The IHS Division of Nursing Services (DNS), in partnership with the IHS [Alzheimer’s Grant Program](https://www.ihs.gov/alzheimers/), invites applications to the inaugural **2023 Indian Health Geriatric Nurse Fellowship Program pilot cohort.**

The Indian Health Geriatric Nurse Fellowship pilot will offer participating IHS, Tribal, and Urban Indian Organization (I/T/U) nurses a one-year professional development program that combines classroom and real-world experience in collaboration with experienced mentors.

The **aim** of the Indian Health Geriatric Nurse Fellowship pilot is to empower the I/T/U nursing workforce with the knowledge and skills to serve as local leaders and champions of holistic, evidence-based, integrated care for aging tribal populations.

The **program objectives** are to:

1. Improve geriatric care knowledge.
2. Cultivate nursing leadership in elder care and services at the local and national levels.
3. Facilitate networking and professional linkages to a national network of nurses and experts with an interest in tribal elder care and services to promote collaboration, knowledge sharing, and resource connections.

In this first pilot year, the Nurse Fellowship **includes the following activities** for up to 20 Nurse Fellows:

* A two-part intensive training including a core course overview of older adult care principles and a targeted practice setting or elder health topic curriculum.
* A mentored improvement project or other nurse-defined activity to apply learning at their local facility or in their local community

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* At the end of the project phase, nurses will have the opportunity to present their projects/activities and outcomes to their peers.
* Ongoing education, training, and peer support as part of other IHS Elder Health workforce development activities.
* Optional: Financial support for geriatric relevant certification or credentialing review course or fees (not college coursework).

Program **financial support** for up to 20 Nurse Fellows includes:

* Reimbursement for an initial core course and additional specialty training(s) (training course options listed below) up to $1,000 upon completion.

Nursing professionals feel equipped with the skills to provide for the increasingly complex care and unique cultural and social needs of Native elders and their caregivers.

Nursing professionals are able to integrate culturally-relevant healthy aging and geriatric care knowledge and principles into diverse nurse practice settings to improve the quality of physical, mental, social, and spiritual care and health outcomes for Native elders and their caregivers.

**Indian Health Geriatric nurse fellowship outcomes**

* Reimbursement of $2,500 paid to the facility or service unit as an offset for nurse’s participation time.
* Optional: Reimbursed travel support for in-person nurse fellowship meeting up to $2,000 for final presentations in 2024.
* Optional: Reimbursement for the relevant review course and/or certification credentialing fees or additional advanced training up to $1,000 upon successful completion.

# Eligibility:

* Registered nurses, advanced practice registered nurses, and licensed practical nurses in any care setting within an existing I/T/U facility or system.
* Commitment to serve as a local champion for improved care of elders and persons living with dementia and their caregivers.
* Endorsement by the CEO of the IHS Service Unit, Tribal, or Urban Indian Organization program or their designee and the applicant’s clinical supervisor on their fellowship application.

# Time and Commitment

* Attendance at the selected core and specialty training courses.
* Time devoted to nurse- developed local projects or activities.
* Orientation to the Indian Health Geriatric Nurse Fellows pilot webinar with introductions to peers (90 minutes) in January 2024.
* Orientation to the Project or Activity tasks webinar (one-hour) in January 2024.
* Join at least two group coaching calls (one-hour) between February 2024 and May 2024 and at least two one-to-one nurse mentor calls (one-hour).
* Final project or activity presentation in June or July 2024, with reimbursed in-person travel (travel is optional).

# Timeline

* Application Period Opens: November 1, 2023
* Application Period Closes: December 1, 2023
* Notification of provisional acceptance as an Indian Health Geriatric Nurse Fellow will occur on a rolling basis, with attention to distribution across the IHS Areas. All Indian Health Geriatric Nurse Fellows will be notified by December 15, 2023.\*
* Commitment to the program, including enrollment documentation for the core and specialty training course, will be expected from the Geriatric Nurse Fellows by December 31, 2023.
* Core training completed by January 31, 2024.
* Specialty training completed by March 15, 2024.
* Nurse-led projects or activities completed and posters ready by June 15, 2024.

