#### Advancing the Practice of Nursing through Specialty Fellowship Development

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## Learning Objectives

- Describe drivers for development of Advanced Practice Nurse (APN) fellowship training in specialty/subspecialty areas.
- Identify key considerations in the implementation of an APN Fellowship program and relate to other specialty practice areas.
- Identify outcomes of the first year of an APN Fellowship program in Developmental-Behavioral Pediatrics (DBP).



## **Children's Specialized Hospital**

- All pediatric facilities
- Inpatient acute rehab hospital
- Outpatient subspecialty services
  - 13 sites
  - Patients served > 31K/yr
- 2 long term care hospitals





# Impetus for this fellowship

- IOM report
- Increased demand
  - Barriers to access
  - Decreased physician subspecialists
- Nurse practitioner educational preparation
- Few Pediatric fellowships none in DBP in US
- Ease transition to subspecialty practice



## **IOM report**

- 2010 Institute of Medicine
- The Future of Nursing: Leading Change, Advancing Health
- APRNs should function to full extent of education and training
- Recommended residency programs for nurses including after the completion of an advanced practice degree

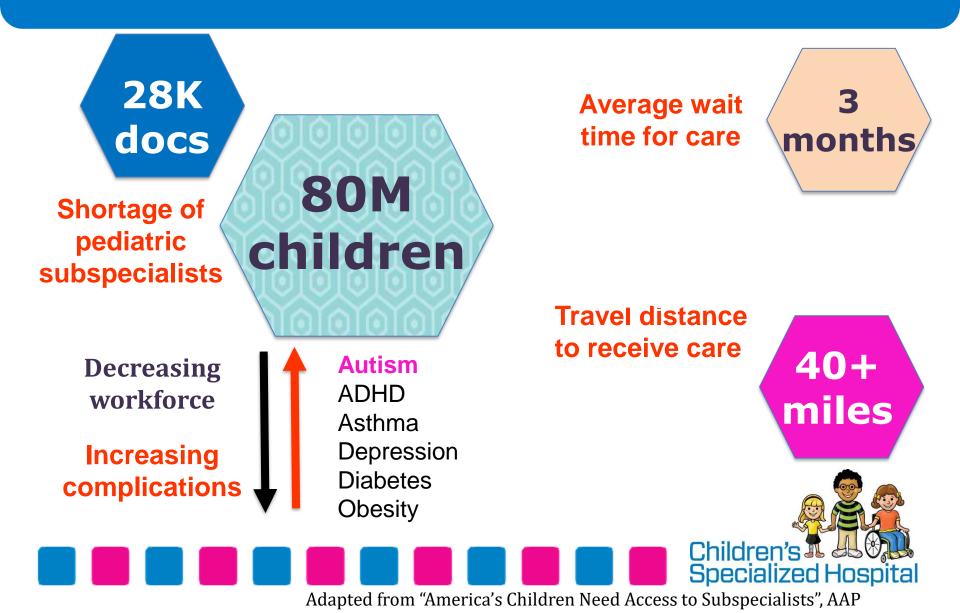
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#### **Barriers to Access**



## Nurse Practitioner Preparation in US

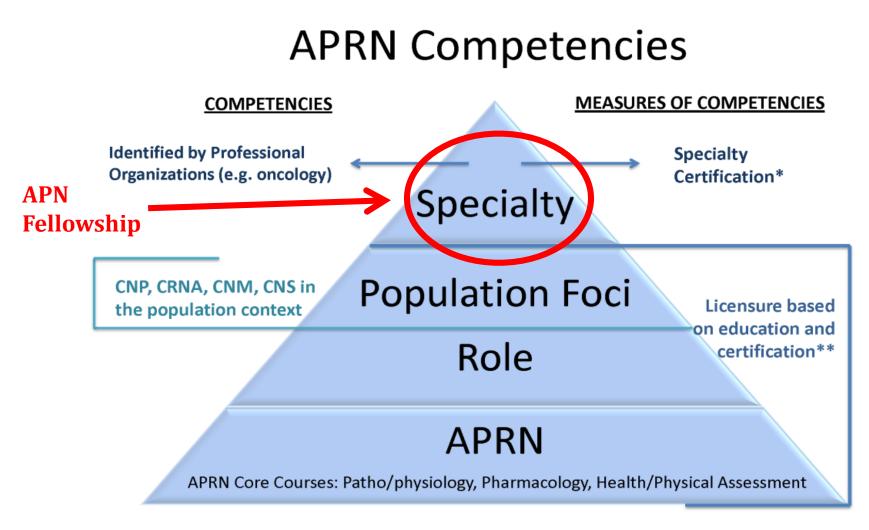
- Master's / Doctoral education in specific patient population
  - Nationally validated competencies
- National Certification
- State licensure/certification

