

Postgraduate Nurse Practitioner and Physician Associate Residency Programs

Asociación de Salud Primaria de Puerto Rico, Inc.

Wednesday September 18th, 2024

**MORE THAN
WHAT WE DO.
IT'S WHO WE
DO IT FOR.**

We are a first-of-our-kind system of affiliates brought together by a common goal: To solve health inequity for the most underserved communities among us. Through primary care, education and policy, we've already bridged the gap for over 5 million people. And we're just getting started.



Learn More at [mwhs1.com](https://www.mwhs1.com)



MOSES/WEITZMAN Health System

Always groundbreaking. Always grounded.

Community Health Center, Inc.

A leading Federally Qualified Health Center based in Connecticut.

ConferMED

A national eConsult platform improving patient access to specialty care.

The Consortium for Advanced Practice Providers

A membership, education, advocacy, and accreditation organization for APP postgraduate training.

National Institute for Medical Assistant Advancement

An accredited educational institution that trains medical assistants for a career in team-based care environments.

The Weitzman Institute

A center for innovative research, education, and policy.

Center for Key Populations

A health program with international reach, focused on the most vulnerable among us.

Locations & Service Sites




THREE FOUNDATIONAL PILLARS		
1 Clinical Excellence	2 Research and Development	3 Training the Next Generation













Profile


- ◎ Founding year: 1972
- ◎ Annual budget: \$140M
- ◎ Staff: 1,140
- ◎ Active Patients: 150,000
- ◎ SBHCs across CT: 153
- ◎ Students/year: 14,522

Year	2021	2022	2023
Patients Seen	99,598	102,275	107,225

CHCI NP Residency Program Today

2022-2023  **Nurse Practitioner
Residency Training Program**

FNP Residency					AGNP Residency
					
Jill Fal, FNP	Rebekah Mabrey, FNP	Jackie Ly, FNP	Erwin Nepomuceno, FNP	Emily Bittner, FNP	Danielle Casazza, FNP
					
Jennifer Araujo, FNP	Nindi Tiemo, FNP	Rachel Romero, FNP	Cecilia Hackerson, FNP	Jenn Booth, FNP	Jenny Yung, FNP
PMHNP Residency				PNP Residency	
					
Lauren Cotton, PMHNP	Kelechi Okwaraji, PMHNP	Karla Mowdy, PMHNP	Eveline Gwaabe, PMHNP	Dana Loo, PNP	



Country's first program (est. 2007)

