

Nurse Practitioner Residency Training Program: Training to Complexity; Training to a Model, Training for the Future



Our Vision: Since 1972, Community Health Center, Inc. has been building a world-class primary health care system committed to caring for underserved and uninsured populations and focused on improving health outcomes, as well as building healthy communities.

CHC Inc. Profile:

- Founding Year - 1972
- Primary Care Hubs – 13 ; 218 sites
- Organization Staff – 650; active patients; 130k
- PCPs: 55 (MDs, NPs, Pas)
- Specialties: psychiatry, podiatry, chiropractic;
- Specialty access by eConsult to top 5

Elements of Model

- Fully Integrated teams
- Fully integrated electronic health record
- PCMH Level 3,
- Extensive school-based care system
- “Wherever You Are” HCH program
- **INNOVATIONS**
- Postgraduate Training Programs
- Weitzman Institute
- Project ECHO -CT



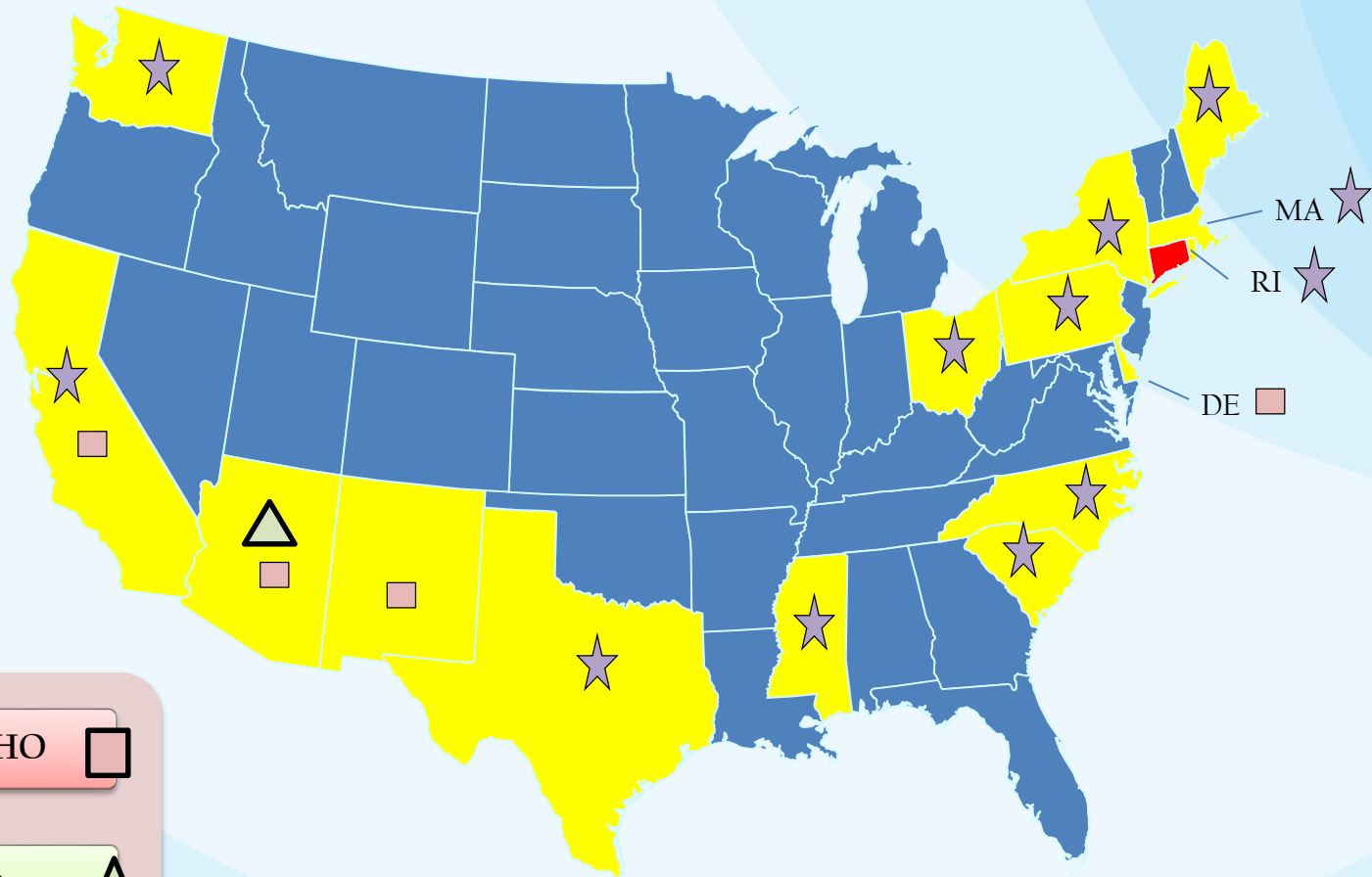
CHC Locations in Connecticut



Three Foundational Pillars

Clinical Excellence
Research & Development
Training the Next Generation

CHC's Educational, Technical & Innovation Projects



CHC's Drivers in Creating NP Residency Training

- FQHCs and our patients need expert primary care providers prepared to manage social and clinical complexity in the primary care setting.
- Literature supports perceived and desire for post-graduate residency training.
- Majority of NPs choose primary care, but are deterred from FQHC setting by mismatch between preparation, patient complexity, and available support.
- We can provide new nurse practitioners with a depth, breadth, volume, and intensity of clinical and model training that prime them for FQHC success.
- Train new nurse practitioners to a model of primary care consistent with the IOM principles of health care and the needs of vulnerable populations
- Create a nationally replicable model of FQHC-based Residency training for nurse practitioners
- Prepare new NPs for practice in any setting—rural, urban, large or small, with confidence
- Develop a sustainable funding methodology



Barriers to NP Residency Training

