



Clinical Advancement Program Overview

What is the Clinical Advancement Program (CAP)?

CAP recognizes and rewards professionals within Upstate's Department of Nursing for enhanced clinical and professional practice that aids in achieving optimal patient, unit/department, and organizational outcomes.

CAP is based on the theoretical framework of Dr. Patricia Benner's *From Novice to Expert*, using the *Dreyfus Model of Skill Acquisition*. The focus of CAP is on Patient and Family Centered Care to provide optimal patient outcomes and to achieve our mission. The five essential values (Education, Professionalism, Resources, Collaboration, & Holistic Care) of our clinical practice at Upstate, and the forces of each value, contribute to the success of achieving our focus.

This program is coordinated through the Professional Development System Council. CAP is a voluntary program. Eligible staff need to apply for entrance into program.

Who is eligible for CAP?

State employed registered nurses, licensed to practice nurses, advanced practice registered nurse, or physician assistants who spend the majority ($\geq 51\%$) of their time providing direct patient care.

"Direct patient care responsibilities are defined as patient centered activities by unit-based staff in the presence of the patient and activities that occur away from the patient that are patient related."

Who is eligible for NCAP?

State employed nurses, advanced practice registered nurse, or physician assistants who spend $< 51\%$ of their time providing direct patient care.

What are the levels within CAP/NCAP?

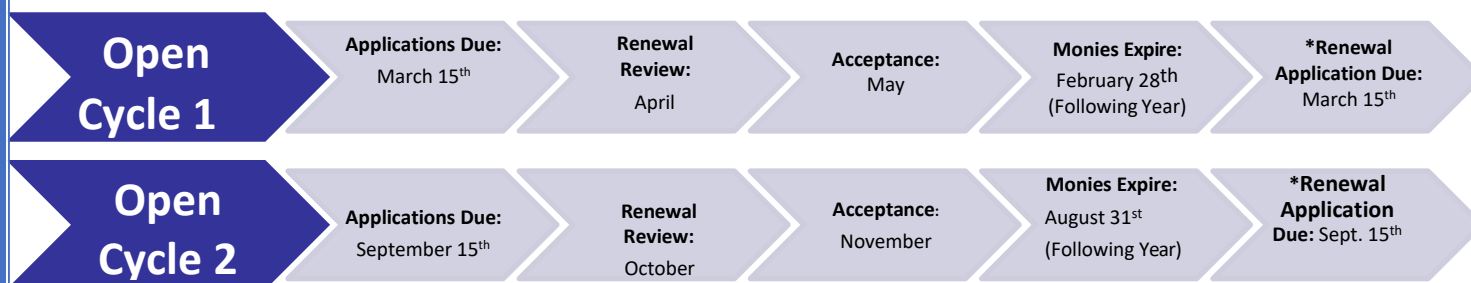
Level 3 Novice	Level 4 Beginner	Level 5 Competent	Level 6 Proficient	Level 7 Expert
<ul style="list-style-type: none"> • Successful graduation from the Upstate Nurse Residency Program or LPN with 1-3 years of experience • Completed professional development plan 	<ul style="list-style-type: none"> • 2 years' experience w/1 at UH or LPN with > 3 years of experience • Participates in organizational goals (unit preceptor, NR Facilitator, attend and participate in meetings) 	<ul style="list-style-type: none"> • 3 years w/ 2 at UH • BSN degree or specialty certification • Active in achieving organizational goals (preceptor, NRP Facilitator, charge oriented) 	<ul style="list-style-type: none"> • 5 years' experience w/ 2 at UH • BSN degree & Specialty Certification or MSN • <i>Lead</i> in achieving organization goals • <i>Active</i> community volunteerism 	<ul style="list-style-type: none"> • 5 years' experience w/ 3 at UH • BSN degree & specialty certification or MSN • <i>Lead beyond</i> the organization to achieve local and national health goals • <i>Lead</i> community volunteerism



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When can you apply?

Applications are accepted bi-annually on an open cycle. This means if you are eligible and meet the qualifications for any level then you can apply at either the open cycle 1 or open cycle 2 of the year. See



* Once CAP designee accepted into a CAP cycle, they must remain in that cycle for renewals and level up. If the CAP designee is interested in leveling up, they would apply as if new applicant for the next level and the application is due by the deadline listed in the cycle they originated.

How do you apply?

- ☐ Application Checklist signed by Manager/Supervisor
- ☐ Resume/CV
- ☐ Letter of Recommendation (This should be from a leader/supervisor)
- ☐ Narrative demonstrating in practice 3 out of the 5 Upstate Nursing values at the desired CAP level of expectation. (See guidelines & samples)

Send Applications via inter-office mail to: Attn: CAP 750 E. Adams St. Room 1212 Syracuse, NY 13210

Applications can also be emailed to ClinicalAdvancementProgram@upstate.edu

What are the benefits to joining CAP?

- Professional & organizational growth
- Role model professional collaboration & education advancement
- Each level receives a professional development allowance
 - o Level 3- \$200; Level 4 - \$400; Level 5 - \$600; Level 6 - \$800; Level 7 - \$1000
- Badge extender with level
- Name in nursing publication & marketing materials

If you need assistance or have questions contact:
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