Operating for 16 years

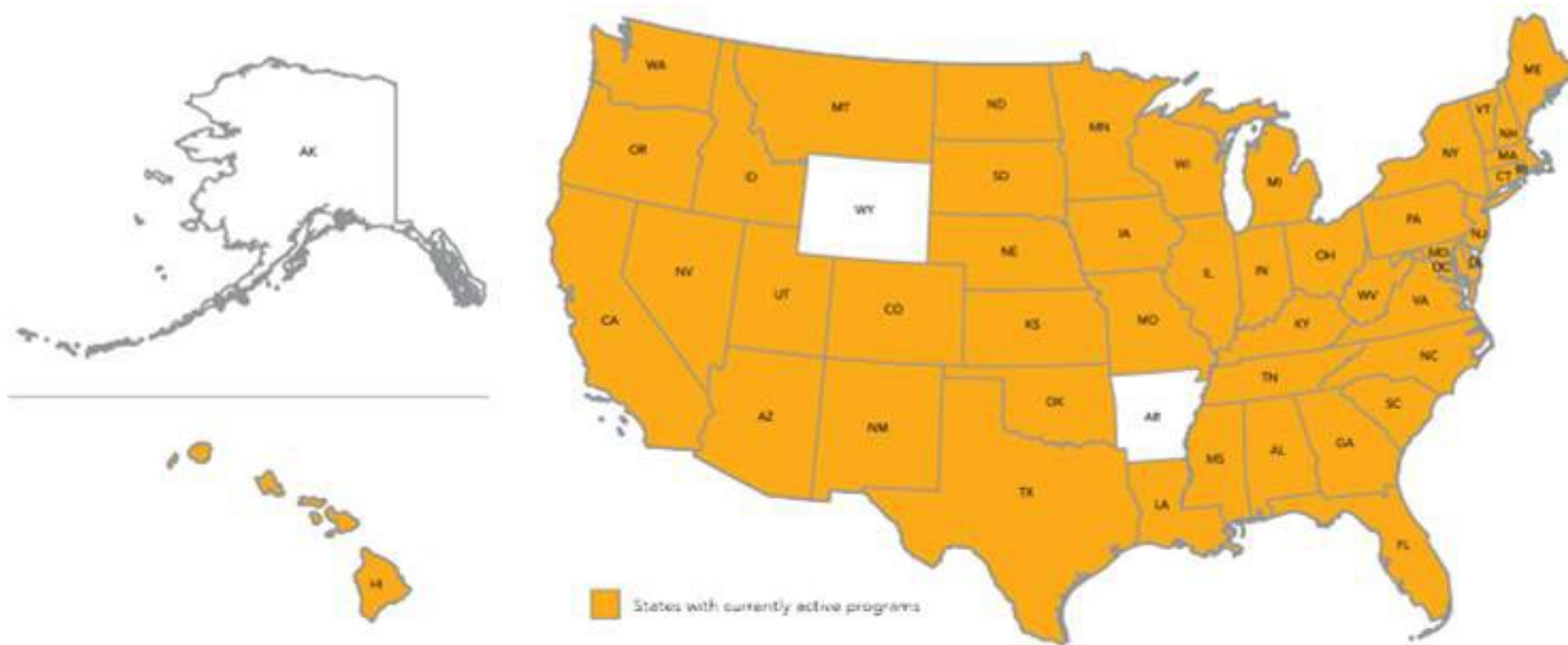
Graduated 140 alumni

Recipient of two competitive HRSA grants for
Advanced Nursing Education

NP Residency Tracks:

- Family NPs (est. 2007)
- Psych MH NPs (est. 2015)
- Pediatric NPs (est. 2019)
- Adult-Gero NPs (est. 2019)
- Post-residency Fellowship (est. 2017)

Primary Care, Psychiatric/MH and Specialty Postgraduate Training Programs – Total: 535 Programs Nationally



National Training and Technical Assistance Partners (NTTAP) Clinical Workforce Development

Provides free training and technical assistance to health centers across the nation through national webinars, learning collaboratives, activity sessions, trainings, research, publications, etc.