- Prior to 2007, there was no model for primary care nurse practitioner residency training
- No organized funding opportunity; no organized accreditation model though several specialty residency training programs exist
- GME Legislation is not inclusive of nurse practitioner residency training
- Teaching Health Center Legislation under the Affordable Care Act also not inclusive of nurse practitioner residency training



Elements of NP Residency Training



CHCI NP Residency est. 2007

- 12 months, full time employment at CHC, Inc.
- Full integration into all aspects of the organization
- Focused on advancing development and spread of model

- Precepted Continuity Clinics (4 sessions/week); residents develop and manage a panel of new patients
- Specialty Rotations (2 sessions/wk x 1 month); orthopedics, dermatology, women's health/prenatal care, adult/ child psychiatry, geriatrics, pediatrics, HIV care, Hep C care, newborn nursery, HCH
- Independent Clinics (3 sessions/week); Sessions with a clinician mentor focused on practice of episodic and acute care
- Didactic Sessions (1 session/week); covers content high volume/ risk/burden topics
- Continuous training to CHC model of high performance health system: access, continuity, planned care, team-based, prevention focused, use of data and technology to drive clinical decision making and quality
- Ongoing multi-input evaluation component using qualitative and quantitative measures
- Training on the CHCI quality improvement model, including clinical microsystems and facilitation, as well as leadership development

2014-2015 Didactics Sessions (partial listing)



- Vaccines and Immunizations of Children and Adults
- EKG Interpretation
- Lab Values
- Managing Diabetes
- Pain Management
- ADHD
- Managing Anxiety and Depression
- Self Management Goal Setting
- Orthopedics, upper and lower extremities and back
- Managing Menstrual Issues and Contraception
- Tobacco Cessation and Motivational Interviewing
- Pediatric Development
- Mindfulness Based Meditation and Stress Reduction
- HIV/AIDS- treatment and medications
- Chronic Liver, Kidney and Heart Failure