*\*After notification of provisional acceptance, the applicant will provide enrollment documentation in one of the intensive training courses within 30 days.*

# Application Requirements

* Submission of completed Application to [jamie.olsen@ihs.gov](mailto:jolie.crowder@ihs.gov). The Application includes the following:
  + Endorsement by the CEO of the IHS Service Unit, Tribal, or Urban Indian Health program or their designee and the applicant’s clinical supervisor.
  + Commitment to serve as a local champion for improved care of the elderly and persons living with dementia and their caregivers and to join in meetings identified above.
  + Selection of a core and at least one specialty training course.
  + Commitment to attend the virtual meetings.
  + Identification on the program application of 1) a set of initial training courses from the selection provided, 2) a brief description of tentative nurse-led applied learning project or activity topic and vision, and 3) identification of any optional certification, credentialing, or advanced training plans with associated costs.

# Training Options

*Reimbursement is provided for 1) an initial core course and 2) at least one additional specialty training(s) up to $1,000 upon completion. Curriculum outlines from the* [*Hartford Institute for Geriatric Nursing*](https://hign.org/consultgeri-resources/elearning) *(HIGN) courses follow on the next page. These course names are specific to the IHS Nurse Fellowship program.*

*Optionally, nurse applicants can propose other outside training courses or programs (not for college credit) that include the curriculum topics covered in the core courses in addition to other geriatric specialty training that best meets their individual training needs. The $1,000 budget limit applies, and the training programs must be submitted and approved with the application.*

**Select one online core curriculum training:**

* Indian Health: Foundations of Nursing Care for Older Adults (RN Core Courses) ($275)
* Indian Health: Foundations of Nursing Care for Older Adults (APRN Core Courses) $300 (Discounted from $325)

**Select at least one specialty training option, and any additional options up to the maximum combined budget of $1,000 for all courses:**

* Indian Health: Behavioral Health (RN) $350
* Indian Health: Dementia (RN) $180
* Indian Health: Public Health Nursing and Older Adults (RN) $220
* Indian Health: GeroPsych (APRN) $140
* Indian Health: Leadership Series (APRN & RN) $300

Accepted Nurse Fellows will follow their sponsoring facility process for enrollment in the above courses.  The sponsoring facility will be reimbursed for the cost of training and travel by the IHS Division of Clinical and Community Services (DCCS) after the training is completed.  Please contact [jamie.olsen@ihs.gov](mailto:jamie.olsen@ihs.gov) for questions regarding enrollment and travel reimbursement to your facility.

*HIGN created the training courses with funding provided by the U.S. Health Resources and Services Administration’s Geriatric Workforce Enhancement Program (GWEP) and Bureau of Health Workforce (BHW), New York Community Trust, American Association of Colleges of Nursing, Geropsychiatric Nursing Institute, Hartford Institute for Geriatric Nursing, and the John A. Hartford Foundation.*

[](https://hign.org/consultgeri-resources/elearning)**Indian Health Service Geriatric Nurse Fellowship**

**Most courses and case studies oﬀer Nursing Professional Development Credits (NCPD's) *(exceptions include Dementia Vignettes and BHPC Case Studies)***

***Core Curriculum***

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| [**Indian Health: Foundations of Nursing Care for Older Adults (RN Core Courses) ($275)**](https://hign.kdp.io/public-catalog/products/277) | |
|  | Foundations of Practice for Gerontological Nursing |
|  | Integrating the 4Ms into the Care of Older Adults |
|  | Health Promotion and Assessment and Age-Related Changes |
|  | Geriatric Syndromes |
|  | Psychological Issues: The Three D's: Depression, Dementia and Delirium |
|  | Palliative Care |
|  | Pain |
|  | Common Cardiovascular Health Conditions |
|  | Common Health Conditions-Part 1 |
|  | Common Health Conditions-Part 2 |
|  | Legal and Ethical Issues |
|  | Healthcare Policy |
|  | Special Populations of Older Adults |
| [**Indian Health: Foundations of Nursing Care for Older Adults (APRN Core Courses) $300 (Discounted from $325)**](https://hign.kdp.io/public-catalog/products/278) | |
|  | Integrating the 4Ms into the Care of Older Adults |
|  | PCOA-PCP 1: Annual Wellness Visit |
|  | PCOA-PCP 2: Common Screening for Older Adults |
|  | PCOA-PCP 3: Cancer Screening for Older Adults |
|  | PCOA-PCP 4: Presentation of Illness in Older Adults |
|  | PCOA-PCP 5: Dementia in Primary Care |
|  | PCOA-PCP 6: Advance Directives |
|  | PCOA-PCP 7: Palliative and Hospice Care |
|  | PCOA-PCP 8: Multiple Chronic Conditions |
|  | PCOA-PCP 9: Persistent Pain in Older Adults |
|  | PCOA-PCP 10: Medication Management in Older Adults |
|  | PCOA-PCP 10: Medication Management in Case Study |
|  | PCOA-PCP 11: Practical Guide to Healthcare Financing |
|  | PCOA-PCP 12: Pain, Opioids, and Older Adults |

