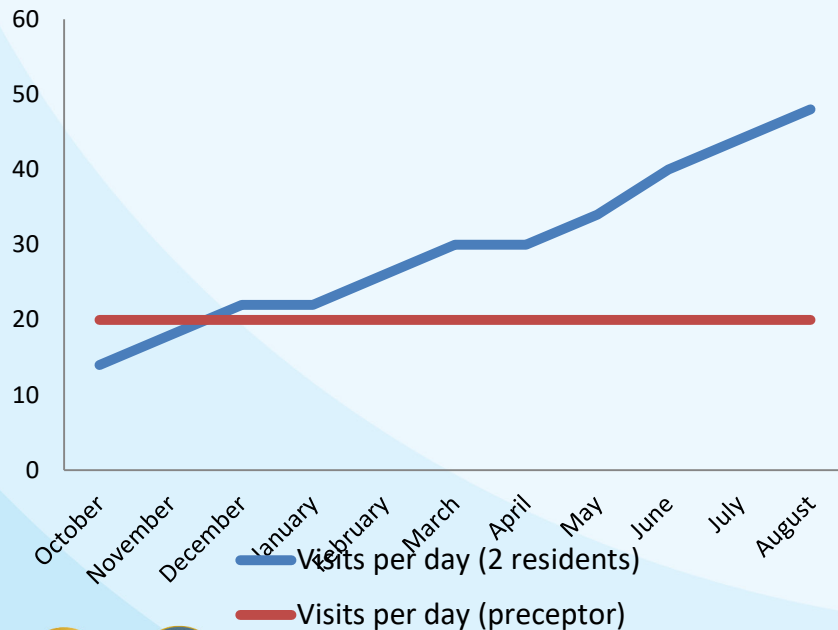


Core Elements of a Postgraduate NP Residency

- 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.