Sample Schedule

Middletown Resident 2014-2015 Schedule							
Sun		Mon	Tues	Wed	Thur	Fri	Comments
08/31/14	AM	Labor Day Holiday	Welcome To CHC	Clinical Orientation w/ Dr. Channamsetty, CMO	Bus Tour- CHC sites	Community Site Visits	Tuesday: self assessment
	PM		Human Resources				Friday: First narrative journal
09/07/14	AM	CHC Orientation-HR	CHC Orientation-HR	ECW training	Clinical Competencies	On-site clinical orientation	9/20: 6am-3:00pm Standdown
	PM				Immunizations Training	Walking Tours	9/16: 8:30am- PI meeting
09/14/14	AM	History Taking/ Interviewing	CNO Overview- Nursing/MA roles, intraprofessional collaboration	Initiating insulin	Peds development/Asthma with Dr. Dudley	STAND DOWN, Rocky Hill, CT	9/16 w/nrsg, onsite med dir orientation
	PM			Lab Values	Oral health diactic with Chief Dental Officer		9/23: Grand Rounds
09/21/14	AM	Shadow office managers, reception, nursing, MAs and	Independent Clinic- shadow OSMDs	Independent Clinic- shadow OSMDs	Independent Clinic- shadow OSMDs	Independent Clinic- shadow OSMDs	
	pm						All staff mtg Friday am
09/28/14	AM	Independent Clinic	HIV/Hep C Haddad	Precepted-Wessling	Didactics- EKGS	Precepted-Czel	
							10/07: all staff mtg 8:30am
	PM	Independent Clinic	HIV/Hep C Haddad	Precepted-Lecce	Independent Clinic	Precepted-Czel	
10/05/14	AM	Independent Clinic	HIV/Hep C Haddad	Precepted-Wessling	Didactics- Lab Values	Precepted-Czel	
	PM	Independent Clinic	HIV/Hep C Haddad	Precepted-Lecce	Independent Clinic	Precepted-Czel	10/21: 8:30am Medical QI meeting
10/12/14	AM	Independent Clinic	HIV/Hep C Haddad	Precepted-Wessling	Didactics- Pediatric Asthma	Precepted-Czel	
						Project ECHO (12:30-2:30)	10/28: Medical Grand Rounds



Participation in Project ECHO- CT

Weekly, case-based, distance learning with a team of experts in the care and management of patients with HIV, Hepatitis C, chronic pain, and buprenorphine.



MyEvaluations.com



Individual Resident Evaluations Reflective Journaling V2

Community Health Center, Inc.
Nurse Practitioner Residency Program

CHC - Nurse Practitioner Residency Program, Middletown

Report Date Range: 09/06/2013 - 09/14/2013

[Print Report](#)[Back to Menu](#)

Report Date/Time: 9/16/2013 12:06:46 PM

Resident: Charity Braden

Competency = Average score on competency for selected residents

Avg = Average score given by an for each question

Group = Average score of all PGYs represented

Total = Average score of all PGYs

Evaluation Completed: 9/15/2013 7:38:22 PM

Evaluation Period: 09/08/2013 through 09/14/2013

Resident: Self Evaluation

Rotation Name: Reflective Journaling

Description - Category Summary (N/A)

Question	CBraden1	Resident Avg	Group	Total
Informed Consent for Submission of Reflective Journal				
<i>Self reflective Journaling is an important tool of progressing our learning. The Community Health Center, Inc. is interested in learning more about the growth of nurse practitioner residents and as well as ways to enhance such growth.</i>				
<i>The Community Health Center, Inc. is asking its residency class to share parts of their reflective journal. This form is going to be used to collect and analyze residents' journal entries. The decision to complete the assessment is completely voluntary but highly recommended. The decision to complete it or not complete it will not affect your standing in the Residency program. We hope that Reflective Journaling will not only benefit you directly, but also help us continuously improve the NP Residency Program for future groups of NP residents.</i>				
"Reflection is an essential part of professional practice as reflecting on the past increases our expertise in the present and for the future by				



Outcome Data

- Each NP Resident develops a panel of approximately 450-550 patients and delivers approximately 700-900 visits
- Peer review, frequent performance appraisals, and monthly precepted session with clinical advisor to document on-going progress
- Weekly reflective journals provide insights into the nature of practice, of learning, and of the transition process
- Research study using Meleis' transition theory confirms successful completion of transition: mastery, a sense of confidence, and personal well being
- More data from more residency training programs needed!

