

POSTGRADUATE NP/PA TRAINING PROGRAMS

2024-2025 NTTAP Learning Collaborative



HEALTH CENTER DESCRIPTION

- * Alivio Medical Center is a Federally Qualified Health Center, which provides quality, cost-effective healthcare to underrepresented communities regardless of insurance, immigration status or ability to pay.
- * Alivio is the Spanish word for healing. We are dedicated to providing a wide range of healthcare services, as well as comfort and assistance to our community, all under one roof.
- * Alivio has 7 medical, dental and school based health centers in Chicago and the western suburbs.



AIM STATEMENT

Alivio Medical Center's Postgraduate Nurse Practitioner Residency Training Program provides FNP graduates with training that prepares them to deliver high-quality, evidence-based, compassionate, bilingual and multicultural primary care within a setting that addresses the needs of patients who have low resources to meet their healthcare needs.



CORE PROGRAM ELEMENTS

- * 12 month program
- * 2 residents/year
- * 3 days per week of continuity clinic and mentorship
- * 1 day/week specialty rotation
- * ½ day week of didactics
- * ½ day/week of QI project
- * 1 hour/week wellbeing/feedback
- * 1 hour/week Spanish/Chinese language tutoring



MEASURES

- ⇒ Compare pre and post residency program inception recruitment and retention at 3 yrs and 5yrs
- ⇒ Compare pre and post inception questionnaires of new hires' readiness to practice



INNOVATIONS

- * Hired a Director of Medical Education to lead efforts to increase the amount and quality of training that Alivio provides to its staff and to learners from academic institutions in the community.
- * Partnered with a local academic hospital to provide outpatient primary care experiences for medical residents.
- * Provided clinical training mentorships with local Family Nurse Practitioner students.
- * Developed a robust orientation program for new NP and PA graduates.



VOICE OF THE TEAM

"An NP/PA Residency Program would empower Alivio to achieve higher professional excellence. It would also be a catalyst to establish Alivio as a leader in the broader healthcare community."

—Joanne Zimmerly, FNP



'AHA' MOMENT

We realized the many potential benefits of an NP/PA residency for Alivio: improved recruitment and retention, raising the standard of care, enhancing our reputation in the academic and professional community. An NP/PA training program would provide mutual benefit for Alivio, its residents and patients.



RECOMMENDATIONS

- ⇒ Ensure you have commitment from your executive team to engage in developing a formal training program
- ⇒ Participate in the NTTAP program
- ⇒ Gather a team of people who are knowledgeable, experienced and committed to education
- ⇒ Make an early decision about seeking accreditation for your program

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AVIVA HEALTH



HEALTH CENTER DESCRIPTION

Aviva Health is an independent, not-for-profit organization that cares for the people of Douglas County Oregon by providing quality, compassionate, accessible and affordable healthcare.



KEY PARTNERS

Internal:

- * CEO
- * Board of Directors

External:

- * NW Cape

CORE PROGRAM ELEMENTS

- * **Annual Selection:** Two applicants are selected yearly.
- * **Duration:** 13 months, commencing annually on the Tuesday after Labor Day.
- * **Clinical Practice:** Four days per week dedicated to hands-on experience with seasoned advanced practice providers or physicians in a clinical area within Aviva Health, focusing on managing health conditions prevalent in rural communities.
- * **Specialty Rotations:** Residents will engage in both internal specialty rotations, including pediatrics, behavioral health, women's health, dermatology, and procedural opportunities, all of which are available to meet individual learning goals and professional objectives.
- * **Didactic Sessions:** Protected time for educational sessions, small group learning experiences, and weekly case discussions are integral components of the curriculum. Training includes procedures such as diabetic foot exams, microscopy, and medical decision-making, as well as specialized instruction in family planning and contraceptive management.
- * **Quality Improvement Project:** Each cohort collaborates on a group quality improvement or practice improvement project aimed at meeting organizational objectives, guided by a team of quality improvement specialists and coaches.



