Fellowship Programs

Reflections of an advanced practice nurse fellow

Amber Thomassen, MA, MSN, AGNP-BC, AOCNP®

More than 248,000 advanced practice nurses (APNs) are employed in the United States as of March 2018 (American Association of Nurse Practitioners, 2018). A shift is underway to grant full practice autonomy to nurse practitioners, which would allow these providers to help shoulder the burden of increasing workload demands. Consequently, a need exists for clinicians to enter the field already equipped with the ability to provide care for complex patients, which usually develops over time. However, most new APN hires accept positions having little experience or training in that particular specialty (Flinter, 2011; Hart & Macnee, 2007).

Although most employers offer competitive compensation and benefit plans to attract high-quality employees, there is a new focus on providing a healthy workplace culture (e.g., emphasizing meaning in work, feeling supported and giving support to others, being inspired, treating one another with respect) as well (Seppala & Cameron, 2015). A healthy workplace culture can inspire employees to be actively engaged; when engaged, employees are more productive and can take their positions to new heights (Seppala & Cameron, 2015). Inspired employees also strive to better themselves and their work environment, and they take their jobs seriously (Conlow, 2014).

ReAligning with Respect

APNs often lack the preparation and training to care for patients with specific, multifaceted needs. APN fellowship programs provide training to newly graduated APNs and support them in specialty areas of practice. Comprehensive training in specialty fields produces prepared, confident APNs and contributes to a healthy workplace culture.

More than 248,000 advanced practice nurses (APNs) are employed in the United States as of March 2018 (American Association of Nurse Practitioners, 2018). A shift is underway to grant full practice autonomy to nurse practitioners, which would allow these providers to help shoulder the burden of increasing workload demands. Consequently, a need exists for clinicians to enter the field already equipped with the ability to provide care for complex patients, which usually develops over time. However, most new APN hires accept positions having little experience or training in that particular specialty (Flinter, 2011; Hart & Macnee, 2007).

Although most employers offer competitive compensation and benefit plans to attract high-quality employees, there is a new focus on providing a healthy workplace culture (e.g., emphasizing meaning in work, feeling supported and giving support to others, being inspired, treating one another with respect) as well (Seppala & Cameron, 2015). A healthy workplace culture can inspire employees to be actively engaged; when engaged, employees are more productive and can take their positions to new heights (Seppala & Cameron, 2015). Inspired employees also strive to better themselves and their work environment, and they take their jobs seriously (Conlow, 2014).

ReAligning with Respect

APNs often lack the preparation and training to care for patients with specific, multifaceted needs. APN fellowship programs provide training to newly graduated APNs and support them in specialty areas of practice. Comprehensive training in specialty fields produces prepared, confident APNs and contributes to a healthy workplace culture.

More than 248,000 advanced practice nurses (APNs) are employed in the United States as of March 2018 (American Association of Nurse Practitioners, 2018). A shift is underway to grant full practice autonomy to nurse practitioners, which would allow these providers to help shoulder the burden of increasing workload demands. Consequently, a need exists for clinicians to enter the field already equipped with the ability to provide care for complex patients, which usually develops over time. However, most new APN hires accept positions having little experience or training in that particular specialty (Flinter, 2011; Hart & Macnee, 2007).

Although most employers offer competitive compensation and benefit plans to attract high-quality employees, there is a new focus on providing a healthy workplace culture (e.g., emphasizing meaning in work, feeling supported and giving support to others, being inspired, treating one another with respect) as well (Seppala & Cameron, 2015). A healthy workplace culture can inspire employees to be actively engaged; when engaged, employees are more productive and can take their positions to new heights (Seppala & Cameron, 2015). Inspired employees also strive to better themselves and their work environment, and they take their jobs seriously (Conlow, 2014).

ReAligning with Respect

APNs often lack the preparation and training to care for patients with specific, multifaceted needs. APN fellowship programs provide training to newly graduated APNs and support them in specialty areas of practice. Comprehensive training in specialty fields produces prepared, confident APNs and contributes to a healthy workplace culture.

More than 248,000 advanced practice nurses (APNs) are employed in the United States as of March 2018 (American Association of Nurse Practitioners, 2018). A shift is underway to grant full practice autonomy to nurse practitioners, which would allow these providers to help shoulder the burden of increasing workload demands. Consequently, a need exists for clinicians to enter the field already equipped with the ability to provide care for complex patients, which usually develops over time. However, most new APN hires accept positions having little experience or training in that particular specialty (Flinter, 2011; Hart & Macnee, 2007).

Although most employers offer competitive compensation and benefit plans to attract high-quality employees, there is a new focus on providing a healthy workplace culture (e.g., emphasizing meaning in work, feeling supported and giving support to others, being inspired, treating one another with respect) as well (Seppala & Cameron, 2015). A healthy workplace culture can inspire employees to be actively engaged; when engaged, employees are more productive and can take their positions to new heights (Seppala & Cameron, 2015). Inspired employees also strive to better themselves and their work environment, and they take their jobs seriously (Conlow, 2014).