





NATIONAL NURSE PRACTITIONER  
RESIDENCY & FELLOWSHIP TRAINING  
**CONSORTIUM**

# **Leadership Opening Remarks**

**Margaret Flinter, APRN, PhD, FAAN, FAANP**  
**Senior Vice President/Clinical Director,**  
**Community Health Center, Inc.**



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## A Brief History of Time: A Relentless Focus on the Future **NP and NP/PA Postgraduate Training**

**Margaret Flinter**, APRN, PhD, FAAN, FAANP  
*Senior Vice President/Clinical Director*  
Community Health Center, Inc.



## Community Health Center, Inc.

### Federally Qualified Health Centers (FQHCs):

- Nation's largest safety net setting: 1,395 FQHCs
- Caring for 30 million patients annually
- Located in designated high need communities
- 93% served are below 200% poverty
- Public reporting on cost, quality, and utilization

### CHCI Profile:

- Founding year: 1972
- Primary care hubs: 16; 204 sites
- Staff: 1,500
- Patients/year: 105,000
- Specialties: onsite psychiatric, podiatry, chiropractic
- Specialty access by eConsult to all specialties
- **COVID-19 Vaccines: 300,000 people vaccinated**

### Elements of CHCI Model:

- Fully integrated teams and data
- Integration of key populations into primary care
- Data driven performance
- "Wherever You Are" approach to special populations

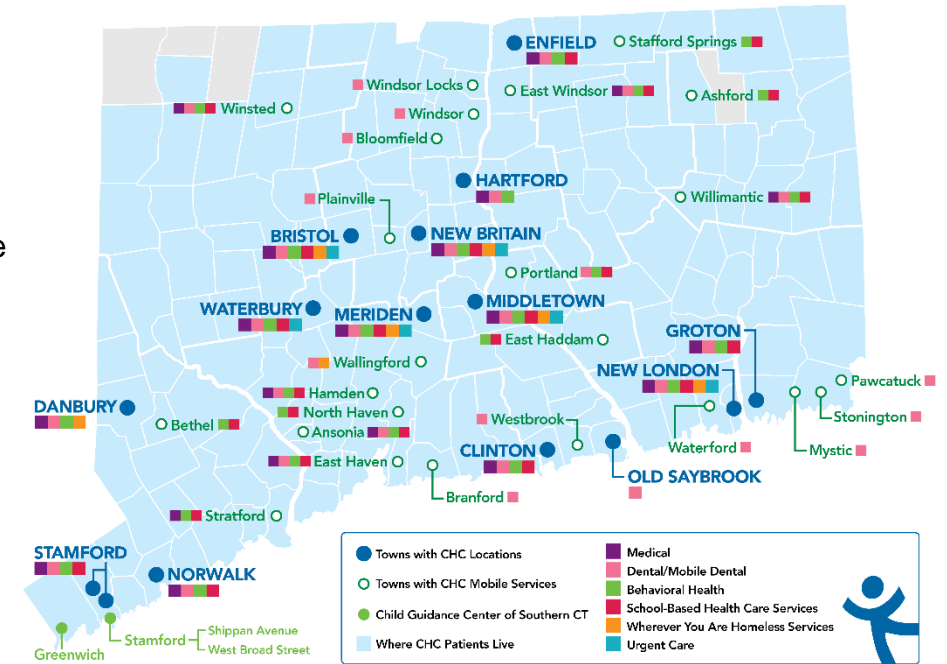
### CHCI's Weitzman Institute:

- QI experts; national coaches
- Project ECHO®— special populations
- Formal research and R&D
- Clinical workforce development

### Subsidiaries Launched from Weitzman Institute:

- NIMAA (National Institute for Medical Assistant Advancement)
- Consortium (National Nurse Practitioner Residency and Fellowship Training Consortium)
- ConferMED™

### CHCI Location and Service Sites in Connecticut



### THREE FOUNDATIONAL PILLARS





# weitzman institute

inspiring primary care innovation

Located in Connecticut, Colorado, and California, **Weitzman Institute** is the first community-based research center established by a Federally Qualified Health Center.