RECOMMENDATIONS

- 1) **Start as early as you can to make sure everything is done for a successful launch.**
- 2) **Promote the program to anyone and everyone. Word of mouth has a big impact.**
- 3) **Set up consistent meetings to ensure everyone is on track to complete their tasks for helping launch the program.**



AIM STATEMENT

The Aviva Health Advanced Practice Provider Residency Program supports the transition of newly graduated nurse practitioners and physician associates into rural, community-based primary care settings. By providing comprehensive training, access to an array of mentors, and integration into interdisciplinary teams, the program equips residents to deliver high-quality, patient-centered care in underserved areas. Our graduates will emerge as confident healthcare leaders, skilled in addressing the complexities of rural and underserved populations.



PROGRAM DRIVERS

- ⇒ **Enhance Access to Care in Rural Areas:** By establishing an APP residency, Aviva Health aims to increase access to healthcare services in underserved rural communities. This program would help meet the growing demand for healthcare providers in the region and improve patient care by expanding the healthcare workforce.
- ⇒ **Support Comprehensive, Patient-Centered Care:** Aviva Health is committed to providing high quality care to patients. An APP program residency would enhance the organization's ability to offer diverse healthcare services across specialties like primary care, behavioral health and women's health, while allowing APPs to work closely with preceptors.
- ⇒ **Foster Professional Development and Retention:** Aviva Health values professional growth and seeks to cultivate a pipeline of highly skilled Advanced Practice Providers. By creating an APP program, the organization aims to provide educational opportunities for new graduates, encouraging long-term retention and strengthening its workforce to deliver consistent, quality care.



VOICE OF THE TEAM

The APP Residency Program is Aviva Health's latest initiative to train and retain providers in a region with longstanding healthcare workforce shortages and limited access to care. We are confident that this program will develop skilled providers who will choose to continue serving our community beyond their residency.

— Christin Rutledge, MPH, MCHES,
Interim APP Residency Program Director



VOICE OF LEADERSHIP

Aviva Health has always focused on providing innovative solutions to systemic issues that exist in the local healthcare marketplace, including attracting and retaining highly qualified providers and increasing access to care. The programs we've launched and the partnerships we've forged will go a long way toward fortifying our workforce and caring for the people of our community.

— Jay Richards, DO, Chief Medical Officer



INNOVATIONS

- * Aviva Health has proactively engaged universities and colleges to forge strategic academic partnerships.
- * Hired a Program Coordinator to support operations and are actively recruiting a Program Director to oversee future development and implementation.
- * We have created an engaging website designed to guide interested participants through the application process and provide them with valuable information about our organization.
- * We have developed a well-structured program and curriculum to ensure that APP residents maximize their learning and gain the full benefits of the program.
- * Partnered with Thrive AP for didactic sessions.



'AHA' MOMENT

Securing provider and leadership buy-in early is key to a strong program foundation. Establishing a clear plan, maintaining open communication, and holding regular meetings with all stakeholders involved in implementation ensure alignment and readiness for a successful launch.

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HEALTH CENTER DESCRIPTION



AIM STATEMENT

Blue Ridge Health is a nonprofit system of federally qualified health centers that serves 10 counties in Western North Carolina by providing comprehensive primary care, dental and mental health services. We take pride in providing accessible, affordable healthcare for all.



PROGRAM DRIVERS

Our APP residency seeks to bridge the divide between school and the reality of practice in order to:

- ⇒ Increase access and continuity to quality primary care for underserved populations
- ⇒ Support transition to practice
- ⇒ Retention of competent, confident and productive APPs
- ⇒ Improve employer and provider job satisfaction
- ⇒ Increase number of APPs serving in leadership roles



RECOMMENDATIONS

- 1) Scheduled time to participate in NTTAP
- 2) Communicate with team members, leadership, staff and partners
- 3) Funding is not straight forward, which creates challenges and opportunities.



'AHA' MOMENT

Developing, operating and maintaining an APP residency requires an investment. But by growing and retaining expert primary care workforce, ROI is realized.

Mission

To transform new advanced practice providers to confident and skilled providers in Primary Care. The program will help develop, advance, and educate new APPs to provide evidence-based care and enhance clinical decision-making skills to excel in caring for the needs of our communities.

