



**Nursing Clinical Advancement Program (NCAP):
A Novel Approach to Professional Development**

Brenda Baird Simpson MSN RN CENP
Senior Vice President & Chief Nursing Officer

Deborah L. Krueger, MSN RN NE-BC CHTP
Magnet Program Director






Nursing Clinical Advancement Program: A Novel Approach to Professional Development

Session Description:
A unique Nursing Clinical Advancement Program (NCAP), provides a mechanism whereby nurses delivering direct patient care and nurses in other roles such as education, quality, and advanced practice have an opportunity to advance their professional careers.

This presentation will review;

- ✓ the development
- ✓ challenges of working within a collective bargaining environment, and
- ✓ administration of the program.

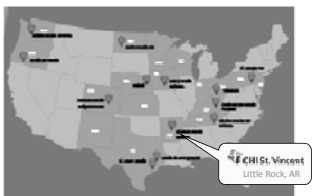
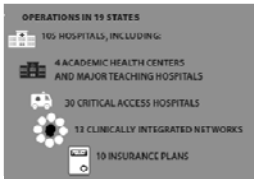






Who we are . . .








CHI St Vincent Nursing Clinical Advancement Program (NCAP)
Who we are...




CHI St Vincent Nursing Clinical Advancement Program (NCAP)
Who we are...

CHI St. Vincent
Five Campuses & 69 Clinics in Central Arkansas



CHI St Vincent Nursing Clinical Advancement Program (NCAP)
Who we are...


***RNs & APRNs are members of the
Office and Professional Employees
International Union (OPEIU) –
United Healthcare - Local 22
at CHI St. Vincent Infirmary and
CHI St. Vincent North
facilities and clinics***



Paige Yates RN
President of Local 22
Office of Professional
Employees International
Union (OPEIU)


CHI St Vincent Nursing Clinical Advancement Program (NCAP)
Who we are...

Nurses at CHI St. Vincent practice in a shared governance environment with bedside nurses and nursing leadership together establishing the Nursing Strategic Plan.



The Nursing Clinical Advancement Program is administrated under the umbrella of the Patient Care Governing Congress, the decision making body of our Professional Nursing Shared Governance (PNSG) structure.

CHI St Vincent Nursing Clinical Advancement Program (NCAP)
Who we are...




The NCAP Program was derived from and incorporates components of the CHI St. Vincent Organizational *Living Our Mission Goals* and the *Nursing Strategic Plan*

CHI St. Vincent
Integration. Innovation. Inspiration.

Nursing Clinical Advancement Program (NCAP)

The Program Development



CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program Development

FROM CLINICAL LADDER

- 2002-2008
- Metrics not aligned to organizational & nursing goals
- Level achieved indefinitely
- Pay increase to base salary

NCAP
Measuring Clinical Advancement Program

ORGANIZATIONAL CONCERNS
UNION CONCERNS

CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program Development

OPPORTUNITIES
Leading to
CHANGE

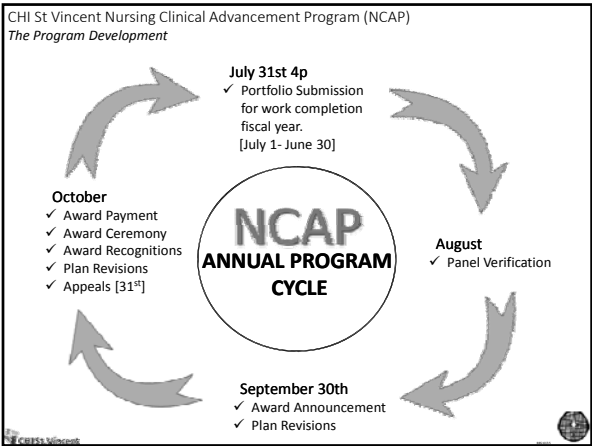
NCAP
Measuring Clinical Advancement Program

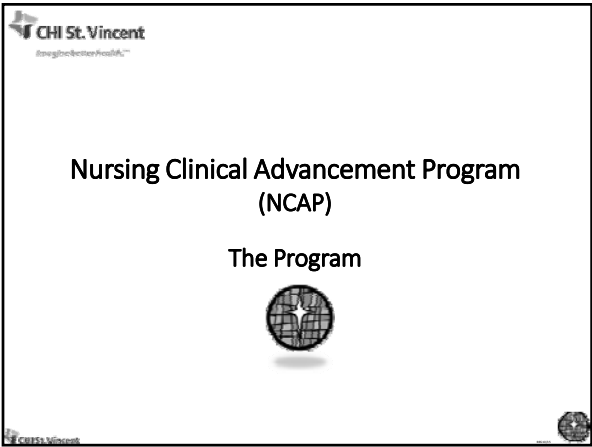
<p><u>Organizational</u></p> <ul style="list-style-type: none"> ➤ Nursing work in areas other than strategic focus ➤ Once a clinical level, no structure to ensure continual clinical level performance ➤ Program not sustainable without financial and compliance structure 	<p><u>Union</u></p> <ul style="list-style-type: none"> ➤ Inequality in review, decision, performance, and pay ➤ Desired increased involvement in review and performance
--	--