- Population focused:
  - Family
  - Pediatric [acute or primary care]
  - Women's health
  - Adult-gerontology
     [acute or primary care]

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- Neonatal
- Psychiatric-mental health



\*Certification for specialty may include exam, portfolio, peer review, etc

\*\*Certification for licensure will by psychometrically sound and legally defensible examination by an accredited certifying program

Image Source: http://nevadanursingboard.org/licensure-and-certification/advanced-practice-certificates/advanced-practitioner-ofnursing/#Qualifications for Nevada Certificate of Recognition as an Advanced Practitioner of Nursing (APN)

## **APN Fellowship Research**

#### Original Research

- Hart & Macnee (2005) & Hart & Bowen (2016)
  - Survey methodology to assess perceptions of preparedness for NP practice
  - Findings consistent in both surveys
  - > 50% NPs felt "somewhat prepared", or "very unprepared for practice"
  - >86% NPs would be interested in postgraduate residency preparation



## **APN Fellowship Research**

#### • Transition to Practice: from RN to APN

- Concept Analysis: Role Transition (MacLellan, 2015)
  - Mentorship may improve transition
- Exploring factors that influence transition (Barnes, 2015)
  - Found only formal orientation contributed to successful NP role transition ( $\beta$  = 6.24, p < .001); prior RN experience not significant
- Grounded Theory: Expert RN to APN (Fleming, 2011)
  - Developed conceptual model related to transition into role for ICU APN



## Fellowship Models

- Physician Fellowships / medical model
  - Focus on subspecialty after residency
  - Develop clinical acumen and skills & promote research
- Acute care APN Fellowships
  - Initially developed by hospitals to fill the gap caused by reduced resident work hours
- Specialty APN Fellowships
  - Carolina HealthCare System APN & PA, several tracks, 158 fellows over 3 years (Taylor, 2017)
  - Other programs in US: Urology, Oncology, Hepatology, Neurology, Palliative care



## **APN Fellowships**

- Mentoring by APNs & physicians increases confidence and development of clinical skills (Zapatka et al., 2014)
- Provide structure, depth of knowledge, breadth of experience (Kells, et al 2015)
- Offset feelings of "disequilibrium…anxiety, insecurity, inadequacy, and uncertainty" due to transition with the 1st year being most difficult (Kelly & Mathews, 2001, p. 161)