Vision

We train, retain, and empower APPs to ensure equitable healthcare for vulnerable populations

CORE PROGRAM ELEMENTS

- 12 months, full-time, supported clinical program for board-certified Nurse Practitioners (NPs) and Physician Assistants (PAs) within their first 18 months of practice in primary care. It is structured as below:
 - ⇒ Precepted Supported Continuity Clinic (40%): Residents will grow and develop their own panel at home location.
 - ⇒ Specialty Rotations (20%): Behavioral health, care management clinical pharmacist, diabetes clinic, language support, nutrition, OMT clinic, outreach, pediatrics, pediatric endocrinology, pediatric neurology, pediatric pulmonology, procedure, school-based health, sports Medicine, substance Abuse/ACR
 - ⇒ Mentored clinic (20%): NP residents work alongside an experienced primary-care provider mentor. Residents generally do not have their own schedule but instead see patients at the delegation of the mentor.
 - ⇒ Learning activities (20%): Didactics, reflections, meetings, Project ECHO and individual quality-improvement project
- There is a 1-year employment commitment required after completion of the program.



INNOVATIONS

- ⇒ Generating support for an APP residency.
- ⇒ Formed an APP residency work group.
- ⇒ Collaborating with MAHEC Hendersonville Rural Family Medicine Residency Program for didactics
- ⇒ Working with CMO and grant writers to ensure financial viability and sustainability



KEY PARTNERS

Internal

- * CMO
- * Human Resources
- * Operations Leadership
- * Providers
- * Clinical Support Staff

External

- * Western Carolina University
- * Gardner Web University
- * NPR at UNC-Chapel Hill

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Brockton
Neighborhood
Health Center



HEALTH CENTER DESCRIPTION

Brockton Neighborhood Health Center serves close to 39,000 with three state-of-the-art clinics in downtown Brockton. BNHC was chartered and incorporated in 1992 by a core group of concerned residents in the greater Brockton area who saw a definite and desperate need for services.

Brockton Neighborhood Health Center (BNHC) is a non-profit, multicultural, community health center. BNHC offers adult medicine, behavioral health, harm reduction, eye & dental services, pediatrics, OB, pharmacy, and specialty services such as infectious disease and endocrinology.



AIM STATEMENT

BNHC's NP residency program is committed to improving patient outcomes in a medically underserved area by enhancing clinical competency and training for new graduate NPs through a multidisciplinary team approach. BNHC strives to create an environment and culture of wellness in new graduate NPs to reduce provider burnout and increase the PCP workforce. Graduates of this program will exemplify patient-centered, evidence based care, and facilitate NP retention through a self-sustaining model.



PROGRAM DRIVERS

CORE PROGRAM ELEMENTS



'AHA' MOMENT

- 1) Evidence based didactic and clinical training
- 2) Create an environment and culture of wellness
- 3) Retain fellows throughout residency program
- 4) Improve patient outcomes

- * 2 year program, 1st year with preceptorship and mentorship, 2nd year independent with available mentor
- * 2 residents, at least 4 preceptors
- * QI project that fits needs of BNHC
- * Specialty rotations: Endocrine, infectious disease, substance use disorder, homeless care, neurology, behavioral health, and women's health
- * Didactics every other week
- * Insight into clinical operations through a day of organizational shadowing

- ⇒ Recognizing the depth of need for this program and the desire for program within the health center
- ⇒ Lack of funding/ government investing for APPs within primary care to sustain residency programs



RECOMMENDATIONS

- * Obtain buy in from stakeholders & support for program when joining learning collaborative
- * Identify leadership roles
- * Knowing funding and ways to make program sustainable
- * Defining role of preceptor, clear expectations, and training for preceptors
- * Identify supervising providers & allocate time on schedule for supervision.



KEY PARTNERS

Internal

- ⇒ Executive team
- ⇒ Board of Trustees
- ⇒ Nurse Practitioners
- ⇒ Physicians

External

- ⇒ Massachusetts League of Community Health Centers
- ⇒ Community Care Cooperative



INNOVATIONS

- 1) MHNP Fellowship program started through Mass League
- 2) Leadership and mentorship with new hire NPs
- 3) Scoping out budget for future grants
- 4) Collaborative efforts within discipline to create framework of residency program
- 5) Utilizing resources within the clinic to be a self-sustaining program



VOICE OF THE TEAM



VOICE OF LEADERSHIP

This collaboration has allowed me to see opportunity within the health center for ways to improve. While we await funding, I have started a "NP Resiliency in Primary Care Learning Series" to help support current NPs at BNHC.

— Kandyce Casey, DNP, FNP-C, NP Residency Director

The NTTAP collaborative has provided Brockton Neighborhood Health Center with the opportunity to reflect on the needs of Nurse Practitioners, identify how we can better support our providers and create a roadmap toward implementing improvements which benefit patients and staff.

