

Standardized Approach to Advance Practice Provider Orientation for High Acuity Cardiac Intensive Care Unit

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Background

- A combination of increasingly complex subspecialty care and decrease in resident/fellow work hours has created a gap in traditional medical models.
- Advanced practice providers (APP) help bridge the gap and create a hybrid model of care.
- Varying educational and professional backgrounds challenge the orientation process of APP in a high acuity cardiac intensive care unit (CICU) providing 24/7 coverage.

Objectives

- Streamline the orientation process
- Provide well identified goals
- Multi-disciplinary approach to learning for APP starting in the CICU.
- Ensure successful completion of orientation and transition to an independent APP practice.

Methods

Our team developed a 6 month orientation model:

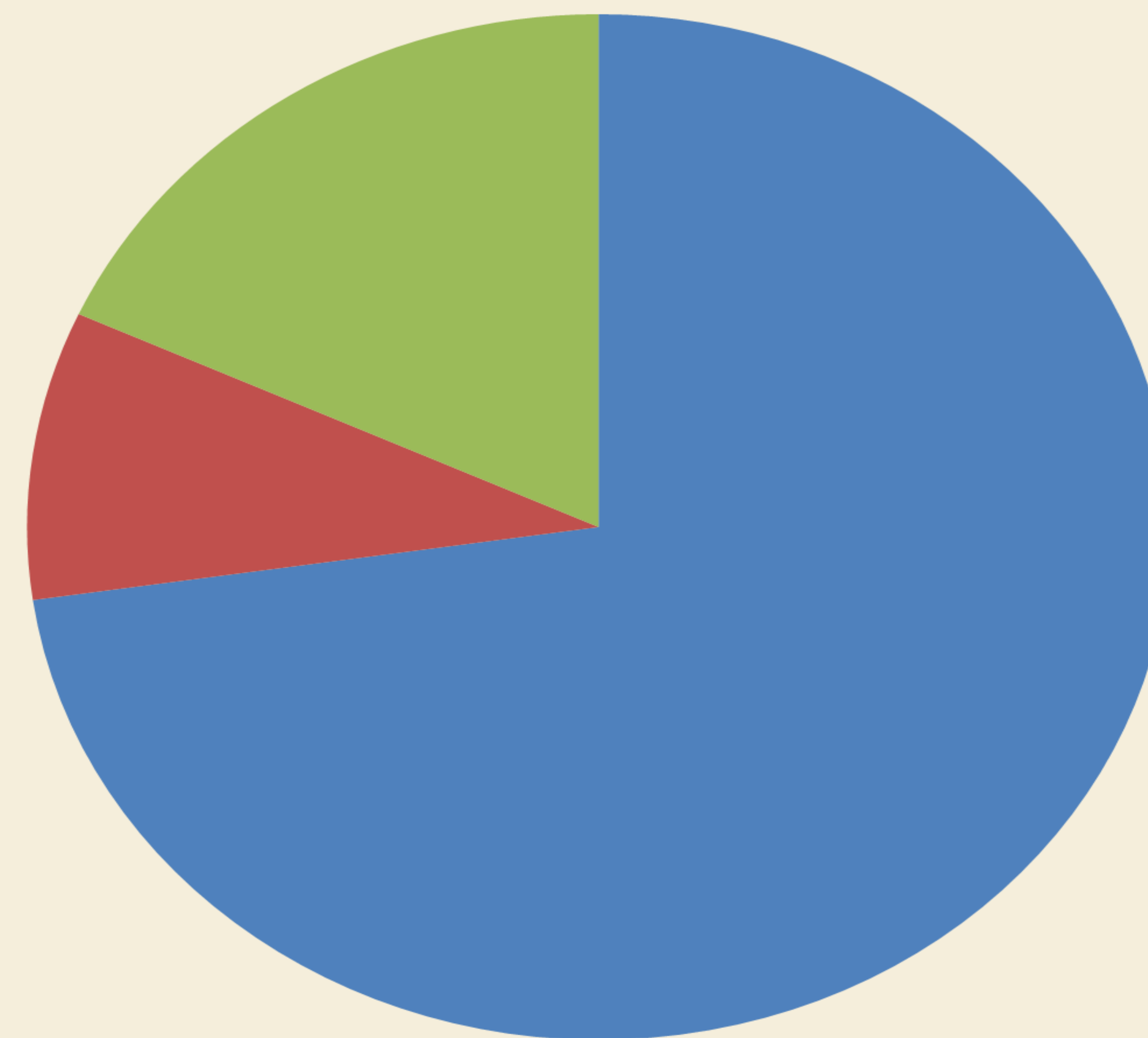
- Development of manual outlining weekly guidelines with recommendations for patient assignments and reading
- APP matched with two primary preceptors
- Creation of APP/ physician mentor dyad to be utilized as resource for education, feedback, and guidance.
- Weekly feedback form for clear communication and documentation of progress
- Rotation of APP during orientation throughout the Heart Center
- Simulation scenarios designed and led by CICU team members
- Lecture series from current team members and physician guest speakers
- Role Transition lecture series by APP leadership

