



Lunch & Learn



Successful NP Transition to Practice: A Practical Guide

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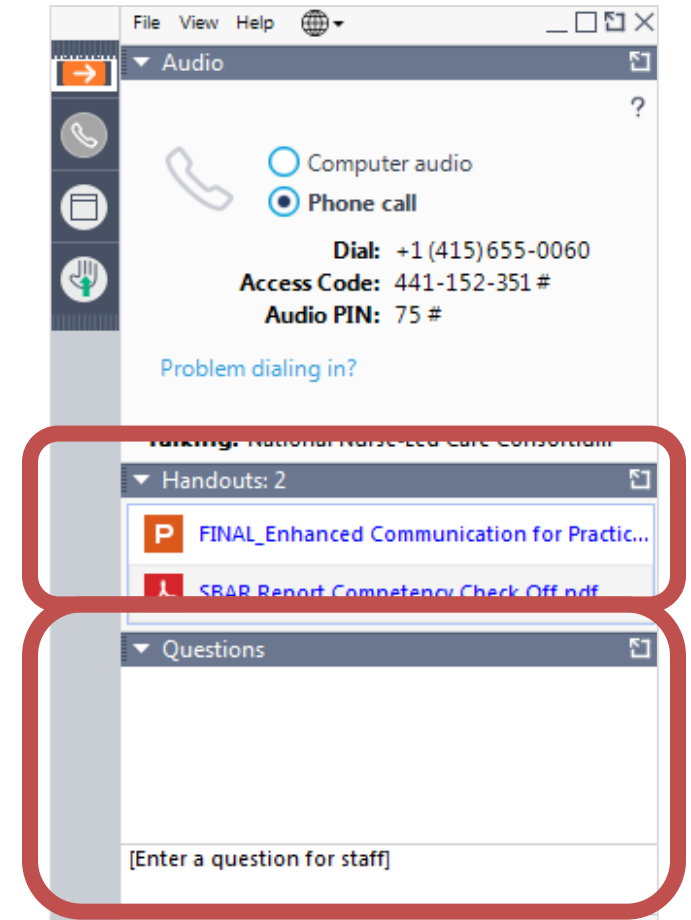
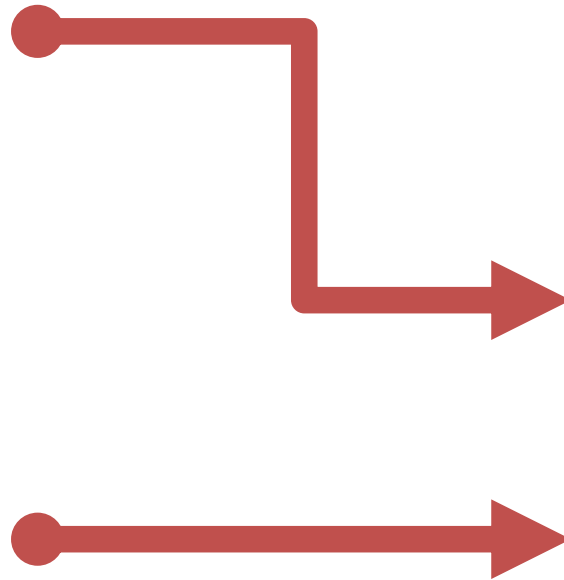


Transforming Clinical
Practices Initiative

Housekeeping Items

To **download materials**, go to the Handouts section on your GoToWebinar control panel.