— Joe Panerio-Langer MD, CMO

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HEALTH CENTER DESCRIPTION

From the moment you touch their tiny toes to the day they graduate high school; you want the very best health care for your child. That's why over 200,000 families have turned to Children's Primary Care Medical Group (CPCMG) to find the best pediatricians for their children. Since 1995, we've grown to be the region's largest medical group specializing in health care just for kids from birth to age 18. We also take care of selected young adults from 19-21 years of age based on the member's health insurance. We are your instant link to more than 165 board-certified pediatricians, pediatric nurse practitioners and physician assistants in 28 practice sites throughout San Diego and Southwest Riverside counties. Plus, our collaboration with Rady Children's Physician Management Services (RCPMS) ensures your experience runs smoothly from the very first visit. The RCPMS team works side-by-side with our pediatricians, so we keep our focus on giving your kids the best care.



AIM STATEMENT

Mission: Providing nurse practitioner graduates with an additional year of intensive training and a team-based approach to primary care medicine, with structured support, at CPCMG.

Vision: The CPCMG PNP residency program will provide a comprehensive pediatric medical facility aimed at guiding the top FNP and PNP students through their first year. We seek to train you in a high-performance model of care. We are proud to be leaders in the implementation of an integrated behavior health program in a pediatric care home. CPCMG offers you a team-based approach to the care, competency in hands on skill learning and in the workplace, then sustainability and mastery in one's medical practice. We choose to improve patient care, the health system, and the health outcomes for all our patients. We believe this begins with the next generation of NP's.



PROGRAM DRIVERS

Drivers-Goals:

- 1) Structured support @ CPCMG
- 2) Intensive training
- 3) Recruitment
- 4) Future generations of Pediatric NP's



KEY PARTNERS

- * CEO: Adam Breslow MD, MBA
- * CMO: Kenneth Morris, MD
- * Chief of Education: Jessica Coullahan, MD
- * Lead of NP: Patricia Lee PNP-C, FNP-BC
- * BH Lead: Pamela Fish NP-C, PMHS
- * Chief of BH: Hilary Bowers, MD
- * Leadership @ Rady: Cheryl Fuchigami
- * MD Continuity Clinic: Albert Khait, MD
- * IT: Sean Cook
- * HR Supervisor: Sokhom Taun
- * USD

CORE PROGRAM ELEMENTS

The 2024-2025 cohort is open specifically to FNP/PA nurse practitioners. Four positions will be available for the 12-month program with step up pay. Full-time employment at CPCMG is required for a minimum 3-year commitment. Candidates must be willing to commute to any of CPCMG primary care locations.

CORE Training:

- 1) Orientation 3-4 weeks, this includes HR, EHR, and site orientation
- 2) Precepted clinical sessions 3-4 days per week
- 3) Didactics, journaling, case write-ups and other clinical projects
- 4) Rotations/independent practice
- 5) Close mentorship from experienced clinicians
- 6) Ongoing evaluation to improve individual performance, as well as enhance patient care



'AHA' MOMENT

We have a highly motivated leadership team, existing preceptors, and specialties, with clear roles to implement a robust NP Residency program. Thank you, to the NTTAP at CHC, for lighting the path.



INNOVATIONS

- ⇒ CEO/CMO support
- ⇒ Shareholder support
- ⇒ Built in didactics in the company already
- ⇒ Resident/MD Continuity clinic with RVU reimbursement for preceptors confirmed with IT in EMR
- ⇒ In conversation with USD as partner PNP/FNP program



RECOMMENDATIONS

- ⇒ If you have a passion for creating a NP residency, then start, do not be discouraged.
- ⇒ The foundation already exists, no need to waste a lot of time creating the template, join the consortium and add to the network, grow the foundation.
- ⇒ Create a team, create ideas, and start to find funding.



MEASURES/IMPACT

Evaluation criteria is what will help anchor our program. We will measure throughout the 12-month period, starting at initial intake and every 3 months thereafter.

This is integral in helping create a recruitment process, set up expectations for trainees and preceptors, understand challenges and successes, and celebrate the win at graduation. It is important to have an overall program review each season, to understand the strengths and the opportunities for growth and expansion.



