

Getting Started: Applying Evidence-Based Concepts to PA & NP Orientation

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INTRODUCTION

Background

- Newly hired Physician Associates (PA) and Nurse Practitioners (NP) often have difficult transitions to their new roles
- Onboarding programs can improve job satisfaction and effectiveness and lower turnover rates and stress
- There is wide variability in PA and NP onboarding, without standard competencies or programming
- Nine thematic concepts, divided into structural and psychosocial factors, have been identified as key components of PA and NP Onboarding in primary care¹

Research Questions:

- Are the thematic concepts identified in primary care transferrable to other specialties?
- Will targeting structural and psychosocial factors in PA/NP onboarding improve confidence?

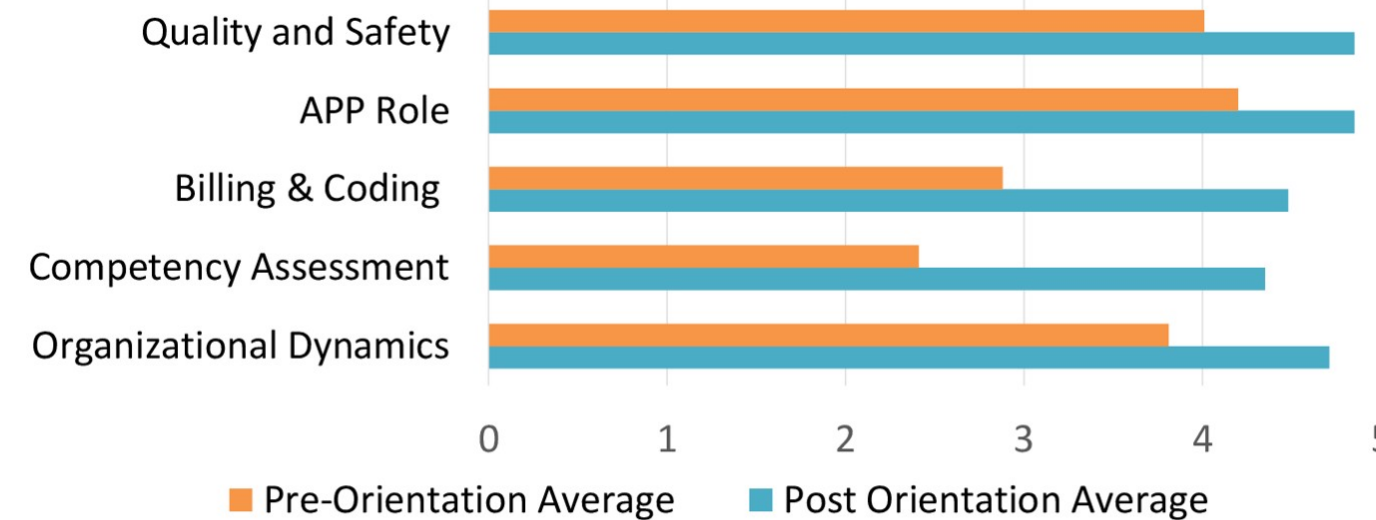
METHODS

- Monthly orientation for Advanced Practice Providers (APP, inclusive of NPs, PAs, and Nurse Midwives) practicing in the 3 hospitals and affiliated clinics at VCU Health
 - 88 Participants in 12 months
- APP Orientation content derived from nine structural and psychosocial themes described by Ortiz Pate, Barnes, et al
 - Orientation purpose: Preparing APPs to Shine
 - Themes adopted as orientation objectives
- Pre and Post Orientation Assessment assessed confidence level associated with above themes using a 5-point Likert scale
- 53 APPs completed pre-assessment, 60 APPs completed orientation evaluation

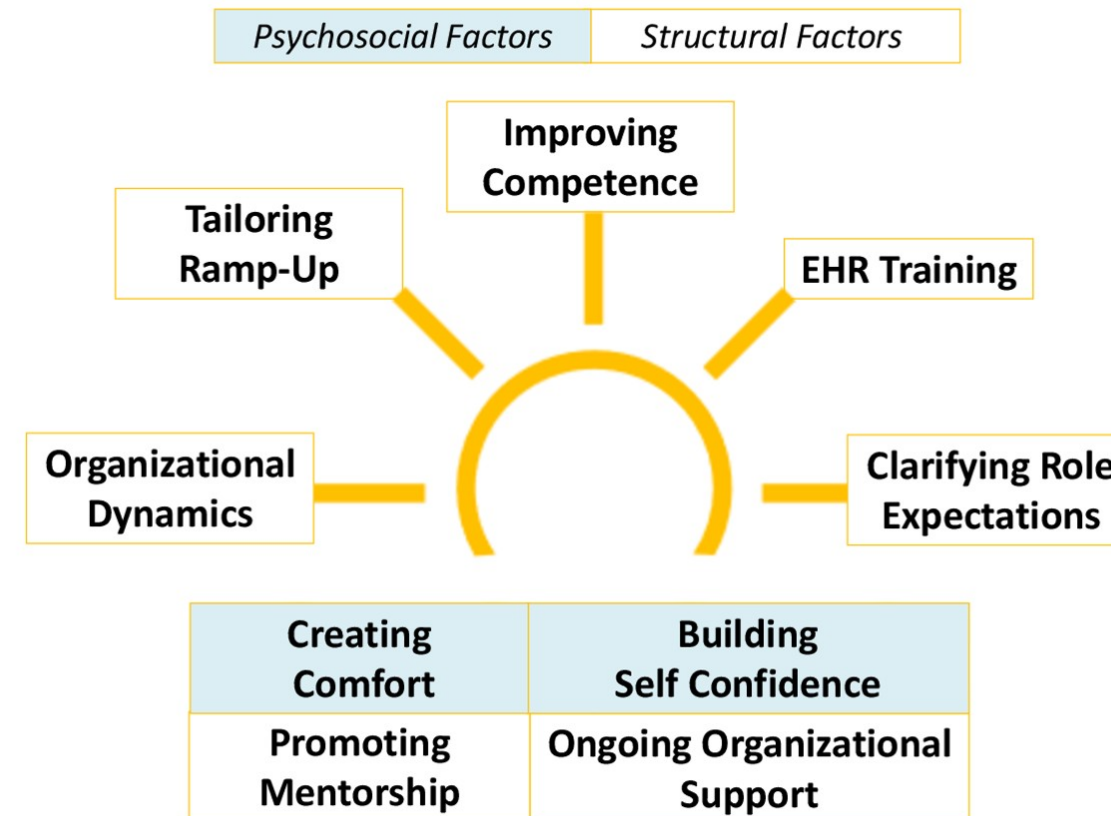
RESULTS

- Pre and post-assessment scores compared using Student's T-Test
- Confidence level increased in all thematic concepts implemented ($p < 0.005$)

PA/NP Confidence Before and After Orientation



Orientation Prepares PAs & NPs to Shine



DISCUSSION

Key Takeaways

- APP Orientation targeting structural and psychosocial factors improves confidence
- Thematic concepts identified in primary care appear to be transferable to other clinical specialties

Opportunities for Future Research

- Longitudinal assessment evaluating impact of APP orientation
- Evaluating for relationships between confidence, competence, engagement and retention

Limitations

- Several thematic concepts described require longitudinal onboarding program in addition to orientation
- Subjective competency assessment, opportunity for validated tool using objective outcomes

REFERENCES

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