



Marketplace 2023: GWEP Project One-page Summary Form

GWEP: Rocky Mountain GWEP
City, State: Wheatridge, Colorado

Project Title: **Achieving State-Wide Impact: An Interdisciplinary Academic-Practice GWEP Collaborative**
GWEP Director Name: Kristen L. Mauk, PhD, DNP, RN, CRRN, GCNS-BC, GNP-BC, FARN, FAAN
GWEP Director Email: kmauk@seniorcarecentral.net

1. Please describe what you are sharing at the GWEP-CC Marketplace.

The overall objective of the Interprofessional **Geriatric Workforce Enhancement Program (GWEP) Fellows training program** is to increase the number and capacity of APRNs (advanced practice registered nurses) and MSW (Master of Social Work) students to provide interprofessional responses to Alzheimer's Disease and related dementias (ADRD) and comprehensive geriatric services for older adults and their families. The GWEP Fellows program is based on the pedagogy of interprofessional practice for training existing health care professionals and is a unique pedagogical program for graduate students to build their knowledge of geriatrics and solidify their commitment to working with older adults. The GWEP Fellows program pairs nursing students in nurse practitioner (NP) or clinical nurse specialist (CNS) programs with MSW students during a six-month educational and coaching experience. The program provides an 8-hour immersion course where students learn from academic, practice, and community experts in Alzheimer's Disease and related dementias.

2. Who is your audience (who you are training/reaching)?
For the GWEP Fellowship program, the audience is MSW and APRN students in the state of Colorado.
3. Who are your partners?
Partners for this initiative include 5 universities/colleges in Colorado.
4. What are your key learnings from what you are sharing?
 - IPE results in increased competency and confidence in providing ADRD care.
 - The Fellows program promotes the successful completion of students' graduate education, incorporates their geriatric clinical experiences, and encourages employment in the geriatric service sector.
 - "It's opening my eyes to the different resources older adults need, the programming opportunities, and how we can make them more readily available for older adults."
 - Another CNS student Fellow said, "The opportunities provided allow geriatric fellows the opportunity to explore both the depth and breadth of geriatric care. A curriculum taught by a team of expert educators, along with informative and educational presentations by passionate community members, supports the training."



COLORADO CENTER

for Nursing Excellence

The Geriatric Workforce Enhancement Program (GWEP)

The Colorado Center for Nursing Excellence in partnership STRIDE Community Health Center, multiple educational and clinical institutions, varied community organizations, and the Health Resource Services Administration has created a program designed to increase the number and capacity of geriatric-trained healthcare professionals. Training will be provided in a wide range of healthcare facilities across Colorado and improve the ability of these organizations to provide healthcare to older Colorado residents.

We are seeking advanced practice registered nurses and social work students who are currently or are interested in obtaining a geriatric specialty and be willing to practice in a geriatric setting for 2 years for each year of funding. Many bachelor-prepared nurses and social workers consider returning to a graduate program for advanced degrees but are limited by other factors which typically include location, costs, childcare, flexibility in the workplace, and time.

This initiative provides a stipend to APRN and MSW students in Colorado who are already pursuing a degree or who agree to return to school to complete an APRN or MSW program with a focus on geriatrics. Upon graduation, the APRN or MSW must contractually agree to practice in a geriatric setting in Colorado for a minimum of two years for every year funded or reimbursed with the money. Additionally, if selected as a GWEP Fellow, the fellow will receive support by a program of 1:1 individualized coaching by trained coaches, designed to insure the successful completion of their education, the incorporation of their geriatric clinical experiences, and their eventual employment in the geriatric service sector.

Attached is an application for the Fellowship. Please fill it out and forward it to Cheryl King, DNP, CNS, RN, Project Director or Cheynna Naito, Project Coordinator for the Colorado Center for Nursing Excellence. You can email either with questions at cheryl@coloradonursingcenter.org or cheynna@coloradonursingcenter.org

We look forward to hearing from you!