VOICE OF THE TEAM

We are committed to "professional education," teamwork, and "workforce development." The program offers a unique salaried opportunity to improve clinical skills and prepare for a career in pediatric medicine. APPs can manage complex care of patients in a multi-cultural, socioeconomically varied population, to develop the integrative skills needed to practice in a Patient-Centered Medical Home.

VOICE OF LEADERSHIP

"Having been a longtime supporter of a collaborative care model which integrates physicians and advanced practice practitioners, I am ecstatic about the opportunity to enhance the skillset of APP's so that they can hit the ground running upon completion of training which ultimately helps us to achieve our mission of being the premier provider of pediatric care in a socioeconomically varied population."

— Ken Morris, MD, Chief Medical Officer

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Esperanza Health Center
Compassionate Care For Everyone



HEALTH CENTER DESCRIPTION

Compelled by the love of God in Christ Jesus, in cooperation with the Church and others, Esperanza Health Center is a multi-cultural ministry providing holistic healthcare to the Latino and underserved communities of Philadelphia.

We seek to fulfill our mission by providing affordable, high-quality, bilingual and multi-cultural primary health care services in Jesus' name, regardless of ability to pay, to all those in our communities who seek care.



AIM STATEMENT

As an organization compelled by the love of Christ in caring for the people who live in North Philadelphia, Esperanza Health Center has created a Nurse Practitioner Residency Program in order to equip newly graduated nurse practitioners to confidently, compassionately, and effectively provide holistic primary health care to people in historically marginalized urban communities.



CORE PROGRAM ELEMENTS

Esperanza Health Center's Nurse Practitioner Residency Program is a full-time, 15-month, salaried position that provides a structured, supportive, and effective environment for new graduate nurse practitioners and will consist of the following elements:

- * 4 days of either mentored or precepted clinical sessions
- * 1/2 day of didactics
- * 1/2 day dedicated to a quality improvement project



RECOMMENDATIONS

- ⇒ Ensure the commitment of organizational leadership
- ⇒ Plan regular meetings with the project team to ensure that you are keeping up with desired timeline
- ⇒ Build partnerships with local universities



INNOVATIONS

- ⇒ Acknowledged the need for further postgraduate training for advanced practice providers
- ⇒ Sought to train the next generation of primary care providers in an environment that encourages longevity, job satisfaction, and clinical competence
- ⇒ Collaborated with Cahaba Medical Care in the creation of a NP Residency Program
- ⇒ Developed a team dedicated to the creation and execution of a robust, sustainable NP Residency Program

PROGRAM DRIVERS

The development of the NP residency program is driven by the goal of seeing each NP resident achieve the following by the end of the residency program:

- 1) Effectively care for complex primary care patients in an urban FQHC setting
- 2) Demonstrate clinical leadership skills in communication, collaboration, critical thinking, and integrity using an integrated team model
- 3) Understand how inequities in social drivers of health affect the health and wellbeing of individuals and communities
- 4) Integrate cultural awareness and sensitivity into every aspect of clinical practice
- 5) Be knowledgeable in quality improvement, population health, and integrated health systems
- 6) Develop practices that encourage longevity and job satisfaction



MEASURES

In the last 3 years, **6 of the 7 CRNPs** who left Esperanza Health Center referenced feeling **overwhelmed or over-burdened by their work.**



KEY PARTNERS

Internal:

EHC Leadership Team
Medical provider team
Director of Medical Education

External:

Local FNP programs
Christian Community Health Fellowship
Our patients



'AHA' MOMENT

Partnering with local universities is crucial and encourages the development and retention of providers familiar with and committed to shared communities.



VOICE OF THE TEAM

"Having the opportunity to play a part in the training of new nurse practitioners is an exciting and humbling opportunity. Our sincere hope is that each resident completing our program would feel eager and fully prepared for a long and fruitful career in primary care."

— **Steven Wood, FNP,**
NP Residency Program Director



VOICE OF LEADERSHIP

"We are thrilled to be moving forward with this NP residency. It is an opportunity for us to strengthen our collaboration amongst our various teams (behavioral health, dental, community health, etc.), implement innovative ways to deliver healthcare and patient education, and empower our patients and community. We are glad to participate in raising up the next generation of healthcare leaders, as we strive to close health equity gaps and be present amongst the people who we care for."

