

Development, Design, and Implementation of an Advanced Practice Provider Critical Care Fellowship Pilot Program

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Background

- Ongoing staffing and retention shortages throughout the institution
- Transitioning to the Advanced Practice Provider role is repeatedly reported in the literature to be extremely challenging.
- In the absence of proper training and support, retaining new APP's can lead to worsening job satisfaction, employee engagement, and retention.
- Advanced Practice Provider Fellowship programs can provide the structured experience necessary to improve role transition, job satisfaction, and ultimately retention (Meissen, 2019).
- Fellowship programs have demonstrated enhanced career opportunities, greater employee engagement, and more satisfied managers, administrators and physician leaders (Taylor et al, 2017; Schofield & McComiskey, 2014).

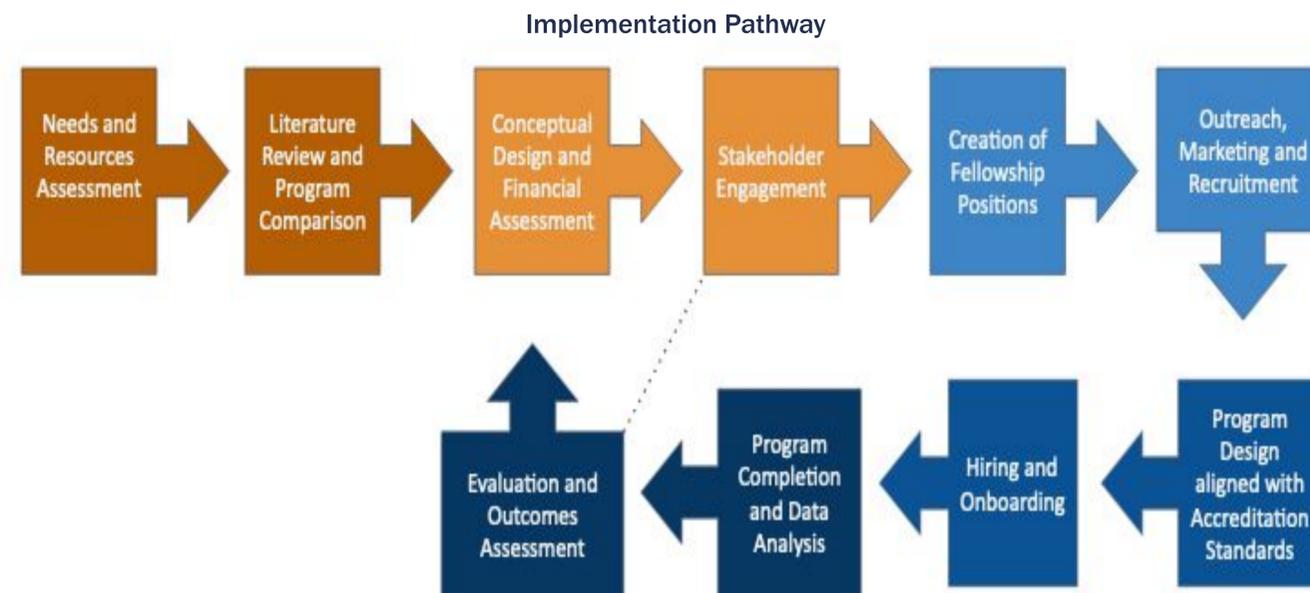
Objectives

- Creation of an APP Critical Care Fellowship with emphasis on the Cardiovascular Surgery population will attract motivated, high-achieving candidates to the position and institution.
- The fellowship will serve as a necessary and valuable foundation for transition into advanced practice for all UVA critical care providers and ultimately bolster retention within the organization.
- The cost of turnover to UVA is significant, thus fellowship practitioner retention would abate turnover and globally cut turnover costs in the long term.

Conflict of Interest Disclosures: None.

Methods

- Develop and design fellowship framework to present to key stakeholders
- Obtain institutional approval and endorsement for program
- Acquire 2 fellowship job positions
- Develop, design, and implement program in alignment with ANCC's Practice Transition Accreditation Standards
- Onboard and complete first cohort
- Obtain, track, and report return-on-investment data with program maturity



- Our goal to improve advanced practice provider staffing and retention in the TCV ICU and throughout UVA Medical Center will be closely monitored utilizing a comprehensive return-on-investment tool. Outcomes data will provide insight on program quality, efficacy, goal achievement, and financial impact.

Selected References:

Meissen, H. "Nurse practitioner residency and fellowship programs: The controversy still exists." J Am Assoc Nurse Pract. (2019); 31(7):381-383.
Schofield, D., McComiskey, C. "Postgraduate nurse practitioner critical care fellowship: design, implementation, and outcomes at a tertiary medical center." J Nurse Pract. 2015; 11(3):e19-e26.
Simone, S., McComiskey, C., and B. Andersen. "Integrating Nurse Practitioners Into Intensive Care Units." Critical Care Nurse 2016 Dec; 36(6):59-69.



UVA APP participating in simulation experience in the TCV ICU

Conclusions

Advanced Practice Provider fellowships are emerging at a rapid pace. Our implementation process demonstrates the ongoing relationship between program evaluation, outcomes assessment, and stakeholder engagement, thus ensuring optimization of the training model, educational curriculum, institutional support, and overall program cost.

Implications for Practice

Available research suggests post-graduate training programs result in more equipped providers, ultimately leading to better job satisfaction and safer clinical practice. Improved patient outcomes and decreased costs have been demonstrated, but more research must be done to isolate these return-on-investment outcomes.

Questions? Contact
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