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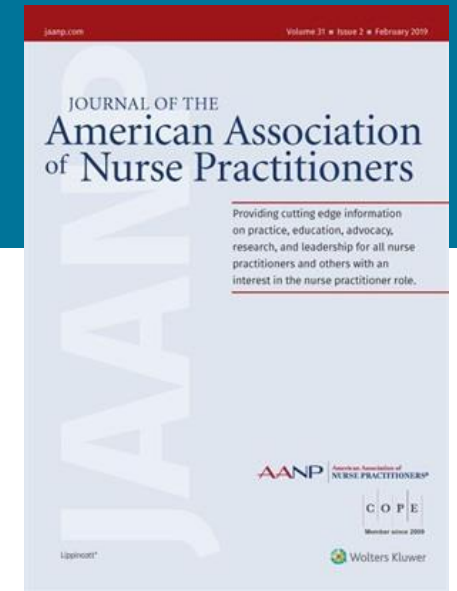


JAANP Acknowledgment

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- Article source:

https://journals.lww.com/jaanp/Fulltext/2017/01000/Novice_nurse_practitioner_workforce_transition_and.7.aspx



National Investment in Quality Improvement

- Changes to the health care system are here
- Nurse practitioners (NPs) will play a key role during the critical transition from Fee-for-Service to **Value-Based Reimbursement**
- **NNCC** and the **AANP** have partnered together to create the **Nurse Practitioner Support & Alignment Network (NP SAN)**:
 - Prepare NPs for the upcoming changes to the health care system
 - Provide free continuing education & professional development centered around value-based health care practices
 - Offer key training opportunities that ready practices for **Value-Based Reimbursement**

Preparing NPs for Value-Based Reimbursement

What is the Quality Payment Program?

Began in 2017 as a result of the Medicare Access and CHIP Reauthorization Act of 2015 (MACRA) and requires CMS by law to implement an incentive program referred to as the *Quality Payment Program*, that provides for two participation tracks:

Merit-based Incentive
Payment System (MIPS)]

MIPS

If you decide to participate in MIPS, you will earn a performance-based payment adjustment through MIPS.

OR

Advanced Alternative
Payment Models (APMs)

Advanced
APMs

If you decide to take part in an Advanced APM, you may earn a Medicare incentive payment for participating in an innovative payment model.

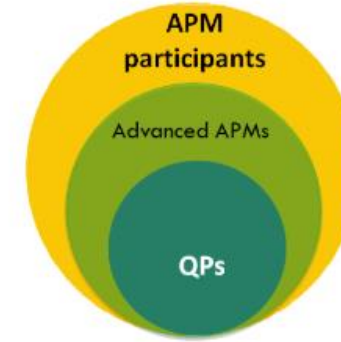
MIPS

vs.

APMs



MIPs vs. APMs Timeline



- Designed for individuals & small practices
- Four (4) performance areas
- Replaces all current incentive programs
- Exempt if practice DOES NOT meet low volume threshold.

- Higher risk model
- Risk is shared throughout the APM
- Number of acceptable payment models is limited
- Rules to being considered a qualified provider (QP)

Where Can I Go to Learn More?

1. **CMS QPP website** www.qpp.cms.gov
2. **NPI Lookup for participation status** <https://qpp.cms.gov/participation-lookup>
3. **AANP** <https://www.aanp.org/legislation-regulation/federal-legislation/macra-s-quality-payment-program>



Nursing

Successful NP Transition to Practice: A Practical Guide

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Objectives

- Learn about NP job search resources and considerations
- Learn what to include in a cover letter and resume for a NP position
- Learn how to prepare for your NP job interviews
- Understand important aspects of the NP interview
- Understand components of an offer and legal issues of a contract
- Learn negotiation strategies for your first NP job and beyond

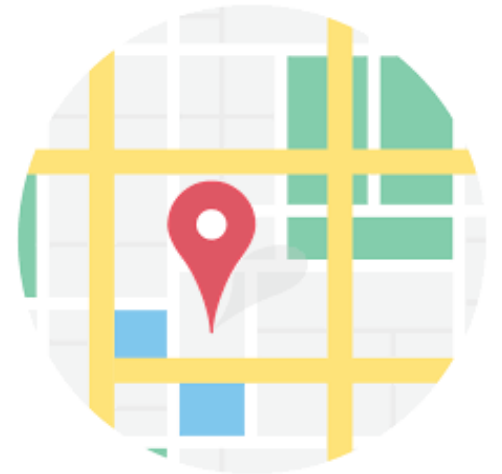
Job Search Sources

- Search engines
- Professional Organizations
- Recruiters
- Contacts
- Cold calling?