## Care Delivery Transformation

- Clinical Training and Specialty Support
- Weitzman Learning Academy
- Joint Accreditation for Continue Education across nine disciplines

## Training the Next Generation

- Nurse Practitioner Residency Training
- Postdoctoral Psychology Residency Training
- National Institute for Medical Assistant Advancement (NIMAA)

## Research

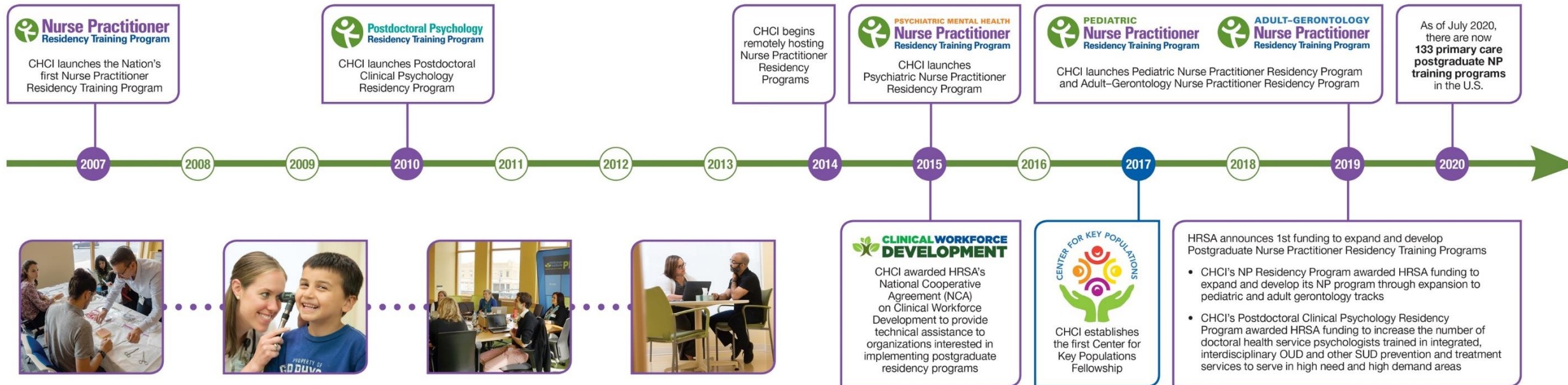
- Pain and Opioid Addiction
- Complex Care Coordination
- Behavioral Health Integration
- Elimination of Health Disparities
- Telehealth

## Telehealth Innovation

- Weitzman ECHO®
- ConferMED™



# Growth and Development of CHCI Postgraduate NP Residency Training Programs





# A Growing Need for Expert NPs and PAs in the Primary Care Workforce



## **Growing Ranks of Advanced Practice Clinicians: Implications for the Physician Workforce**

**David Auerbach, Douglas Staiger, and Peter Buerhaus**

*“Two thirds of the health care providers joining the U.S. workforce by 2030 will be nurse practitioners (NPs) or physician assistants (PAs). The large influx will have the greatest effect in primary care where fewer physicians are choosing primary care.”*

—*The New England Journal of Medicine*; June 2018



## **Social Identity and the Prison Health Worker: Implications for Practitioner Satisfaction and Turnover Intentions**

**[Amber L Stephenson](#)<sup>1</sup> and [Nicolette Bell](#)**

*“To engage and retain the health worker population, managers must consider identification-reinforcing interventions that align with the self-concept and visibly display gestures of organizational support and training”*

