

Leveraging Technology to Develop a Series of Education Programs for Advanced Practice Providers at a Large Community Oncology Network

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BACKGROUND

Need for education tailored to Advanced Practice Providers (APPs)

- Rapid pace of clinical innovation in oncology and hematology affects clinical practice.
- Ongoing educational initiatives for experienced advanced practice providers (APPs) needed to maintain expertise and high level of functioning in clinical practice.
- Rapid growth of APP team in the oncology practice network.
- APP new hires often come with additional needs for education related to oncology and hematology content to achieve a high level of functioning in specialty practice.

Challenges become opportunities

- Education initiative needed to be scaled for large practice network with multiple clinic locations.
- Broad geographic area across two time zones.
- Pandemic interrupted availability of in-person programs.
- Lack of shorter programs with content controlled by APPs.
- Preferred format for educational programs unclear.

PURPOSE

The purpose of this initiative was to develop a series of interesting and clinically relevant education programs tailored to oncology and hematology APPs at a large community oncology network.

METHODS

Leadership

- APP Education Committee was formed and Chair identified to manage this initiative.
- APP Director, Team Leaders, and Senior Administration supported the process.

Learning Needs Assessment

- Initial learning needs assessment was conducted using an online survey tool and completed by 30 APPs.
- Survey demonstrated preference for both live and on demand educational programs.
- Survey results were used to select topics.

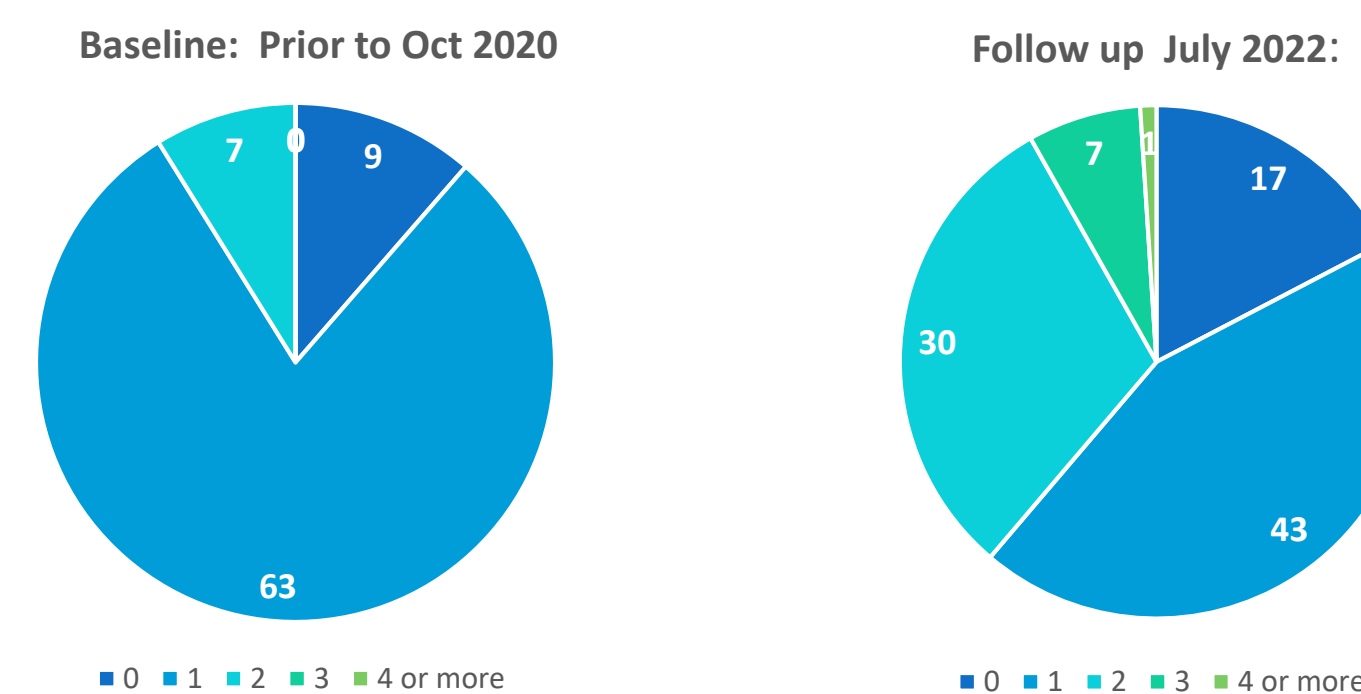
Technology Used

- SurveyMonkey and Google Forms: Online survey tools used.
- Outlook Calendar: Notifying APPs of upcoming programs.
- Zoom: Platform for live education events with ability to record.
- Vimeo: Video formatting
- Monday.com: Cloud-based platform for work management. Ability to house library of past programs with slides and video links for access on demand.

EVALUATION

- 29 internal speaker programs for APPs between October 2020 and September 2022.
- Wide range of topics including major cancer types, benign hematology, biomarker testing, and palliative care (*see table for examples*).
- Median attendance at live programs was 10, with additional participation on demand.
- Twenty-two APPs across the network were engaged as presenters.
- Initiative was evaluated with feedback from focus groups and follow up survey with 30 APPs responding.
- Surveys asked how many times per month APPs participated in live or on demand virtual education programs before Oct 2020 and after initiative.
- Survey responses demonstrated an increase in engagement in live or on demand virtual education programs over the 2 year period.