Job Search Considerations

- Location
- Specialty
- Inpatient versus outpatient
- FT/PT/Per Diem/Locums
- Hours/patient load
- Salary/compensation



Resume Tips

- Keep it short
- Highlight strengths
- NP clinical and RN experience
- Know your audience
- Keep design clean, uncluttered (PDF)
- Proofread!

UPDATE YOUR RESUME
IN 5 SIMPLE STEPS

1
ADD YOUR MOST RECENT
EXPERIENCE

2
CUT ANYTHING THAT
FEELS OUTDATED

3
FORMAT FOR A CLEAN,
EASY-TO-READ LOOK

4
STEP INTO THE HIRING
MANAGER'S SHOES

5
PROOFREAD & FINALIZE



<http://www.preparatory.com/update-your-resume/>



Nursing

First M. Last, MSN, RNC

123.456.7890 | emailaddress@gmail.com

NURSE PRACTITIONER

Certified Women's Health Nurse Practitioner and Menopause Practitioner/Clinician

Comprehensive experience in women's healthcare for over 15 years, with a focus in the generational women's health needs, specializing in menopause. Recognized as a women's healthcare presenter and public speaker. Proven track record with mentoring nurses and leading teams.

EXPERIENCES AND ACHIEVEMENTS

WOMEN'S HEALTHCARE PRACTICE | City, ST YYYY - Current

Full-service OBGYN clinic equipped to manage women's health from a full life cycle standpoint.

Nurse Practitioner

Sole Nurse Practitioner in practice collaborating with four doctors, providing direct medical care, consultation, coordination and referrals for diverse, multigenerational patient population with a broad range of clinical issues. Track and document patients' status and needs through patient interviews and chart reviews. Manage patients through prioritizing and counseling, according to urgency.

- Promote holistic wellness philosophy by encouraging self-care and prevention of illness through education, counseling and written material provision.
- Train and educate 30 students specializing in midwifery and nurse practitioner.

WOMEN'S HEALTH CENTER | City, ST YYYY - YYYY

The center serves to empower women with the knowledge and confidence to make informed health care decisions.

Nurse Practitioner

Nurse educator, manager and supervisor of clinical OBGYN practice (CLIA, OSHA) consisting of two physicians, three midwives, a nurse practitioner and administration staff.

- Hired, trained and mentored new staff, resulting in expansion from two to eight employees.

OBGYN Private Practice | City, ST YYYY -YYYY

Registered Nurse

Worked collaboratively as a team with the MD in the practice for 8 years, providing primary and OBGYN healthcare to over 2,000 patients. Oversaw all aspects of clinical nursing practice.

- Developed and organized charting process from the ground up, resulting in more efficiency and more patients seen per day.

HOSPITAL | City, ST YYYY - YYYY

Charge Nurse

Supervised a Med/Surgical Unit consisting of 50 beds with a team consisting of four RNs, three LPNs and four CNAs.

- Promoted to Charge Nurse after six months of employment.

EDUCATION

Master of Science, Nursing, University | City, ST

Bachelor of Science, Nursing, University | City, ST (Magna Cum Laude)

Associate of Science, Nursing, Community College | City, ST (High Honors)

Women's Health Nurse Practitioner Certificate, School of Medicine | City, ST

First M. Last, MSN, RNC

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LICENSURE AND CERTIFICATION

Certificate in Menopause Practitioner, *North American Menopause Society*
Certificate in Menopause Clinician, *National Certification Corporation*
Ambulatory Women's Health Nurse Practitioner, *National Certification Corporation*
Ambulatory Women's Health Care RNC, *National Certification Corporation*
Health Provider Life Support Certificate
Advanced Practice Nurse, *State*
Registered Nurse, *State*

PROFESSIONAL MEMBERSHIPS AND DISCLOSURES

American Nurses Association and State Nurses Association
North American Menopause Society
American Academy of Nurse Practitioners
City Area Nurses in Advanced Practice
Association of Women's Health, Obstetrical and Neonatal Nurses
Brand XZY Pharmaceuticals, Consultant in Patient Education, YYYY