***Specialty Tracks***

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| [**Indian Health: Behavioral Health (RN) $350**](https://hign.kdp.io/public-catalog/products/279) **(Discounted from $380)** | |
|  | BHPC Depressive Disorders |
|  | BHPC LGBT Diversity Inclusion |
|  | BHPC Risk Screening for Behavioral Health Conditions |
|  | BHPC Social Determinants of Health |
|  | BHPC Substance Use Disorders |
|  | BHPC Trauma-Related Disorders |
|  | BHPC: Depressive Disorders Case Study: Adult |
|  | BHPC Depressive Disorders Older Adults Case Study |
|  | BHPC LGBT Diversity Inclusion Adult Case Study |
|  | BHPC Risk Screening Adult Case Study |
|  | BHPC Social Determinants of Health Adult Case Study |
|  | BHPC Substance Use Disorders Adult Case Study |
|  | BHPC Substance Use Disorders Older Adult Case Study |
|  | BHPC Trauma Related Disorders Adult Case Study |
|  | BHPC Trauma Related Disorders Older Adult Case Study |
|  | PCOA-RN 17: Pain, Opioids, and Older Adults |

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| [**Indian Health: Dementia (RN)**](https://hign.kdp.io/public-catalog/products/284) **$180** | |
|  | Dementia Vignette: Types of Dementia |
|  | Dementia Vignette: Symptoms of Dementia |
|  | Dementia Vignette: Progression of Dementia |
|  | Dementia Vignette: Anxiety and Depression |
|  | Dementia Vignette: Communicating with the Patient |
|  | Dementia Vignette: Non-pharmacological Interventions |
|  | Dementia Vignette: Physical Function and Mobility |
|  | Dementia Vignette: Physical Environment |
|  | Dementia Vignette: Bathing Techniques Scenarios |
|  | Dementia Vignette: Approach to Acute Illness and Delirium |
|  | Dementia Vignette: Personal Care Scenarios |
|  | Dementia Vignette: Nutrition and Hydration |
|  | Dementia Vignette: Sleep Wake Cycle |
|  | Dementia Vignette: Conclusion |
|  | IPEP Case Study: Oral Health and Dementia |
|  | PCOA-RN 2: Collaborative Care Approach to Memory Disorders in Primary Care |

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| [**Indian Health: Public Health Nursing and Older Adults (RN)**](https://hign.kdp.io/public-catalog/products/280) **$220** | |
|  | PCOA-RN 1: Annual Wellness Visit |
|  | PCOA-RN 2: Collaborative Care Approach to Memory Disorders |
|  | PCOA-RN 3: Advance Directives |
|  | PCOA-RN 5: Practical Guide to Healthcare Financing |
|  | PCOA-RN 7: Person and Family Centered Care |
|  | PCOA-RN 9: Mistreatment Detection in Older Adults |
|  | PCOA-RN 12: Medication Management |
|  | PCOA-RN 14: Skin Disorders in Older Adults |
|  | PCOA-RN 15: Sensory Changes in Older Adults |
|  | COA-LTC: Urinary Tract Infections: Diagnosis and Treatment |
|  | COA-LTC: Preventing, Recognizing and Treating Sepsis |

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| [**Indian Health: GeroPsych (APRN)**](https://hign.kdp.io/public-catalog/products/281) **$140** | |
|  | GPNI 1: Overview of Geropsychiatric Nursing |
|  | GPNI 2: PTSD in Older Adults |
|  | GPNI 3: Health Disparities |
|  | GPNI 4: Diversity, Inclusiveness and Cross-Cultural Competence in Older Adults with Severe Mental Conditions |
|  | GPNI 5: Serious Mental Illness in Older Adults |
|  | GPNI 6: Reducing Iatrogenic Brain Injury |
|  | GPNI 7: Depression in the Older Adult |
|  | GPNI 8: Bipolar Disorder in the Older Adult |

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| [**Indian Health: Leadership Series (APRN & RN)**](https://hign.kdp.io/public-catalog/products/282) **$300** | |
|  | Strategies for Eﬀective Leadership |
|  | Strategies for Eﬀective Communication |
|  | Managing in Times of Crisis |
|  | Creating a Culture of Respect and High Performance |
|  | Shared Decision Making |
|  | Managing Up, Down and Across |