Participation: # Virtual programs per month



Examples: Program Topics & Categories

NSCLC: New Targets and Hot Topics	Solid tumor
Breast cancer: New Drug Updates	Solid tumor
Interpreting Lab Values in Multiple Myeloma	Hematologic malignancy
Biomarkers: What's New in Her2neu	Biomarkers & personalized medicine
Insomnia in the Cancer Patient	Palliative care/symptom management
Heme Consult: Nutritional Anemias	Benign hematology
Culturally Appropriate Care: Case Study	Palliative care/cultural awareness
Integrative Oncology 101	Paradigms of care
Conversations: Work-Life Balance	Series of 4 conversations with APP colleagues

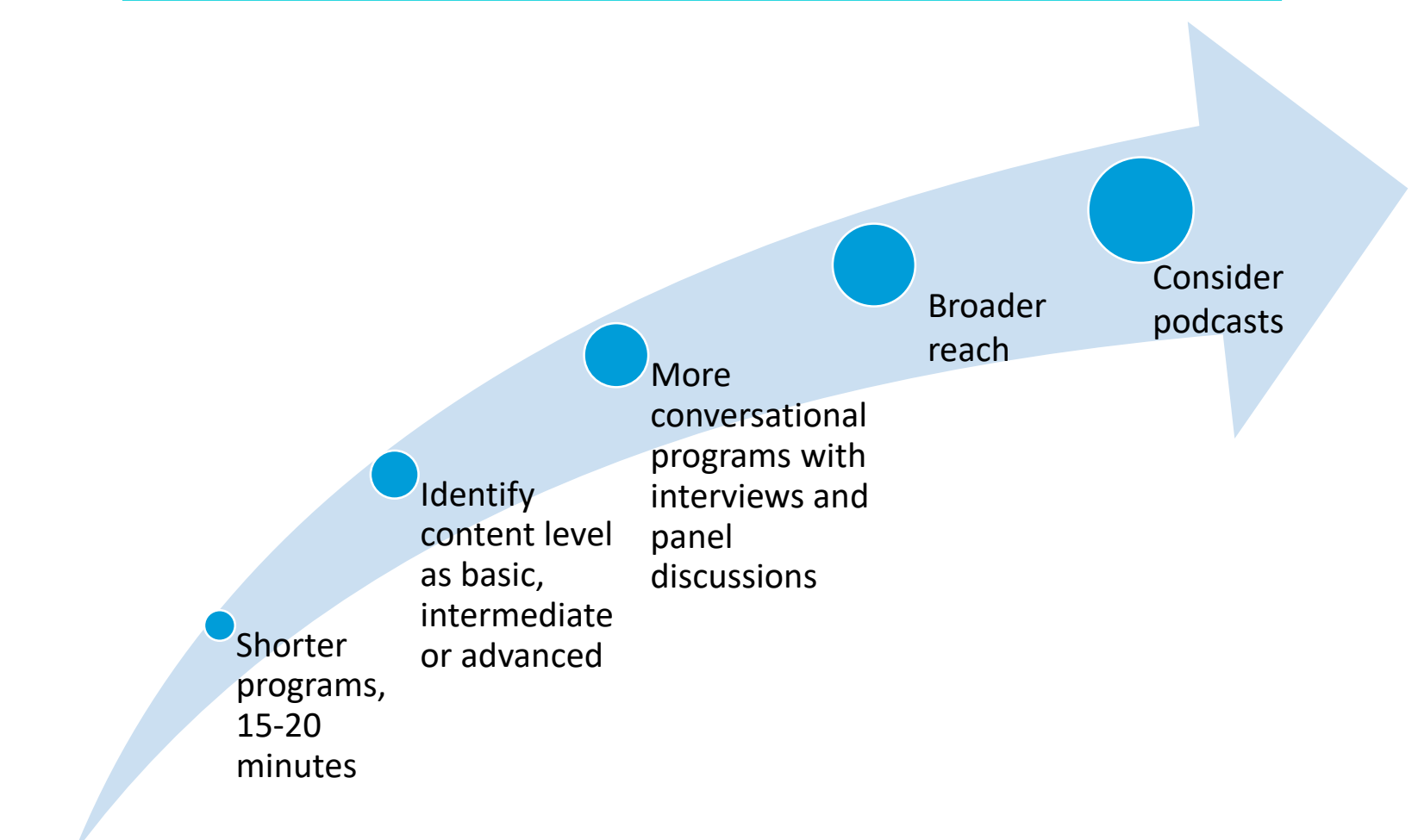
INNOVATION

- This initiative has successfully provided education programs tailored to meet the needs of oncology and hematology APPs.
- The use of technology allowed for broader engagement in live programs and provided a platform for access on demand.
- Growing library of programs for use with onboarding of new APPs.
- Scaled for a large practice network over a broad geographic area.

DISCUSSION

- Rapid growth of APP team occurred during the first 2 years of the initiative made it difficult to compare data and evaluate impact. Network APP totals: 70 in 2020; 80 in 2021; 91 in 2022.
- Cloud-based platform for work management lacks functionality for metrics on number of views for each program.
- Lack of protected time for non-clinical tasks identified as a barrier to engaging in education programs.

FUTURE DIRECTIONS



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