Program Year	Competency self-assessment- beginning of year	Competency self-assessment- end of year
2007-2008	3.4 (3.6)	4.4 (4.5)
2008-2009	3.5 (3.25)	4.0 (4.0)
2009-2010	3.5 (3.4)	4.25 (4.3)
2010-2011	3.1 (3.0)	4.56 (4.3)
2011-2012	3.6 (4.0)	4.07 (4.0)
2012-2013	3.0 (3.4)	4.2 (4.3)
2013-2014	3.6 (3.4)	4.0 (4.46)
2014-2015	3.6 (4.0)	



CHCI Residency Program Today

- To date--36 residents have completed the program. All practicing as PCPs in FQHCs/safety nets
- Increased from 8 to 10 Residents this year
- Developed model of “remote hosting” of NP Residency programs
- Implementing a Psychiatric APRN Residency
- Continuing aggressive efforts to secure legislative support for national funding of NP Residency
- Added staff to focus on consortium and growth



Where are they now?

All previous residents are practicing as primary care providers in FQHCs across the country.

The stars indicate the states where CHC's NP residency program graduates are currently practicing.



- 16 in Connecticut
- 2 in California
- 2 in Illinois
- 3 in Massachusetts
- 2 in Washington
- 1 in Arizona
- 1 in Iowa
- 1 in Louisiana
- 2 in Oregon
- 1 in Pennsylvania
- 1 in Tennessee
- 1 in Texas
- 1 in Vermont
- 1 in Washington, DC
- 1 in Melbourne, Australia
(Not shown on map)



Support for NP Residency Training

- Seeking reauthorization and funding of Sec. 5316 of the Affordable Care Act, expires September 30, 2014. Senators Chris Murphy and Richard Blumenthal of Connecticut are sponsoring legislation to reauthorize Sec. 5316 for another four years.
- S. 2229, a bill titled the “[Expanding Primary Care Access and Workforce Act](#),” now pending before the U.S. Senate as introduced by Senator Sanders on April 9, 2014, which would reauthorize and provide \$75 million for the NPRTP through 2019.
- Letter signed by all of the Washington State FQHCs and their partners to Senator Murray, asking her to reauthorize and fund the National Nurse Practitioner Residency Training Program
- IOM Future of Nursing Report (2010) called for residency training of new advanced practice registered nurses; IOM report on GME (2014) calls for establishment of a “transformation fund” and consideration of GME funding for advanced practice RNs



Replicability and Spread

- Our goal is national replication of CHC's model of residency training for primary care nurse practitioners
- CHC, Inc. will continue to support organizations interested in implementing NP residency programs, from consulting to full hosting of NP Residency Programs
- Currently there are 23 Primary Care Nurse Practitioner Residency programs across the country with 10 or more programs planning to launch in 2015
- Current NP residency programs exist in FQHCs, NMHCs, Health Centers, major hospital and health systems, and the Veterans Administration System.



