

Advanced Practice Clinician (APC) School Partnership

HealthPartners is committed to establishing a best in class clinical education environment for physician assistant and nurse practitioner students. The [Office of Health Professional Education](#) supports clinical training for APC students through partnerships with schools, preceptors, and other health systems

Opportunity

HealthPartners has the opportunity and desire to formulate strategic partnerships with select APC schools in order to provide streamlined, coordinated, quality clinical experiences that provide shared value to HealthPartners, APC schools, learners, patients, and the community we serve.

Why Partnership Is Important for the Future of Health Professional Education

HealthPartners provides a rich clinical learning environment for all types of trainees. Continually increasing demand for clinical training sites have resulted in an unsustainable mismatch for clinical rotation requests and capacity. Coordination and tracking processes for over 500 APC clinical rotations with over 100 different programs per year are inefficient. For each student rotating it requires individual onboarding and with each new school partner additional legal assistance creating new affiliation agreements.

Preceptors, clinical site administrators and leaders have identified challenges with sustaining or increasing training opportunities at their sites because of productivity concerns, time spent securing preceptors, and coordination and onboarding of students.

Training has been accommodated based on past patterns and relationships with schools and individuals. It may not be based on workforce needs or confirmed quality of programs.

Funding for Advanced Practice Clinician student training has been partially supported by state based MERC grants. This grant funding is variable, has decreased in the past 3 years despite consistent levels of training and does not cover the cost of training. A more consistent financial model to support APC student clinical rotations at HealthPartners is needed.

Partnership criteria suggested to sustain and enhance APC student learning experiences

- APC clinical experiences aligned with current and future care delivery models
- Commitment to Minnesota and Wisconsin
- Faculty to support students/
- Funding for clinical rotations
- Preceptor development
- Focus on student diversity
- Pipeline programs for HP APC fellowships

Goal

Create strategic partnerships with select APC schools that demonstrate alignment with HealthPartners values, workforce needs and commitment to provide high quality and equitable care to our patients and community.

Vision

Select students train at **dedicated training centers** where **preceptors** have the passion, skills and time to train among **interprofessional** teams enacting best practices. Cohorting **fewer students** over a longitudinal period of time immerses them into the **culture** of HealthPartners, facilitating recruitment and streamlines administrative support. A new model of **shared financial support** will ensure sustainability into the future



Right Student

- Workforce Model –Train 5% (40 FTEs) of PA/NP workforce (800 clinicians) per year as a replacement strategy. Include the ability to adjust training to emerging workforce needs e.g. mental health, primary care). Diversity of students represents the patient population served.
- Learning Ready- Give preference to students who are most prepared for training environment, embrace and exhibit HP values, learn quickly and have the ability to team.
- Aligned Partner School- Engage in strategic planning collaboratively with school partners to identify shared goals, approach to candidates and creation of a pathway for our HealthPartners employees.

Right Infrastructure

- Communication- Engagement from site leaders, clinicians, preceptors on the model design and preferred school partners.
- Technology- Automated student tracking, feedback loops and measures of success.
- Planning- Shared responsibility and streamlined pathways for clinical rotations.
- Resources –Mechanism to support preceptor/faculty time, over all coordination and logistics.

Right Place

- Supportive Clinical Learning Environment- highly engaged and inclusive interprofessional team with a variety of high quality learning experiences.
- Longitudinal- Students experience the bulk of their training within the HP system of care.
- Preceptors are supported, valued and recognized.
- Student led projects are integrated into needed improvement work.