Team-Based Care



- Fundamentals of Comprehensive Care
- Advancing Team-Based Care

Training the Next Generation



- Postgraduate Residency and Fellowship Training
- Health Professions Training

Emerging Issue



- HIV Prevention

Advancing Health Equity



Preparedness for Emergencies and Environmental Impacts on Health

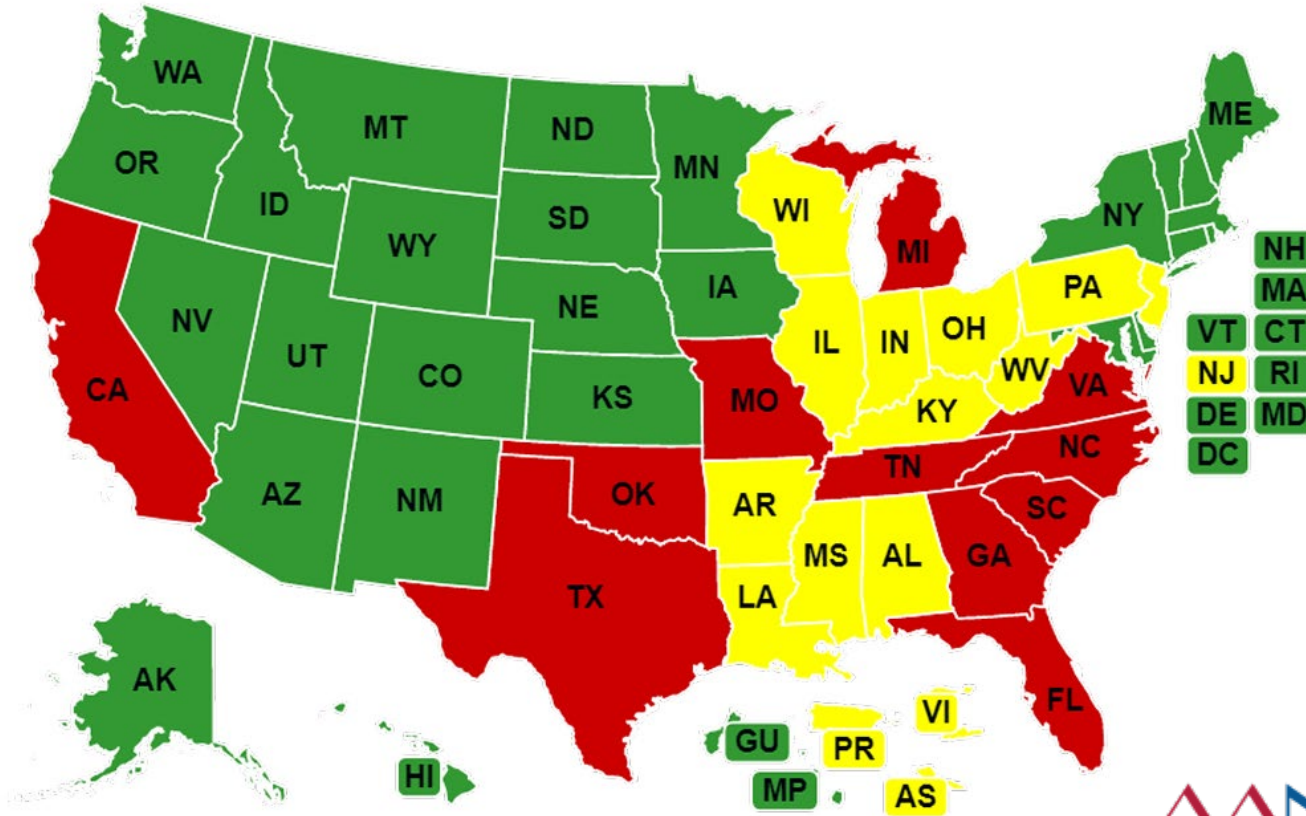


Objectives

- Discuss the landscape for Postgraduate Nurse Practitioner and/or Physician Associate Residency Programs in Puerto Rico
- Understand the road for developing a Postgraduate Nurse Practitioner and/or Physician Associate Residency Program
- Gain insights from NeoMed Center, Inc., a federally funded health center in Puerto Rico

Puerto Rico Landscape

Mapa del Entorno de Práctica Estatal



Práctica Completa (30)

Práctica Reducida (15)

Práctica Restrictiva (11)

Comparación de la Definición:

Puerto Rico

- **Definición:** Un Nurse Practitioner en Puerto Rico es un/a profesional de enfermería en práctica avanzada con una maestría o doctorado en enfermería, con especialidad en el rol de *Nurse Practitioner*.
- **Requisitos:** Institución reconocida por la Junta y la JIPR, o bien certificación nacional por la ANCC u otra agencia reconocida, y tomar clases de Patofisiología; Historial y Físico, entre otros. Además, hacer práctica clínica bajo la supervisión del médico primario

Estados Unidos

- **Definición:** Los NPs son enfermeros/as registrados/as con una formación avanzada (maestría o doctorad) que permiten la práctica de cuidado clínico independiente o colaborativo, dependiendo del estado
- **Requisitos:** Similar a Puerto Rico, deben completar un programa acreditado y obtener certificaciones nacionales de organizaciones como ANCC o AANP

Conclusión: La definición y los requisitos de educación para los NPs en Puerto Rico están alineados con las normas nacionales en términos de preparación académica y certificación

Comparación de las Funciones y Práctica:

Puerto Rico

- **Funciones Generales:** Incluyen cuidado clínico, consultoría, educación, administración, investigación, entre otros.
- **Funciones Específicas:** Incluyen historia de salud y examen físico avanzado, órdenes de pruebas diagnósticas, establecimiento de planes de tratamiento, prescripción de medicamentos (No Categoría I y II), servicios preventivos y de promoción de salud, y procedimientos menores. Estas funciones deben estar aprobadas por protocolos y acuerdos colaborativos con médicos. (Práctica Colaborativa)

Estados Unidos

- **Funciones Generales:** Varían según el estado. Algunos estados permiten a los NPs practicar de manera independiente y ofrecer una amplia gama de servicios, mientras que otros requieren colaboración o supervisión de un médico.
- **Funciones Específicas:** En muchos estados, los NPs tienen autonomía para realizar exámenes, ordenar pruebas, prescribir medicamentos, y desarrollar planes de tratamiento, pero pueden tener restricciones en cuanto a ciertos medicamentos o procedimientos.

Conclusión: La práctica de los NPs en Puerto Rico es similar a la de otros estados en términos de funciones clínicas y servicios ofrecidos. Sin embargo, los requisitos para protocolos y acuerdos colaborativos pueden añadir una capa adicional de regulación que no está presente en todos los estados de EE.UU.

