



**THE OHIO STATE UNIVERSITY**

---

COLLEGE OF NURSING

# RN Workforce Development Programs: Exciting Opportunities for Primary Care RNs to Meet the Health Needs of the Population

Margaret Graham, PhD, APRN-CNP, FAANP, FNAP, FAAN

Wendy Bowles, PhD, RN, APRN-CNP

Portia J. Zaire, MSNEd, BSN, RN-CCCTM



THE OHIO STATE UNIVERSITY

COLLEGE OF NURSING

# Background



# Current Scope of Primary Care Insufficient

- **Needed:**
  - Increased emphasis on population health
  - Quality of care
  - Value of services



# Strengthen Primary Care

- Innovative Care Delivery Model
- Expand access
- Improve Care
- Advance Health
- Increase Value



# RNs Expanded Skill Set

- Wellness
- Population Health
- Patient Centered Care
- Care Coordination
- Data Analytics
- Quality Improvement
- Part of interprofessional Care Team
- Shared responsibility and accountability



# CMS Transformed Health Care System

- Integrated Care Models
- Comprehensive Care Coordination
- Care Teams performing at top of license (scope)
- Board Certification
- Patient Engagement
- Data Driven Quality Improvement
- Population Health Management



# Redesigned Health Care System

- Include in curricula and clinical training requirements
- Clinical Training Systems
  - Clinical rotations with high performing community based teams.
  - Longitudinal Experiences with patients and family care givers



# The Current and Future State of the RN



## AAACN Position Statement

- **American Academy of Ambulatory Care Nursing**
- RNs must be recognized and supported as leaders
- RNs must practice at the top of their license, education, and expertise
- Faculty and schools of nursing must design curricula to prepare nurses
- Health facilities must implement ambulatory care residencies



# AAACN Position Statement

- Payers and policy makers must fund nurse driven reimbursement models
- RNs must lead, participate in, and support performance improvement
- Researchers must build the science of ambulatory care nursing



# The Ambulatory Care Nurse

- Primary Care
- School Nurse
- Public Health
- Specialty Clinics/Surgery
- Home Health
- Roles
- Care coordinator
- Health coach
- Educator
- Advocate



## Current State of Ambulatory Nursing

- Most schools of nursing do not have a specific curriculum for ambulatory care nursing
- An average of 4% of new RNs enter ambulatory care specialty
- Majority of nurses who start in ambulatory/primary care have not received standardized training/onboarding
- In community health there is often a lack of standards and procedures for nursing care



# What Does the Literature Say?

- The RN, who is the largest healthcare team member (4 million) is in a unique position to alleviate pressures on primary care.
- Barriers to overcome
  - RNs spend most of their time providing triage
  - State laws and organizational policies limiting RNs to work at full scope of training and education
  - Work RN performs not reimbursable directly
  - Lack of training in formal education to prepare RNs for working in primary care
    - Josiah Macy Foundation, 2016



# The Answer

- Create and implement formalized training programs and support to empower RNs to work at full scope of license and enhanced roles in primary care



# RNPCR

- Registered Nurse Primary Care Residency Program
  - First academic-practice collaboration for RNs in state
  - Intensive, competitive mentoring/preceptorship
  - 12 months (Jan-Dec)
  - Up to 5 RNs
  - OSU mentors will help support clinical learning
  - Application open 10/30-11/30/18



# Eligibility

- Newly graduated RN (<12months)
- RN new to primary care (<12 months)
- Works in primary care with underserved patients
- Complete application [go.osu.edu/rnpcr](http://go.osu.edu/rnpcr)
- Commit to time requirements of program
  - 8 hours a month



# RNPCR Goals

- To increase self-efficacy skills in new RNs working in primary care settings
- To develop critical thinking skills among RNs practicing in primary care
- To prepare RNs to work at the full scope of license, education, and expertise
- To empower RNs in the primary care setting to provide culturally sensitive and appropriate care to address social determinants of health, behavioral health and substance abuse needs, and health disparities