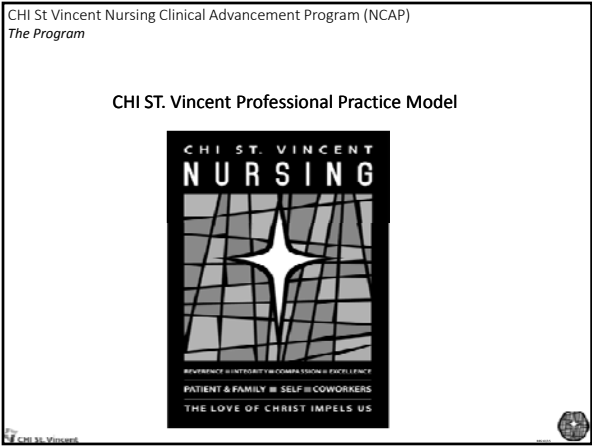
CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program Development

NCAP Goals Established

- Recognize and promote clinical excellence that supports quality outcomes and patient safety
- Acknowledge the contributions of RNs to the dimensions of professional nursing practice
- Create a stimulating environment that provides opportunities to retain and attract expert RNs within CHI St. Vincent








CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program

Program Eligibility

- Clinical Nurse (RN who spends at least 50% time in direct patient care)
- Clinical Educator
- Palliative Care RN
- Clinic RN
- CDMP RN
- APRN
- QRM RN
- Nurse Informaticist
- Case Manager


- ❖ Part Time working 1040 hours during program year
- ❖ PRN working 1040 hours during program year
- ❖ Exempt RNs must be hired by January 1, during program year
- ❖ All required certifications & education must be evidenced as complete by June 30th



CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program

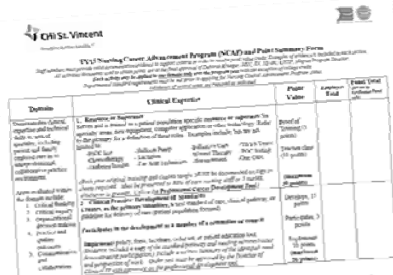
4 Four Domains

- ❖ Clinical Expertise
- ❖ Service Delivery
- ❖ Professional Growth and Development
- ❖ Education, Research, and Evidence Based Practice




CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program

Point Summary Form




Page 1 of 19 outlining the work options for the Four Domains



CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program

1
Clinical Expertise Domain




- ✓ Resources/Super Users
- ✓ Clinical Practice: Development or Revisions of Standards of Care
- ✓ Professional Practice Model Change
- ✓ Service in Specialty Area
- ✓ Critical Education/Training
- ✓ PI Project
- ✓ Product Trial
- ✓ Clinical Coach/Preceptor
- ✓ Continuing Education
- ✓ Clinical Expertise Exemplar

CHI St Vincent

CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program

2
Professional Growth & Development Domain




- ✓ Educator/Instructor
- ✓ Nursing Leadership (Charge, Mentor, Interim)
- ✓ Formal Education
- ✓ Awards & Honors
- ✓ Professional Organizational Membership
- ✓ Shared Governance
- ✓ Hospital/System Committees
- ✓ Champions
- ✓ Work Related Projects
- ✓ Certification
- ✓ Professional Portfolio Presentation

CHI St Vincent

CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program

3
Service Delivery Domain

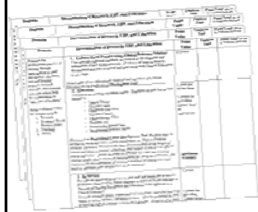


- ✓ Volunteerism
- ✓ Years of Service to Organization
- ✓ Staffing (additional shifts)
- ✓ Reduction in Expense
- ✓ Recognition by Patients/Families/Co-workers
- ✓ Recognition: Professional
- ✓ Patient Experience Suggestion which is Implemented
- ✓ Unique Needs of Patient Addressed

CHI St Vincent

CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program

4
Dissemination of Research, EBP, and Education Domain



- ✓ EBP using eCRS
- ✓ Education – Teaches Existing Course
- ✓ In-Service
- ✓ Lecture/Presentation
- ✓ Professional Poster
- ✓ LEARN Module
- ✓ Research Activity (non-Research project)
- ✓ Research Project (may choose one or more steps)
- ✓ Literature Review
- ✓ Data collection
- ✓ Publication