COMMUNITY ACTIVITIES / SPECIAL INTERESTS

Commencement Address - *Associate Nursing Program Community College, YYYY*
Educational provider on breast cancer - *PBS, YYYY & YYYY*
Visiting Lecturer - *University | City, ST, YYYY - YYYY*
Committee Chair, Speaker - *Memorial Hospital, YYYY - YYYY*

<https://www.topresume.com/samples/resumes/nurse-practitioner>



Nursing

Cover Letter

- Do I need one?
 - YES
- One-page
- Highlight but don't repeat resume
- Summarize how academic training & professional skills will directly benefit employer
- Explain desire—why you want the job



WHAT RECRUITERS REALLY WANT TO SEE ON YOUR COVER LETTER

- a simple introduction – the “basics”
- the things you’ve done in the past that will enable to you do the job you’re applying for – the more results, the better!
- how your skills (technical and other) line up with the job
- the reason why you’re excited about the company and how it aligns with your passions, values, or mission

<http://www.prepary.com/your-cover-letter/>



Nursing

Frederic Chopin
121 Famous Composer's Street
San Francisco, CA 94143

June 17, 0000

Franz Lizst
San Francisco Department of Public health
111 Song Street
San Francisco, CA 94444

Dear Mr. Lizst:

Please consider the enclosed material an application for the Nurse Practitioner [Public Health Programs/Primary Care] vacancy. My academic background as an Advance Practice Nurse with a public health focus on HIV/AIDS issues, fourteen years as a registered nurse, and demonstrated leadership working with the homeless and HIV/AIDS populations have prepared me to contribute to the mission of the San Francisco Department of Public Health. I would welcome the opportunity to work with underserved communities.

Presently, I am pursuing a MSN as an Adult Nurse Practitioner with an HIV-AIDS focus at UCSF. During my XXX+ hours of clinical residency work, I have designed educational outreach programs addressing sexuality, STIs, living with HIV/AIDS, substance abuse, and mental health issues. Much of my RN experience involved working with homeless/vulnerable populations, including migrant farm workers, LBGTQ clients who are victims/survivors of hate crimes, domestic violence, sexual assault, and police misconduct, and hospice patients. I have used my Spanish language skills in a medical capacity both as a translator and interpreter.

In all of my academic and professional endeavors, my greatest joy derives from collaborating with physicians, social workers, community activists, administrators and family members, to offer caring, comprehensive services to underserved clients. In my conversations with current staff at SFDPH, it is clear to me that this position is another opportunity to do just that.

My resume is enclosed for your review. I will contact you the week of May 1st to ensure that this information has reached you, but please feel free to contact me at 415.333.4444. Thank you for your kind consideration, and I look forward to speaking with you in the near future.

Appreciatively Yours,

<https://career.ucsf.edu/nursing-students/job-searches/cvs-resumes-cover-letters>



Nursing

Preparing for the Interview

- Dress/grooming
 - Business professional
- Prepare questions
 - You will be asked/you will ask
- Make sure you know location, special instructions, parking
 - Drive there beforehand
- BE ON TIME

BUSINESS PROFESSIONAL

BUSINESS CASUAL

BUSINESS PROFESSIONAL

BUSINESS CASUAL



LIGHT BUTTON-UP SHIRT

PORTFOLIO

PRESSED SUIT

APPROPRIATE LENGTH SKIRT

POLISHED, CLOSED-TOE SHOES

NATURAL LOOKING MAKEUP

NO BULKY JEWELRY



NICE BLOUSE



FRESH HAIRCUT

CLEAN SHAVEN

APPROPRIATE TIE

PRESSED SUIT

PORTFOLIO

POLISHED SHOES



BUTTON-UP SHIRT

MATCHING BELT AND SHOES

PRESSED SLACKS

What to wear?