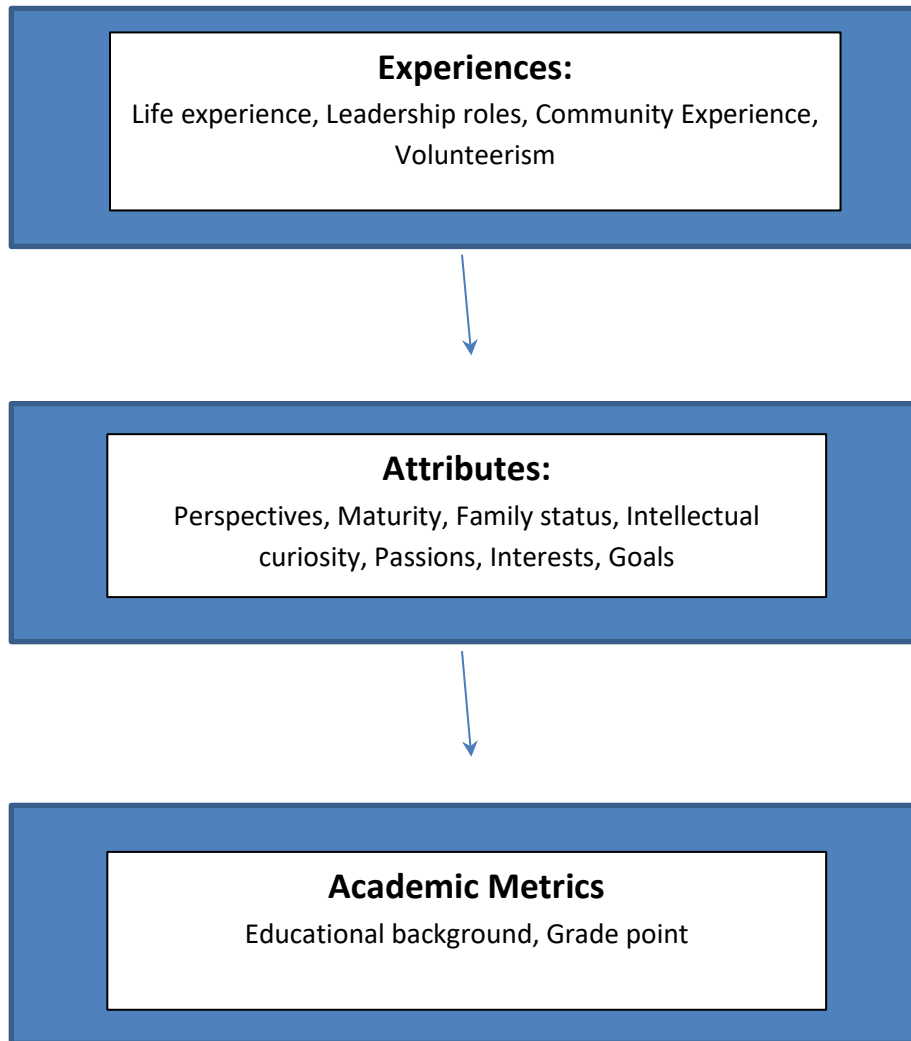
The Colorado Center for Nursing Excellence: Geriatric Workforce Enhancement Program (GWEP) for APRNs and MSWs

Based on: *Holistic admissions in the health professions: Findings from a national survey* (2014) and the *Application of the Experiences-Attributes-Metrics Model to Nursing* (2015).

Application Process:

1. Completion of single page application which requests information on educational background, application plans, intention for practice, barriers.
2. Interview with the project director to further assess plans for practice. Discussion includes:
 - a. Experience in rural, urban, under-served, FQHC, critical access hospitals, community health clinical settings
 - b. Community to be served and why
 - c. Understanding of the role of the geriatric APRN/MSW in the desired community-motivation and leadership
 - d. Plans for use of funds
 - e. How can life as a graduate student be integrated into home and work priorities? What will that look like?
 - f. Plans to practice in a geriatric setting for a minimum of 2 years for every year funding is provided
 - g. Barriers
 - h. Hopes and dreams
3. Letter of intent for practice, resume' and two letters of reference.
4. Discussion between PD and CEO on applicants with option to bring applications for further discussion to the entire PD staff to serve as the application committee.
5. If further questions, a second interview will be completed to answer questions and/or concerns.
6. When accepted, a letter of acceptance is sent with a contract committing the nurse/social work fellow to practice in a geriatric setting for 2 years for each year funding is provided.

