

Advanced Practice Fellowships: Transitions to Practice



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Background

Challenges identified:

- Ongoing changes within healthcare industry
- Expansion of APRN roles
- Increasingly complex patient populations

Fellowships support transitions to practice by:

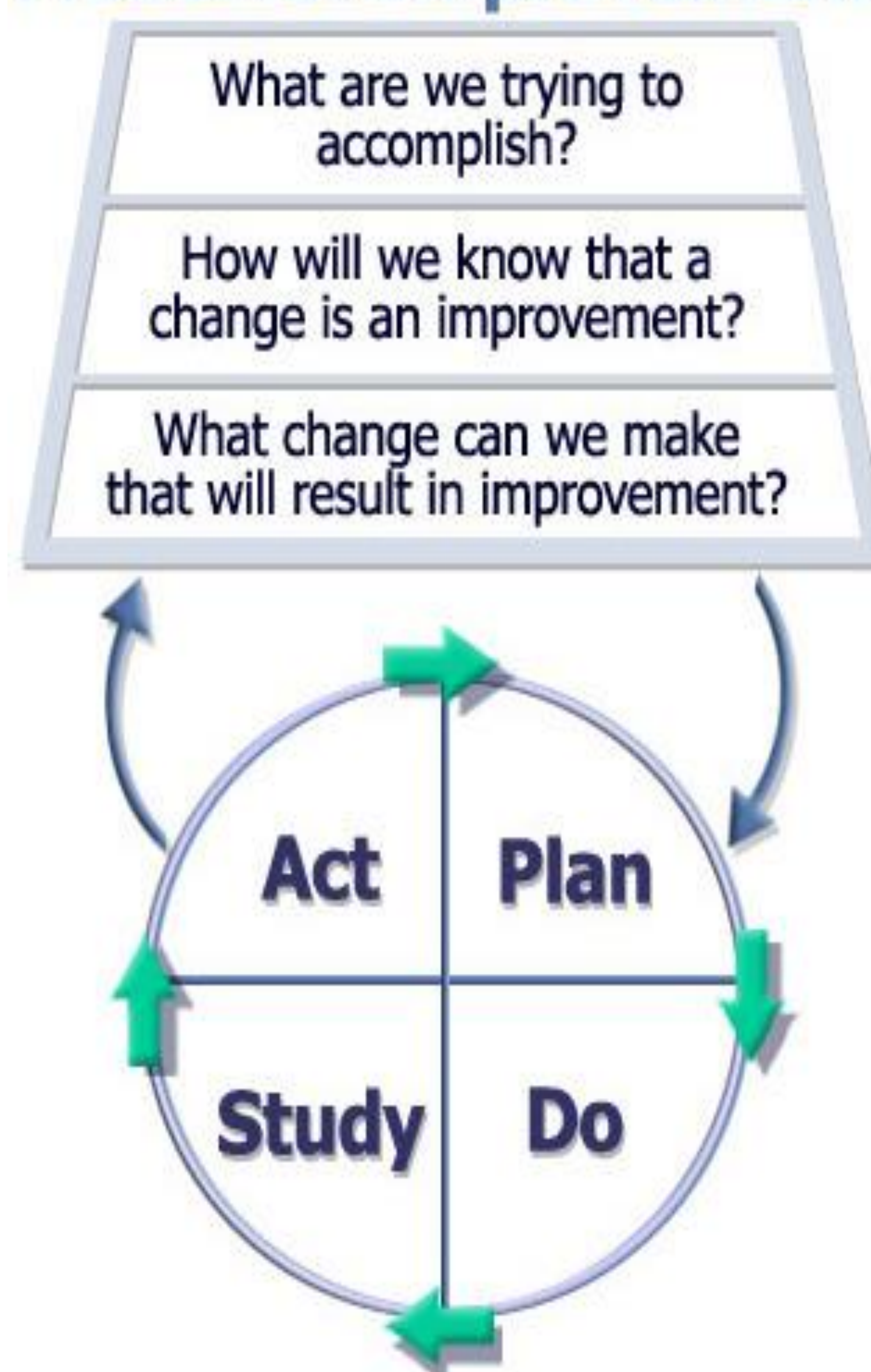
- Provision of structured postgraduate experiences
- Immersion into clinical role
- Enhancement of leadership skills
- Broadening perspective of systems-based care

Framework

Institute for Healthcare Improvement (IHI)

