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# Objectives

**Upon completion of this presentation, the participant will be able to:**

- Describe admission criteria used by APP postgraduate education programs in selecting applicants for specialty training
- Discuss APP Postgraduate Fellowship didactic/clinical training
- Describe pros/cons in attending postgraduate education programs
- Describe APP Postgraduate accreditation challenges/opportunities
- Highlight gaps in the literature regarding APP postgraduate education

# Director of Advanced Practice

## Advocacy & Outreach

- Advocacy for expanded scope of practice
- Represent UCI APPs with key regulatory bodies

## Regulatory & Compliance

- New hire credentialing
- Re-credentialing
- Privileging
- Licensure
- Regulatory guidance



## APP Professional Development

- APP onboarding, training, and orientation
- Documentation for specialty-specific training

## Program Management

- Business case development/support
- Practice model guideline development
- Evaluation and monitoring of utilization

## Physician Education

- APP roles and capabilities
- Practice model guidelines
- Team integration
- APP performance and evaluation





# PA Postgraduate Fellowships/Residencies

- Postgraduate education for American physician assistants (PAs) has been underway for half a century. Montefiore Hospital in New York introduced PAs as house officers on the surgery service in 1971 and began the first PA postgraduate fellowship program in 1973.
- 73 postgraduate programs affiliated with APPAP
- Average length of the program is 12-18 months
- Salary for resident/fellows ranged from \$50,000 to \$100,000/year
- Certificate versus Doctorate Degree (what is the value of a post-professional doctorate for PAs).

# NP Postgraduate Fellowships/Residencies

- Community Health Center, Inc. (CHCI), a multi-site, federally qualified, health center (FQHC) in Connecticut, implemented a one-year-residency program for new nurse practitioners (NPs) in 2007. (Dr. Margaret Flinter)
- There are 88 NP residency/fellowship programs in the United States
- 12 to 18 months in length
- Research shows that residencies support NPs' transition to practice, but very few data support their impact on patient care.
- Research indicates that APPs provide excellent care without postgraduate training
- Certificate of completion in most cases

# Nomenclature of the APP postgraduate trainee

- The use of the term resident versus fellow
- Resident physicians cannot supervise licensed APPs
- Does GME recognize postgraduate APP programs
- Working alongside categorical physician residents
- Does nomenclature influence billing for services rendered

# Location of postgraduate APP programs

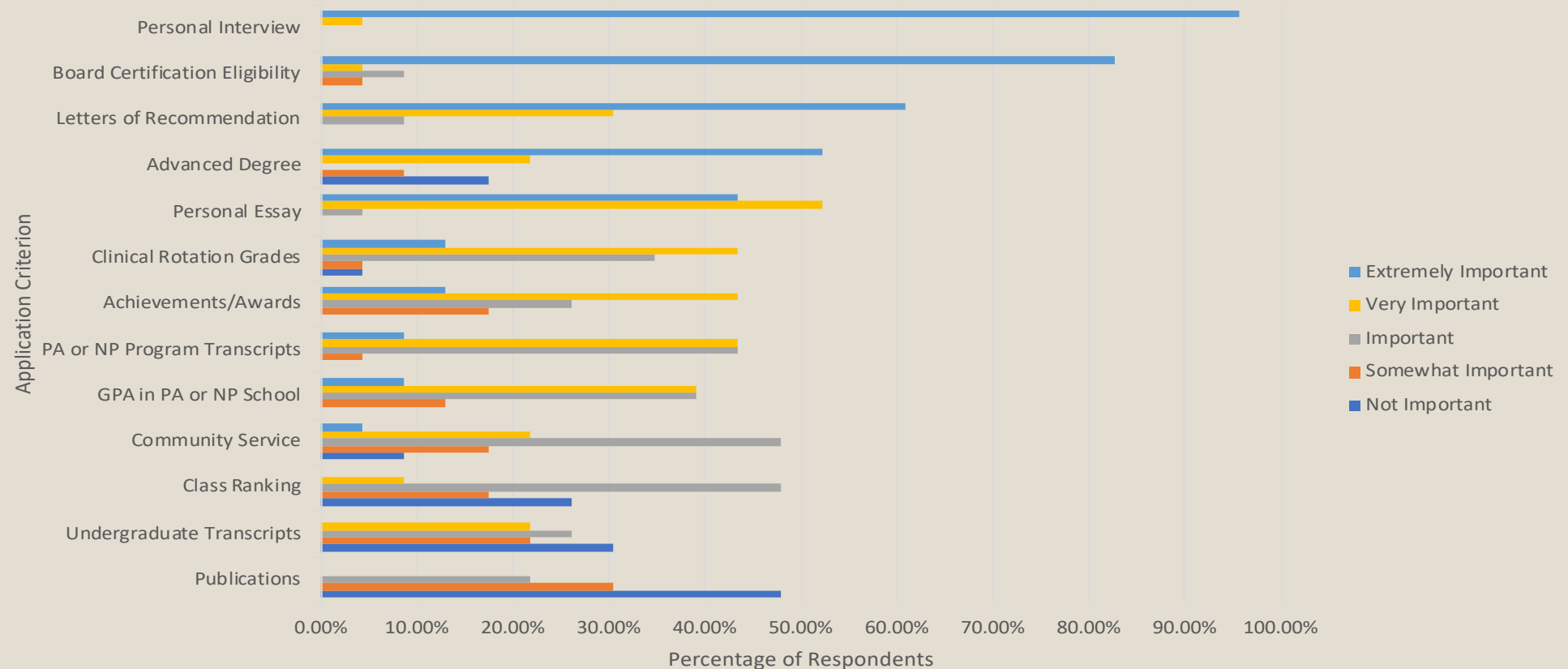
- Administratively half (55%) of PA postgraduate programs reside in medical schools, with (40%) in health science colleges, and one (5%) in a nursing school. Three-quarters (76%) of the hospitals that sponsor PA postgraduate programs are affiliated with an academic medical center.
- NPs postgraduate programs reside in community health centers, academic medical centers, community hospitals, and School of Nursing.