— **Charlene Chen, MD, Director of Medical Education**

POSTGRADUATE NP/PA TRAINING PROGRAMS

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HEALTH CENTER DESCRIPTION

The Indian Health Service, an agency within the Department of Health and Human Services, is responsible for providing federal health services to American Indians and Alaska Natives. The provision of health services to members of federally recognized tribes grew out of the special government-to-government relationship between the federal government and Indian tribes. The IHS is the principal federal health care provider for Indian people, and its goal is to raise their health status to the highest possible level. The IHS provides a comprehensive health service.



RECOMMENDATIONS

- * Develop a team of people dedicated to the process.
- * Include people from other disciplines on the team.
- * Be realistic with the timeline for program development, be patient and give yourself grace with the process and recognize even slow forward movement is movement. Taking time to develop the initial base program elements are needed.



AIM STATEMENT

Mission

The mission of the Indian Health Service (IHS) Advanced Practice Registered Nurse (APRN) Postgraduate Training Program is to sustainably grow a competent APRN workforce by enhancing the structure and support provided to new graduates. The program provides an immersive, mentorship-driven experience, thereby improving recruitment, retention, and quality of patient care in alignment with the IHS mission to raise the physical, mental, social and spiritual health of American Indian and Alaska Natives to the highest level.

Vision

The Indian Health Service APRN Postgraduate Training Program empowers new graduates working in rural and complex healthcare environments. This APRN led immersive, mentorship experience improves the quality of patient care, creates a culture of learning, and contributes to the IHS vision of healthy communities and strong partnerships.



KEY PARTNERS

Internal:

- * Service Unit Chief Medical Officer
- * Chief of the department the residency will be held in
- * Human Resources
- * Service Unit CEO and CNO
- * Area CMO
- * Chief of Staff for Medical Executive Committee

External:

- * Exploring various Academic Affiliations



INNOVATIONS

- * Leadership's approval to allocate time and resources towards the development of the program.
- * Created a mission, vision statement while identifying program drivers.
- * Leveraging other established programs like the VA well-established NP residency program to develop an IHS program with parallels and modifications considering the IHS nuances.
- * Engage clinicians in supporting the work and provide increased work satisfaction.



VOICE OF THE TEAM



PROGRAM DRIVERS

"This project is significant as it plays a crucial role in shaping the future of healthcare by providing avenues for newly graduated NPs to secure their first employment while supporting them in this transitional time. Residency programs are not just foundational; they are a pivotal force for new Nurse Practitioner graduates. The residency program I completed served as more than just a training ground; it equipped me with essential tools for my first job with the IHS patient population. This transition is complex and challenging, especially when moving from school to practice. Given the current landscape of limited opportunities for new graduates, I would have felt ill-prepared for the challenges of the NP role without the support of this residency program."

— Loretta Craig, DNP, FNP-C; NP Supervisor at the Indian Health Service, Navajo Area, Chinle Service Unit Urgent Care

- ⇒ Increase access to quality care for American Indian/Alaskan Native (AI/AN) beneficiaries by expanding the workforce of highly trained primary care providers.
- ⇒ Create a nationally recognized, sustainable model of postgraduate training for new Advanced Practice Registered Nurses (APRN) to provide high quality culturally competent care in federal, tribal and urban (I/T/U) programs.
- ⇒ Attract and support recent graduate APRNs, including Indian Health Service (IHS) scholarship recipients and those that may have not previously considered federal employment.
- ⇒ Provide a highly structured transition to practice that supports the development of confidence, competence, and mastery in I/T/U programs.
- ⇒ Attract highly qualified nurse practitioners and increase IHS competitiveness in recruiting top talent.
- ⇒ Improve patient outcomes through expertise development in (AI/AN) cultural competence and the high volume/high burden conditions that affect the vulnerable IHS population.
- ⇒ Aligns with the IHS Strategic Plan to: (1) recruit and retain a highly skilled workforce; (2) grow and enhance our permanent provider pool; and (3) reduce contract provider costs

PROGRAM ELEMENTS

- ⇒ 12-month program
- ⇒ Half day of didactic per week
- ⇒ 3 days of precepted clinic
- ⇒ 1 day of mentored clinic
- ⇒ Half day of specialty:
 - (1) Primary Care,
 - (2) Pediatrics,
 - (3) Women's Health,
 - (4) Urgent Care,
 - (5) Behavioral Health
 - (6) Procedures



MEASURES

NP vacancy rate and new graduate NP employment and retention rate in IHS.