Results

- Over the past 36 months, 9 new graduate APP have successfully completed orientation
 - 89% completed orientation in < 7 months
- Successfully individualized orientation based on APP background and experience
- Cardiology floor and step down units have incorporated this model standardized orientation process
- Three advance practice groups from other institutions have adapted aspects of orientation structure

Length of Orientation

5-7 months
➤ 7 months
Incomplete



Conclusions

- Streamlining the orientation process has decreased preceptor variability and improved satisfaction for the APP on orientation by providing clearly identified and measurable goals.
- A more standardized approach to CICU orientation has increased percentage of orientees who are successful in a busy, high stress learning environment

Future directions

Selection of potential candidates:

- Cardiac or intensive care experience
- Utilizing behavioral interviews

Successful transition of APP to the CICU.

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Background

A combination of increasingly complex subspecialty care and decrease in resident/fellow work hours has created a gap in traditional medical models. Advanced practice providers (APP) help bridge the gap and create a hybrid model of care. Varying educational and professional backgrounds challenge the orientation process of APP in a high acuity cardiac intensive care unit (CICU) providing 24/7 coverage.

Objectives

- Streamline the orientation process, provide well identified goals, and a multi-disciplinary approach to learning for APP starting in the CICU.
- Ensure successful completion of orientation and transition to an independent APP practice.

Methods

Our team developed a 6 month orientation model:

- Development of manual outlining weekly guidelines with recommendations for patient assignments and reading
- APP matched with two primary preceptors
- Creation of APP/ physician mentor dyad to be utilized as resource for education, feedback, and guidance.
- Weekly feedback form for clear communication and documentation of progress
- Rotation of APP throughout the Heart Center including: transplant team, catheterization lab, anesthesia, operating room, and outpatient clinic
- Simulation scenarios designed and led by CICU team members
- Lecture series developed and presented by current team members and physician guest speakers
- Role Transition lecture series by APP leadership

Results

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- Three advance practice groups from other institutions have adapted aspects of orientation structure

Conclusions

Streamlining the orientation process has decreased preceptor variability and improved satisfaction for the APP on orientation by providing clearly identified and measurable goals. A more standardized approach to CICU orientation has allowed more APP to be successful in a busy, high stress learning environment.

