

# Transition to Practice Model for Advanced Practice Providers

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## Abstract

Advanced practice registered nurses and physician assistants, collectively known as advanced practice providers, provide healthcare services throughout the healthcare continuum. However, these healthcare providers need support as they enter their new roles. Transition to practice or residency programs for advanced practice providers are recommended by many organizations, including the Institute of Medicine (2010) and the American Academy of Physician Assistants (2010). This poster presentation explains the need for a transition to practice model upon which such programs might be developed and describes fundamental elements and structure, orientation and onboarding, and role socialization of the new provider that will likely result in successful transition to advanced practice.

## Significance

Increasing Demand:  
\*U.S. News' list of 100 Best Jobs of 2015:  
--#2: Nurse Practitioner  
--#10: Physician Assistant  
\*Jobs for Nurse Practitioners, Nurse Anesthetists and Nurse Midwives are projected to grow 31% between 2012 and 2022  
\*30% growth also projected for Physicians Assistants, anticipating 120,000 positions by 2022

## Significance (cont.)

Current Practice:  
A recent assessment by the Center for Advancing Provider Practices (CAP2) indicated that only 32% of surveyed facilities offered their new APs anything beyond a one to two day basic orientation.

**Imposter Phenomenon:**  
*"Belief they are not intelligent, convinced they have fooled anyone who thinks otherwise  
Feelings of anxiety, frustration, lack of self-confidence"*

## Concepts and Framework

- o Extensive literature searches
- o Extensive investigation on existing programs
- o Focused interviews with Directors of Advanced Practice, executive leaders
- o Maintained as an evolving, growing repository of resources
- o Program format for modules
  - Purpose
  - Objectives
  - Content
  - Ideas for facilities
  - Self-assessment questions
  - Resources
  - References

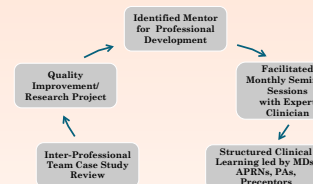
## Program Structure: Key Elements



## Roles & Responsibilities



## Program Structure: Curriculum Key Elements

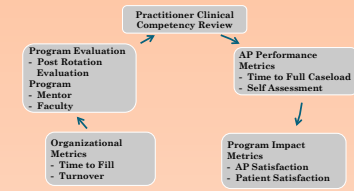


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## Program Structure: Evaluation & Measurement Key Elements



## Impact on Practice

- o To be determined
- Comfort in role
- Clinical competence
- Turnover

## Strengths & Barriers

- o Collaboration with national organizations
- o National availability through CAP2 website, resources
- o Stated interest from healthcare leaders
- o Time
- o Resources

## Selected References

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- Institute of Medicine (IOM). (2010). The future of nursing - leading change, advancing health: Report recommendations. Retrieved from <http://www.iom.edu/~media/Files/Report%20Files/2010/The-Future-of-Nursing/Future%20of-Nursing%20Recommendations.pdf>