



# Strengthening Postgraduate NP/PA Residency Programs through Academic, Clinical, & Community Partnerships

Wednesday September 25th, 2024  
1:00-2:00pm Eastern / 10:00-11:00am Pacific

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- This project is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) as part of an award totaling \$550,000 with 0% financed with non-governmental sources. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by HRSA, HHS, or the U.S. Government. For more information, please visit [HRSA.gov](http://HRSA.gov).

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At the Weitzman Institute, we value a culture of equity, inclusiveness, diversity, and mutually respectful dialogue. We want to ensure that all feel welcome. If there is anything said in our program that makes you feel uncomfortable, please let us know via email at [nca@chc1.com](mailto:nca@chc1.com)

**MORE THAN  
WHAT WE DO.  
IT'S WHO WE  
DO IT FOR.**

We are a first-of-our-kind system of affiliates brought together by a common goal: To solve health inequity for the most underserved communities among us. Through primary care, education and policy, we've already bridged the gap for over 5 million people. And we're just getting started.



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## MOSES/WEITZMAN Health System

**Always groundbreaking. Always grounded.**

### Community Health Center, Inc.

A leading Federally Qualified Health Center based in Connecticut.

### ConferMED

A national eConsult platform improving patient access to specialty care.

### The Consortium for Advanced Practice Providers

A membership, education, advocacy, and accreditation organization for APP postgraduate training.

### National Institute for Medical Assistant Advancement

An accredited educational institution that trains medical assistants for a career in team-based care environments.