Primary Care Nurse Practitioner Post-graduate Training Programs Across the Country



Existing Programs and Start Dates

MIDDLETOWN, CONNECTICUT:
Community Health Center, Inc.
Established 2007

WORCESTER, MASSACHUSETTS:
Family Health Center of Worcester
Established 2009

WEST HAVEN, CONNECTICUT:
VA Connecticut Healthcare System
Established 2011

AUSTIN, TEXAS:
CommUnityCare and the University of Texas at Austin School of Nursing
Established 2011

BANGOR, MAINE:
Penobscot Community Health Care
Established 2011

SAN FRANCISCO, CALIFORNIA:
Glide Health Services and UCSF School of Nursing
Established 2012

SANTA ROSA, CALIFORNIA:
Santa Rosa Community Health Centers
Established 2012

PHILADELPHIA, PENNSYLVANIA:
Puentes de Salud
Established 2012

SAN FRANCISCO, CALIFORNIA:
San Francisco VA Medical Center
Established 2012

BOISE, IDAHO:
Boise VA Medical Center
Established 2012

TACOMA, WASHINGTON:
Community Health Care
Established 2012

CLEVELAND, OHIO:
Cleveland VA Medical Center
Established 2013

SEATTLE, WASHINGTON:
VA Puget Sound Health Care System
Established 2013

TUPELO, MISSISSIPPI:
North Mississippi Medical Center Clinic
Established 2013

CHARLOTTE, NORTH CAROLINA:
The Center for Advanced Practice—Carolinas Health Care System
Established 2014

SPARTANBURG, SOUTH CAROLINA:
Spartanburg Regional Healthcare System
Established 2014

ROCHESTER, NEW YORK:
Highland Family Medicine
Established 2014

OTHELLO, WASHINGTON:
Columbia Basin Health Association
Established 2014

SEATTLE, WASHINGTON:
International Community Health Services
Established 2014

YAKIMA, WASHINGTON:
Yakima Valley Farm Workers Clinic
Established 2014

LEOMINSTER, MASSACHUSETTS:
Reliant Medical Group
Established 2014

ASHEVILLE, NORTH CAROLINA:
The Western North Carolina Community Health Services
Established 2014

MURPHY, NORTH CAROLINA:
Murphy Medical Group
Established 2014

Future Programs

CLEVELAND, OHIO:
Metro Health Medical Center
Will launch in 2015

PHILADELPHIA, PENNSYLVANIA:
Public Health Management Corporation (PHMC)
Will launch in 2015

LIMA, OHIO:
Health Partners of Western Ohio
Will launch in 2015

EUGENE, OREGON:
PeaceHealth
Will launch in 2015

BRONX, NEW YORK:
Essen Medical Associates
Will launch in 2015

ROCHESTER, NEW YORK:
University of Rochester Medical Center
Will launch in 2015

SEATTLE, WASHINGTON:
Sea Mar Community Health Centers
Will launch in 2015

List current as of August 8, 2014.





