



CHIN FAMILY INSTITUTE FOR
NURSING

May 2, 2024

FNP Community Care Residency Program

Informational Webinar for 2024-2025 Applicants

We will start at 12:05pm. This webinar is being recorded



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INTRODUCTIONS

CCALAC

Alexander Gil - Workforce Recruitment Program Manager

CFIN/CSULA

Lorie H. Judson - Executive Director, Chin Family Institute for Nursing

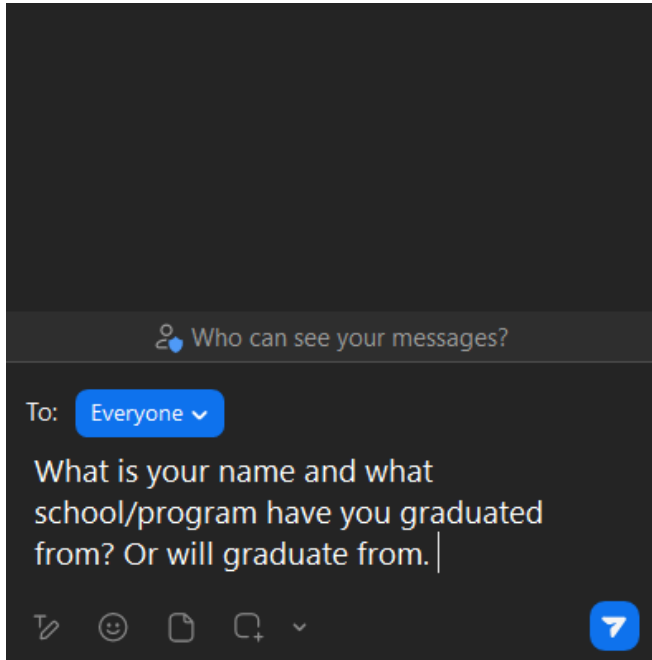
Megan Forcum - Lead Instructor, Chin Family Institute for Nursing

Ayman Tailakh - Associate Professor, Cal State LA (Program Evaluator)



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INTRODUCTIONS



Please type in the chat box



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ABOUT CCALAC

The Community Clinic Association of Los Angeles County (CCALAC) and our members share a common vision of a just and equitable Los Angeles, where all communities have the opportunity to flourish, free from health disparities and the factors that create them. Community health centers are critical safety net organizations that deliver care to under-resourced communities

Mission: CCALAC empowers health centers to remain at the forefront of health care transformation. We forge partnerships, foster innovation, promote health equity, and advocate for the communities they serve.

Vision: We envision a just and equitable Los Angeles, where all communities have the opportunity to flourish, free from health disparities and the factors that create them.

Divisions: Clinical Services, Health Information Technology, Government and External Affairs, and Member Services (Pharmacy, Emergency Management, Training Center, **Workforce***)



PROGRAM PARTNER



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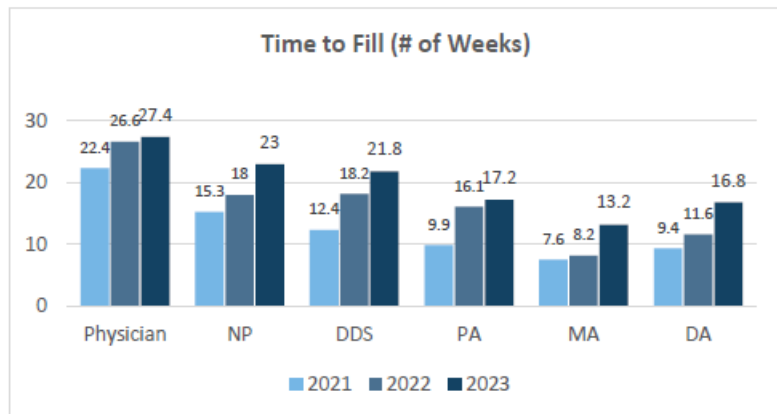
The Chin Family Institute for Nursing (CFIN) at California State University, Los Angeles, serves as a center for nursing excellence, emphasizing caring for diverse, underserved urban populations. Created in 2016 with a philanthropic gift from Drs. William and Patricia Chin, the Institute's mission is the advancement of nursing education, advocacy, leadership, and action.



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WHY A FNP RESIDENCY?