Future directions

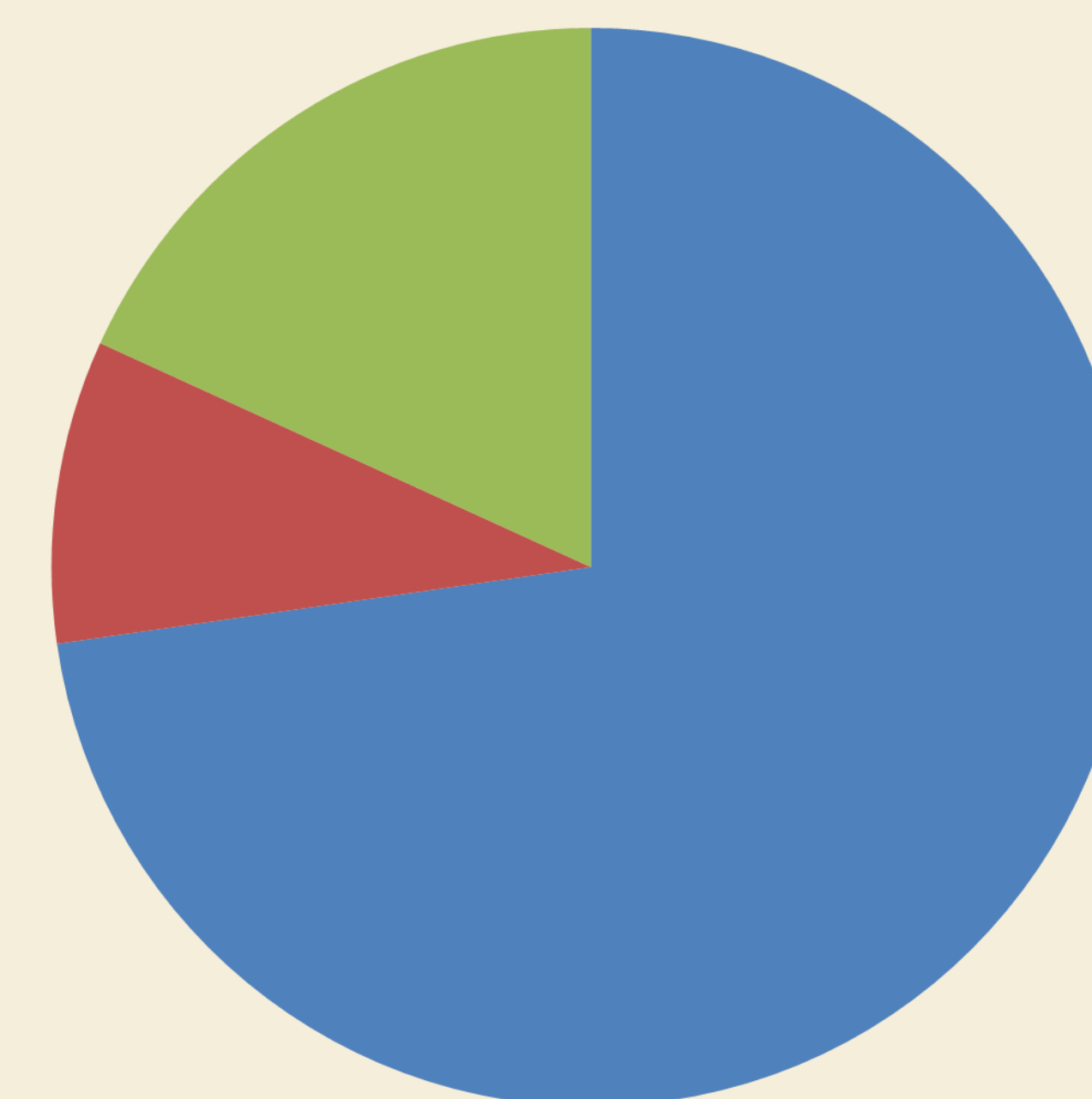
Selection of potential candidates specifically with cardiac or intensive care experience along with behavioral interviews will further assist in a successful transition of APP to the CICU.

References

Sorce, L., Simone, S., and Madden, M. Educational preparation and postgraduate training curriculum for pediatric critical care nurse practitioners. *Pediatric Critical Care Medicine*. 2010;11:205-212.
Freed, G., Dunham, K., Loveland-Cherry, C., and Matyn, K. Pediatric nurse practitioner trends in the United States: Current distribution and recent trends in training *Journal of Pediatrics*. 2010; 157: 589-593

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