NNP RTC

National Nurse Practitioner Residency Training Consortium



Current NNPRTC Members

- **Bassett Healthcare Network**; Cooperstown, NY
- **Bon Secours Medical Group**; Richmond, VA
- **Brigham and Women's Hospital—Global Health and Academic Partnerships**; Boston, MA
- **Center for Advanced Practice—Carolinas Health Care System**; Charlotte, NC
- **Center of Excellence in Primary Care Education Veterans Health Administration—Puget Sound Health Care System**; Puget Sound, WA
- **Center for Excellence in Primary Care Education Veterans Health Administration—Boise VA Center of Excellence in Primary Care Education**; Boise, ID
- **Center of Excellence in Primary Care Education Veterans Health Administration—Puget Sound Health Care System**; Puget Sound, WA
- **Center for Family Medicine Spartanburg Regional Healthcare System**; Spartanburg, SC
- **Columbia Basin Health Association**; Othello, WA
- **Commonwealth Care Alliance Schrafft's Center**; Charlestown, MA
- **CommUnity Care/University of Texas at Austin School of Nursing**; Austin, TX
- **Community Health Care**; Tacoma, WA
- **Community Health Center, Inc.**; Middletown, CT
- **Community Healthcare Network**; New York, NY
- **Daughters of Charity Services of New Orleans**; New Orleans, LA
- **Emory University Hospital**; Atlanta, GA
- **Essen Medical Associates PC/EssenMED HouseCalls**; Bronx, NY
- **Fairview Health Services**; St. Paul, MN
- **Family Health Center of Worcester**; Worcester, MA
- **Fay W. Whitney School of Nursing, University of Wyoming**; Laramie, WY
- **Foundation for Nursing Excellence**; Raleigh, NC
- **Glide Health Services**; San Francisco, CA
- **Group Health Cooperative**; Seattle, WA
- **Health Partners of Western Ohio**; Lima, OH
- **HealthLinc, Inc.**; Valparaiso, IN
- **Highland Family Medicine**; Rochester, NY
- **International Community Health Services**; Seattle, WA
- **Iora Health**; Cambridge, MA
- **Lifelong Medical Care**; Berkeley, CA
- **Louis Stokes VA Medical Center**; Cleveland, OH
- **Lutheran Medical Center**; Brooklyn, NY
- **McLean Hospital**; Belmont, MA
- **Metro Health Medical Center**; Cleveland, OH
- **MGH Institute of Health Professions—School of Nursing**; Charlestown, MA
- **Moncure Community Health Center**; Moncure, NC
- **Morehouse Community Medical Center**; Bastrop, LA
- **Morris Heights Health Center**; Bronx, NY
- **Murphy Medical Center**; Murphy, NC
- **New Jersey Action Coalition and New Jersey Nursing Initiative**; Newark, NJ
- **North Mississippi Medical Center—Advanced Practice Clinician Residency**; Tupelo, MS
- **Northwest Regional Primary Care Association**; Seattle, WA
- **Ohio Association of Community Health Centers**; Columbus, OH
- **Open Door Community Health Clinics**; Arcata, CA
- **Optum Health**; Rocky Hill, CT
- **Our Lady of the Lake University**; San Antonio, TX
- **PeaceHealth**; Eugene, OR
- **Penobscot Community Health Care**; Bangor, ME
- **Piedmont Health Services**; Carrboro, NC
- **Public Health Management Corporation**; Philadelphia, PA
- **Puentes de Salud**; Philadelphia, PA
- **Reliant Medical Group**; Leominster, MA
- **Rutgers University College of Nursing**; Newark, NJ
- **San Francisco VA Medical Center**; San Francisco, CA
- **Santa Rose Community Health Centers**; Santa Rosa, CA
- **Sea Mar Community Health Centers**; Seattle, WA
- **Seton Hall University College of Nursing**; South Orange, NJ
- **South Nassau Communities Hospital**; Oceanside, NY
- **Sylvan Community Health Center**; Snow Camp, NC
- **UAMS Family Medical Center**; Fort Smith, AR
- **University of Colorado College of Nursing**; Aurora, CO
- **University of Washington School of Nursing**; Seattle, WA
- **VA Centers of Excellence in Primary Care Education**; Chicago, IL
- **VA Connecticut Healthcare System**; West Haven, CT
- **Visiting Nurse Association of Somerset Hills**; Basking Ridge, NJ
- **Western North Carolina Community Health Services**; Asheville, NC
- **Yakima Valley Farm Workers Clinic**; Yakima, WA

List current as of August 7, 2014.



Accreditation

- Why? To ensure high standards, supports model replication, and be prepared for future sustainable funding stream.
- American Nurses Credentialing Center (ANCC) has issued accreditation standards for “Transition to Practice” programs for newly certified advanced practice nurses.
- Commission on Collegiate Nursing Education (CCNE)- An autonomous arm of The American Association of Colleges of Nursing (AACN)- Accreditation of NP residency programs was presented at the Annual CCNE Conference in October, 2013. CCNE will explore but no concrete plan.
- Explore feasibility of developing a new accreditation body and applying for federal recognition through CHCI’s Weitzman Institute



If you want to do something, do it. Just get started.



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