Application deadline Close of business Friday October 6th, 2023



Resources

Scott, L. &. (2015). Holistic review in admissions: a strategy to diversify the nursing workforce. *Nursing Outlook*, 488-495.

Urban Universities for Health. (2014). *Holistic admissions in the health professions: Findings from a national survey*. Washington, DC.



The APRN Geriatric Workforce Enhancement Program (GWEP) Application

- Name: _____
Address: _____
Phone: _____
Email: _____
- Current Education level: BSN ____, MSN ____, PhD. ____, DNP ____, other (please specify) ____
School: _____
Dates of Completion (month/year): _____
- Place of Employment: _____
Address: _____
Phone: _____ Email: _____
Contact person: _____ Phone: _____
- Have you applied to an APRN Geriatric program track? Yes ____, No ____
- If yes:
 - a. When did you apply? (month/year): _____
 - b. Where did you apply: _____
 - c. Have you been accepted?: Yes ____, No ____
- If yes:
 - a. Where were you accepted? _____
 - b. What was/is your start date? (month/year): _____
 - d. Upon graduation, do you plan to practice in a rural or underserved area? Yes ____, No ____
- If you have been accepted and have not opted to begin, what is the reason?

- If you are chosen as a Geriatric Nurse Fellow, will you be willing and able to contractually agree to practice in a geriatric setting for at least two years for each year of stipend support, following the completion of your program? Yes ____, No ____

Please send to Cheryl King, DNP, CNS, RN: cheryl@coloradonursingcenter.org or Cheynna Naito: cheynna@coloradonursingcenter.org. Please state "GWEP Fellow Application" in the subject line or mail to the Colorado Center for Nursing Excellence, 7535 E Hampden Ave, Suite 110, Denver CO 80231

Application deadline: Friday, October 6th, 2023

Fellowship start date: Saturday, December 2nd, 2023

APRN GWEP Application Rubric

Applicant Name: _____ Reviewer Name: _____ Date: _____

	3	2	1	0	Applicant Score
Underrepresented in nursing compared to the population served	Yes	No	-	-	
Currently works with the Geriatric population	Yes	-	No	-	
Has experience in rural, under-served, FQHC, CCH or CHC setting	Yes	-	No		
Application	Complete and includes 2 letters of recommendation, resume' and a letter of intent	Mostly complete with one recommendation and a letter of intent	Incomplete Missing two or more pieces of required application	Not submitted	
Letter of intent	Complete; grammatically well written; No punctuation errors; satisfactorily addresses the questions asked; within max word limit (250 words)	Satisfactorily written within the 250 word limit or with fewer than 2 punctuation errors or grammatical errors	More than 2 grammatical and punctuation errors or only went over 250 word limit	More than 2 grammatical and punctuation errors and only went over 250 word limit	
Geriatric APRN intent	Clear and defined intention	Interested, but considering other options	Only willing to take this route to get added money, but will specialize in one or the other	Looking at alternative specialties with little interest in primary care or psych	
Graduated from an Accredited nursing program	Accredited BSN grad or higher	-	ADN grad looking at an AD to MS program	- Graduated from an unaccredited BSN program	
Willing to work with coach/mentor throughout program	Yes	-	-	No	
Total Score					

Comments:

Join Us In This Exciting Opportunity!

FELLOWSHIP PROGRAM

WE CAN SUPPORT YOUR ADVANCED PRACTICE JOURNEY

The Colorado Center for Nursing Excellence is seeking advanced practice registered nurses and social work students who are currently or are interested in obtaining a geriatric specialty. This HRSA Grant funded initiative provides a stipend to APRN and MSW students in Colorado who are already pursuing a degree or who agree to return to school to complete an APRN or MSW program with a focus on geriatrics. for more information contact to Cheryl King, DNP, CNS, RN, Project Director (cheryl@coloradonursingcenter.org) or Cheynna Naito, Project Coordinator (cheynna@coloradonursingcenter.org)

APPLICATION DEADLINE: OCTOBER 6, 2023

