



## Northern California VA Health Care System Primary Care Nurse Practitioner (NP) Residency Program

The Northern California VA Nurse Practitioner Residency Program will prepare novice NPs to work as independent practitioners within the VA HCS. Residents will be provided the opportunity to accelerate their growth beyond entry-level professional competence in patient-centered care, operational services, and leadership skills that can be applied to address the complex needs of the Veteran population in any practice setting. Our program offers a unique opportunity to strengthen clinical, diagnostic, leadership and scholarship skills as a primary care NP within an interprofessional team of faculty and trainees.

NP residents work as a member of an interdisciplinary team in collaboration with internal medicine, social workers, dietitians, pharmacists and other allied health professionals. Teams collaborate to provide excellent care for Veterans using a patient centered approach. NP residents are responsible for a panel of approximately 200 primary care patients with supervision. Primary care clinics are mentored by NP and/or MD faculty to facilitate the development of skills in patient-centered and team-based care and communication; clinical reasoning and diagnostic skills; continuous quality improvement; and equity-based and scholarship activities.

Specialty placements are a requirement of the program with the option of either longitudinal or rotation-based experiences. Options may be available in environmental exposure, care for the persons experiencing homelessness, wound care, women's health, telehealth, geriatrics, nephrology, GI, endocrinology, cardiology or infectious disease. Every effort will be made to match the resident with the specialty experience of their choosing.

As a health care system, the Northern California VA and its training programs strive to support a learning environment that is diverse, inclusive, and equitable for all trainees and staff, including those who identify with one or more groups that are underrepresented in the health professions. We aim to recruit and retain trainees and faculty from diverse backgrounds and to support a learning environment that welcomes, honors, and respects the identities of patients, trainees, faculty, and staff through continuous dedicated training and systems improvement.

### Benefits:

- **\$90,523** / for 2023-2024 (rates may change depending on the current year allocation rate.)
- Health Care Insurance
- **11** paid federal holidays
- **4** hours of **PTO** and **4** hours of **sick leave** accrued per two-week pay period
- No call or weekend shifts

### Requirements to Begin the NP Residency Program:

- The residency must be your first position serving as an NP in the same specialty as the program's focus
- A current unencumbered RN license in a state, territory or commonwealth of the United States or the District
- A current unencumbered NP license and furnishing license, (if applicable in state of licensure), or proof of pending license(s) application(s) from a state board of registered nursing (all Residents must receive state licensure within 90 days of program start date to continue in the program).
- If applicant already holds an NP license, should have a DEA license or proof of pending application by start date
- AANP or ANCC board certification or proof of pending application to sit for board certification (all Residents must receive board certification within 90 days of program start date to continue in the program).
- Current BLS certification
- Graduation from an FNP or AGPCNP Program 12 months prior to the start of the program
- US Citizen or Naturalized US Citizen and proficiency in written and spoken English
- Completion of the following by program start: security/professional background investigation as required by the VA, pre-employment health screening, tuberculosis skin testing, up-to-date vaccinations for healthcare workers as recommended by CDC and VA or applicable waiver according to VA policy, possible random drug testing.



**Application Process:**

Please complete the checklist and send the **completed** application electronically to **V21MACPACTPCNPR@VA.GOV** by **March 1, 2024**:

**Northern California VA Health Care System  
Primary Care Nurse Practitioner (NP) Residency Program  
October 1, 2024 – September 30, 2025  
Application Deadline: March 1, 2024**

**CHECKLIST**

***PLEASE INCLUDE THE FOLLOWING ITEMS IN YOUR APPLICATION PACKET:***

- This signed checklist
- Cover page
- A copy of current CV including a list of publications or quality improvement projects if applicable
- 3 letters of recommendation
  - Academic instructor of your graduate program
  - Clinical preceptor
  - Previous employer/supervisor/co-worker that can speak to your abilities as an advanced practice provider
- Unofficial graduate school transcripts
- VA form 10-2850D (omit SSN)

I attest that I hold an active, unencumbered license to practice as a registered nurse, will hold an active, unencumbered license to practice and furnish medications as a nurse practitioner (or have a license actively pending with a state board of registered nursing) by the program start date, will have passed board certification by the program start date, and am in good standing and have no current disciplinary action pending in any jurisdiction. I attest that the information given on all submitted forms is true and accurate to the best of my knowledge and belief.

\_\_\_\_\_  
Signature of the Applicant

Date: \_\_\_\_\_

***Thank for applying to the Northern California VA NP Residency Program. We look forward to reviewing your application. You should hear back from us by mid-March.***



U.S. Department of Veterans Affairs

Veterans Health Administration  
Office of Academic Affiliations

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**APPLICATION ESSAYS**

**APPLICATION QUESTIONS** (300 words or less per question):

- 1) Describe your previous nursing experience.
- 2) What are your three most important professional goals and how will these goals will be furthered by participation in the NP Residency program? (I.e. Clinical population/setting/care delivery model? Leadership? Scholarship?)
- 3) Tell us about a success you've seen in either a clinical or educational setting welcoming diversity and/or inclusion and upholding equity or anti-oppression. How might you bring that success to our program?
- 4) *Optional:* Are there one or more identities you feel pride in that have shaped your healthcare career?
- 5) *Optional:* Include any additional information that you think should be considered by the selection committee.



## Northern California VA Health Care System Primary Care Nurse Practitioner (NP) Residency Program

### LETTERS OF RECOMMENDATION

Please ask three individuals (one academic advisor or mentor, one preceptor, one employer/supervisor/co-worker) to complete the letter of recommendation letter template (below) commenting on your clinical competence, educational background, achievements, and potential. E-mail the template to each of your three references and ask them to e-mail the completed form directly to [V21MACPACTPCNPR@VA.GOV](mailto:V21MACPACTPCNPR@VA.GOV) **by May 1, 2024. Your application will not be considered complete without the 3 letters.**

*Please provide the name, e-mail address and phone numbers of your references below.*

- |          |         |        |
|----------|---------|--------|
| 1. Name: | E-mail: | Phone: |
| 2. Name: | E-mail: | Phone: |
| 3. Name: | E-mail: | Phone: |



## Northern California VA Health Care System Primary Care Nurse Practitioner (NP) Residency Program

### LETTER OF RECOMMENDATION

Your Name: First \_\_\_\_\_ Last \_\_\_\_\_

Credentials (i.e. MD, NP, PhD, MS, MA etc.) \_\_\_\_\_

Your e-mail: \_\_\_\_\_ Your phone: (\_\_\_\_) \_\_\_\_\_

Applicant Name (First and Last): \_\_\_\_\_

Your relationship to the applicant (Please check one):

Academic Advisor/Mentor  Preceptor  Professor  Supervisor  Colleague  Other (specify) \_\_\_\_\_

***Please use as much space as you need to answer the questions below.***

Please see program mission and requirements here: <https://www.va.gov/northern-california-health-care/work-with-us/internships-and-fellowships/primary-care-nurse-practitioner-residency-program/>

- 1. Please comment on the applicant's clinical competence:**
  
  
  
  
  
  
  
  
  
  
- 2. Please list a few of the applicant's achievements relevant to their application to our program:**
  
  
  
  
  
  
  
  
  
  
- 3. Please comment on the applicant's potential for successfully completing our program and how this will advance their career.**

***Please e-mail this completed letter to [V21MACPACTPCNPR@VA.GOV](mailto:V21MACPACTPCNPR@VA.GOV) by Mar 1, 2024. The applicant's package will not be considered complete without this letter.***

***Thank you!***