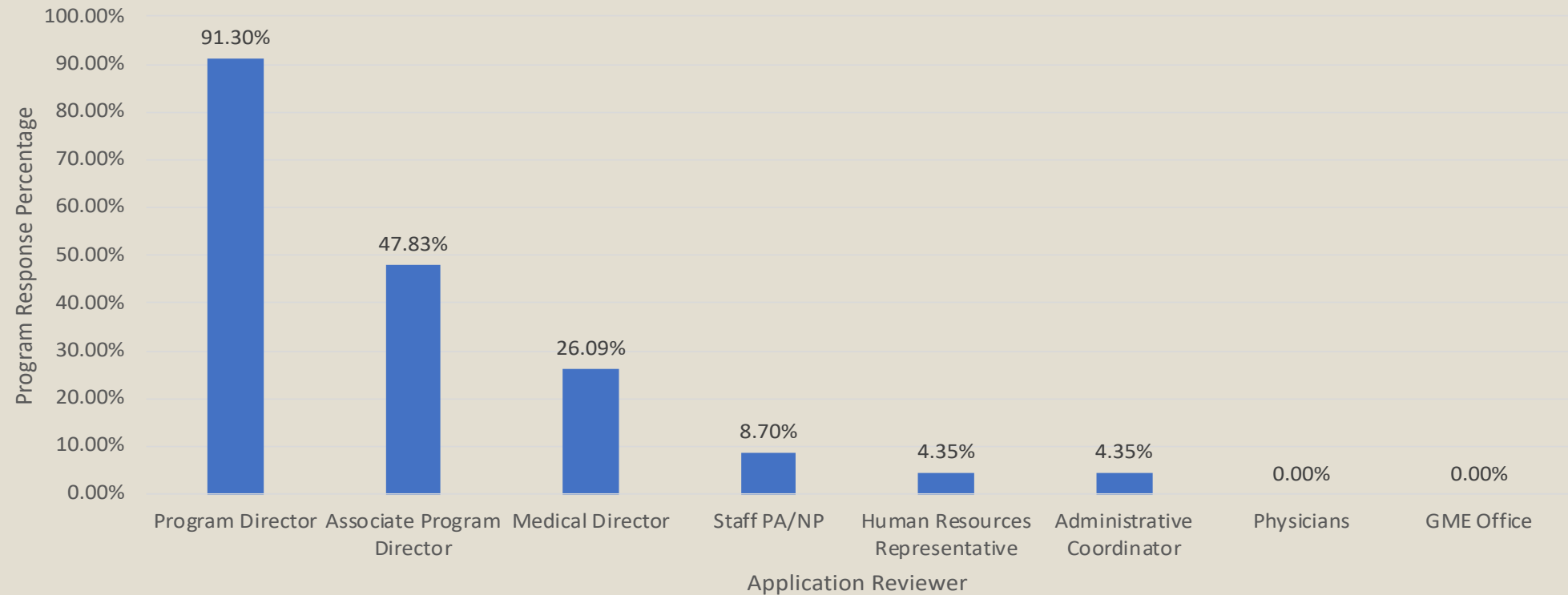
# Major benefit of starting APP postgraduate programs