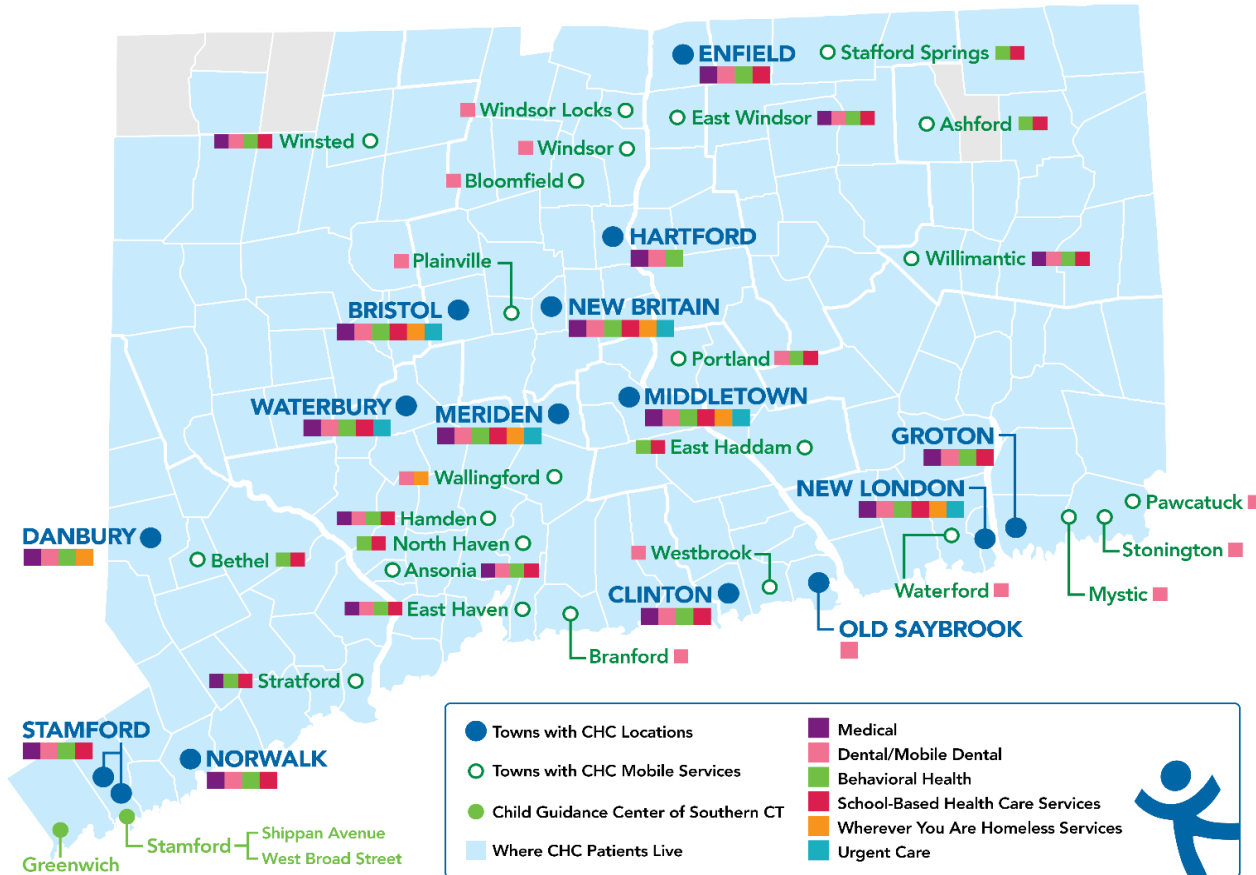
### The Weitzman Institute

A center for innovative research, education, and policy.

### Center for Key Populations

A health program with international reach, focused on the most vulnerable among us.

# Locations & Service Sites



THREE FOUNDATIONAL PILLARS		
1 Clinical Excellence	2 Research and Development	3 Training the Next Generation

## Profile

- ◎ Founding year: 1972
- ◎ Annual budget: \$140M
- ◎ Staff: 1,140
- ◎ Active Patients: 150,000
- ◎ SBHCs across CT: 153
- ◎ Students/year: 14,522

Year	2021	2022	2023
Patients Seen	99,598	102,275	107,225

# 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, learning collaboratives, activity sessions, trainings, research, publications, etc.

## Team-Based Care



- Fundamentals of Comprehensive Care
- Advancing Team-Based Care

## Training the Next Generation



- Postgraduate Residency and Fellowship Training
- Health Professions Training

## Emerging Issue



- HIV Prevention

## Advancing Health Equity



## Preparedness for Emergencies and Environmental Impacts on Health





# Bureau of Health Workforce (BHW)

## Angela Sheffie, Senior Advisor

## Office of the Associate Administrator



# Overview of Program Structure and Core Elements



# CHCI NP Residency Program Today

## Family NP Residency



Alicia Thompson, FNP

MIDDLETOWN



Gayelan Tietje-Ulrich, FNP



Martha Darnall, AGNP

MERIDEN



Hillary Miller, FNP

## Pediatric NP Residency



Fiona Hart, PNP

HARTFORD



Sarah Mitchell, PNP

## Psychiatric MH NP Residency



Bar Hass, FNP

NEW LONDON



Skyla Cedano, FNP



Neha Malrani, FNP

STAMFORD



Deniz Yetil, FNP



Toni Morrison, PMHNP



Fran Revels, PMHNP



Meredith Wanik, PMHNP

Country's first program (est. 2007)  
Operating for 18 years  
Graduated 167 alumni

Recipient of two competitive HRSA grants for  
Advanced Nursing Education

## NP Residency Tracks:

- Family NPs (est. 2007)
- Psych MH NPs (est. 2015)
- Pediatric NPs (est. 2019)
- Adult-Gero NPs (est. 2019) - *discontinued*
- Post-residency Fellowship (est. 2017)

# Core Elements of Postgraduate NP and PA Residency Program

<p>12 Months Full-time Employment</p>	<p>Training to Clinical Complexity and High Performance Model of Care</p> <p>Team-based care Integrated care Inter-professional collaboration</p> <p>Data driven QI Expert use of technology Primary care innovations</p>	<p>Full Integration at Organization</p>
<p>Clinical Based Training Experiences (80% of time)</p>		<p>Education (20% of time)</p>
<ul style="list-style-type: none"> <li>• <b>Precepted Continuity Clinics (40%);</b> Develop and manage a panel of patients with the exclusive and dedicated attention of an expert preceptor.</li> <li>• <b>Specialty Rotations (20%);</b> 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 (20%);</b> Focused on diversity of 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>