TIME TO FILL VACANCIES



**Source: 2023 CPCA Compensation & Benefits Survey*

- Support Recruitment and Retention
 - Onboarding
 - Job Satisfaction
 - Reduced Burnout
 - Preceptor

- Support the transition from RN to FNP
 - Additional training & support
 - Improve competence, confidence, and mastery in all domains of primary care
 - Mentorship



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FUNDING

Cohort #1 (2020-2021):  **KAISER PERMANENTE®**

Cohort # 2 (2022-2023): *UniHealth*
FOUNDATION



Cohort #3 (2023-2024): *UniHealth*
FOUNDATION  **Cedars
Sinai**

Cohort #4 (2024-2025) 
Department of Health Care
Access and Information



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COHORTS 1-3



- 8 month program
- 4 health centers
- 7 out of 8 still working in a CCALAC member health center



- 12 month program
- 2 health centers
- 100% still working in a CCALAC member health center



- 12 month program
- 3 health centers
- 100% retention

***100% completion, diverse population of residents, positive feedback from Preceptors, increased performance baseline scores, and improved job satisfaction scores (Misener Nurse Practitioner Job Satisfaction Scale)**



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PROGRAM OVERVIEW

- 12 month post-graduate program (full-time, in-person, some virtual training)
- Fully licensed FNP's (must be licensed by start of program)
- Open to recent graduates - up to 2 years after graduation (c/o 2022, 2023, or 2024)
- 3 residents (up to 3 host site health centers)
- Each FNP Resident will have their own Preceptor
- Check-ins, site visits, and resident evaluations
- Didactic training provided by CFIN
- Common health conditions are front loaded - specialty topics are spaced throughout the year
- \$500 stipend (60 days in) and \$2,000 Scholarship (provided at graduation)
- Tentative **October 14, 2024 start date**



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SALARY

**Recommending \$100,000 salary for the 12 months
(About 69% of the average salary)**

2023 Average Salary: \$145,393 (Southern California)		
25 th Percentile	50 th Percentile (Median)	75 th Percentile
\$135,847	\$142,755	\$155,000

**Source: 2023 CPCA Compensation & Benefits Report*



PARTICIPATING HEALTH CENTERS



*Subject to Change

*Language Preferences: Spanish, Chinese/Mandarin, Russian, and Armenian.



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PROGRAM GOALS

The first NP residency program was created through the Community Health Center, Inc. (CHC) in Middletown, CT in 2007. Using the CHC model as a template we aim to:

- Expand access to quality primary care for under-resourced/special populations
- Contribute to primary care workforce by training new FNP's
- Enhance workforce development by providing a highly structured clinical transition experience including the necessary depth, breadth, volume and intensity of clinical practice, improving retention and creating advocacy and leadership opportunities
- Improve competence, confidence, and mastery in all domains of primary care necessary to serve the full scope of practice as a primary care provider in California
- Upon program completion FNP's will have a deep understanding of integrated behavioral health/primary care which is team based, including the Knowledge, skills/procedures required to assist patients and their families maintain their optimal level of health.



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PROGRAM OBJECTIVES

- Expand access to quality primary care for under-resourced/special populations and contribute to the primary care workforce by training 3 FNP residents in up to three (3) selected health centers
- Create capacity for FNP residents to build and care for a panel of 300 patients/1000 visits.
- 75% of residents will obtain employment at a CCALAC member health center
- Provide a 12-month postgraduate residency that includes didactic and clinical learning experiences that:
 - Are patient centered, culturally sensitive, appropriate and effective for the treatment of both common and uncommon health conditions and the promotion of health.



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...CONTINUED

Provide opportunities for residents to:

- Evaluate their own practice and improve outcomes of patient care based on best available evidence, continuous self-evaluation and life-long learning
- Practice within an inter-professional team in a manner that optimizes safe, effective patient and population-centered care

Demonstrate:

- Knowledge of established and evolving bio-psycho-social, clinical, epidemiological and nursing sciences, for the provision of evidence-based patient care
- Effective communication and collaboration with patients, families, and inter-professional colleagues
- A commitment to carrying out professional roles and responsibilities [with] adherence to ethical principles
- An awareness of and responsiveness to the larger context and system of healthcare, as well as the ability to effectively [utilize] other resources in the system to provide optimal health care.
- Qualities required to sustain lifelong growth as healthcare professional and leader