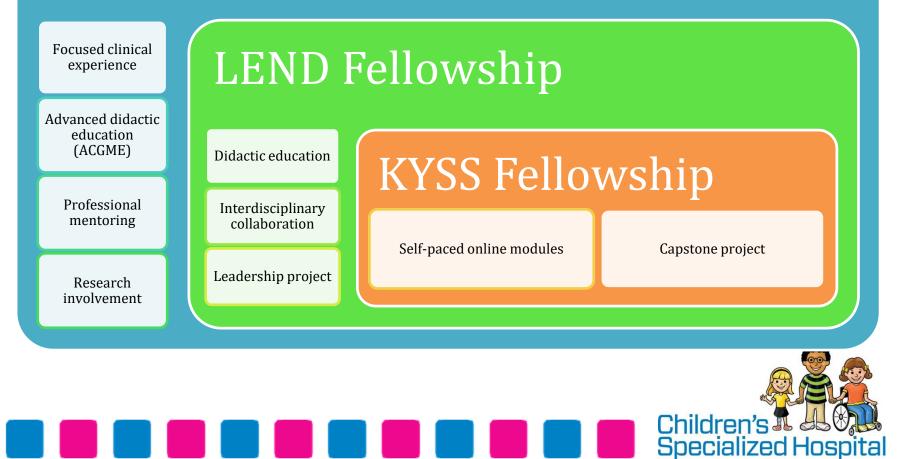


## Fellowship Development

Concept development		
Literature review	Meeting with key st Develop and present business proposal/ ROI/ new FTE request Secure funding Review ACGME medical fellowship	
Residency vs Fellowship Environmental scan		Develop curriculum
Define purpose		Develop fellowship education plan Physician preceptor and APN mentor selection
		process Coordination with KYSS and LEND Fellowships

### Curriculum

#### **CSH APN Fellowship**



## Fellowship content

#### Didactic

- CSH lectures
- ACGME required content
- Grand rounds
- LEND
- KYSS
- DBP Review

#### Clinical

- Direct patient care
- Formal training on DBP screening and diagnostic tools
- Transdisciplinary observational experiences

# Professional development

- APN mentor
- Collaboration
- Research
- Advocacy

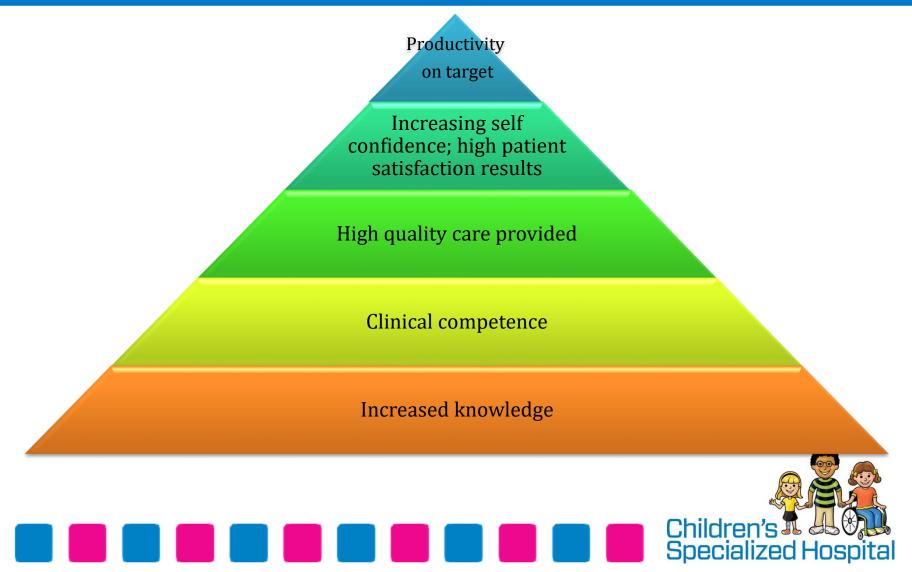


## **Overview of fellowship**

- 12 months, full time, 40 hours/week
  - 4-8 hours didactic/week
  - 32 hours/ week clinical orientation
    - 8 hours/week with APN mentor
- Rotations
  - Foster interdisciplinary collaboration
    - ST/PT/OT/ABA; psychology; SW
  - Other subspecialties: Psychiatry, Physiatry,
     Special Needs Primary Care, LTC

- CSH "teams": Autism Team, Feeding Tean

#### **APN Fellow Outcomes**



## **Benefits of CSH Fellowship**



Increased patient access

- Specialty trained APN
- Decreased turnover
- Strong collaboration
- Increased revenue /productivity
- Research



## Next Steps

- Research on fellowship outcomes
  - Clinical outcomes, provider expertise, patient satisfaction, APN satisfaction, productivity
- Expand to pediatric special needs

   Peds Physical Medicine and Rehab started 2017
- Consider national accreditation
- External funding for fellowships in subspecialty areas with provider shortages

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## THANK YOU!