# RNPCR Program Outline

- Weekly 1:1 check in with OSU mentor
- Monthly group learning sessions
  - Understanding role as RN in primary care
  - Building Morale
  - Time Management
  - Conflict Resolution
  - Motivational Interviewing
  - Self-Care
  - Leadership/ Preparing for leadership/leading teams
  - Delegating
  - Handling difficult patients/conversations
  - Cultural competence
  - Importance of the mentoring relationship
  - Professional development (academic education, certification, CEs, etc.)
- Program project



# Academic-Practice Partnership

- OSU provides experienced faculty and staff to instruct, mentor and guide RNs from the community practices
- OSU offers \$20,000 stipend to community organization to supplement the salary of the RN in the residency program for the year they are enrolled
- OSU provides technology and support to enhance the learning and mentoring relationship of the RN
- Community organization identifies RN who meet the eligibility criteria
- Community organization communicates any additional learning needs of the RN to OSU practice liaison
- Community organization ensures the RN has time to complete residency requirements while enrolled
- OSU and community partners share data and outcomes to plan for future



# Workforce Development



# Purpose of Educational Offering

## **RN's in Primary Care**

## **RNPCC (pending approval)**

- To educate current RNs to practice to the full scope of licensure in community-based primary care teams, developing a sustainable workforce of RNs to improve access to primary care in medically underserved areas.



# Outcomes

- Based on the Role of the Registered Nurse in Ambulatory Care Position Statement by the American Association of Ambulatory Care Nursing (2016), the (pending) *certificate* will prepare practicing RNs to:
  - Practice at the full scope of their license in community-based primary care interprofessional teams in prevention and control of chronic disease, substance use, and mental health conditions.
  - Implement evidence-based health coaching approaches to address chronic disease, substance use and mental health prevention and control in community-based primary care settings.
  - Act as formal and informal leaders in the workplace and in communities, leading care coordination in primary care.

<b><u>RNPC Courses</u></b>	
<b>*RN Practice in Primary Care (3 credits)</b>	<b>This course will provide an introduction to RN primary care delivery and design for population health initiatives.</b>
<b>Evidence-Based Health Coaching in Interprofessional Practice (3 credits)</b>	<b>Introduction to evidence-based coaching approaches for lifestyle behavior change as integrated within interprofessional practice.</b>
<b>Evidence Based Nursing: Transforming Clinical Practice (3 credits)</b>	<b>Examination of principles, competencies, practices, and skills that support implementation and sustainability of evidence-based practice in order to improve quality, safety and improve outcomes for patients, populations, providers, organizations, and communities across the globe.</b>
<b>Evolving Concepts in Leadership and Management (3 credits)</b>	<b>Exploration and application of leadership and management concepts as applied to nursing practice and the health care environment.</b>
<b>Interprofessional Concepts (2 credits)</b>	<b>Examination of principles, competencies, and practices that support interprofessional collaboration, a culture of safety, and improve patient outcomes.</b>
<b>Health Assessment across the Lifespan (3 credits)</b>	<b>Development of health assessment across the life span.</b>
<b>Cultural Competence in Health Care: US and Global Contexts (2 credits)</b>	<b>Introduction to the concepts and techniques for the provision of culturally competent care within the U.S. and across global contexts.</b>
<b>Care Coordination and Transition in Care (3 credits)</b>	<b>This course will address the care coordination and transitions in care when caring for patients. Emphasis will be placed on the needs of patients with chronic diseases to include mental health and substance use conditions with a focus on population outcomes.</b>
<b>Telehealth Assessment and Management in Primary Care (3 credits)</b>	<b>Application of RN primary care delivery and design for population health initiatives.</b>
<b>RN Practice in Primary Care and Substance Use Disorder (3 credits)</b>	<b>This course will address the opiate use disorder in primary care.</b>



# Contact Us

- Margaret Graham
  - [Graham.548@osu.edu](mailto:Graham.548@osu.edu)
- Wendy Bowles
  - [Bowles.107@osu.edu](mailto:Bowles.107@osu.edu)
- Portia Zaire
  - [Zaire.1@osu.edu](mailto:Zaire.1@osu.edu)
- Apply for residency program
  - [go.osu.edu/rnpccr](http://go.osu.edu/rnpccr)