# Putting it all Together – The Weekly Schedule

	Specialty/Mentored	Specialty/Mentored	Precepted Clinic	Didactic/Admin	Precepted Clinic
	Monday	Tuesday	Wednesday	Thursday	Friday
	3	4	5	6	7
AM	Mentored Clinic	Ortho	Precepted Clinic	9-11:30 Admin/11:30-1 Pain ECHO	Precepted Clinic
PM	Mentored Clinic	Ortho	Precepted Clinic	2-5 Didactic	Precepted Clinic
	10	11	12	13	14
AM	Mentored Clinic	Ortho	Precepted Clinic	8:30- 10am Monthly Cohort Meeting/ 10am - 11:30am Admin	Precepted Clinic
PM	Mentored Clinic	Ortho	Precepted Clinic	12-1:30 QI/2-5 Didactic	Precepted Clinic

- **Precepted Clinic** – typically 4 different preceptors; each for one half day
- **Mentored Clinic** – done at a variety of sites; opportunity to include non-preceptor providers
- **Specialty Rotation** – 1 day per week for 4 weeks. Rotations are on Monday or Tuesday alternating with mentored clinic
- **Education Day** – includes alternating educational components – Project ECHO, QI Seminar, Cohort Meeting, Office hours

# CHCI's Program Schedule - Month

October					
	Specialty/Mentored	Specialty/Mentored	Precepted Clinic	Didactic/Admin	Precepted Clinic
	Monday	Tuesday	Wednesday	Thursday	Friday
	3	4	5	6	7
AM	Mentored Clinic	Specialty Rotation Dermatology	Precepted Clinic (Preceptor #1)	9-11 Evaluations 11-1 Pain ECHO	Precepted Clinic (Preceptor #3)
PM	Mentored Clinic	Dermatology	Precepted Clinic (Preceptor #2)	2-5 Didactic Pre-op Physical	Precepted Clinic (Preceptor #4)
	10	11	12	13	14
AM	Mentored Clinic	Specialty Rotation Dermatology	Precepted Clinic (Preceptor #1)	9-11 Evaluations	Precepted Clinic (Preceptor #3)
PM	Mentored Clinic	Dermatology	Precepted Clinic (Preceptor #2)	12-1:30 QI Seminar 2-5 Didactic Ped Growth and Development	Precepted Clinic (Preceptor #4)
	17	18	19	20	21
AM	Mentored Clinic	Specialty Rotation Dermatology	Precepted Clinic (Preceptor #1)	9-10:30 Program Meeting 11-1 Pain ECHO	Precepted Clinic (Preceptor #3)
PM	Mentored Clinic	Dermatology	Precepted Clinic (Preceptor #2)	2-5 Didactic Suturing	Precepted Clinic (Preceptor #4)
	24	25	26	27	28
AM	Mentored Clinic	Specialty Rotation Dermatology	Precepted Clinic (Chief Preceptor)	9-11 Evaluations	Precepted Clinic (Preceptor #3)
PM	Mentored Clinic	Dermatology	Precepted Clinic (Chief Preceptor)	12-1:30 QI Seminar 2-5 Didactic Diabetes	Precepted Clinic (Preceptor #4)

# Value of Partnerships – Specialty Rotations

# Specialty Rotations

- Identify your rotations
  - Start with internal resources
  - External “wish list” – tap into your community contacts
- Create outlines and learning objectives
- Plan out rotations for the year
  - Start with 1 quarter at a time

Adult Psychiatry	Healthcare for the Homeless
Child and Adolescent Psychiatry	Center for Key Populations
Women’s Health	Urgent Care
Pediatrics	School Based Health Center
Orthopedics	Newborn Nursery

# Specialty Rotation Schedule

	OCT	NOV	DEC	JAN	FEB	MAR	APRIL	MAY	JUNE	JULY
Resident 1	CKP	OBGYN	WYA.	PSYCH	NEW-BORN	PEDS	SBHC	ORTHO	URGENT CARE	CHIRO
Resident 2	ORTHO	CKP	OBGYN	WYA	PSYCH	NEW-BORN	PEDS	SBHC	CHIRO	URGENT CARE



# Value of Partnerships – Academic Clinical Partnerships

# Polling Question

Does your organization have an existing academic partner?