- Postgraduate training programs indicated that recruitment and retention of career staff were benefits to organizations implementing APP residency/fellowship programs.
- Improved readiness to practice and narrows the on-boarding gap.
- Interprofessional training and practice opportunities for APPs.

# Importance of Application Criterion in Selecting Candidates

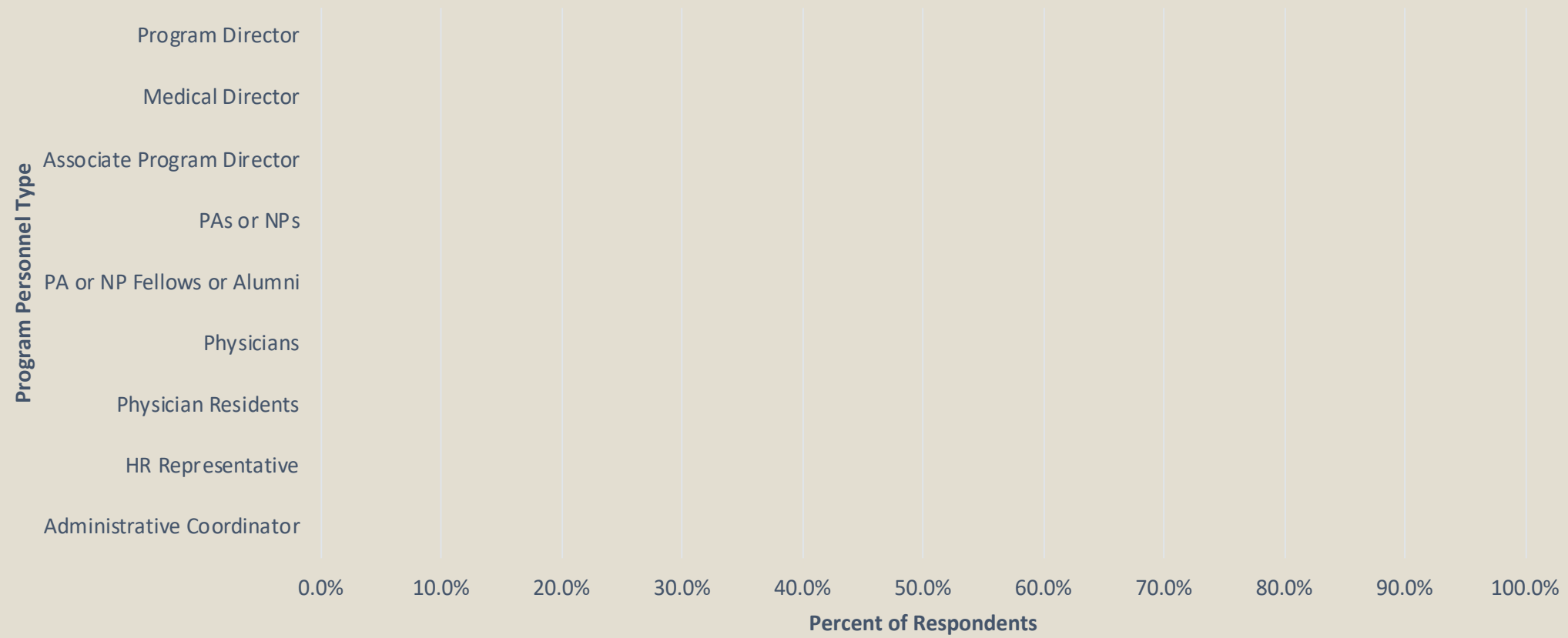


