

Leading Organization Experiences 61%+ Increase in Overall RVUs

the challenge.

productivity & efficiency among newest APPs

Leading healthcare organization, operating 20+ facilities in more than 45 counties, recognized opportunities for improvement in clinician efficiency and productivity - especially regarding core KPIs, like RVUs.

"We recognized our newest APPs were our most stressed, had higher turnover rates early in their career, and overall, our APP RVU performance was below the national average. Plus, we saw a need to meet the expectations of new graduates who are encouraged to look for an employer with a fellowship or structured transition to practice program," said the Director Advanced Practice Leadership Council & Family Nurse Practitioner.

In alignment with the National Academy of Medicine's call for transition to practice programs and the expectations of new graduates, the organization developed an Advanced Practice Clinician Primary Care Fellowship.

The foundation of the primary care fellowship stemmed from a review of the literature on transition to practice programs by Peniston et al. (2019).

The 'Four Pillars of Success':

1. Graduated Clinical Responsibility
2. Professional Mentorship
3. Guidance from Clinical Educators
4. Enhanced Education Experience

The goal of the fellowship was to facilitate the growth and skill development of the newest APPs as they transition into clinical practice.

While the organization had outlined an innovative approach and strategy to achieve the first three pillars of success, there was still a need for the fourth pillar, Enhanced Education Experience - enter ThriveAP.

the solution.

ThriveAP enhanced educational experiences

The organization enlisted the help of ThriveAP, an education and training resource for APPs, that partners with employers and fellowship programs to provide end-to-end education and support for clinicians as they transition to practice. The comprehensive evidence-based curriculum from ThriveAP appeared to be the Enhanced Educational Experience needed to complete their Four Pillars of Success.

The organization recognized ThriveAP's curriculum would save them the time and resources required to:

- develop a curriculum
- deliver a weekly curriculum
- maintain curriculum content with timely updates
- source industry-renowned speakers
- onboard and procure a learning management system
- track performance progress and attendance

With ThriveAP's turnkey solution meeting all these needs, the organization felt confident enrolling **20+ providers per year into the program.**

the winning results.

impact of the fellowship program paired with the ThriveAP program

Within the first 4 months of the 12-month program, 13 advanced practice providers generated measurable value. Key metrics such as number of patients seen and RVUs generated were tracked by the organization. After a preliminary analysis, these providers reported a 61%+ increase in total RVUs and a 36% life in RVUs per patient seen.



36% increase in RVUs per patient seen

61% Increase in overall RVUs

the testimonial.

hear from the organization

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“It is important we continue to adapt to the needs of our advanced practice providers. The transition into practice is a very challenging and critical time in a new APP’s career. ThriveAP has helped our organization adapt to these needs with a quality solution that works both for the employer and the APP - resulting in higher satisfaction, confidence, and efficiency.”

- Director Advanced Practice Leadership Council