

Nurse Practitioner Efficacy and the Need for Residency Programs

Stacey Lombardo, DNP, APRN, AGPCNP-C, Patricia A. Tietjen, MD Teaching Academy, NuVance Health

INTRODUCTION

Nurse practitioners.

Currently the demand for more healthcare practitioners in the US is extensive due to the demands on the system as the population lives longer with more chronic disease. The utilization of nurse practitioners to ensure these care demands are met is crucial and this has been reiterated by many organizations including the Institute of Medicine as well as the National Council of State Boards of Nursing (Schirle, Norful, Rudner, Poghosyan, 2020). In addition, research has shown that the nurse practitioner role contributes to increased patient safety, quality and access to care (Ljungbeck, Sjogren, Finnbogadottir, Carlson, 2021). However, there are some factors that may impede on the nurse practitioner's ability to perform at their full potential. One of the major factors is self-efficacy. Unfortunately, studies have concluded that at least 50% of new graduate NPs did not feel ready for their new role (Ljungbeck et al., 2021). The Institute of Medicine has not only recommended NPs to help close the care gap in primary care, but they also highly encourage NP residency programs to ensure high quality care.



OBJECTIVES

- 1) To evaluate the self-efficacy of nurse practitioners soon graduation.
- 2) To study the most important challenges of new-graduate nurse practitioners
- 3) To evaluate the need for a nurse practitioner residency program

METHODS

A literature review was performed by searching for keywords of "nurse practitioner residency," "novice nurse practitioner" and "nurse practitioner self-efficacy" in CINAHL, PubMed and Google Scholar databases. An additional method was performed by collecting surveys of nurse practitioners regarding their reports of self-efficacy within their first several months of practice. An electronic survey was sent to a convenient sample of local primary care nurse practitioners across NuVance Health. The survey measured, using a Likert scale, how confident nurse practitioners felt to practice independently in their first 3-6 months of practice. Respondents were also asked to describe their biggest challenges in their first 3-6 months of practice.

RESULTS

Results of the literature review revealed common themes of feeling underprepared for independent practice immediately after graduation. Lack of a standardized orientation program and insufficient time to assimilate where major factors that were identified as challenges to successful integration of the novice NP. The survey results mirrored the literature review results. 100% of respondents indicated feeling underprepared within the first 3 months of graduation. On a scale of 1-5 (5 meaning fully confident and 1 not confident at all), the average response was a 1.6 out of 5. The average amount of on-the-job training after graduation in those surveyed varied greatly from a few days to 3-4 months. Top challenges identified in the first year as APRN in those surveyed include: role transition, time management, clinical decision making and billing.

CONCLUSIONS

Based upon this research, it is imperative that we take a proactive approach to recruit and retain talented APRNs and take measures to ensure self-efficacy in their practice. To ensure this, we need to formalize a standard orientation or residency program for our new-graduate APRNs. It is well understood that the value of retaining our advanced practitioners is paramount as the cost to recruit and replace is extremely high.

Even after completion of medical school, new graduate physicians often complete several years of residency. So why shouldn't a new graduate NP complete some type of formal residency during on-the-job training? Next steps would be creating a pilot group with the goal of increased confidence to address the challenges identified. This would be a great benefit to the network and make this network a more competitive choice for advanced practice clinicians. Existing nurse-practitioner residency programs in New Haven County can provide an excellent example and may provide guidance on how to set up and structure this new curriculum going forward.

ACKNOWLEDGEMENTS

PATMDTA team, especially Dr. Robyn Scatena and Beth West

REFERENCES

1. Barnes, H., Faraz Covelli, A., & Rubright, J. D. (2021). Development of the novice nurse practitioner role transition scale: An exploratory factor analysis. *Journal of the American Association of Nurse Practitioners*, 34(1), 79-88. <https://doi.org/10.1097/JXX.0000000000000566>
2. Faraz A. (2016) Novice nurse practitioner workforce transition into primary care: A literature review. *Western Journal of Nursing Research*, 38(11): 1531-1545.
3. Hart A.M., Macnee C.L. (2007) How well are nurse practitioners prepared for practice: results from a 2004 questionnaire study. *Journal of the American Association of Nurse Practitioners*, 19(1): 35-44.
4. Hartsell, Z., DHA, PA-C, Noecker, A. M.Ed (2020). Quantifying the Cost of Advanced Practice Provider Turnover. *Sullivan Cotter* retrieved from <https://sullivancotter.com/wp-content/uploads/2020/02/Quantifying-the-Cost-of-Advanced-Practice-Provider-Turnover.pdf>
5. Hill L.A, Sawatzky J.V. (2011) Transitioning into the nurse practitioner role through mentorship. *Journal of Professional Nursing*, 27(3):161-167.
6. Institute of Medicine of the National Academies. (2010). The future of nursing: leading the change, advancing health. Retrieved from <http://www.iom.edu/Reports/2010/The-future-of-nursingleading-change-advancing-health.aspx>
7. Ljungbeck B, Sjogren Fors K, Finnbogadottir H, Carlson E. Content in nurse practitioner education - A scoping review. *Nurse Educ Today*. 2021 Mar;98:104650. doi: 10.1016/j.nedt.2020.104650. Epub 2020 Nov 11. PMID: 33203544.
9. Sargent L, Olmedo M. (2013) Meeting the needs of new-graduate nurse practitioners: a model to support transition. *Journal of Nursing Administration*, 43(11):603-10.
10. Schirle L, Norful AA, Rudner N, Poghosyan L. Organizational facilitators and barriers to optimal APRN practice: An integrative review. *Health Care Management Rev*. 2020 Oct/Dec;45(4):311-320. doi: 10.1097/HMR.0000000000000229. PMID: 32865939; PMCID: PMC7467399.
11. Simone, S. D., Planta, A., & Cicotto, G. (2018). The role of job satisfaction, work engagement, self-efficacy and agentic capacities on nurses' turnover intention and patient satisfaction. *Applied Nursing Research*. 39:130-140
12. Sullivan-Bentz M., Humbert J., Cragg B., Lafamme C., Bailey P., Doucette S. (2010) Supporting primary care nurse practitioners' transition to practice. *Canadian Family Physician*, 50(11): 1176-1182.



Patricia A. Tietjen, MD
Teaching Academy