# Program Eligibility Application Screening

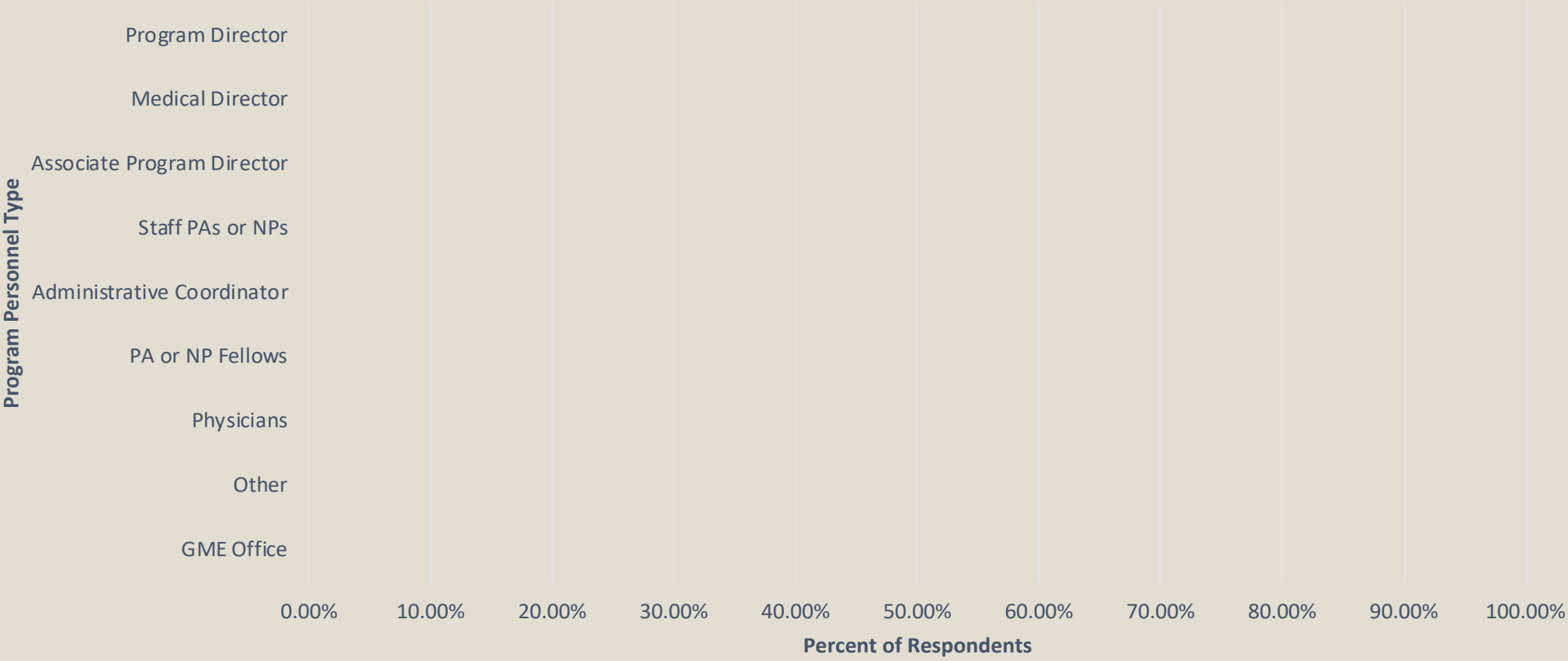


- Responses had a multi-select option
- Total program response was 23

# Candidate Interviewing Personnel

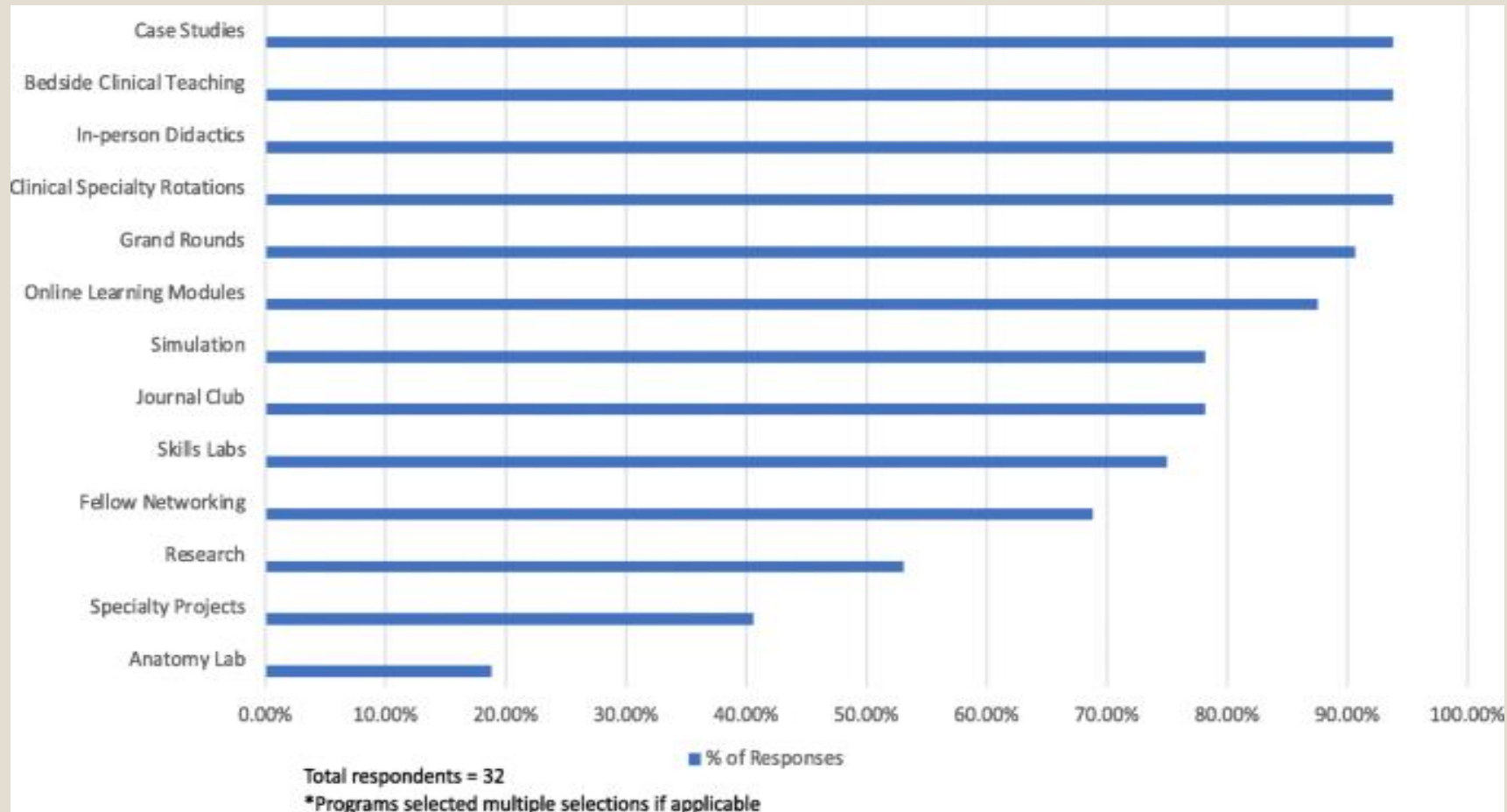