CHI St Vincent

CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program

Program Description

Five (5) levels of nursing practice are defined as follows:

St Vincent Health System Eligibility
Nursing Clinical Advancement Program (NCAP)
Requirements

	CHI I Entry	CHI II Competent	CHI III Proficient	CHI IV Advanced	CHI V Expert
Minimum RN Experience	0 Year	1 Yr	2 Yrs	3 Yrs	3 Yrs
Approved "in-service" presentations	0	1	2	3	4
Minimum Education	RN	RN	BSN	Master's Degree	Master's Degree
Education Completion approved by ANCC, JANA, JACC, BNA or other approved source	NONE	NONE	NONE	YES	YES
Continuing Education Points Needed	0	40	40	40	40
Professional Growth & Development Points Needed	0	20	20	20	20
Service Unit Points Needed	0	50	50	50	50
Research & Education Points Needed	0	20	20	20	20
TOTAL POINTS NEEDED	0	1,200	1,600	2,000	2,000
Annual Compensation Awards	NONE	\$7,500.00	\$1,170.00	\$1,400.00	\$1,740.00

**Approved by Nurse Manager or Clinical Educator. Consider strategic goals, organizational initiatives, identified learning needs, position updates, and literature reviews. Must be presented for 50% of core nursing staff or 5 members, whichever is greater.

CHI St Vincent

CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program

Verification Panel

- Executive Director of Nursing
- Patient Care Leadership Council (PLCC) Chair
- President of Congress
- Manager co-chair of PNSG Staff Education Council
- RN co-chair of PNSG Staff Education Council
- Three clinical nurses (III, IV, or V)
- Clinical Educator
- Manager of RN Residency
- Director of Nursing Excellence and Education
- Magnet Program Director, [facilitator]




CHI St Vincent

CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program

Appeal Process

- A written letter of appeal is to be received by the SVP/Chief Nursing Officer (CNO) no later than October 31st at 4pm
- Portfolio will be forwarded to SVP/CNO office by education department
- The following panel will hear the appeal:
SVP/Chief Nurse Officer
SVP/Chief Financial Officer
SVP/Chief People Officer
- Notification of decision will be in writing and sent to individual's home by December 1st.
- The Panel decision is final.

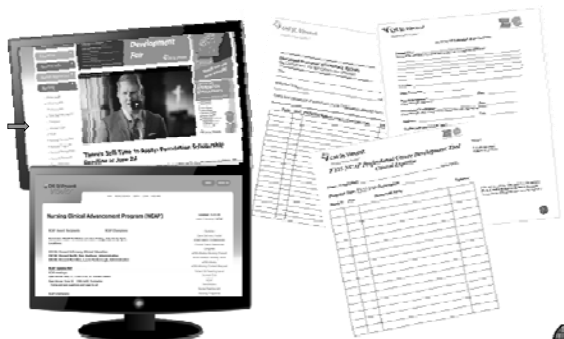

The RN will utilize the Portfolio to outline specific areas of appeal



CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program

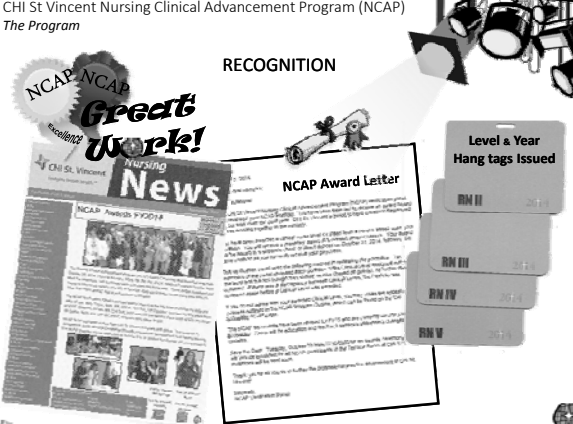

Tools

Forms are Standardized and Located on the intranet


CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program

RECOGNITION





CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program

Annual NCAP Awards Ceremony



CHI St. Vincent FY14 NCAP Award Recipients



CHI St. Vincent

CHI St Vincent Nursing Clinical Advancement Program (NCAP)
The Program



FY14 NCAP Summary

2014	
Total Portfolios Submitted - 146	
Levels Awarded	
Clinical Nurse II	11
Clinical Nurse III	82
Clinical Nurse IV	24
Clinical Nurse V	14

2014	
Level of Education	
Masters Degree	16
BSN	66
Professional Certification	
Charge Nurse	42
Clinical Coach	45
Total Years at CHI St Vincent	
Volunteer Hours	336
In-services	502

CHI St. Vincent

CHI St Vincent Nursing Clinical Advancement Program (NCAP)



CHI St. Vincent