Esfuerzos Nuevos de Política Pública:

GOBIERNO DE PUERTO RICO

19^{na} Asamblea Legislativa 6^{ta} Sesión Ordinaria

SENADO DE PUERTO RICO

P. del S. 1390

2 de noviembre de 2023

Presentado por los señores *Rivera Schatz* y *Dalmau Santiago* (Por petición)

Referido a la Comisión de Salud

LEY

Para enmendar los incisos (a), (~~yy~~) y (ccc) del Artículo 1.03; el inciso (b) del Artículo 5.02; y el inciso (a) del Artículo 6.06 de la Ley 247-2004, según enmendada, conocida como "Ley de Farmacia de Puerto Rico", para incluir la figura del "Nurse Practitioner", como prescribiente autorizado para expedir recetas; y para otros fines relacionados.

EXPOSICIÓN DE MOTIVOS

La Ley 254-2015, según enmendada, conocida como "Ley para Regular la Práctica de la Enfermería en Puerto Rico", representó un hito en la regulación de la profesión de enfermería estableciendo un marco legal para la práctica de la enfermería avanzada. Esta legislación derogó la Ley Núm. 9 de 11 de octubre de 1987, según enmendada, con el propósito de adaptar la reglamentación de la enfermería a los cambios y tendencias en la disciplina y en todos los servicios de salud.

 Radicado

2-NOV-23

 Aprobado por el Senado

17-JUN-24

 Aparece en Primera Lectura de la Cámara

23-JUN-24

Referido a la Comisión de Salud

 Primer Informe de la Comisión rendido con enmiendas

25-JUN-24

Remitido a la Comisión de Calendarios de la Cámara

En esta enmienda sugiere eliminar la Sección 6, que establece que la ley entrará en vigor inmediatamente después de su aprobación.

Programas de NHSC:

Disciplines	Specialty	Full Time (40 hours/week)	Half-Time (20-39 hours/week)
Physician Assistants	Adult, Family, Pediatric, Women's Health, Geriatrics	<ul style="list-style-type: none"> • Direct Clinical Care: At least 36 hours/ week, which may include up to 8 hours/week in teaching activities or in approved alternative settings. • Administrative Duties: Up to 4 hours/week. 	<ul style="list-style-type: none"> • Direct Clinical Care: At least 18 hours/week, which may include up to 4 hours/week in teaching activities or in approved alternative settings. • Administrative Duties: Up to 2 hours/week.
Nurse Practitioners	Adult, Family, Pediatric, Women's Health, Geriatrics	<ul style="list-style-type: none"> • Direct Clinical Care: At least 36 hours/ week, which may include up to 8 hours/week in teaching activities or approved alternative settings. • Administrative Duties: Up to 4 hours/week. 	<ul style="list-style-type: none"> • Direct Clinical Care: At least 18 hours/week, which may include up to 4 hours/week in teaching activities or approved alternative settings. • Administrative Duties: Up to 2 hours/week.

Importante: Si su Centro 330 ha realizado esfuerzos de expansion de servicios o de localidades, para que sus talentos puedan ser elegibles, el primer paso es inscribir el nuevo servicio o localidad en la Plataforma de NHSC.

Programas de NHSC:

Protocolos y Acuerdos Colaborativos

- La necesidad de acuerdos colaborativos con médicos puede limitar la capacidad de algunos NPs en Puerto Rico para aprovechar incentivos federales, especialmente si estos acuerdos complican la práctica independiente o interfieren con la elegibilidad por ciertos programas

Certificación y Licencia

- Mientras que la certificación nacional de ANCC es reconocida, las discrepancias en las regulaciones estatales o locales podrían impactar en la elegibilidad para ciertos programas federales
- Desde este verano, los NPs pueden tomar su reválida que les permite trabajar a nivel local y nacional (NPI)

Conclusión: Aunque la preparación académica y las funciones de los NPs en Puerto Rico están en gran medida alineadas con los estándares nacionales, las regulaciones adicionales y los requisitos específicos para acuerdos colaborativos podrían afectar la capacidad de los NPs en Puerto Rico para aprovechar incentivos federales. Es recomendable que los NPs en Puerto Rico revisen cuidadosamente las regulaciones locales y federales para asegurarse de cumplir con todos los requisitos necesarios para acceder programas de repago y otros incentivos.

Postgraduate Nurse Practitioner (NP) and Physician Associate (PA) Residency Model

The Road to Developing a Postgraduate NP and/or PA Residency Program

- Answer the question: What are your drivers for starting a program?
- Learn the core elements of a Postgraduate NP/PA Residency Program
- Assess your organizations resources – physical, human, and financial
- Secure top to bottom support
- Engage internal and external stakeholders
- Understand the benefits

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Why Start a Postgraduate NP/PA Residency Program?