# Responsibility for Final Candidate Selection



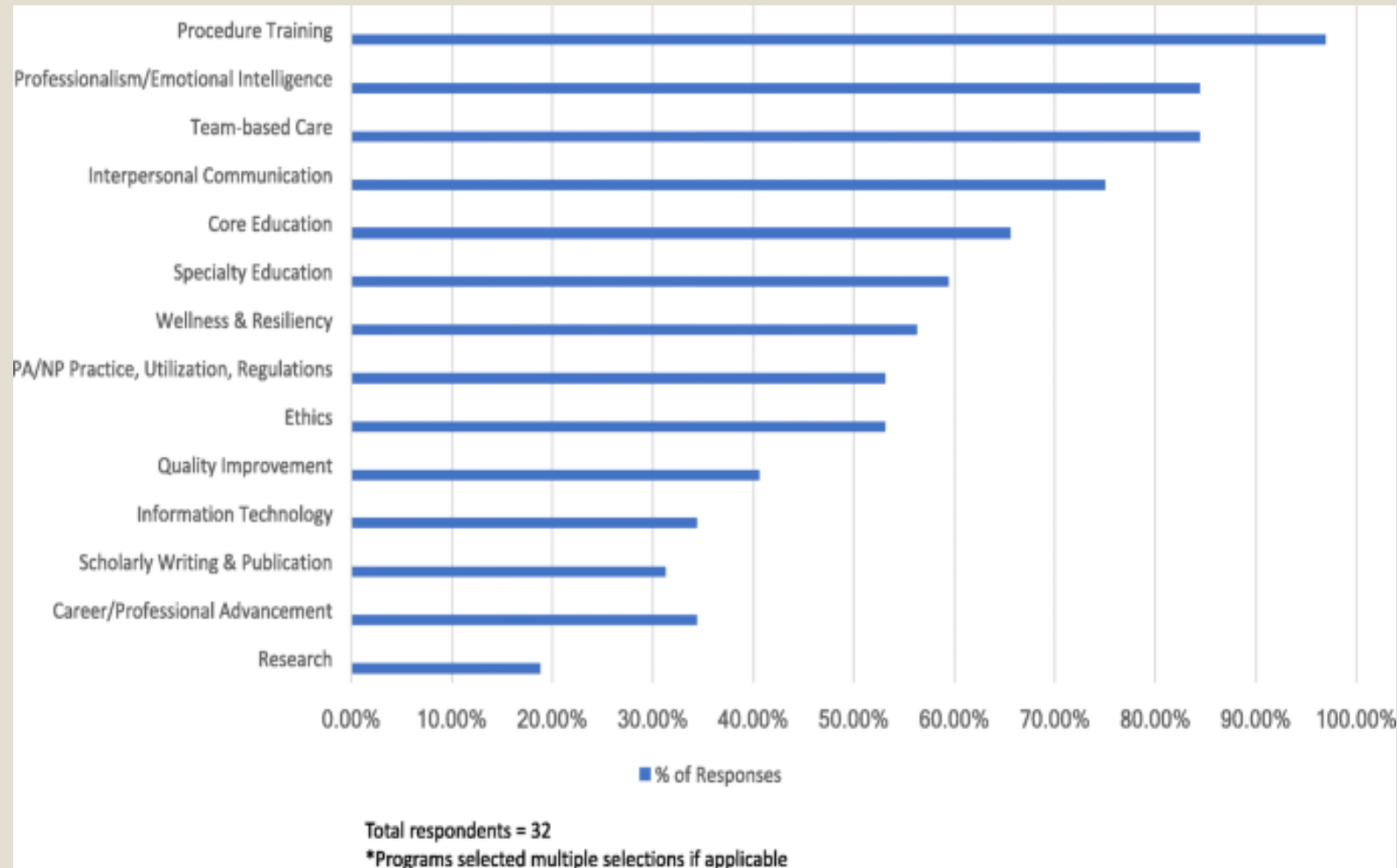
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# Didactic and Clinical Components

