Proposal to Develop a Nurse Practitioner Fellowship Program in LTC

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Optum

Introduction

- Long term care (LTC) residents are complex, having comorbid chronic conditions and polypharmacy.
- Regulations protecting older adults make the LTC environment complex.
- This warrants training beyond traditional Nurse Practitioner (NP) education.
- No such program exists in LTC.

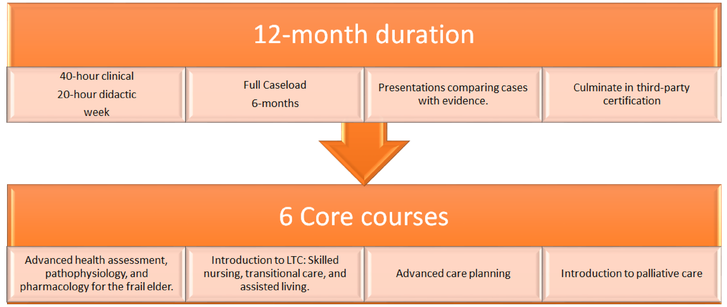
Objectives

Establish need for NP fellowship training in LTC.

Literature Review

- 12-month programs for NPs and RNs resulted in:
  - Reduced turnover and absenteeism, average number of vacancies, recruitment costs (50-80%), hospital readmission (27%), costs from poor outcomes, and time to reach full caseload (50%).
  - Improved job satisfaction, employee engagement, commitment to the organization, clinical leadership, clinical competence, patient outcomes and access to care, time management, critical thinking skills, self-confidence, and relationships with team members.
  - Younger average age of recruits.

LTC Fellowship Proposal



- Completion should not guarantee employment
- Permanent placement should require a buy back period in exchange for advanced training.

Financial Justification

Costs

- Startup costs are dependent on program scale.
- Maintenance costs include
  - Salary/benefits for fellows, instructors, directors
    - 60-75% salary for fellows
  - Licensure fees (DEA, state licensure, national certification, etc.)
  - Malpractice insurance
  - Support staff (e.g. RN's, administrative staff, technical support, etc.)
  - Technology (Tablets, phones, licensure for network access/privileges)
  - Continuing education
  - Simulation fees (e.g. virtual simulation environments)
  - Online classroom fees
  - Marketing collateral
  - Uniform (Lab coats, name tags, etc.)
  - Food and other incidental costs for events
  - Funding to pay for candidates to travel for interviews
  - IRB costs for research

Conclusion

- LTC post graduate fellowships for NPs have potential to reduce costs, improve outcomes for patients and NPs, and improve recruitment and retention of NPs.
- As no such program exists in LTC, it is necessary to develop a program and track outcomes to see if findings from other settings translate to LTC.

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