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PRECEPTOR



**Dr. Alexander (Preceptor) with FNP Residents at SCFHC.*

- Each FNP Resident will have their own Preceptor
- NP, FNP, MD, or DO
- Primary and secondary preceptor
- 2 years of experience



PRECEPTOR RESPONSIBILITIES



**Dr. Aguilar with FNP Resident – Win Cho*

- Model clinical skills and professional/ethical behaviors
- Be present to observe resident clinical activities
- Establish a time every 2 weeks for the resident to present a case and provide feedback
- In collaboration with CFIN clinical instructors, establish a time to meet at least twice a month to discuss your resident's progress
- Include the resident as a pertinent part of the health care team and encourage interprofessional collaboration between resident and other team members
- Encourage learning using direct questioning methods and allowing reflection on feedback
- Complete formative (6 month) and summative (12 month) evaluations as required



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CURRICULUM and CORE ELEMENTS

Precepted Continuity Clinics - In precepted clinics, residents develop their own patient panel while having a clinic provider (MD or APRN) exclusively assigned to them

Specialty Rotations (these rotations are optional) - These are rotations in areas of high-volume/high-burden/high-risk situations most encountered. Rotations may include orthopedics, dermatology, women's health, pediatrics, geriatrics, HIV care, adult behavioral health, child and adolescent behavioral health.

Mentored Clinics - The goal of the mentored clinics is to provide the residents with a supervised clinical experience to obtain additional knowledge and skills to be able to practice in an outpatient family practice or community health setting. During mentored clinics, the:

- Resident works alongside a highly skilled primary care provider/mentor with a focus on the practice of episodic and acute care and additional mastery of procedures.
- Clinical mentor selects patients from his or her own schedule for the resident to see. The resident will see the patient independently and report back to the mentor before the patient leaves.
- Resident documents in the EHR but it is the mentor who reviews, closes and locks the note since they are the primary care provider.



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DIDACTIC TRAINING: CLINICAL TOPICS

Assessment

- Focused history, interviewing, and documenting
- EKG interpretation
- Laboratory tests: selecting, ordering
- Performing the pre-op/pre-employment physical
- Geriatrics: assessment and management of common geriatric conditions
- Podiatry: examination and assessment of the foot and common podiatric problems
- Diagnostic imaging
- Principles of motivational interviewing (optional)

Mental Health/Behavioral diagnoses

- Includes screening, assessment, diagnosis, management, patient/family education and as appropriate, referrals
- Anxiety and depression:
 - Mindfulness based medication and stress reduction (clinic assigns resident to a preceptor in behavioral health)
 - Managing substance abuse in primary care - limited discussion - Integrated into pain management (clinic assigns resident to a preceptor in Behavioral health)
 - Caring for patients with history of trauma (physical, sexual, emotional, financial)

Diagnoses in Primary Care

- Includes screening, assessment, diagnosis, management, patient/family education and as appropriate, referrals
- Endocrine conditions pediatric and adult diabetes including initiating insulin in the diabetic patient
 - Cardiovascular conditions pediatric and adult
 - HTN and heart failure
 - Managing anticoagulation therapy if done in primary care
 - Murmurs
 - Chest pain
 - PAD/PVD



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DIDACTIC TRAINING: CLINICAL TOPICS

Pulmonary conditions, pediatric

& adult

- Pneumonia
- Asthma
- Sinusitis
- URI/flu
- COPD (adult

Liver and Kidney Failure

Women's Health

- Abnormal pap smears results
- Menopause
- Lactation medicine
- Breast and vaginal examination

Men's Health including

- Breast and prostrate examination

Specialty Care

- Pain management
- Prescribing opioids for complex patients in primary care
- Pain management: pharmacologic and non-pharmacologic approaches

Podiatry: Clinic assigns resident to a preceptor in the specialty clinic

Orthopedics: Limited discussion. Clinic assigns resident to a preceptor in the orthopedic specialty clinic

- Upper and lower extremities neck/back
- Osteoporosis/Osteoarthritis

HIV/AIDS

Hepatitis A, B, C

Dermatology (wound care)

