An Educational Intervention to Enhance New Nurse Practitioner Role Transition

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OBJECTIVES

- Understand the transitional phases of the new NP in the first year of practice
- Verbalize strategies that have been shown to facilitate or prolong role transition of the new NP
- Investigate if variables like age, type of NP program, time from graduation, and prior RN experience have an impact on NP role transition
- Evaluate if an evidence-based role transition webinar containing the core concepts of NP role transition improve the perceived perception of new NPs in the first year of practice
Demand for health care providers (HCP) has risen dramatically
- 16.4 million additional people with health coverage through the affordable care act
- Aging baby boomer population

Projected HCP shortage of 20,400 providers by 2020
- Rise in the number of physicians is estimated to be 8% in comparison to APRNs at 30% in the next four years
- 14,000 graduate NPs entering the profession & 1,900 medical residents matched to primary care

NPs play a key role in reducing the shortage
- Timely and successful transition of graduate NP to practicing NP is imperative
LITERATURE REVIEW

- Databases: Medline, Cochrane, and Cumulative Index to Nursing & Allied Health Literature (CINAHL)
- Search limited to full-text, English, and between 1977-2016
- Boolean search terms: Nurse Practitioner with role transition, role integration, role conflict, and role expectation
- The search revealed 28 relevant studies
LITERATURE REVIEW FINDINGS

- 1st year of practice = most tumultuous
- Feelings of uncertainty, anxiety, isolation & disconnectedness
- Can lead to prolonged transition period and/or inadequate role transition
- Theoretical Model Limbo to Legitimacy with 4 distinct periods of transition
  - Laying the Foundation, Launching, Meeting the Challenge, Broadening the Perspectives
LITERATURE REVIEW: ROLE TRANSITION FACTORS

Facilitators:
- Mentoring
- Formal orientation
- Professional, organizational, and collegial support
- Role clarity

Barriers:
- Lack of mentoring or formal orientation
- Lack of professional, organizational, or collegial support
- Role ambiguity
LITERATURE REVIEW CONCLUSION

- Research to date conceptualizes NP role process

- All research associated with facilitators of role transition in form of expert opinion or employer driven QI projects

- Gap in knowledge related to other viable solutions for NP role transition
Does completion of a role transition webinar enhance the perception of new NPs in their ability to perform well in their new role?
STUDY DESIGN

- NON-RANDOMIZED
- PRETEST-POSTTEST
- SINGLE GROUP STUDY
- CONVENIENCE SAMPLE
- RECRUITMENT FROM CAPNI LIST SERVE & NP PROGRAM DIRECTORS
STUDY INSTRUMENT

- NURSE PRACTITIONER ROLE TRANSITION SURVEY
- 16-ITEM SURVEY WITH 5-POINT LIKERT SCALE
- RANGE OF SCORES 16-80
- THREE COMPONENTS:
  - Developing comfort & building competence
  - Understanding of the role by others
  - Collegial support
NP ROLE TRANSITION SURVEY

Q1- I am comfortable managing my patients
Q2- I feel very competent managing my patient case load
Q3- I am comfortable in my role
Q4- I felt it was easy to transition from a nurse to nurse practitioner
Q5- I feel I have the skills to deal with the role transition
Q6- I feel less confident than I did before becoming a nurse practitioner
Q7- My nurse practitioner program prepared me for a smooth role transition
Q8- I feel I need extra time to complete my responsibilities
NP ROLE TRANSITION SURVEY

- Q9- My nurse practitioner role is very well understood by the public
- Q10- My nurse practitioner role is very well understood by my patients/families
- Q11- My nurse practitioner role is very well understood by management
- Q12- My nurse practitioner role is very well understood by my physician colleagues
- Q13- My nurse practitioner role is very well understood by my nurse colleagues
- Q14- I feel I get very little support
- Q15- I feel that I am isolated
- Q16- I am treated as a professional by my colleagues
EDUCATIONAL INTERVENTION: NP ROLE TRANSITION WEBINAR

- Recorded evidence-based webinar recorded through Windows media file
- Based off of Theoretical Model “Limbo to Legitimacy”
- Sections of webinar include:
  - Laying the Foundation
  - Launching
  - Meeting the Challenge
  - Broadening the Perspectives
STATISTICAL TESTS

DESCRIPTIVE STATISTICS & DEMOGRAPHICS

PEARSON CORRELATION
- Age and NPRTS scores
- Time from program and NPRTS scores
- Years as RN and NPRTS scores

SPEARMAN RHO
- NP program and NPRTS scores

PAIRED T TEST
- Educational webinar and NPRTS scores
STUDY RESULTS: DEMOGRAPHIC

NP=30
- 100% Female
- 90% White
- 55% age 31-49
- 45% graduated 4-6 months
- 60% RN for 6-15 years
- 25% from IUPUI, 15% IWU, 7.5% ISU, 15% others
STUDY RESULTS: DESCRIPTIVE

- Possible Range Scores 16-80
- Study Range Scores 39-70
- Total Mean Score 54.72, SD 6.704
- Lowest mean scores: NP preparation (M=3.10), understanding of role by public (M=2.73), & ease of transition (M=3.06).
- Highest mean scores: treated as professional by colleagues (M=4.32) and understanding NP role by nurse colleagues (M=3.90)
- Improvement in mean scores pre/post intervention:
  - Comfort level with patients (Q1)
  - Skills to deal with role transition (Q 5)
  - Less time to complete responsibilities (Q 8)
STUDY RESULTS: CORRELATIONAL

- Years practicing as an RN (p=0.731), time from program completion (p=0.145), or NP program & NPRTS scores (P=0.888)

- Age of the NP was associated with higher scores on the NPRTS (P=0.000)

- The webinar showed positive statistical significance with perceived confidence (p=0.019) & program preparation (p=0.026)

- The webinar did not show statistical significance with the total NPRTS (p=0.616)
LESSONS LEARNED

Barriers

- Convenience sample bias
- Small sample size (N=30)
- Timing of study in relationship to NP graduation

Facilitators

- Online format provided flexibility and convenience
- Fewer obstacles to participation
- Low cost
IMPLICATIONS & CONCLUSIONS

- The general public may have a poor understanding of the NP role.

- The NP profession needs to improve the public’s understanding of, and perception of the nurse practitioner role, contributions, to care, and scope of practice.

- The first study to investigate the impact of an educational intervention on NP role transition.

- Further research is needed to examine how this intervention can be refined to promote role transition & other contributing factors.


Questions?

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