This guide demonstrates acceptable Business Professional and Business Casual Attire for your upcoming career events.
NOTE: For interviews, always choose Business Professional attire.

<https://byteback.org/18-quick-tips-to-get-you-a-job/>



Nursing

During the Interview

- Stay professional
- Don't discuss salary!
- Get a sense of culture and work environment
 - Request to speak with other NPs or PAs in practice if not present
 - Request to shadow clinician
- Ask for copy of job description

Important issues to discuss

- Professional collaboration
- Autonomy level
- Direct supervisor
- Opportunities for growth/professional development
 - CME/colloquia/research

Important issues to discuss

- Work setting (shared space or private office)
- Flexibility (hours, PTO)
- Patient load
- Administrative time
- Responsibilities for call

After the Interview

- Ask about hiring timeline
- Write thank you emails to each person who interviewed you
- Continue your job search

THANK YOU

*Dear interviewer,
[thank them for their time] +
[mention something about your conversation that
you found interesting or helpful] +
[reiterate your interest in the job and company] +
[emphasize what about your experience would make
you good at the job]
Best, [you]*

<http://www.prepary.com/what-to-write-in-a-thank-you-note-after-an-interview/>



Nursing

After the Offer

- Base salary
- Fringe benefits
- CME
- PTO
- Admin time
- Productivity and/or Quality Metric bonus structure?
- **“If you don’t ask, you won’t get it”**



Legal Issues

- Understand Scope of Practice
 - MSN vs DNP
- Tail coverage
- Non-compete clauses
- Malpractice insurance
- Contract lawyer?



Negotiation tips

- Do your research
 - Glassdoor.com
 - Salary.com
- Know your worth!
- Stay flexible
- Think outside the box

Nurse Practitioner Salaries in Riverside, CA

16 Salaries Updated Aug 25, 2017

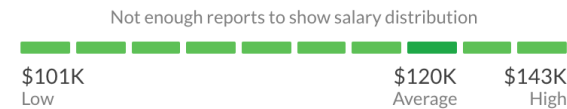
About This Data ?

All Industries All Company Sizes All Years of Experience

Average Base Pay

\$119,924/yr

9% above national average



Additional Cash Compensation ?

Average	\$xx,xxx
Range	\$xx,xxx

How much does a Nurse Practitioner make?

The national average salary for a Nurse Practitioner is \$110,123. Filter by location to see Nurse... [More](#)

Salaries for Related Job Titles

Advanced Registered Nurse Pr...	\$86K
Acute Care Nurse Practitioner	\$120K
Nurse Practitioner (NP)	\$120K
Registered Nurse Practitioner	\$86K
Acute Care Nurse Practitioner	\$120K

https://www.glassdoor.com/Salaries/riverside-nurse-practitioner-salary-SRCH_IL.0,9_IM727_KO10,28.htm



Nursing



**KEEP
CALM
BECAUSE YOU
WILL GET
THE JOB**



Nursing

Resources

- www.glassdoor.com
- www.indeed.com
- The Preparty: Advice for the Modern Job Search <http://www.preparty.com/>
- www.salary.com
- UCSF Office of Professional & Career Development <https://career.ucsf.edu/nursing-students/job-searches/cvs-resumes-cover-letters>
- *Getting to Yes: Negotiating Agreement Without Giving In* by Fisher, Ury & Patton of The Harvard Negotiation Project
- *The Art of Negotiation: How to Improvise Agreement in a Chaotic World* by Michael Wheeler of Harvard Business School



