Supporting the Psychiatric Mental Health Nurse Practitioner Transition from Education to Practice: An Evidence Based Protocol

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Objectives
- Develop and design an interprofessional clinical and didactic curriculum based on mentorship and self-reflection.
- Support and educate psychiatric mental health nurse practitioners (PMHNPs) and novice PMHNPs in their first year of practice.
- Monitor level of self-reported confidence and readiness and evaluate advancement in their role as: practitioners and professionals.

Problem Identification
The transition time between staff nursing and advanced practice nursing is an opportune time to mentor nurses. Nursing education strives to prepare nurses to meet competencies that will prepare them for practice. National Board Certification for Psychiatric Mental Health Nurse Practitioner (PMHNP) provides a baseline foundation for graduates to enter advanced practice. However, there is a significant gap between being a registered nurse and a nurse practitioner.

The need and feasibility for this project entailed a SWOT (Strengths, Weaknesses, Opportunities, Threats) Analysis of the organization and development of a project plan.

Evidence Based Project
Discussion relating to PMHNPs is largely based on the progression of PMHNP education including the following areas of development:
- Defining and expanding the workforce
- Competency based
- Mentorship
- Post Graduate training

While there are individual case studies and reports about post graduate training, the only systematic review that was found cited 5 articles relating to transition to practice for Advance Practice Nursing (APRNs).

This is a testament to the lack of evidence that has been disseminated regarding this topic.

Project Plan

• Pre-implementation self-survey
  - 12 weeks teaching
  - Case review
  - Prescribing pearls
  - Special topics
  - Assigned mentor
  - Interprofessional collaboration
  - Rotating experiences

• Case Studies
  - Journal Club
  - Reflective Learning
  - Discussion

• Post-implementation self-survey
  - 5 point and 3 point Likert scales
  - Developed adapting concepts from the Interprofessional Competencies
  - Concepts of Self-efficacy and confidence.
  - Pre and Post surveys will be compared:
    - To see an increased level of self-reported confidence and advancement in their role as practitioners and professionals.

Implications for Practice

This project opens the conversation to post-graduate training and the transition from education to practice as a PMHNP.

Paving a future for our NPs and has the ability to set forth a standard for training, educating, and transitioning NPs who are newly graduated.

Can be implemented in my own setting, but also disseminate the findings to others so that a prototype can be developed for implementation across the nation, refining the role of the PMHNP.

References