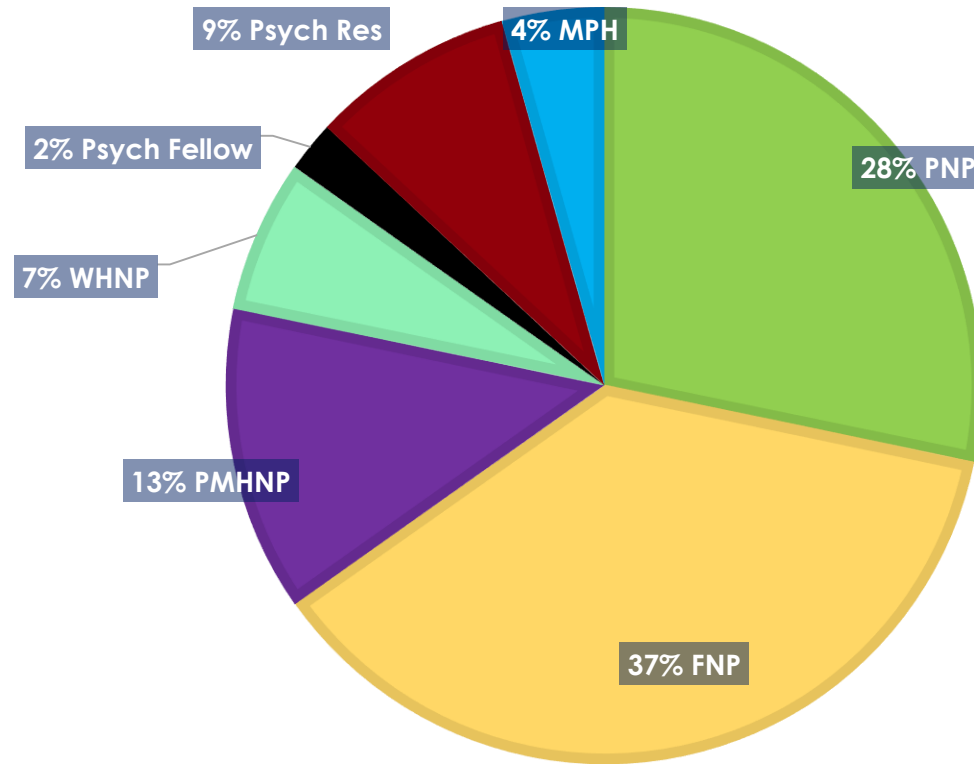
# History of Partnership

- Margaret Flinter, CHC's Sr. VP and Clinical Director and YSN trained FNP joined CHC in 1980 as CHC's first NP.
- She took her first YSN student in 1981 and CHC has had YSN students ever since
- Currently take placements for both RN and NP students – started with just NP students but have expanded to include all specialties
- Many CHC NP providers are YSN alumni and some hold faculty appointments
- About a third of CHC NP residents have historically come from YSN including the first cohort which included 3 of our 4 residents
- YSN has always served as a trusted partner for consultation and discussions around issues concerning trainees, students, and other timely topics related to clinical workforce.