Rheumatology: Clinic assigns resident to a preceptor in the Rheumatology clinic

Prevention

- Stages of behavioral change
- Self-management
- HIV/STD testing and counseling
- Contraceptive counseling, including methods and options.
- Tobacco cessation
- Weight management
- Preventing sexually transmitted disease/infection (STD/I):
- Oral Health: prevention, assessment, management, treatment of oral health problems. Limited: clinic assigns resident a preceptor
- Immunizations of children and adults: typical and atypical



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EVALUATION

Formative Evaluation:

- Competency evaluation: residents and preceptor's assessments at months, six (6) twelve (12) of the 12- month program
- Regularly scheduled feedback from preceptors and clinical faculty
- Preceptor and clinic evaluations submitted by residents at baseline and months, six (6) and twelve (12)

Summative Evaluation:

- 12th month continuity clinical evaluation by preceptors
- 12th month program evaluation by FNP residents
- Program evaluation conducted by program evaluator





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DRAFT PROGRAM SCHEDULE

Week	Activity
October 14, 2024: Program begins	
Week 1 & 2	Welcome to the program, Orientation with health center Human Resources. Meet/shadow preceptor, Introduction to EHR/EMR followed by practice, meet/shadow staff in other clinic departments
Week 3	Two-day residency orientation at Cal State LA. 3 days in the clinic
Weeks 4 & 5	Two half days at Cal State LA, remaining time in the clinic
Week 6	Two days at Cal State LA, remaining time in the clinic
Week 7	Half day at Cal State LA, remaining time in the clinic
Weeks 8-10	If this is December/January, residents are in the clinic
Weeks 11-16	Half day at Cal State LA, remaining time in the clinic
The remainder of the schedule looks similar with half day trainings at Cal State LA.	



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DRAFT RAMP-UP SCHEDULE

Month	Patients
November	2-4/day uncomplicated patients
December	4-6/day uncomplicated patients with common complaints
January	6-8/day patients with some common complaints
February & March	8-10/day patients with specific diagnoses covered in class
April	10-12 patients per day



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APPLICATION REQUIREMENTS

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2024-2025 FNP Residency Program Application
Application Instructions and Requirements

Application Details	
Application Deadline	Application will close on May 31, 2024 at 11:59pm PST
Application Website	https://ccalac.org/2024-2025-fnp-residency-program-application-1
For questions regarding submitting your application	Please e-mail Alexander Gil at agil@ccalac.org
Who can apply for the Residency Program?	The program is open to Family Nurse Practitioners (FNP) only. 2022 graduates (or better from accredited U.S. schools) may apply. Only applicants who successfully submit all of the program requirements below by the application deadline will be considered.
Tentative Program Timeline (subject to change)	<ul style="list-style-type: none"> May 31, 2024: Application deadline June: Application review (those not selected to move forward will be notified via e-mail by 6/20/24) July: 1st interviews via Zoom (those not selected to move forward to 2nd interviews will be notified by 7/20/24) August: Health centers conduct 2nd interviews (in-person) September: Matching takes place. Final applicants selected. Offer letters are signed and onboarding begins. October 14, 2024: Program begins October 27, 2025: Program ends
Placement Preferences	Will applicants be able to request placement preferences? Yes, geographical preferences will be reviewed and considered during 1 st and 2 nd interviews. Preferences will be taken into account as much as possible, however the program cannot guarantee preference placements and wishes to best to accommodate everyone as much as possible.

APPLICATION REQUIREMENTS & SUBMISSION DETAILS *All documents submitted must be in PDF Format*	
Application Form (Complete online)	Submit on the CCALAC Website. Form will ask you for your name, e-mail, phone number, and demographic questions. The form will also be utilized for you to upload the documents below.
Submit the following (upload online)	If available, upload with your Application on the CCALAC Website
1) Proof of current RN# license and prescriptive authority in CA	<ul style="list-style-type: none"> • RN# license: If not available at time of application, you will need to provide before the start of the program (failure to submit will result in no longer being considered for the program).
2) Proof of current copy of malpractice insurance as NRP	<ul style="list-style-type: none"> • Malpractice insurance is required before you begin working in the residency program. (Minimum of 1 million dollars per incident). We recommend you join American Association of Nurse Practitioners to receive the NPS (Nurse Service Organization). If not available at time of application, you will need to provide before starting at your placement site, no exceptions.
3) Proof of National Certification or form confirming test date	<ul style="list-style-type: none"> • National Certification or form/Document confirming upcoming test date
Current and Updated Curriculum Vitae (CV) Resume (upload online)	Submit on the CCALAC Website along with your Application Form. Please make sure it includes all the resources, the following: <ol style="list-style-type: none"> 1. Education: List all colleges and universities attended, include degrees earned if applicable, beginning with most recent. 2. Professional Work History 3. Awards and Honors
Personal Statement (upload online)	Submit on the CCALAC website along with your Application Form. In 2 (two) double spaced pages or less (12 Font, Times New Roman) , please submit responses to the following questions below. This is an opportunity to reflect upon and communicate to us your personal statement of qualifications, interest, and motivation in acceptance to this residency. Extra Points. <ol style="list-style-type: none"> 1. What experiences have led you to choose nursing as a profession and the role of a Family Nurse Practitioner as a specialty practice?