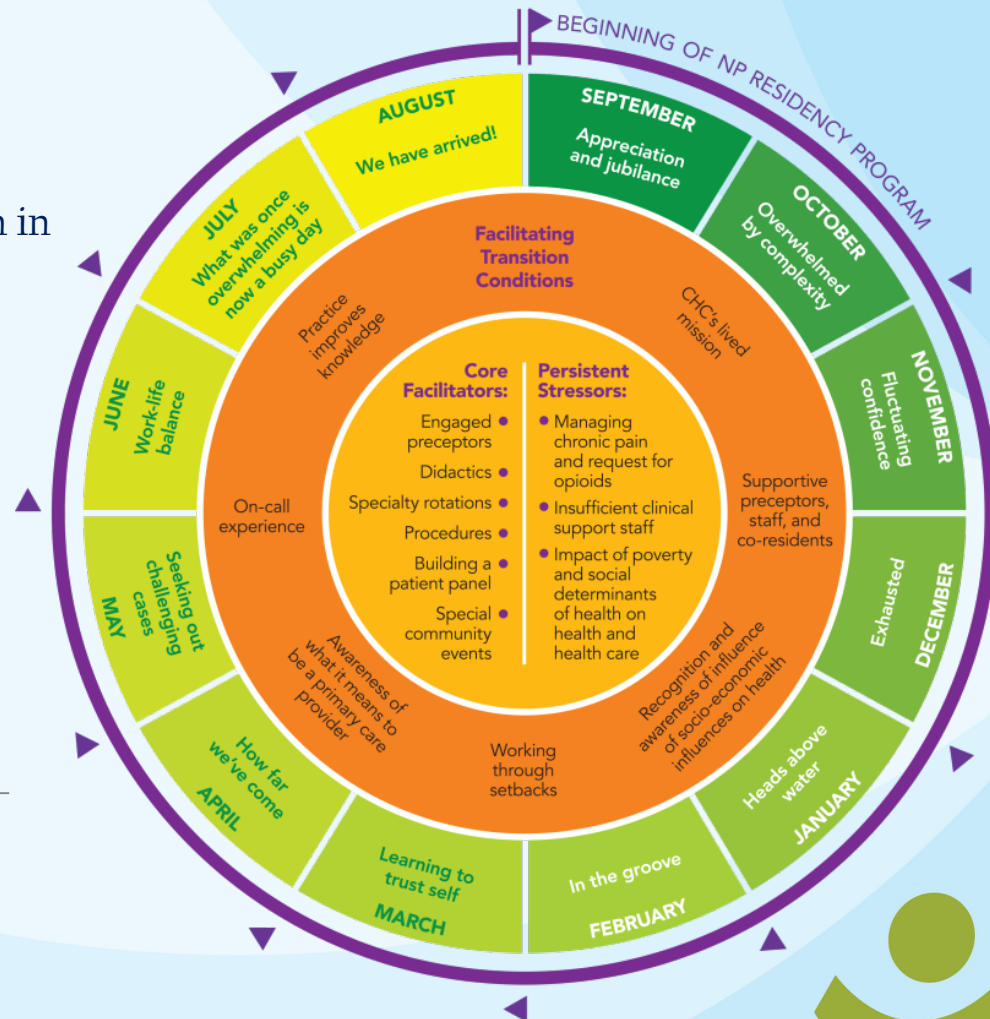
Residency Experience and Outcomes

- 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



A Year in the Nurse Practitioner Residency Program

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



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:

- ① **Petaluma Health Center, Inc.**
- ② **Shasta Community Health Center**
- ③ **The Everett Clinic**
- ④ **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

Nurse Practitioner (NP) Postgraduate Training Programs

ARIZONA	2019: El Rio Health Center, Tucson
ALABAMA	2018: Cahaba Medical Care Foundation, Centerville
CALIFORNIA	2011: Glide Health Services and UCSF/UCLA NP Residency*, San Francisco 2012: San Francisco VA Medical Center, San Francisco 2012: Santa Rosa Community Health Centers, Santa Rosa 2015: Lifelong Medical Care, Berkeley 2015: Shasta Community Health Center, Redding 2016: Open Door Community Health Center, Arcata 2016: Greater Los Angeles VA Medical Center, Los Angeles 2017: Avenal Community Health Center, Lemoore 2017: Asian Health Services, Oakland 2018: Clinicas de Salud del Pueblo, Brawley 2018: Health Right 360 (Lyon Martin Health Services), San Francisco 2019: Petaluma Health Center, Inc., Petaluma 2019: Clinicas de Salud, El Centro
COLORADO	2015: Peak Vista Community Health Centers, Colorado Springs
CONNECTICUT	2007: Community Health Center, Inc., Middletown 2011: VA Connecticut Healthcare System, West Haven
DELAWARE	2017: Christiana Care, Wilmington
FLORIDA	2016: West Kendall Baptist Hospital, Miami 2016: Baycare Health System, South Bay
HAWAII	2015: Waianae Coast Comprehensive Health Center, Waianae
IDAHO	2012: Boise VA Medical Center, Boise
ILLINOIS	2016: OSF Healthcare, Peoria 2019: Esperanza Health Centers, Chicago
INDIANA	2016: HealthLinc, Valparaiso
MAINE	2011: Penobscot Community Health Care*, Bangor
MASSACHUSETTS	2009: Family Health Center of Worcester, Worcester 2019: Reliant Medical Group, Leominster 2019: Baystate High Street Health Center, Springfield 2019: Harbor Health, Mattapan 2019: Holyoke Health Center, Holyoke 2019: Northshore Community Health Center, Salem
MINNESOTA	2019: Health Partners Institute, Minneapolis
MISSISSIPPI	2013: North Mississippi Medical Center Clinic, Tupelo
MISSOURI	2017: Saint Luke's Health System, Kansas City
NEW HAMPSHIRE	2017: Lamprey Health Care, Newmarket
NEW JERSEY	2018: Henry Austin Health Center, Trenton
NEW YORK	2015: Morris Heights Health Center*, Bronx 2015: Community Health Care Network, New York 2016: Highland Family Medicine, Rochester 2017: The Institute of Family Health, Bronx 2017: HRH-Care Jeannette J. Phillips Health Center at Peekskill, Peekskill 2018: United Medical Group/UHS, New York 2018: Wyckoff Heights Medical Center, Brooklyn 2019: The Jewish Board, New York 2019: Urban Health, Bronx
NORTH CAROLINA	2014: The Western North Carolina Community Health Services, Asheville 2014: The Center for Advanced Practice—Atrium Health, Charlotte 2014: University of Rochester, Rochester
OHIO	2013: Louis Stokes Cleveland VA Medical Center, Cleveland 2019: Nationwide Children's Hospital, Columbus
OREGON	2015: PeaceHealth, Eugene 2016: Yakima Valley Farm Workers Clinic, Salem