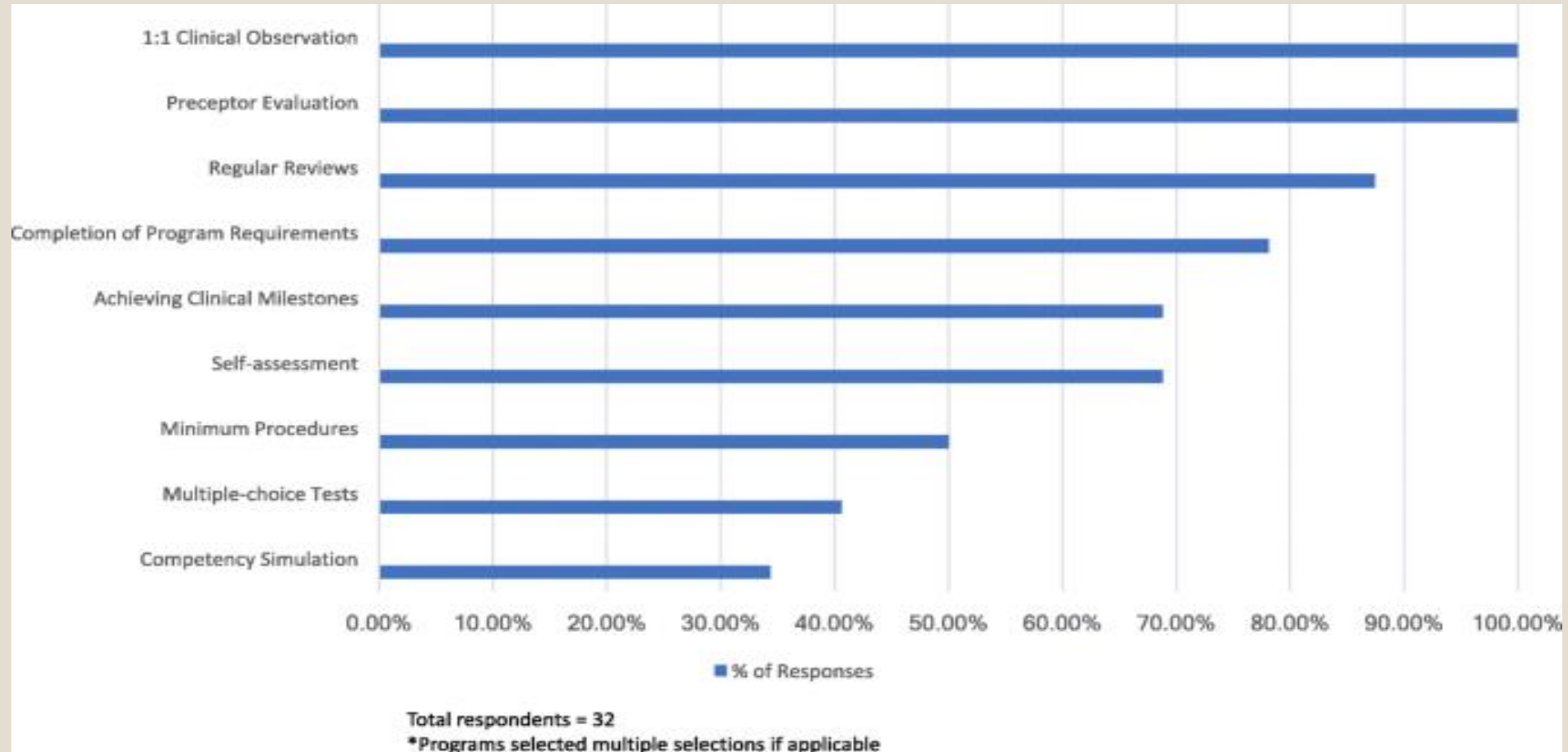




# Didactic and Clinical Components



# Evaluation and Assessment of PA trainees



# Capstone Project

- Completion of a practice improvement project
- Grand rounds presentation
- Research publication
- Community research project
- Critical appraisal of an article

# APP Residency/Fellowship Benefits

- \$50,000-\$ 90,000 salary + benefits
- Formalized training
- Textbooks and equipment
- Conferences and symposiums
- Employment marketability
- Credentialing/privileging advantages
  - Attestation
  - # of procedures
  - # operative cases

# Onboarding PA Fellows/Residents

- Orientation, billing/coding, EMR, call schedule, documentation etc
- Mentoring by a senior resident
- Case presentation skills
- Working with other members of the care team
- Pimping in medical education
- Imposter Syndrome

# Salaries (Postgraduate versus OJT)

- This study surveyed graduates of surgical PA postgraduate programs and compared their responses to AAPA census data for PAs in surgery. The two groups were similar when years since graduation were compared, with the additional year of training for the residency group taken into account. This survey suggests that residency graduates earn salaries similar to those of informally trained surgical PAs when hours worked per week are adjusted for.



# ARC-PA Accreditation

- The ARC-PA encourages excellence in PA education through its accreditation process by establishing and maintaining standards of quality for educational programs. It awards accreditation to programs through a peer review process that includes documentation and periodic site visit evaluation to substantiate compliance with the Accreditation Standards for Physician Assistant Education.
- Graduation from a non-accredited postgraduate program does not impact employment rates for PA trainees.

# NP residencies/fellowships program accreditation

- The The National Nurse Practitioner Residency Fellowship and Training Consortium NNPRFTC (the Consortium) is a private, nonprofit 501(c)(3) created to advance the model and rigor of postgraduate nurse practitioner training programs, both residency and fellowship.
- The American Nurses Credentialing Center, The Practice Transition Accreditation Program sets the standard for residency or fellowship programs that transition RNs and APRNs into new practice opportunities
- The Commission on Collegiate Nursing Education (CCNE) officially recognized by the U.S. Secretary of Education as a national accreditation agency.
- Accreditation remains optional for all programs

# HRSA Funding

- Award amounts are based on the number of NPs supported in the residency program. A maximum of \$100,000 per NP resident per year may be awarded. Programs must train a minimum of 4 NPs annually but may not exceed a maximum of 10 NP residents in the program each year.
- To-date: very few NP residency/fellowship programs have received HRSA funding.