THE GEORGE
WASHINGTON
UNIVERSITY

WASHINGTON, DC



Nursing

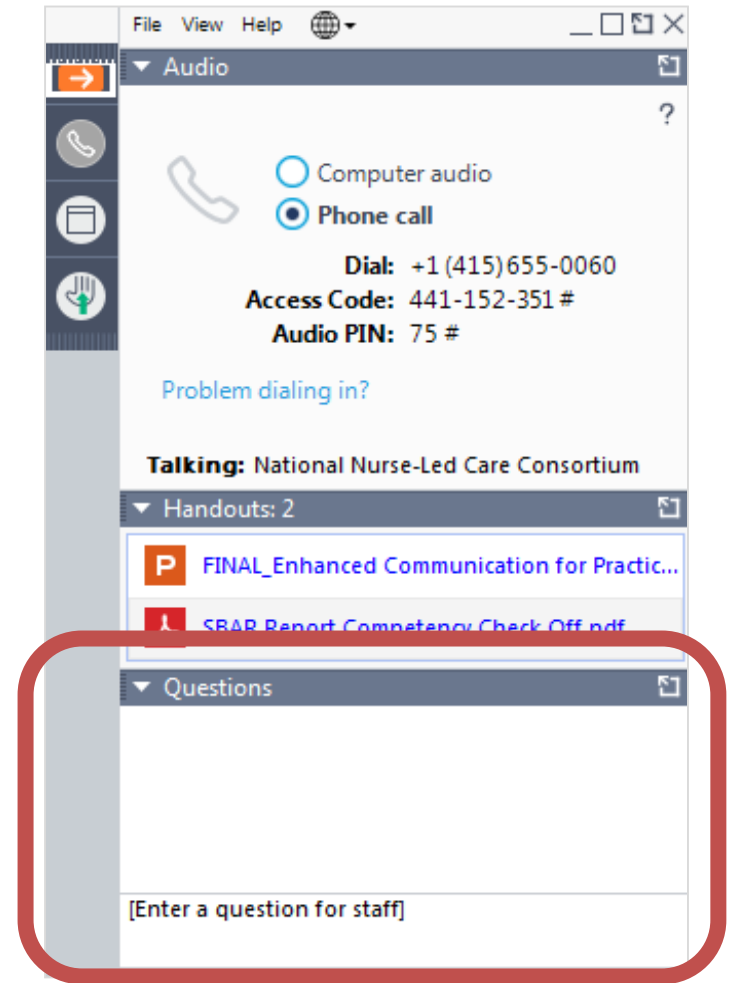
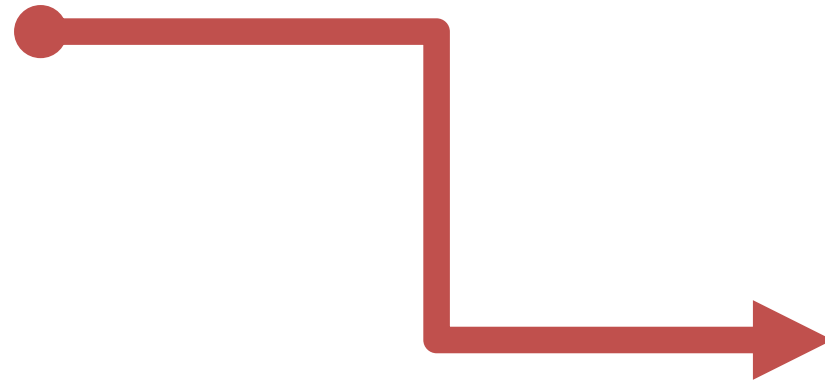
afaraz@gwu.edu



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Any Questions??

Please **submit questions** via the question pane in your GoToWebinar control panel or raise your hand to ask a question.



Other QPP or NP SAN Questions?

For more information on the **QPP** or the **Nurse Practitioner Support and Alignment Network (NP SAN)**:

- Email **Joseph Reyes** at jreyes@aanp.org
- Email **Cheryl Fattibene** at cfattibene@nncc.us
- Visit us **online** at <https://www.aanp.org/practice/np-san>
- **Stay up to date** on the latest CE opportunities:
http://bit.ly/NPSAN_subscribe

Coming Up

Billing and Coding



Lynn Rapsilber, DNP, APRN, FNP-BC

Yale University School of Nursing

May 15, 2019, 1 pm EST

[Register Here](#)





20 19

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CONFERENCE**

JUNE 18-23



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aanp.org/indy19

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Accepting abstracts now!

NURSELEDCARE.ORG