- Address the shortage of expert providers, particularly for vulnerable populations
- Give new primary care medical and behavioral health providers the opportunity for postgraduate residency training in fully integrated primary care settings
- Support the development of confidence, competence and mastery in the health center setting
- Reduce attrition due to burnout and distress during the initial postgraduate year
- Provide the depth, breadth, volume, and intensity of clinical training
- Prepare the next generation of leadership for health centers



Your organization should ask:

Why do we want to start a
Postgraduate NP/PA
Training Program?



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Core Elements of a Postgraduate NP/PA Residency

<p>12 Months Full-time Employment</p>	<p>Training to Clinical Complexity and High Performance Model of Care</p> <p>team-based care, inter-professional collaboration, integrated care, data driven QI , expert use of technology</p>	<p>Full Integration into Home Site and Organization</p>
<p>Clinical Based Training Experiences (80% of time)</p>		<p>Education (20% of time)</p>
<ul style="list-style-type: none"> • Precepted Continuity Clinics (40%); Develop and manage a panel of patients with the exclusive and dedicated attention of an expert preceptor. • Specialty Rotations (20%); Experience in core specialty areas most commonly encountered in primary care focused on building critical skills and knowledge for primary care practice. • Mentored Clinics (20%); Focused on diversity of chief complaints, efficiency, and acute care working within a variety of primary care teams. 		<ul style="list-style-type: none"> • Didactic Education - High volume and burden topics most commonly seen in primary care. • Project ECHO – Case-based distance learning in high complexity issues like chronic pain, treating HIV, Hepatitis C, and MOUD • Quality Improvement Training - Training to a high performance QI model, including frontline process improvement, collecting and reviewing data, and leadership development

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Resource Assessment

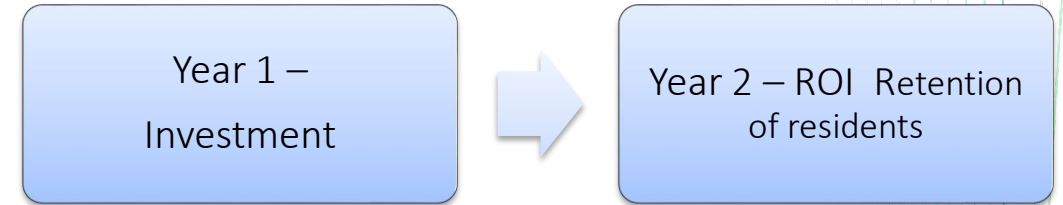
PROGRAMMATIC RESOURCE ASSESSMENT	
<p style="text-align: center;">PHYSICAL</p> <ol style="list-style-type: none"> 1. Have you identified the site will your residents be assigned? <input type="checkbox"/> Y <input type="checkbox"/> N 2. Have you identified a dedicated workspace for the residents? <input type="checkbox"/> Y <input type="checkbox"/> N 3. If Y to question 2, is the space integrated as part of a primary care team? <input type="checkbox"/> Y <input type="checkbox"/> N 4. Do you have available conference space and video technology for weekly educational programming? <input type="checkbox"/> Y <input type="checkbox"/> N 	<p style="text-align: center;">HUMAN</p> <ol style="list-style-type: none"> 1. Have you identified key program staff (if yes list positions)? <input type="checkbox"/> Y <input type="checkbox"/> N 2. Have you identified potential preceptors (NPs) or supervisors (Post Doc) for the program? <input type="checkbox"/> Y <input type="checkbox"/> N 3. Have you identified potential specialty rotations for the program? <input type="checkbox"/> Y <input type="checkbox"/> N 4. Have you identified potential didactics/seminars presenters for the residents? <input type="checkbox"/> Y <input type="checkbox"/> N
<p style="text-align: center;">FINANCIAL</p> <ol style="list-style-type: none"> 1. Have you established the terms of employment (salary and benefits)? <input type="checkbox"/> Y <input type="checkbox"/> N 2. Have you developed a program budget? <input type="checkbox"/> Y <input type="checkbox"/> N 	<p style="text-align: center;">ORGANIZATIONAL</p> <p>Have you discussed with the following departments about the launch of your post-graduate residency program?</p> <ul style="list-style-type: none"> • <u>Board of Directors</u> <input type="checkbox"/> Y <input type="checkbox"/> N • <u>Leadership</u> – commitment to training program <input type="checkbox"/> Y <input type="checkbox"/> N • <u>Human Resources</u> – recruitment, retention, onboarding, credentialing, benefits <input type="checkbox"/> Y <input type="checkbox"/> N • <u>IT</u> – hardware, software, EMR, conferencing technology <input type="checkbox"/> Y <input type="checkbox"/> N • <u>Finance</u> - resident salaries/benefits, payroll, billing <input type="checkbox"/> Y <input type="checkbox"/> N • <u>Operations</u> – scheduling, front desk <input type="checkbox"/> Y <input type="checkbox"/> N • <u>Clinical Support staff</u> – support of clinical care for resident patient care experiences <input type="checkbox"/> Y <input type="checkbox"/> N

