The Supporting Nursing Advanced Practice Transitions (SNAPT) Fellowship: Outcomes from our First Cohort

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Background

- In 2020, the Johns Hopkins School of Nursing (JHSON) received an Nurse Support Program II grant (NSP II #21-111) to develop the Supporting Nursing Advanced Practice Transitions (SNAPT) Fellowship Program.
- SNAPT focuses on the development of clinical competence in student NPs as they transition into practice allowing for an individualized approach to meet the goals of competency; to increase confidence, resilience, productivity and retention.
- In order to demonstrate how the Fellowship model prepares NPs for a successful and supported transition to practice, the program incorporated regular evaluation of all Fellows, mentors and clinical practice sites.

Objectives

- To share a summary of first year program outcomes for a novel, supportive transition to practice NP Fellowship, the Supporting Nursing Advanced Practice Transitions (SNAPT) Program.
- To understand the outcome tests and measures used to measure NP resiliency, burnout, job satisfaction and skills acquisition and why these measures were chosen.

Methods

- Fellows are recruited from graduating cohorts of DNP students at Johns Hopkins School of Nursing.
- In 2022 JHSON collaborated with UMSON and admitted our first Fellow from their program.
- Fellows are administered the Connor Davidson Resiliency Scale, Maslach Burnout Inventory, Meisner Job Satisfaction Scale, and SNAPT Fellows Knowledge Evaluation.
- Scales and measures are administered via Qualtrics survey and are given at three time points (beginning of Fellowship, end of Fellowship, 6 months into independent practice).
  - The Berk Mentee Satisfaction Scale is given to Fellows at the end of the paid Fellowship to evaluate their experience with their mentor.
- Non-Fellow new graduate DNP students are recruited to serve as a control group; the same scales and measures are administered to them at the same intervals.
- The program administers the same resiliency, burnout and job satisfaction measures to program mentors.
- Qualitative Interviews are conducted with Fellows, Mentors and practice partners at the conclusion of the fellowship to gather post-fellowship feedback.

Results

Fellow Insight

- High level of satisfaction and increased confidence expressed from Fellows.
- Having a consistent, single mentor throughout the process vs multiple preceptors was made for a smooth and supported transition.
- Starting at the site prior to the paid NP Fellowship was very helpful and allowed Fellows a chance to learn the EMR system, get to know the office staff, colleagues, office culture, etc.

Practice Insight

- High level of satisfaction expressed from mentors and practice sites.
- Include in-basket management, utilizing social work and case management in Transitions to Practice course.
- Mentors need protected time and reduction in session numbers, especially toward the beginning.
- Involve practice administrators and office medical directors from the beginning.
- Ensure CMAs are hired/available to accommodate additional patient volume from Fellow.

Discussion

- Two Fellows completed the program in the first cohort (2021), four are currently enrolled as part of the second cohort (2022).
- Recruitment from JHSON and UMSON will begin in summer 2022 for the third cohort (2023) with the goal of recruiting 8 Fellows.
- Beginning in 2022, non-Fellow new graduate DNP students will serve as a control group for comparative data analysis.
- Feedback collected via qualitative interviews from Fellows, Mentors and practice sites has been positive and the program team is working to implement suggested changes.
- Preliminary analysis of quantitative data taken at time points prior to the start of the paid Fellowship and at the end of the paid Fellowship shows increased resilience and job satisfaction at the end of the paid Fellowship.

Conclusion

- The SNAPT Fellowship is a novel academic to career transition Fellowship model for new-graduate NPs.
- The program is actively evaluating program efficacy through robust data collection.
- Data analysis results are used to make informed decisions about program improvements and will assist the team when the program applies for CCNE accreditation.
- Data collected from the first cohort shows promising efficacy of the program model in improving NP confidence, competence, resilience which leads to retention of NPs in MD.

Resilience / Job Satisfaction bar charts — Participant 1, Participant 2 at Beginning and End.
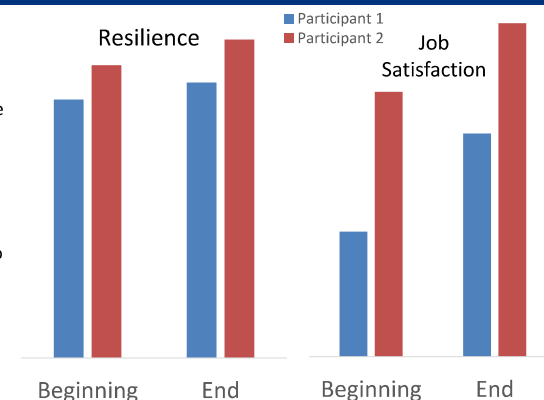
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