	<ol style="list-style-type: none"> 2. Explain your desired commitment to complete the residency program as scheduled. 3. What are the goals you are looking to accomplish during your residency? Please identify specific areas of interest to illustrate, as well as stating that you would like to develop an increased maturity, competency or confidence in. 4. Tell us about the patient population you want to provide care for and why? Perhaps you can share about your past experience working with underserved and vulnerable populations. 5. Where do you see yourself post-residency? 6. What procedures do you need additional education/training in at this time?
Supplemental Questions (upload online)	Download word document and complete. Upload on the CCALAC website along with your Application Form. Make sure and PDF the word document.
Official Transcripts (upload online)	If official transcripts are available, please send to Alexander Gil at agil@ccalac.org . If official transcripts are not available at time of application submission, you can upload Unofficial Transcripts along with your application form.
Two letters of Recommendation (3 email)	Please have 2 references submit via email to Alexander Gil in PDF format. The letters must come from the person writing it only. Please email to agil@ccalac.org by the application deadline of 5/31/24. <ul style="list-style-type: none"> • The letter should address how the writer knows you, your academic ability and the characteristics the writer feels qualify you for this program. One letter must be from a FNP preceptor and the other from a FNP program faculty.
Interview	Qualified applicants will be contacted for a 1 st interview via Zoom. Applicants who are not selected will be notified via e-mail by June 30, 2024.

Complete Online and Upload by 5/31/24:

- 1) Online Application Form
- 2) Resumé/Curriculum Vitae (CV)
- 3) Personal Statement
- 4) Proof of National Certification or form confirming test date
- 5) Unofficial Transcripts (if official are not available). Official transcripts may be e-mailed to agil@ccalac.org.
- *Proof of current RN# license and prescriptive authority in CA (Optional)
- *Proof of current copy of malpractice insurance as NRP (Optional)

E-mail to Alexander Gil at agil@ccalac.org by 5/31/24:

- 1) Official Transcripts (if available)
- 2) 2 letters of recommendation (submit 3 from sender)

Available online: <https://ccalac.org/services/workforce/nurse-practitioner-community-care-fnp-residency-program/>



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APPLICATION

2024-2025 FNP Community Care Residency Program Application

Step 1 of 6

10%

Eligibility

This program is for Family Nurse Practitioners (FNP) only. Are you currently an FNP or graduating as an FNP in the next 1-3 months? *

- Yes
 No

This program is for new and recent FNP graduates who have NOT previously worked as an FNP (class of 2022 or later) may apply. Do you meet this criteria? *

- Yes
 No

Do you currently reside in Los Angeles County or plan to move to Los Angeles County? *

- Yes
 No
 Other

How did you hear about our FNP Residency Program? *

6 Step Application

1. Eligibility
2. Contact information
3. Demographics
4. Upload documents
5. Note about letters of recommendation
6. Signature and application certification

*Recommend PDF documents

*You can save your application and come back



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TIMELINE

- **May 31:** deadline for applicants to submit application
- **June:** program staff reviews applications
 - *those not selected to move forward will be notified via e-mail by 6/30/24
- **July:** applicants interview with program staff
- **August:** applicants interviews with clinics
- **September:** matching and placements - onboarding begins
- **October 14, 2024:** program starts
- **October 17, 2025:** program ends



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Questions

Slides and the recording of this webinar will be posted to the FNP Residency webpage later this afternoon



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Contact Information

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