Key Program Staff and Responsibilities

ROLE	RESPONSIBILITIES	SKILLS	TIME COMMITMENT
Administrative – Program Coordinator/ Manager	Responsible for the oversight of the administration of the program. Manage day to day implementation and logistics of the program, as well as troubleshoot issues.	<ul style="list-style-type: none"> Organized and detail oriented Knows organization Experience and/or training in program management 	Dependent on size of the program – could be combined with other job role Starting out - 2 to 3 member residency - .4 to .5 FTE
Clinical – Clinical Program Director or NP Lead	Responsible for the clinical oversight of the program including curriculum development and delivery	<ul style="list-style-type: none"> Trained in clinical discipline of the program Commitment to training Understanding of clinical delivery of care in area of training 	Dependent on size of the program 2 to 3 member residency - .2 to .4 FTE
Clinical – Preceptor and Supervisors	Responsible for direct supervision and training of residents	<ul style="list-style-type: none"> Expert provider in their discipline Commitment to training 	NP Residency – 4 to 8 hours per week

Cost Considerations and Sustainability

DIRECT COSTS	INDIRECT COSTS
Resident Salary & Benefits	Clinical Support Salaries
Preceptor Salary & Benefits	Purchased Medical Services
Coordinator Salary & Benefits	Medical Equipment
Laptop	IT Infrastructure
EHR License	Occupancy Costs
Evaluation Software	Administrative Overhead
Medical Supplies	



- Additional benefits**
- Smooth transition to full time practice already trained to your organization’s system
 - Increased productivity post residency
 - Reduce recruitment costs for external candidates
 - Increased provider satisfaction for staff involved in the program
 - Creates a network of alumni which can support future recruitment

Program investment must be viewed as a multi-year life cycle project

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Top to Bottom Support

- CEO, leadership team and BOD must be fully committed to the training program and allocating the necessary resources
- What do they need to know:
 - Mission Statement & Program Drivers
 - National Landscape
 - Outcomes
 - Program Structure
 - Resource Assessment
 - Finances