# Yale University Student & Trainee Placements

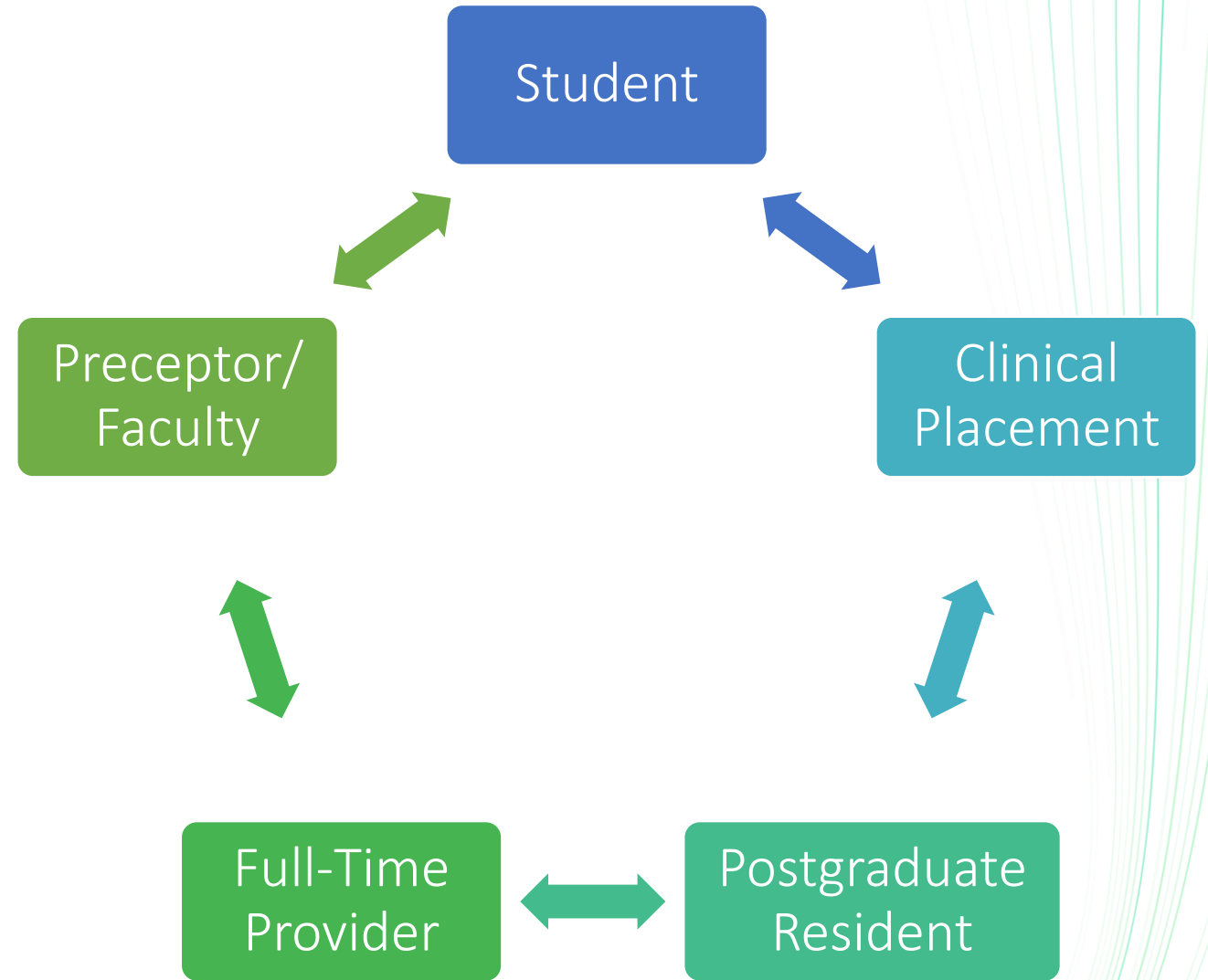
**Total Number of Students for 2023: 46**

- Opportunity to get clinical experiences and exposure to community health
- Pathway – rotation to residency
- 26% of trainees completed 2 or more clinical rotations at CHC



Trainee	Number
PNP	13
FNP	17
PMHNP	6
WHNP	3
Psychiatry Fellow	1
Psychiatry Resident	4
MPH Intern	2

# Developing a Clinical Workforce



# Developing a Formal Partnership

- **Funding Opportunities and Grant Partnership**
  - 2019 HRSA released the ANE-NPR grant-funding
    - Formal Clinical-Academic partnership required - CHC and YSN formally partnered
  - 2020 HRSA released second round of funding
    - ANE-NPRIP – CHC and YSN built upon their current partnership
  - 2023 HRSA ANE-NPRF funding released
    - CHC and YSN continued well-established partnership
- Basic overview of how to establish that partnership

# Process of the Partnership

- **Key Piece:** Need someone identified from the school that is the champion; and then 1-2 identified from the health center
- NP Program Director and Key Academic Clinical Partnership meet regularly to update on each “world” – academic and residency program
  - Collaboration of resources
  - Consistent Meetings
  - Identifying a champion
- Evolution over time / sustainability

## Collaboration: Simulation

- Needs Assessment through CHCI determined more geriatric focused training and we were also expanding our geriatric training
- Aim to integrate simulation based training experiences into the residency program
- Yale helped facilitate for the first time, so CHCI trainers could be trained
- Yale was able share these resources and technical support with CHCI and implement a new model of training for their residents
- CHCI has now developed 5 simulations with internal faculty



