

Development & Evaluation of a Primary Care Nurse Practitioner Residency Program



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Background

Problem Description:

- New Graduate Nurse Practitioners (NP) could benefit from a NP residency program
- New NPs often experience stress, anxiety, and frustration during their first year of practice
- PICOT = does the development of a primary care NP residency program for new graduate NPs seeking employment in a primary care practice at Christiana Care Health System in Delaware improve provider satisfaction as measured by the ProQOL tool and assist in the transition to practice compared to traditional onboarding/orientation at Christiana Care Health System over a three-month period

Introduction

Available Knowledge:

- Institute of Medicine (IOM) recommendation from the 2010 report to implement nurse residency programs to assist in the transition of novice Nurse Practitioners (NPs) into clinical practice
- Themes from Literature Review included:
 - Transition to practice
 - APRN residency criteria
 - Improved job satisfaction, confidence, turnover
 - Compassion fatigue, burnout
 - Mentoring

Rationale/Theoretical Framework:

- Lewin's Change Theory
 - Unfreezing, making change, refreezing
- IOWA Model
 - Using systematic approach to determine problem and completed evidenced-based project

Specific Aim:

- Determine if a primary care NP residency program assists in the transition to practice for new NPs at Christiana Care Health System in Delaware

Methods

Context:

- An exploratory descriptive study of the development of a primary care NP residency program for new NPs at Christiana Care Health System
- Newly hired NPs were asked to complete the ProQOL instrument to gauge their levels of compassion satisfaction and compassion fatigue at the beginning of the residency (baseline) and again after three months

Interventions:

- Clinical and didactic sessions weekly (Independent & Precepted)
- Weekly journaling / self-evaluations
- Participation in an interprofessional Performance Improvement Project



Measures:

- ProQOL tool
- Program assessment
- Weekly meetings with program director

Analysis:

- Comparing means of ProQOL tool:
- Compassion Satisfaction (CS) Scores
 - Burnout Scores
 - Compassion Fatigue (CF) Scores

Ethical Considerations:

- Informed consent
- Christiana Care IRB approved
- Wilmington University HSRC approved

Results

Baseline

Participant	Compassion	Burnout	Trauma
A	34	18	16
B	36	21	16
C	43	21	26

3 months

Participant	Compassion	Burnout	Trauma
A	33	23	14
B	47	20	16
C	46	20	24

- 66.6% of participants (N=2) experienced increased compassion satisfaction indicating professional satisfaction (Stamm, 2010)
- 100% of participants (N=3) did not experience burnout and therefore felt effective in their position
- 66.6% of participants (N=2) did not experience compassion fatigue (Stamm, 2010)
- Overall results indicate that a primary care NP residency program provides a supportive environment for new graduate NPs to transition to practice
- New graduate NPs have seamlessly accepted higher patient loads; assimilated into CCHS, and report improvements in ProQOL CS, burnout, and CF scores

Additional Program Results:

- Residents recommended additional classroom time during first week of patient care
- Residents indicated local NP programs could help prepare them for credentialing process
- Residents found weekly meetings with case study presentations helpful

Discussion

Interpretation:

- CF scores overall either decreased or remained the same
- Weekly meetings with the Program Director indicates that the new NPs experienced a supportive environment and overall satisfaction with the program

Limitations:

- Small sample, n=3
- Residents weren't surveyed in the beginning to determine which variables were important to them
- Another data tool may have been more effective to provide additional valuable information related to NP transition to practice

Next Steps / Path Forward

- This project provides framework to develop, implement, and evaluate a primary care NP residency
- Expand primary care residency opportunities for new NPs in 2018 and to other acute care specialties by 2020
- Results will be disseminated within CCHS and at local and national conferences



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