PENNSYLVANIA

2012: Puentes de Salud, Philadelphia
2019: Lancaster Health Center, Lancaster
RHODE ISLAND
2015: Thundersmith Health Center, Woonsocket
2019: Providence Community Health Center, Providence
SOUTH CAROLINA
2016: Lexington Medical Center, West Columbia
2017: Spartanburg Regional Healthcare System, Spartanburg
TENNESSEE
2019: Johnson City Community Health Center, Johnson City
TEXAS
2011: CommUnityCare and the University of Texas at Austin School of Nursing, Austin
VIRGINIA
2016: Bon Secours Richmond Health System, Midlothian
WASHINGTON
2012: Community Health Care, Tacoma
2013: VA Puget Sound Health Care System, Seattle
2014: Columbia Basin Health Association*, Othello
2014: International Community Health Services, Seattle
2014: Yakima Valley Farm Workers Clinic, Yakima
2015: The Everett Clinic, Everett
2015: Primary Care Advanced Practice Fellowship—MultiCare Health System, Puyallup
2015: Sea Mar Community Health Centers, Seattle
2018: CHAS Health, Spokane
2018: Seattle Children's Hospital, Seattle
2019: Peninsula Community Health Services, Bremerton

U.S. Department of Veterans Affairs Centers of Excellence in Primary Care Education (CoEPCE) Postgraduate Residencies

CALIFORNIA: Los Angeles; San Francisco
CONNECTICUT: West Haven
IDAHO: Boise
OHIO: Cleveland
WASHINGTON: Seattle

* Not currently active

Primary Care Nurse Practitioner Postgraduate Training Programs Across the Country

NCA Learning Collaborative Sites

2018-2019	ARIZONA FNP: El Rio Health Center, Tucson
	CALIFORNIA PMHNP: Santa Rosa Community Health Center, Santa Rosa
	COLORADO PMHNP: Peak Vista Community Health Center, Colorado Springs
	MASSACHUSETTS FNP: Codman Square Health Center, Dorchester FNP: Harbor Health Services, Mattapan
	NEW YORK FNP: Care for the Homeless, New York FNP: Morris Heights Health Center, Bronx FNP: Urban Health Plan, Bronx PMHNP: The Jewish Board, New York
	TEXAS FNP: Asian American Health Coalition, Houston
	WASHINGTON PMHNP: Peninsula Health, Bremerton
	WASHINGTON, DC FNP: Unity Health Care, Washington, D.C.
2017-2018	CALIFORNIA FNP: Clinica Sierra Vista, Bakersfield FNP: Clinicas de Salud del Pueblo, Inc., Brawley FNP: County of Santa Cruz, Santa Cruz FNP: Salud Para La Gente, Watsonville
	MASSACHUSETTS FNP: Charles River Community Health, Brighton FNP: Holyoke Health Center, Holyoke
	NEW JERSEY FNP: Henry J. Austin Health Center, Trenton
	NEW YORK FNP: Callen-Lorde, New York
	NORTH CAROLINA FNP: Mountain Area Health Education Center (MAHEC), Asheville
	OHIO PMHNP: Nationwide Children's Hospital, Columbus
	PENNSYLVANIA FNP and PMHNP: Public Health Management Corporation (PHMC), Philadelphia FNP: SouthEast Lancaster Health Services, Inc., Lancaster
2016-2017	CALIFORNIA FNP: Avenal Community Health Center, Lemoore FNP: The Children's Clinic—Long Beach, Long Beach FNP: Health Right 360 (Lyon Martin Health Services), San Francisco FNP: Petaluma Health Center, Inc., Petaluma
	COLORADO FNP: Montebello Health Center, Denver
	NEW HAMPSHIRE FNP: Lamprey Health Care, Newmarket
	NEW JERSEY FNP: Rutgers Community Health Center, Newark
	OREGON FNP: Central City Concern Old Town Clinic, Portland
	TENNESSEE FNP: Johnson City Community Health Center, Johnson City
	WASHINGTON FNP: CHAS Health, Spokane