# Value of the Academic Clinical Partnership

## For Residency Program:

- Having understanding of upcoming academic classes
  - Current trends in academic education and graduate needs
  - Insights to potential applicants

## For Academic Partnership:

- Knowledge in residency program to share with students
  - What residency curriculum looks like?
  - What they look for in students?
  - What does application and interview process look like?
  - What relevant experience does the student need (i.e. volunteer roles)?
  - Access to clinical resources

Creates seamless transition from student to graduate to resident

# Value of Partnerships – Community Partnerships

# CHC Orientation – Community Immersion Excursion

- Meet with community leaders and key stakeholders
- Walking tour of community
- Understand social determinants of health in community
- Opportunity to create connection with other trainees in the program



# Community Events – Stand Down

- Find event opportunities for trainees
- Events can include on site or community-based events
- Supports connecting trainees to the organizations broader mission
- Opportunity to connect with other organizational staff
- Opportunity to connect with other trainees – shared connection and bonding time



## Example – Refugee Health Clinics

- Health need from community to support influx of refugees into the state of Connecticut
- CKP Fellows were able to develop a process and training for refugee health visits at CHCI that was rolled out to other trainees and organization at large
- Opportunity for trainees to get trained on refugee health assessments in collaboration with local refugee health organizations
- Trainees offered opportunities for refugee health clinics to expand learning in this area of practice
- Support a community health, patient care, and training need

# Program Spotlight – Samuel U. Rodgers Health Center

# Collaboration: Community Partnerships

- Established community partnerships with:
  - **University Health System** – specialty rotations
  - **Care Beyond the Boulevard** unhoused program – specialty rotation
  - **University of Kansas Nurse Practitioner Fellowship** – shared didactic sessions
  - **Kansas City VA medical system** – shared didactic sessions
  - **Kansas City Health Department** – Community Wellness Ambassadors
  - **Midwest Residency Collaboration Group**



# Collaboration: Academic Partnerships

- **Kansas City University**  
(medical school)
  - use of research databases
- **University of Central Missouri**
  - didactic sessions
- **University of Missouri – KC**
  - didactic session/preceptorship trade



off







# Collaboration

- Successes
  - Collaborating significantly enhanced the quality of training and broaden the scope of clinical experiences for residents
- Challenges
  - Get MOU's in place early – the legal approval process could take time
  - Understand requirements for outside specialty rotations (background checks, labs, NP as observer, computer-based training, etc) and start process early
- Lessons Learned
  - Tell your story

# Didactic Sessions

- Network
- Use your resources
- Make it meaningful
- Make it fun
- Ask the residents!







**CONSORTIUM**

FOR ADVANCED PRACTICE PROVIDERS

*Setting the standard for postgraduate training*

**Consortium for Advanced Practice Providers  
Accreditation Presentation**

# About the Consortium

- ◆ **The Consortium for Advanced Practice Providers (CAPP)** is an affiliate of the Moses/Weitzman Health System (MWHS), created to advance the model and rigor of postgraduate nurse practitioner, physician assistant and joint nurse practitioner/physician assistant residency and fellowship training programs.
- ◆ It is a membership, education, advocacy and programmatic accrediting organization for postgraduate NP, PA and joint NP/PA training programs
- ◆ **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 (AAAH)

- ◆ Peer-reviewed, voluntary program evaluation
- ◆ Practice-based determination of adherence to National Standards
- ◆ Public recognition of excellence
- ◆ National acknowledgement of quality