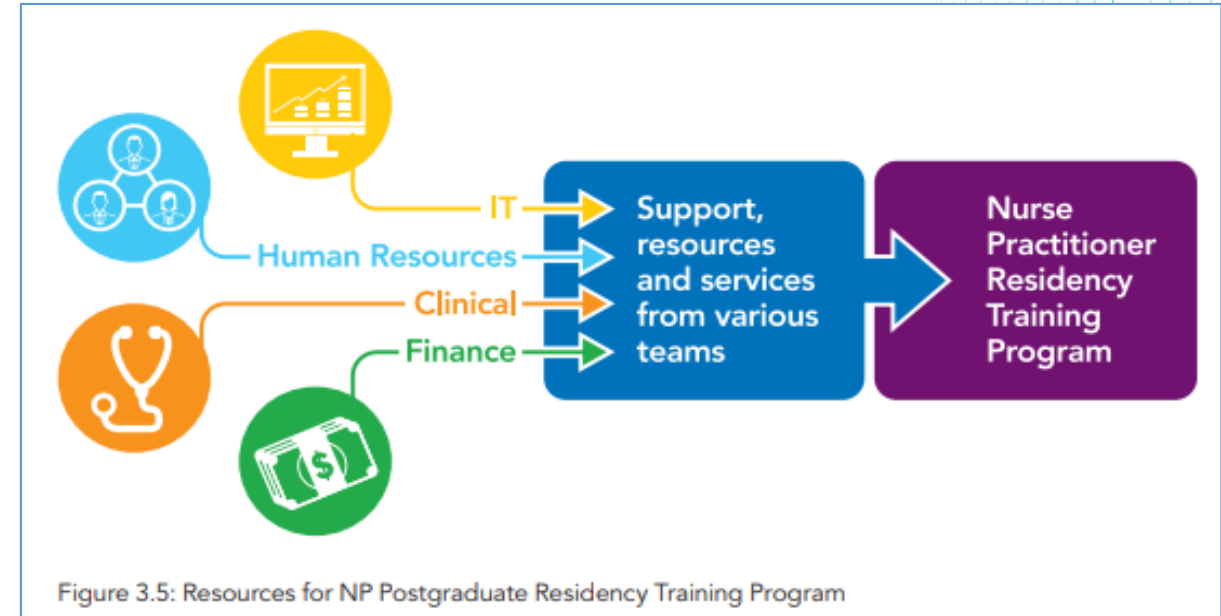


Figure 3.1: Relationship of Stakeholders to Program Drivers and Program Mission

Flinter, M., & Bamrick, K. (2017). Training the next generation: Residency and fellowship programs for nurse practitioners in Community Health Centers. Retrieved from <https://www.weitzmaninstitute.org/sites/default/files/NPResidencyBook/NPResidencyBook.pdf>

Internal Stakeholders

- Finance
- Human Resources (HR)
- Information Technology (IT)
- Operations
- Clinical and Support Staff



Flinter, M., & Bamrick, K. (2017). Training the next generation: Residency and fellowship programs for nurse practitioners in Community Health Centers. Retrieved from <https://www.weitzmaninstitute.org/sites/default/files/NPResidencyBook/NPResidencyBook.pdf>

External Stakeholders

- Local academic institutions, schools of nursing
- Community partners
- National associations

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Benefits of the Postgraduate NP/PA Residency Program

- Develop a Clinical Workforce Development Pathway
 - Currently, 52 alumni of CHC's NP Residency Program are full-time employees. Most serve as leaders, preceptors, and faculty.
- Train new nurse practitioners and/or physician associates to your model of care and for your patient population

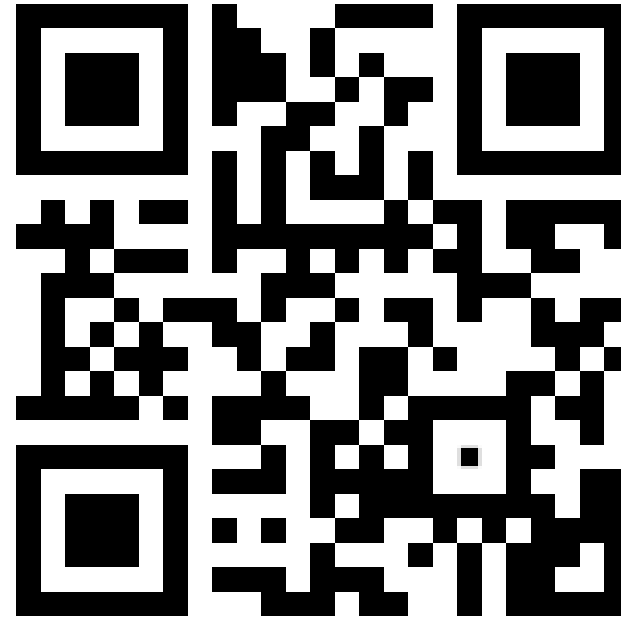


NeoMed Center, Inc.

Questions?