# Pros/Cons of APP postgraduate residency/fellowship programs

- **Pros**

- Research shows that residencies support APPs' transition-to-practice
- Increase marketability for employment opportunities
- Facilitates credentialing/privileging of APPs
- High physician confidence in the postgraduate trainees

- **Cons**

- No Federal graduate medical education training funds
- Difficulty in repatriating back into primary care
- Reduced entry-level salary
- The opportunity cost (formalized training versus on-the-job training)
- Competition for patients/procedures
- There is no broad consensus across programs regarding standardized curricula or expected competencies

# Clinical Partnership Challenges

- The presence of other learners (including, but not limited to, residents from other specialties, subspecialty fellows, PhD students, and nurse practitioners, physician assistants) in the program must not interfere with the appointed residents' education. The program director must report the presence of other learners to Designated institutional Official (DIO) and Graduate Medical Education Committee (GMEC) in accordance with sponsoring institution guidelines. (Source ACGME)

# Fueling Postgraduate PA Specialty Training

- Additionally, 16.8% of newly certified PAs intend to pursue additional education or clinical training.
- PAs trained as “generalist”
- 70% of PAs work in specialties and surgical subspecialties, whereas the vast majority of NPs work in primary care
- According to a 2014 study, 82 percent of PA job postings that year were for specialty positions, while only 18 percent were for primary care jobs. The researchers found that nearly three-fourths of 100,000 PA jobs occupied in 2014 were in specialty care rather than primary care practices.



# Fueling Postgraduate NP Specialty Training

- In 2010, the Institute of Medicine (IOM) called for the development and implementation of advanced practice registered nurse residency programs, inclusive of NP residency programs.
- Published literature highlights the advantages and need for primary care NP residency programs to improve transition to practice.
- Employment turnover rates for NPs are twice those of physician (findings suggest that poor transition experiences result in NPs leaving positions).
- RN to NP role transition

Anderson C. [Accessed November 11, 2014]; *Managing doctor, nurse practitioner turnover rates key to collaborative care*. 2012 <http://www.healthcarefinancenews.com/news/managing-doctor-nurse-practitioner-turnover-rates-key-delivery-collaborative-care-model>.

Painter, J., Sebach, A. M., & Maxwell, L. (2019). Nurse practitioner transition to practice: Development of a residency program. *The Journal for Nurse Practitioners*, 15(9), 688–691. 10.1016/j.nurpra.2019.05.003

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# Fueling Postgraduate PA/NP Specialty Training

- A reduction in-person clinical rotations during the pandemic
- Narrow on-boarding and autonomous practice
- Personality fit and salary expectations
- The average family medicine PA is expected to graduate with \$125,000 in debt

# Trends in Postgraduate Training

- Multiple cohort admissions per year
- Growth across all domains: primary care, specialty care, acute and critical care
- Growth in joint PA/NP programs
- Research, evaluation, and quality improvement
- New emphasis on telehealth and virtual visits
- Academic and clinical partnerships

# NP Postgraduate Fellowships/Residencies

- Park et. al. We analyzed 8,400 PCNP respondents, representing a total of 75,963 PCNPs nationwide, to the 2018 National Sample Survey of Registered Nurses.
- **FINDINGS:** About 10% of PCNPs completed some form of postgraduate training. Primary care NPs who had completed a residency or fellowship program were more likely to have a minority background (e.g., non-White and male) and also see more underserved populations (e.g., minority background, with limited English proficiency) than those without residency training

# Areas of Future Research

- Further research is needed to understand PA and NP postgraduate education in terms of investment, satisfaction, deployment, utility, opportunity cost, and perceptions of graduates' preparedness for practice.

# In their own words: PA Fellows/Residents

- [https://www.youtube.com/watch?v=gA\\_wxpOz5ew](https://www.youtube.com/watch?v=gA_wxpOz5ew)
- <https://www.youtube.com/watch?v=npFa-fpFREE>



# APPAP/APGAP website

- <https://appap.org/programs/postgraduate-pa-np-programs-listings/>
- <https://apgap.enpnetwork.com/page/24301-program-master-list>

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