Development and Implementation of a Collaborative Nurse Practitioner Clinical Training Program

Bimbola F. Akintade PhD, MBA, MHA, ACNP-BC, NEA-BC; Shannon Idzik, DNP, ANP-BC, FAANP, FAAN; Katherine Fornili, DNP, MPH, RN, CARN, FIAAN; Kathryn Lothschuetz Montgomery, PhD, RN, NEA-BC; Bridgitte C. Gourley, DNP, CRNP; Kristy Novak, MS; Keisha Indenbaum-Bates, MS, RN

Background
Increased need for Advanced Practice Registered Nurses (APRNs)
- An undersupply of 100,000 physicians is expected by 2030.
- U.S. will need over 1 million new nurses by 2026.
- National need for APRNs will increase by more than 25% over the next 10 years.

Primary challenges
- Doctoral APRN programs require 1,000 practice hours.
- Limited clinical sites and competent preceptors.
- Only one in four APRNs practice in non-urban areas.

University of Maryland Upper Chesapeake Health (UM UCH)
- Rural healthcare environment
- Health professional shortage area (HSPA)
- Medically underserved area (MUA)
- Emergency shortage of acute care providers

Project Goal
Build a collaborative partnership between University of Maryland Upper Chesapeake Health (UM UCH) and University of Maryland School of Nursing (UMSON) to improve education/clinical training of advanced practice students to provide care across the continuum.

Implementation
- Developed a collaborative education and practice partnership
  - Established an Advisory Board
  - Participated in Nurse’s Week
  - Attended integral UM UCH meetings
  - On-site student recruitment at UM UCH
  - Held monthly team meetings at UMSON
  - Embedded behavioral health faculty

- Increased clinical practice opportunities for nurse practitioner students
  - Clinical training rotations
  - Relationship-building
  - Integration of faculty
  - Participation in NSP II-16-119 grant
  - Recruited UMSON students
  - Needs assessment of advanced practice clinicians
  - Implemented a Fellowship Lecture Series

- Leveraged faculty expertise to develop a post-graduate fellowship program
  - Director of Advanced Practice Clinicians and Director of Education
  - Needs assessment of advanced practice clinicians
  - Implemented a Fellowship Lecture Series

- Developed faculty practice sites to translate collaboration between UM UCH and UMSON
  - Faculty practice position at the Comprehensive Care Center
  - Funded through progressive transition of provider-billed services vs. grant-funded

Results
- 140 doctoral students had experiences at UM UCH
  - 22 unique clinical areas
  - 118 clinical NP rotations
  - 39 preceptors/providers
  - 16 CRNA rotations
  - 30 practicum experiences
  - 28 DNP projects

Discussion
Successes:
- Far exceeded the projected increase of NP students
- Originally acute care students, now open to all
- Collaborative buy-in and collaborative opportunities
- Utilization of the preceptor program
- Billable income and sites for rotations/projects

Challenges:
- Low attendance at the Fellowship Lecture Series
- Lock-step rotations are difficult to maintain
- DNP project course timelines do not align with UCH
- Lack of UMSON students applying for NP positions

Conclusions
- Relationship-building, imbedding faculty, and face-to-face interactions are key to successful partnerships.
- Moving into the community can improve clinician recruitment/retention and expand clinical experiences.
- Buy-in and support from advanced practice leaders is essential in increasing competent preceptors.
- Nursing schools and health care institutions must continue to collaborate to improve the academic and clinical preparation of APRNs in the state of Maryland.

References

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