—*Health Care Management Review*; October/December 2019



# Legislative Efforts

- 2005: First publication:** “Residency Programs for Primary Care Nurse Practitioners in Federally Qualified Health Centers: A Service Perspective.” OJIN.nursingworld.org. 20-5
- 2007: Public Act No. 07-219.** An Act Establishing a Pilot Family Nurse Practitioner Residency Training Program, State of Connecticut 2007 Legislative Session
- 2008: Congressional earmark for NP Residency Training Program at CHCI**
- 2009: Capitol Hill legislative briefing** by CHCI team with current and former NP Residents
- 2010: Passage of the ACA: Section 5316:** Demonstration Grants for Family Nurse Practitioner Training Programs
- 2019: HRSA’s Bureau of Health Workforce announces \$35M to establish postgraduate NP residency training programs** for new and expanding programs and awards funds to 20 established and 16 new programs
- 2020: Congress appropriates \$5M additional funding** for primary care nurse practitioner programs
- July 2021:** Appropriations Committee budget: *“Of the funds made available under this heading, \$15M shall be made available to make grants to establish or expand optional community-based nurse practitioner fellowship programs that are accredited or in the accreditation process with a preference for those in FQHCs, for postgraduate nurse practitioners in primary care or behavioral health.”*

## Capitol Hill Gets Briefed on NPs in FQHCs

*By Eileen T. O'Grady, PhD, RN, NP*

With economic stimulus funds working their way through federal agencies for disbursement, a group of inspirational NPs held a briefing on Capitol Hill on May 28 to tell congressional staff about unique workforce issues in Federally Qualified Health Centers (FQHCs) and steps they have taken to address these issues. FQHCs receive Medicare and Medicaid reimbursement for care for uninsured individuals. Margaret Flinter, APRN, vice president and clinical director of the Community Health Center, Inc., in Connecticut, and other executives from that organization led the NPs as they shared their stories.

Margaret's organization is an exemplar of community health centers, serving 70,000 patients in 160 locations across Connecticut. This FQHC is a model of a comprehensive, fully electronic, primary health care system.

Nationwide, there are 6,000 vacancies for primary care positions in community health centers. The turnover rate is very high. The NPs at the congressional briefing presented compelling cases about unique challenges that providers at these health centers face. The Capitol Hill visitors spoke of the need for NPs committed to the underserved to have support in their first year of practice.

To address these needs, the Connecticut Community Health Center developed and implemented a model for a one-year residency training program to prepare new



## Recent Research (2020-2021)

- Kidd et al. "A National Survey of Postgraduate Physician Assistant Fellowship and Residency Programs." *BMC Medical Education* (2021) 21:212.
- Park, J., Covelli, A. F., & Pittman, P. (2021). "Effects of Completing a Postgraduate Residency or Fellowship Program on Primary Care Nurse Practitioners' Transition to Practice." *Journal of the American Association of Nurse Practitioners*.
- Liu, C. F., Hebert, P. L., Douglas, J. H., Neely, E. L., Sulc, C. A., Reddy, A., ... & Wong, E. S. (2020). "Outcomes of Primary Care Delivery by Nurse Practitioners: Utilization, Cost, and Quality of Care." *Health services research*, 55(2), 178-189.
- Mounayar, J., & Cox, M. (2020). "Nurse Practitioner Postgraduate Residency Program: Best Practice." *The Journal for Nurse Practitioners*.
- Erickson, C. E., Steen, D., French-Baker, K., & Ash, L. (2021). "Establishing Organizational Support for Nurse Practitioner/ Physician Assistant Transition to Practice Programs." *The Journal for Nurse Practitioners*, 17(4), 485-488.
- Kesten, K. S., & El-Banna, M. M. (2021). "Facilitators, Barriers, Benefits, and Funding to Implement Postgraduate Nurse Practitioner Residency/Fellowship Programs." *Journal of the American Association of Nurse Practitioners*.
- Davila, J. A., Sansgiry, S., Rugen, K. W., Rajashekara, S., King, S., Amspoker, A., ... & Gilman, S. C. (2021). "Development of the Department of Veterans Affairs Centers of Excellence in Primary Care Education Trainee Participant Survey: Measuring Trainees' Perceptions of an Interprofessional Education Curriculum." *Journal of Research in Interprofessional Practice and Education*, 11(1), 1-21.



# Program Accreditation

## SETTING THE STANDARD FOR POSTGRADUATE TRAINING FOR NURSE PRACTITIONER AND JOINT NURSE PRACTITIONER/PHYSICIAN ASSISTANT POSTGRADUATE TRAINING

The NNPRFTC was founded to support new and ongoing postgraduate training programs for nurse practitioners in the achievement and maintenance of the highest standards of rigor and quality, consistent with achieving the goals of an expert healthcare workforce prepared to meet the needs of patients and the society as a whole. A key strategy is through formal accreditation of postgraduate programs. It has expanded its focus to include accreditation of both NP only and joint NP/PA postgraduate programs.





