Advanced Practice Provider Fellowship Program

Innovation to Meet Demand

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WHAT IS NEEDED?

- A robust advanced practice provider (APP) oncology workforce that is specialty certified and has a rich foundation in evidence based practice (EBP) with an ability to integrate it into every day practice.
- APPs include nurse practitioners and physician’s assistants.
- Oncology certification is available: Advance Oncology Certified Nurse Practitioner

WHY IS IT NEEDED?

- American Society of Community Oncologists predicts 48% increase in oncologist services by 2020
- Only a 14% increase in oncologists expected → Gap in providers with specialty expertise
- Nurse practitioner and physician assistant programs are general in nature and do not cover oncology in depth
- 6-12 months required for new staff to become fully operational
- Even staff with experience but new to The James require 6-8 months before fully operational
- One study reported 61% of APPs needed 12 to 24 months to be fully competent in the practice of oncology (Rosenzweig at al., 2012, doi: 10.1188/12.ONF.195-201)
- More than 10 APP vacancies at any point in the last several years; certain areas very difficult to fill

WHO ARE THE FELLOWS?

Educational Backgrounds of Fellows

Technology
IT
Mechanical engineering

Sciences
Biochemistry

Arts & Humanities
Law
Public Relations
Textiles

New Graduate NPs

Nursing

By the numbers

- 10 NP fellows
- Average of 3.2 years as an RN; 4 have not worked as a nurse
- 0 years experience in oncology
- Cumulatively, more than 50 years work experience prior to becoming NPs

WHAT WILL BE EVALUATED?

- We have approval through the OSU IRB to evaluate five cohorts of fellows via de-identified surveys at baseline, 6, 12, and 24 months
- Outcomes of interest include: retention, job satisfaction, EBP beliefs and utilization, percentage of specialty certification, and autonomy.

HOW WILL THIS BE ACCOMPLISHED?

- 12 months of mentored clinical experience
- 4 months of short rotations through 4-6 oncology subspecialties
- 8 months of longer rotations in 2-3 preferred oncology subspecialties compatible with need for hiring an NP or PA
- 3 months of advanced oncology curriculum via online course through Oncology Nursing Society worth 36.5 continuing education contact hours
- 1 iTunes U course built especially for fellows
- 5 EBP projects with coaching and assistance from embedded librarian
- >75 nursing and multidisciplinary preceptors
- Weekly didactic and lunch and learn sessions

Inaugural Advanced Practice Oncology Fellowship Class 2013

Preceptor
- Day-to-day practice
- Weekly evaluations

Mentor
- Overall guide to The James
- Monthly feedback
- Create fellows’ schedules

Director
- Guide program
- Determine long-term placements

Educator
- Weekly educational sessions
- Support preceptors/mentors

Embedded Librarian
- EBP project
- Real-time clinical & patient education information support

APP Fellow

The James

Oncology Nursing Society