

Statewide Collaboration to Support Nurse Practitioner Transition to Practice and Healthcare Access: A Scalable Model

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- Objectives:**
- 1. Identify two key components of the academic practice partnership model for an FNP residency.
 - 2. List two ways the residency model fosters new graduate professional growth and development to support retention and workforce sustainability.
 - 3. Evaluate options for a collaborative model in sustaining NP residency programs without external funding.

Introduction & Background

- Anxiety with transition to practice (TTP) can lead to imposter syndrome, poor job satisfaction, and turnover.^{2,4,5}
- Residencies and fellowships (TTP programs) with structured ramp-up, didactics, and mentorship can ease TTP, increase confidence and decrease turnover.^{2,3,4,5}
- NPs in TTP programs may achieve expected productivity quicker than traditional hires, supporting programs through billing.^{4,5}
- Estimated cost per fellow (~\$95K) is less than estimated cost of NP turnover (~\$86K-\$115K).^{1,5}
- Barriers such as funding, workload, preceptor burden, and lack of leadership support prevent implementation of TTP programs.^{2,3,5}

Methods

- Lessons learned from a prior HRSA funded grant (2019-2023) were applied to a current grant (2023-2027):
 - Weekly didactic education sessions (recorded, live via zoom and in-person)
 - Core primary care topics plus behavioral health and maternal child health
 - Dedicated precepting and mentoring at each site
 - Monthly resident wellness sessions (confidential)
 - Monthly directors' meeting and advisory meetings
 - Quarterly resident feedback sessions
 - Inclusion of non-grant funded affiliate residencies to support statewide network
- Structured literature review completed by two faculty:
 - Nurse practitioner turnover and costs
 - Evidence-based sustainability strategies for TTP programs

Why Is This Important?

- Limited published evidence exists on the **long-term sustainability and true costs** of TTP programs.
- Lack of published cost and outcomes data makes it difficult to **justify ongoing funding and leadership support**.
- Understanding sustainability can demonstrate how TTP programs **reduce turnover and offset costs over time**.
- Cost and sustainability analysis is essential to support **scalability and replication** of TTP programs.

Implications for Practice

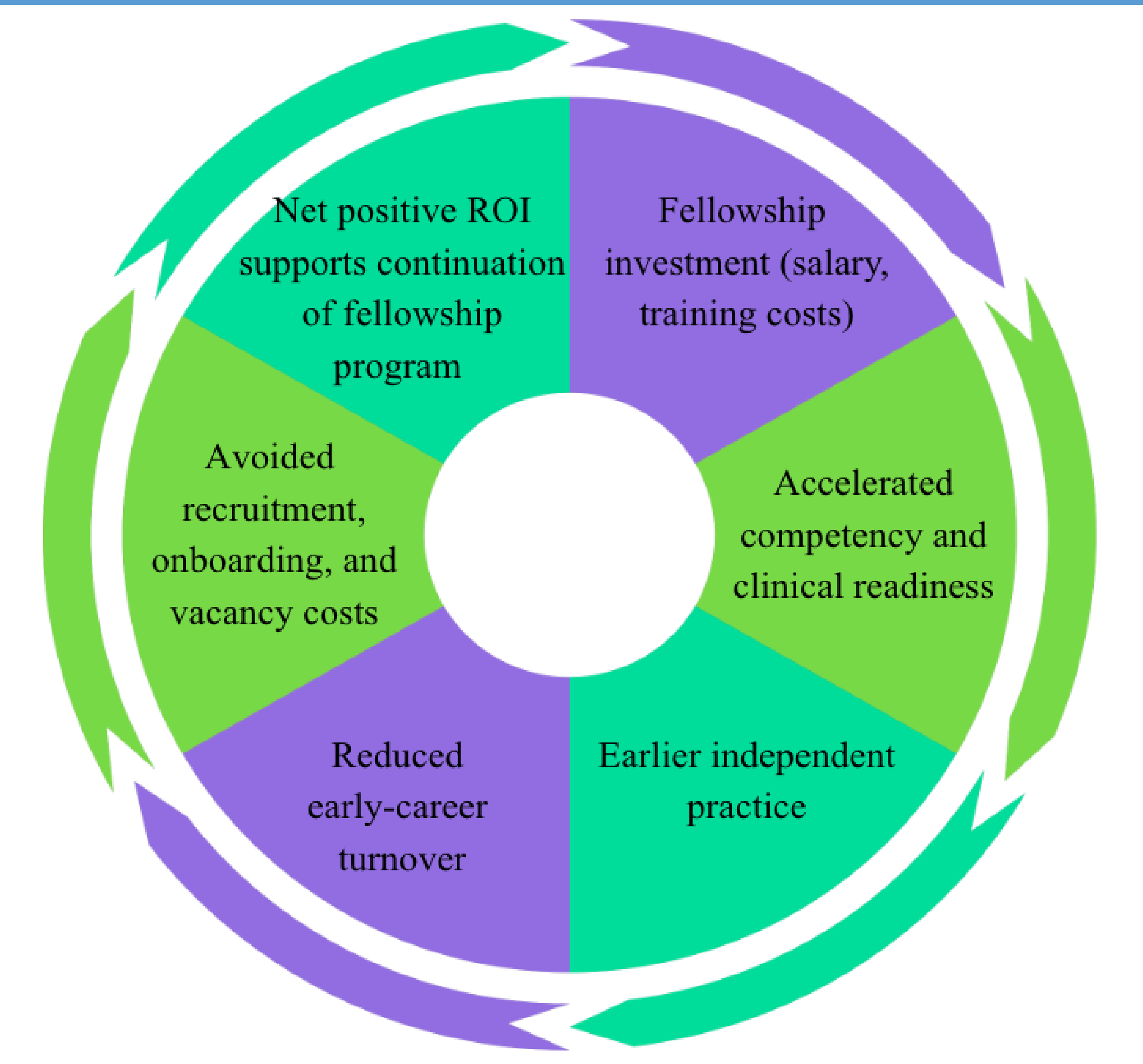
- Consider partnering and collaborating with academic partners to enhance new graduate NP TTP programs to sustain the workforce:
 - Community Building:
 - **Support** and cohesion for directors and residents
 - Increased resilience, **reduced burnout**, and **desire to mentor/precept** future cohorts
 - **Supportive and collaborative learning**
 - Professional Development:
 - **Confidence** and learning with/from each other
 - Workforce Sustainability:
 - Development of skills for managing complex patients and **building resilience**
 - Network building to support ongoing collaboration beyond the residency
 - Post-Graduate TTP programs:
 - **Support early growth and development** during the first year of practice
 - Support **wellness** to foster a sustained, confident, and strong workforce
- Collect the data and share it to support others to build their own TTP program:
 - **Cost per resident**
 - **Turnover costs**
 - **Return on investment** related to organization and patient outcomes (not only education)

What Does The Literature Say?

There is limited information!

But available literature shows opportunities for Return on Investment (ROI) for sustainability

Generative AI (Microsoft Copilot) was used to assist with drafting and visual organization. The author takes full responsibility for all content.



Help us to contribute to the literature by sharing your own residency information.

Please complete a survey that should take 2-5 minutes to complete. We will analyze the data to share through publications and presentations to support future TTP program development and sustainability.

(UMass Chan Medical School IRB STUDY00003118 – Exempt Status)



References

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2. Hawes, C. (2024). The impact that postgraduate fellowship have on advanced practice registered nurses in specialized areas of practice. *The Journal for Nurse Practitioners*, 20. <https://doi.org/10.1016/j.nurpra.2024.105079>
3. 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*, 33(8). DOI: 10.1097/JXX.0000000000000641
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