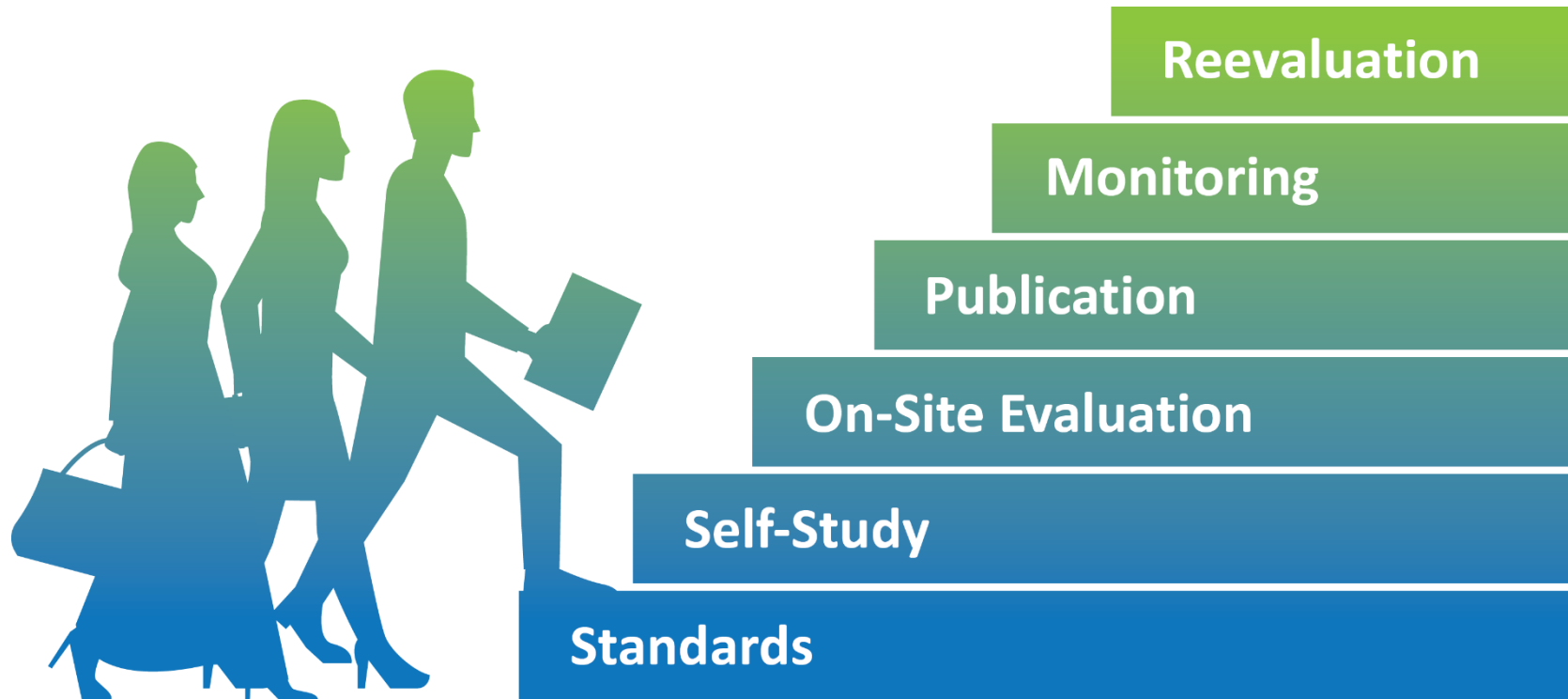


# Benefits of Accreditation



# U.S. ED Accreditation Process

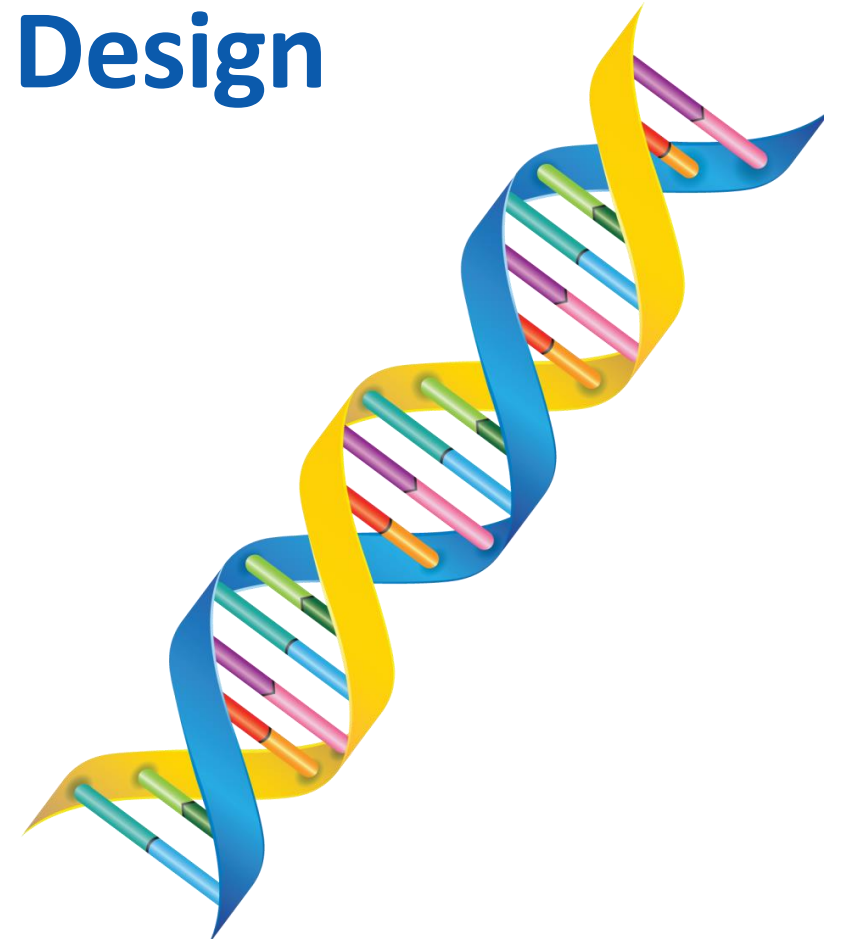
## 6 Major Steps the Consortium follows:





# 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



# Consortium Accreditation Sample Timeline

## **General Timeframe, Application to Decision (10-12 months)**

- ◆ Intent to Apply
- ◆ Application
- ◆ Self Study: internal program evaluation
- ◆ 1.5 day On-site Visit: external program evaluation (completed by 2 trained site visitor peers (educator, administrator, clinician))
- ◆ Site Visit Report: reviewed by program, submitted to Accreditation Commission for accreditation consideration
- ◆ Decision: Accredited, Deferral, or Denial of Accreditation
- ◆ Posted to Consortium website
- ◆ Annual and Interim Reports

**Extensive technical support available throughout the process**

# Accreditation Anchors Program Development



**Kerry Bamrick, MBA**

*Executive Director*

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# Questions?

# Wrap-Up

# Activity Session on Curriculum Development and Accreditation Standards

- Presented by Charise Corsino, Program Director of CHC's Postgraduate NP Residency Program, and Kerry Bamrick, Executive Director of the [Consortium for Advanced Practice Providers](#), this activity session will explore curriculum development in the lens of accreditation standards.
- **When:** Wednesday November 4<sup>th</sup>, 2024
- **Time:** 1:00-2:00pm Eastern / 10:00am-11:00am Pacific
- [Link to register](#)

Scan Here to Register:



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

- This six session series will equip health centers with the knowledge and resources to launch their own Postgraduate NP and NP/PA Training Program. This learning collaborative provides health center participants with a roadmap and coaching support on how to implement the formal training program, including program drivers, program structure, recruiting, curriculum development, evaluation, and program accreditation.
- **When:** Begins Tuesday October 8, 2024 and sessions are the second Tuesday of every month
- **Time:** 1:00 - 2:30pm EST/ 10:00am - 11:30am Pacific
- Reach out to [Meaghan Angers](#) for more information!

**Apply Here by  
September 30<sup>th</sup>!**





# Health Center Staff: *Give your input TODAY!*

## Complete the 2024 National Health Center Training and Technical Assistance (T/TA) Needs Assessment.

Tell us what training and professional development support you and your health center teammates need to best serve your community.

Help our training partners create learning opportunities **designed with health center teams in mind.**

This project is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) as part of an award totaling \$6,625,000 with zero percentage financed with non-governmental sources. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by HRSA, HHS, or the U.S. Government. For more information, please visit [HRSA.gov](https://www.hrsa.gov).



NATIONAL ASSOCIATION OF  
Community Health Centers®

Who

ALL health center staff are encouraged to complete the National T/TA needs assessment. It's available in English and Spanish!

When

August 19 - November 1, 2024

How

[Click on this link](#)

Or scan the QR code:



Why

So you can help inform the training and professional development available to health center staff.

# 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](#)

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



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.

## Health Center Resource Clearinghouse



<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>