Puerto Rico PCA Workforce Questionnaire

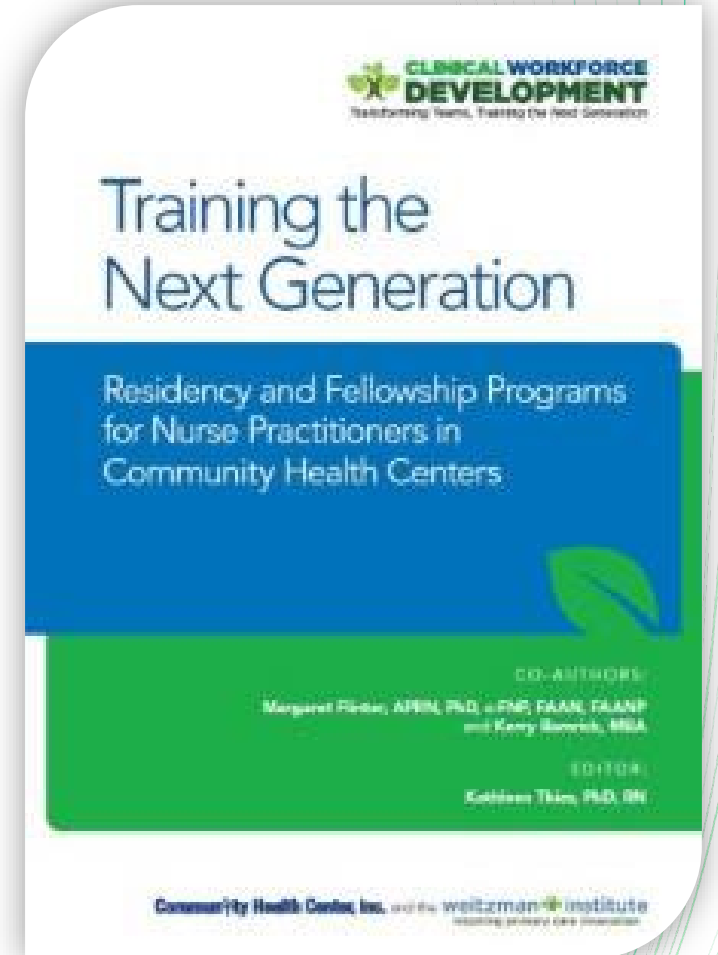
*Planes Comprensivos de Fuerza
Laboral_ Encuesta de Seguimiento
Anual_2024*



Wrap-Up and Resources

To download the digital version of "Training the Next Generation: Residency and Fellowship Programs for Nurse Practitioners in Community Health Centers"

[https://www.weitzmaninstitute.org/
NPResidencyBook](https://www.weitzmaninstitute.org/NPResidencyBook)



Strengthening Postgraduate Nurse Practitioner (NP) and Physician Associate (PA) Residency Programs through Academic, Clinical, and Community Partnerships

- Presented by Charise Corsino, Program Director of CHC's Postgraduate NP Residency Program, this webinar will explore the essential components of successful primary care Postgraduate NP/PA Residency Programs, including program structure and the value of academic, clinical, and community partnerships. This webinar will also include best practices and lessons learned presented by [Samuel U. Rodgers Health Center](#), a first-year program, as well as updates from the [Bureau of Health Workforce \(BHW\)](#).
- **When:** Wednesday, September 25th, 2024
- **Time:** 1:00-2:00pm Eastern / 10:00am-11:00am Pacific

Scan Here to Register:



Postgraduate Nurse Practitioner (NP) & NP/Physician Associate (PA) Postgraduate Training Programs Learning Collaborative

- Free six session series to equip organizations with a roadmap, resources, and coaching support on how to implement their own Postgraduate NP and NP/PA Training Program.
- In this Collaborative, teams will learn how to:
 - Build the case for starting a postgraduate residency program in their organization by developing a presentation for leadership
 - Identify clinical, financial, operational, and administrative resources
 - Develop the structure and curriculum
 - Brainstorm and recruit faculty, mentors, and preceptors
 - Evaluate postgraduate resident learner outcomes and the impact of the postgraduate residency program.
 - Prepare for program accreditation
- For more information/questions, please reach out to Meaghan Angers (angersm@mwhs1.com)

**Apply Here by
September 30th!**



Explore more resources!

National Learning Library: Resources for Clinical Workforce Development

National Learning Library



CHC has curated a series of resources, including webinars to support your health center through education, assistance and training.

[Learn More](#)

<https://www.weitzmaninstitute.org/ncaresources>



CLINICAL WORKFORCE DEVELOPMENT

Transforming Teams, Training the Next Generation

The National Training and Technical Assistance Cooperative Agreements (NCAs) provide free training and technical assistance that is data driven, cutting edge and focused on quality and operational improvement to support health centers and look-alikes. Community Health Center, Inc. (CHC, Inc.) and its Weitzman Institute specialize in providing education and training to interested health centers in Transforming Teams and Training the Next Generation through:

National Webinars on advancing team based care, implementing post-graduate residency training programs, and health professions student training in FQHCs.

Invited participation in Learning Collaboratives to advance team based care or implement a post-graduate residency training program at your health center.

Please keep watching this space for information on future sessions. To request technical assistance from our NCA, please email NCA@chc1.com for more information.

Health Center Resource Clearinghouse



<https://www.healthcenterinfo.org/>

Contact Information

For information on future webinars, activity sessions, and learning collaboratives: please reach out to nca@chc1.com or visit <https://www.chc1.com/nca>