HRSA ANE-NPR Grant Awardee 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 Davis
	Lifelong Medical
CONNECTICUT	Community Health Center, Inc.
	Emory University
ILLINOIS	Erie Family Health Center, Inc.
	Heartland International Health Centers
	Cook County
INDIANA	Riggs Community Health Center, Inc.
	University of Southern Indiana
KANSAS	Pittsburg State University
	University of Kansas Medical Center Research Institute
MAINE	Penobscot Community Health Center
MASSACHUSETTS	University of Massachusetts Worcester
MICHIGAN	Regents of the University of Michigan
MISSISSIPPI	North Mississippi Medical Center, Inc.
NEBRASKA	University of Nebraska
NEW HAMPSHIRE	Lamprey Health Care, Inc.
NEW JERSEY	Henry Austin Health Center, Inc.
	HMM Hospitals Corporation
NEW MEXICO	Presbyterian Healthcare Services
NEW YORK	The Institute for Family Health
	The Mary Imogene Bassett Hospital
NORTH CAROLINA	The University of North Carolina Chapel Hill
NORTH DAKOTA	North Dakota State University
OHIO	Mount Carmel Health System Foundation
PENNSYLVANIA	Allegheny Singer Research Institute
TENNESSEE	Vanderbilt University
	East Tennessee State University
WASHINGTON	Sea-Mar Community Health Center
	International Community Health Services
WISCONSIN	The Medical College of Wisconsin

- 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)



- Nationally- Over 500 NP Residency and Fellowship graduates- and growing!

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.



Celebrating the Past, Training the Present Building the Future!



Dr. Jack Geiger
Founder,
U.S. Community
Health Center Movement



Dr. Loretta Ford
Founder,
NP Movement



Postgraduate Nurse Practitioner Residency Program

2018-2019 COHORT




Tami Hyslop, FNP
Johns Hopkins University



Kristi Gage, FNP
University of Connecticut



Catherine Mackay, FNP
University of Vermont



Sarah Lebow, FNP
University of Saint Joseph



Quentin M. Smith, FNP
Johns Hopkins University



Mia Pacheco, FNP
Columbia University



Charlotte Robinson, FNP
Thomas Jefferson University



Mary Ann Ellis, FNP
Yale University



Lindsey Thompson, FNP
Yale University



Tatum Wright, FNP
Brandeis University



Derek Culpepper, FNP-BC
Fairleigh Dickinson University




Jordy Bailey, FNP
Quinn College





Angela Morris, FNP
Yale University



Elise Hensley, FNP
Simmons College



Carolyn Marks, FNP
Indiana Wesleyan University



Hannah Anderson, FNP
North Park University



Heather Roberts, FNP
College of Mount Saint Joseph



Lauren Co. B., FNP
Frontier Nursing University



Lauren Kennedy, FNP
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