<http://www.ihl.org/resources/Pages/HowtoImprove/default.aspx>

Model for Improvement

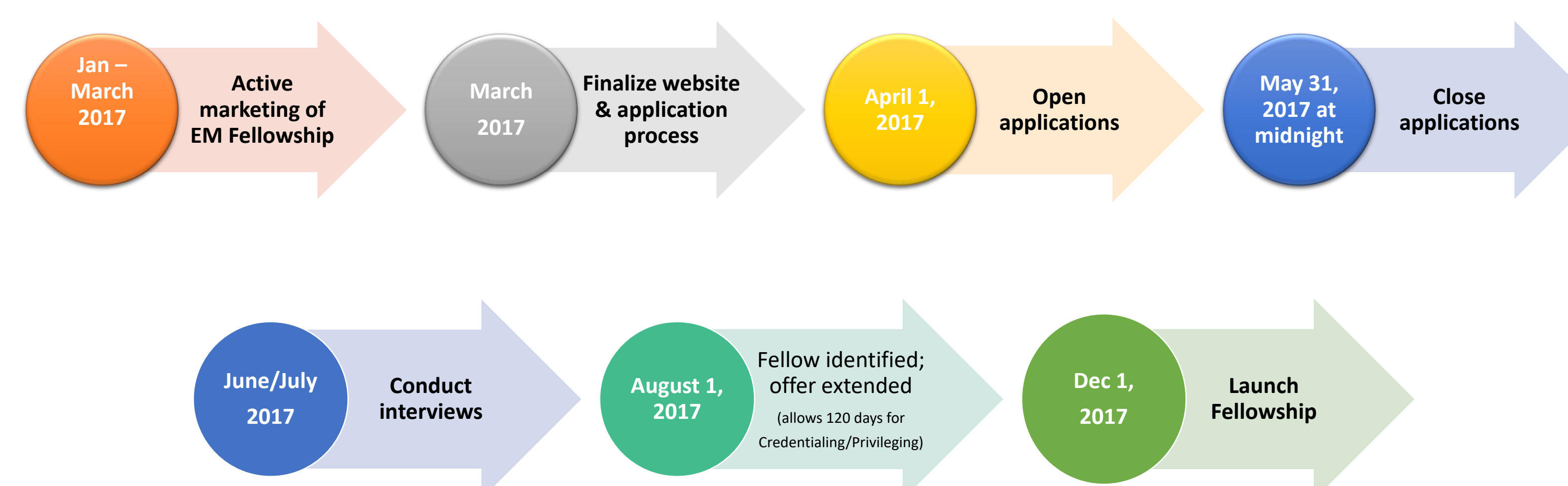


Plan

- 1) Clarify return on Investment (ROI) for monetary support
- 2) Identify key stakeholders
- 3) Envision necessary collaboration regarding:
 - Practice Transition Accreditation Program (PTAP) objectives
 - Specialty specific curriculum
 - Evidence-based competency assessment
 - Candidate eligibility
 - Marketing strategies
 - Application process
 - Operationalization
- (4) Attended education programs (ANCC's PTAP, APGAP)
- (5) Attain ANCC accreditation for AP fellowship

Do

- Presented proposal to stakeholders
- Attended educational programs (ANCC, APGAP)
- Performed institutional gap analysis
- Designed operational timeline
- Finalized fellowship structure for 12 month program
- Constructed informational webpage
- Launched application process
- Continuous stakeholder communication



Fellowship ROI

- Acclimated, productive, billing provider
- Decreased recruitment costs
- Increased retention
- Fellow project impact (individual, practice, organization)

Study

Study Structure

Check-ins q 30 days

- Shared decision making
- Open, honest dialogue
- Thoughtful reflection
- Strategic planning

Participants

- Fellow
- Preceptor
- Site coordinator
- Physician partner
- Program Directors

Study Components

Review

- Accrued log
- Competency Assessment
- Positives/negatives experienced
- Learning gaps
- Follow up from last check-in

Check-in minutes enabled:

- Accountability
- Consistency
- Follow through

Act

Assessed adequacy of learning modifications

- Ongoing feedback
- Competency progression

Expanded learning opportunities

- Rotations
- Lectures & e-learning
- Conferences



Consistently "closing the gap"

Special Acknowledgements

For their unwavering support and contributions - Marilyn Dubree, MSN, RN, NEA-BC, Executive Chief Nursing Officer (CNO), VUMC; Robin Steaban, MSN, RN, NEA-BC, CNO, Vanderbilt Hospital & Clinics; April Kapu, DNP, APRN, ACNP-BC, FAANP, FCCM, Associate Nursing Officer, VUMC Advanced Practice; Vanderbilt University Hospital Emergency and Surgery Department APRNs & physician partners, & Vanderbilt University School of Nursing.