'AHA' MOMENT

Recognizing the nuances of government hiring, including consideration of IHS scholarship recipient pay back rules, may require the program to be a transition to practice program versus an NP residency.

We are in the exploration phase, evaluating and documenting the requirements for an NP postgraduate program. We will continue our work after the NTTAP with the guidance provided by the NTTAP to forge ahead in a well-organized and proven standardized manner.

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HEALTH CENTER DESCRIPTION



AIM STATEMENT



MEASURES

ND Systems provides access to integrative mental/behavioral health services for people in and around Fairbanks, Kenai, and Anchorage, Alaska. Our professional team of PMHNPs, MSW, M.Ed, RNs, and support staff provide services for youth and adults, including psychiatric evaluation and assessments, medication management, psychotherapy, neurofeedback, and group therapy. ND Systems offers a collaborative approach, working alongside you throughout your mental health journey.

Mission Statement

To assist and provide our communities with mental health services focusing on youth while also serving the adult and senior populations.

Vision Statement

Considering that Alaska is an underserved state in the provision of mental health services, ND Systems is dedicated to increase the number of trained and competent mental health providers that deliver a variety of therapeutic mental health services to children, adolescents, adults, and elders.

Based on the ORIC and RTAT self-assessment ND Systems ranks in the readiness bracket for implementation/continuation. However, areas of focus based on self-assessment may include:

- ⇒ Keep the momentum for continuation advancing forward
- ⇒ Coordinate tasks of Fellows and Providers so the program operates smoothly
- ⇒ Managing the politics of continuing the Fellowship



PROGRAM DRIVERS

- * Offer a highly supportive, authentic, and hands-on learning experience that is structured to provide optimal learning outcomes.
- * Increase community access to highly trained and experienced mental health clinicians by supporting younger clinicians through the early stages of their careers, helping them to build a client base, and supporting them through unknown obstacles.
- * Address Mental Health clinician shortages in Alaska by attracting top-tier talent from out of state through an Alaskan Experience.
- * Provide opportunities for fellows and current staff to grow both professionally and personally through mentorship.



KEY PARTNERS

Internal:

CEO, CFO, CIC, CCO

External:

UAA, Rasmussen Foundation, UCSF, Other nursing program providers, Alaskan Legislature, Borough Council, City Council

CORE PROGRAM ELEMENTS

ND System's 36-month program and curriculum is designed to support recently graduated Psychiatric Mental Health Nurse Practitioners to successfully transition to an independent practice setting. Our program consists of:

- * **Year 1:** Engage in direct client care (children and adults) under supervision with focus on key concepts such as psychiatric assessment, diagnosis and treatment, and medication management. Also includes introduction to key therapeutic modalities such as neurofeedback, somatic therapies, EMDR, and safe and sound protocol.
- * **Year 2:** Designed to build and expand on therapeutic modalities. Increased direct client care with supervision and mentorship from our team of experienced clinicians.
- * **Year 3:** Fellows operate more independently with a focus on mentorship instead of supervision. Ongoing skill refinement in providing top tier care. Provide program mentorship to a first-year fellow.



INNOVATIONS

- ⇒ Marketing it differently
- ⇒ Better structuring for the implementation of the curriculum
- ⇒ Controlled exposure to new and innovative practices



'AHA' MOMENT

Realization of heavier support and added experiential learning is needed for overall better retention of fellows and residents.



RECOMMENDATIONS

- 1) Develop a comprehensive budget for the Fellowship program.
- 2) Define specific milestones for the Fellow to have achieved throughout key times during the program.
- 3) Determine prior to implementation if accreditation is a goal. If it is, design the program in accordance with regulatory standards.



VOICE OF THE TEAM

"I have spoken with other nurse practitioners who didn't have support, and many of them feel discouraged and don't want to continue in their new role. ND Systems is serious about providing good support so that new clinicians want to stay in the field."

— Sharon Geraghty,
PMHNP, CCO

VOICE OF LEADERSHIP

"Setting our best examples for the next generation has been an uplifting and positive experience for the entire team and correlated to a higher quality of work as a whole."

— Donna Woodkey-Dinsmore, RN, MBA, CIC