# The Path Forward: Moving Upstream and Addressing Social Determinants of Health

Title	Session Date	Session Attendees	Series Registration
Using AI, Data and Tech to Move from Screening to Solving for Social Needs	8/20/2020	565	<b>3,204</b>
Predictive Analytics, Assessing Vulnerability, and Community Referrals: Transforming Patient Care from Carrot Health, Jvion, Aunt Bertha, and Pieces Tech	9/24/2020	610	
Innovative Solutions to Isolation and Loneliness from Papa, Pyx Health, and InquisitHealth	10/8/2020	601	
How Food Insecurity Impacts Health: Ideas from Avia, Algorex Health, Moms Meals, and Advocatia Solutions	10/22/2020	681	
Solving for Reliable Transportation Needs from Lyft Health, NEMTAC, Logisticare, Wellryde, and Roundtrip	11/12/2020	645	
A Discussion with Alan Weil and Mandy Cohen	12/10/2020	667	
Stable Housing and Health Outcomes: Ideas from Aspen Health and Supportive Housing Works	1/28/2021	514	<b>2,382</b>
Approaches to Addressing Safety: Thoughts from Verve, State of Place, and bSafe	2/25/2021	527	
How the Environment Affects Health: Thought Leaders Discuss	3/25/2021	485	
Collaboration and Resources Your Health Center Can Use to Implement SDOH Solutions	4/29/2021	606	
Series Finale	5/20/2021	532	

# COVID-19 Initiatives

CHCI stepped up to be **a leader in implementing COVID-19 testing** in our communities early in the pandemic and NP residents stepped right in. We **tested more than 600,000 individuals** in events held 7 days a week—rain, sun, snow, and wind—from April 2020 through June 30, 2021 at locations all over CT including drive thrus, migrant farms, shelters, schools, parks, and plazas.

On January 18, 2021, we launched our **COVID-19 vaccine mass vaccine clinics** in combination with intensive in reach clinics to our target population. We've given **almost 600,000 doses** with more to come. Our NP residents were everywhere.



# COVID-19 and the CHCI Residency Program

## Impact on Program and Adaptations:

- Residents led the way in being trained to deliver primary care via **telehealth**, both phone (audio only) and by video.
- All elements of the postgraduate residency year were maintained, with considerable **flexibility and accommodations**.
- We **maintained integrity** to program design and structure.
- COVID-19 was an “all in”, once in a lifetime experience. Our NP residents can proudly say “I served”, and they did—from **testing** and **vaccines** on the front lines to **caring for patients and families** as they experienced COVID infection.





# Original Drivers in Developing the Model of Postgraduate NP Training

- Increase the nation's ability for **EVERY person to have an expert primary care provider**, but particularly in underserved communities and special populations.
- Provide new NPs committed to practice careers as PCPs with an **intensive training experience** focused on training to clinical complexity and high performance.
- Provide a highly structured transition from university to practice that supports the development of **confidence, competence, and mastery** in the FQHC setting.
- Utilize the postgraduate training year to **develop expertise in high volume/ high burden conditions** such as: chronic pain, HIV, Hepatitis C, and addiction.
- **Introduce new PCPs to innovations** like Project ECHO<sup>®</sup>, eConsults, team-based care, and data driven QI.
- Create a **nationally replicable, sustainable model** of primary care-based postgraduate training for new NPs.





## Trends in Postgraduate Training

- Expansion from one “track” to **multiple tracks**
- **Multiple cohort admissions per year**
- **Growth across all domains:** primary care, specialty care, acute care
- **Growth in psychiatric/mental health programs** within primary care settings
- **Growth in joint NP/PA programs**
- Development and strengthening of **formal academic partnerships**
- New emphasis on **telehealth/virtual care: training, practice, evaluation**
- **Research and evaluation** focused on outcomes and impact of postgraduate training



## Questions? Contact:

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