



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 UCAP?

State employed CNAs, HCTs, USTs, MOAs, MHTAs, Anesthesia Associates, Anesthesia Specialists, Sterile Supply Techs 1&2, Sterile Processing Facilitators, Surgical Techs, Operating Room Assistants, and other unlicensed nursing department may be considered upon request and at the discretion of the CAP committee . SCAs are not eligible for UCAP.

What are the levels within UCAP?

Level 1

Competent

- 1 year (full-time or equivalent) experience in unlicensed Nursing department role at Upstate
- Participates in professional growth and development plan with at least one goal

Level 2

Proficient

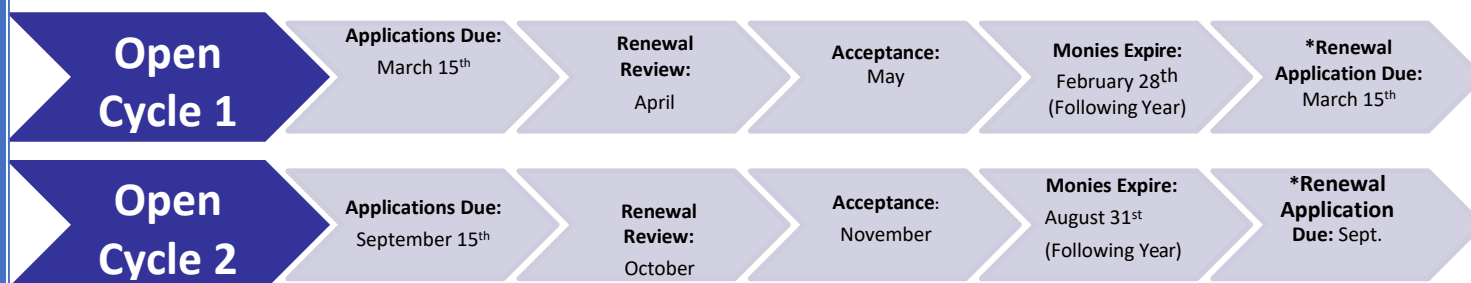
- 3 years w/ 2 at UH
- BSN degree or specialty certification
- Active in achieving organizational goals (preceptor, NRP Facilitator, charge oriented)



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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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