

San Francisco VA Health Care System Primary Care Nurse Practitioner (NP) Residency Program

This 12-month post-graduate program provides clinical and academic experience for new graduates transitioning into professional roles as Nurse Practitioners. The San Francisco VA Healthcare System, with academic partnership from UCSF, promotes mentorship and fosters a supportive interprofessional learning environment for providing evidence-based care to our Veteran population. The San Francisco VA Primary Care NP Residency is part of an interprofessional training program called EdPACT. The mission of EdPACT is to care for patients and each other with compassion, collaborate interprofessionally, and respond to and teach learners through relationship-centered, workplace learning in primary care. More information on EdPACT can be found at: vadgim.ucsf.edu/education/sfva-center-excellence-primary-care-education-coepce.

The mission of the San Francisco VA (SFVA) Nurse Practitioner (NP) Residency programs is to provide a robust one-year post-graduate training period for Primary Care and Mental Health nurse practitioners using Veteran-centric clinical and didactic learning experiences to increase competence and confidence for NP practice. The SFVA NP Residency (NPR) training programs support learners to work in and lead interprofessional teams delivering quality, patient-centered, team-based care to our nation's Veterans.

The program goals are:

- **Practice-Based Learning and Improvement:** Advance NP residents' knowledge, skills, and attitudes in an environment that promotes the analysis of clinical situations, self-reflection, and opportunities for continuous improvement.
- **Interpersonal and Communication Skills:** NP residents demonstrate interpersonal and communication skills for effective exchange of information, team-based collaboration, and shared decision making.
- **Systems-Based Practice:** Establish and maintain a clinical learning environment that supports NP residents to develop patient care plans that mobilize resources, engage interprofessional teams, and work effectively across the healthcare system.
- **Interprofessional Collaboration:** Prepare NP residents to deliver and optimize collaborative care on interprofessional care teams.
- **Personal and Professional Development:** Facilitate NP resident leadership roles on interprofessional care teams and in a collaborative learning environment. Provide an environment that encourages professional development as a nurse practitioner.
- **Knowledge for Practice:** Provide a robust nurse practitioner (NP) residency program that advances recent NP graduates' skills in evidence-based and patient-centered primary or mental health care to Veterans.
- **Patient Care:** Deepen the preparation of NP residents in the provision of patient-centered care that is guided by patients' identities, values, beliefs, needs, and preferences.

Program Structure:

- This is a 12-month program.
- Residency Curriculum includes:
 - Clinical rotations on interprofessional teams
 - Learner-selected quality-improvement project
 - Didactic sessions frequently occur in conjunction with other UCSF-SFVAHCS resident training programs to promote interprofessional learning as part of the curriculum within EdPACT.
 - NP residents work in a patient-centered medical home model (called PACT: Patient-Aligned Care Team within the VA) with a “teamlet” consisting of an interdisciplinary clinical care team.
 - NP residents manage the primary care of approximately 200 patients, conduct routine follow-up, new patient, telephone and video-based care, women’s health, and urgent care visits.
 - Specialty placements are either longitudinal or rotation-based experiences. Options may be cardiology, dermatology, pulmonology, palliative care, liver, pain, hematology/oncology, emergency department, wound care, nephrology, endocrinology, infectious disease, and rheumatology.
 - Primary care clinics are mentored by NP and 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 scholarship activities.
 - Co-precepting NP students with clinical faculty.
 - Upon successful completion of the residency a certificate is awarded.
 - Candidates who successfully complete the residency training program will be given the opportunity to apply for available vacancies at the SFVAHCS.

Benefits:

- \$99,309 / for 2025-2026 (rates may change depending on the current year allocation rate.)
- Health Care Insurance, with optional dental and vision plans
- **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 SFVA Residency Program:

- Must be a U.S. Citizen or naturalized U.S. Citizen
- Must have graduated from an advanced practice Adult-Gerontology Primary Care NP or Family NP program within the 12 months preceding the residency start date.
- **The residency must be your first position serving as an NP in the same specialty as the program’s focus**
- **ANCC or AANP board exam completion prior to program start***
- Have current, full, active, and unrestricted registration as a Registered Nurse in a State, Territory or Commonwealth (i.e., Puerto Rico) of the United States, or the District of Columbia, before program start
- **Nurse practitioner state licensure with prescriptive/furnishing license and DEA number must be obtained prior to program start***
- Current BLS certification
- Proficient in written and spoken English



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- Completion of the following by program start: security/professional background investigation as required by the San Francisco 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
- *If you are unable to meet this deadline due to your graduate program completion date, please indicate on your application. Licensure and certification deadline extension/waiver may be possible.

Application Process:

Please complete the checklist and send the **completed** application electronically to v21sfpcnpresidencyandtraining@va.gov by **February 1, 2025**:

**San Francisco VA Health Care System
Primary Care Nurse Practitioner (NP) Residency Program
July 1, 2025 – June 30, 2026
Application Deadline: February 1, 2025**

CHECKLIST

PLEASE INCLUDE THE FOLLOWING ITEMS IN YOUR APPLICATION PACKET:

- ☐ Personal Data Information Form
- ☐ Application Essay
- ☐ A copy of current CV including a list of publications or quality improvement projects if applicable
- ☐ 3 names and contact information for letters of recommendation.
- ☐ This signed Checklist.
- ☐ Graduate school transcripts

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.

Date: _____

Signature of the Applicant

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

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PERSONAL DATA FORM

PERSONAL INFORMATION:

Your Name (Last, First, Middle): _____

Preferred Name (how you would like to be addressed): _____

Present Address: _____

Primary Phone: () _____

Primary Email Address: _____

Nurse Practitioner Program Date of Graduation: _____

U.S. CITIZEN: ☐ YES ☐ NO

U.S. Military Duty Status

Are you now in the U.S. Military? ☐ YES ☐ NO

Are you in the Reserves or National Guard? ☐ YES ☐ NO

Are you a Veteran? ☐ YES ☐ NO

Branch of Service: _____

CERTIFICATION:

List your current certifications (if applicable):

LICENSURE:

RN LICENSE #: _____ **STATE:** _____ **Exp. Date:** _____

NP LICENSE #: _____ **STATE:** _____ **Exp. Date:** _____ **or Date of Submitted Application:** _____

Furnishing #: _____ **STATE:** _____ **Exp. Date:** _____ **or Date of Submitted Application:** _____

* If applicable in state of NP Licensure

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APPLICATION ESSAYS

APPLICATION QUESTIONS (300 words or less per question):

- 1) According to our mission statement, the SFVA NP Residency “supports learners to work in and lead interprofessional teams delivering quality, patient-centered, and team-based care to our nation’s Veterans.” Describe how your previous nursing experience contributes to this mission.
- 2) What are your three most important professional goals and how will these goals be furthered by your participation in the EdPACT NP Residency program? (I.e., Clinical population/setting/care delivery model? Leadership? Scholarship?)
- 3) *Optional:* Include any additional information that you think should be considered by the selection committee.



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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 v21sfpcnpresidencyandtraining@va.gov **by February 1, 2025. 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:



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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/san-francisco-health-care/work-with-us/internships-and-fellowships/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 v21sfpcnpresidencyandtraining@va.gov by February 1, 2025. The applicant's package will not be considered complete without this letter.

Thank you!