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

Background
- Newly hired Physician Assistants (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 care

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 transferrable 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
1. Ortiz Pate N, Barnes H, et al. PA and NP onboarding in primary care: The participant perspective. JAAPA. 2023;36(2)1-9
2. McGrath B, Konold V, et al. The 90-day orientation: An onboarding strategy for hospitalist PAs and NPs. JAAPA. 2021;34(9)52-55