



Intraoperative Neurophysiologic Monitoring Apprenticeship Program

What is IONM?

Intraoperative Neurophysiologic Monitoring is the use of electrophysiologic methods during operations such as spine, brain, and vascular surgery, to assess, monitor and map the function of nervous system structures, resulting in improved surgical outcomes.

Introduced as a medical subspecialty in 1970s, and has become standard practice in the last 15-20 years.

Training and education varies, but industry standard includes a national board certification (CNIM).

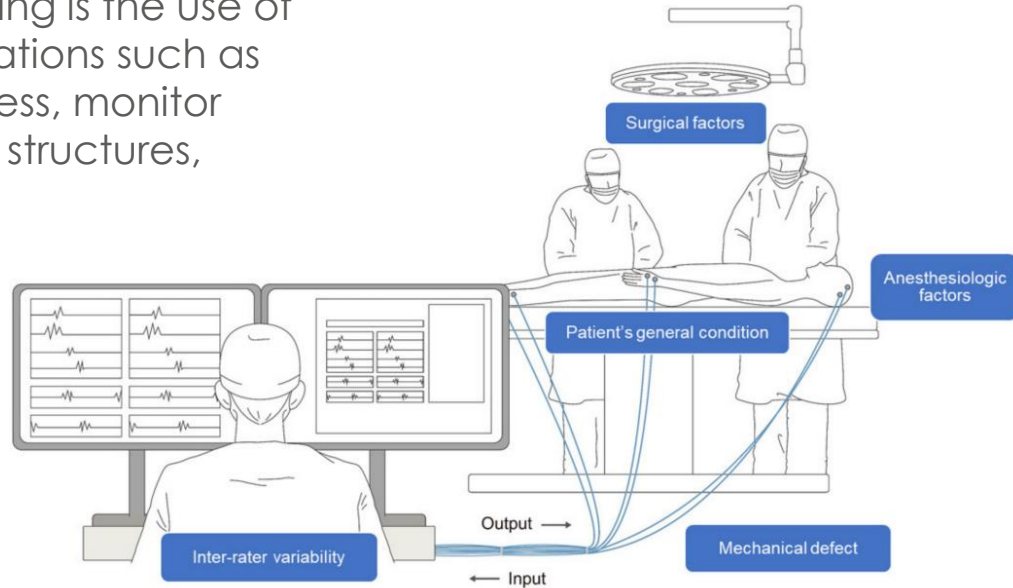
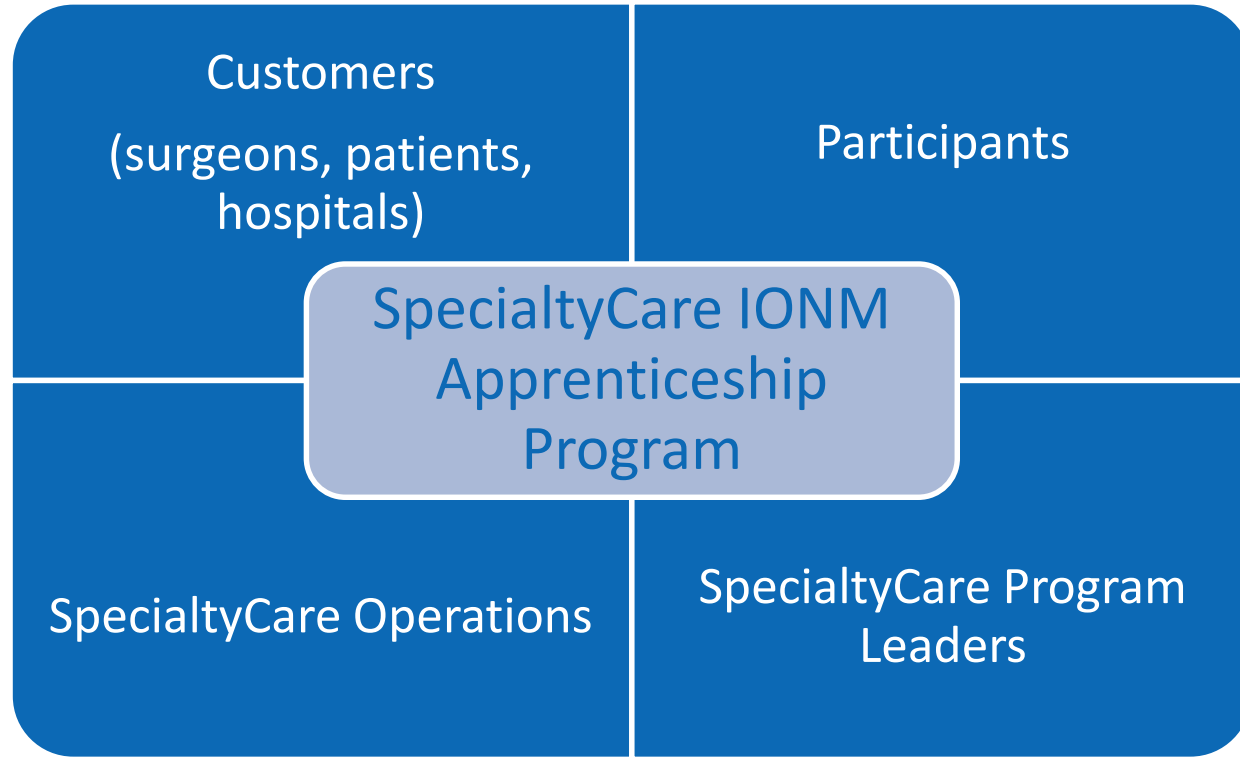


Image: Park & Kim, 2022

Apprenticeship Program Stakeholders



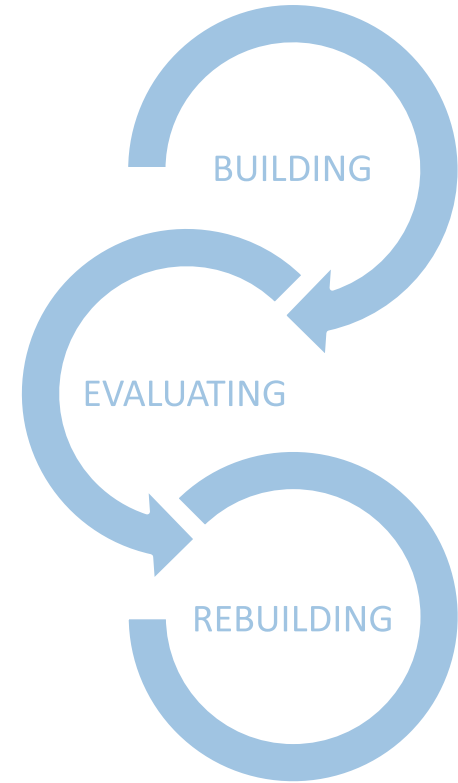
Program Evaluation



Consistent ongoing evaluation

- Student performance
- Student surveys
- Operational team feedback

- Operational needs assessment
 - Performance measures reflect organization values
 - Performance remediation utilizes organizational tools
 - Program milestones reflect operational priorities
 - Program structure incorporates operational leadership



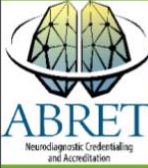
ABRET: National Credentialing Board

Pathway I: CAAHEP Diploma

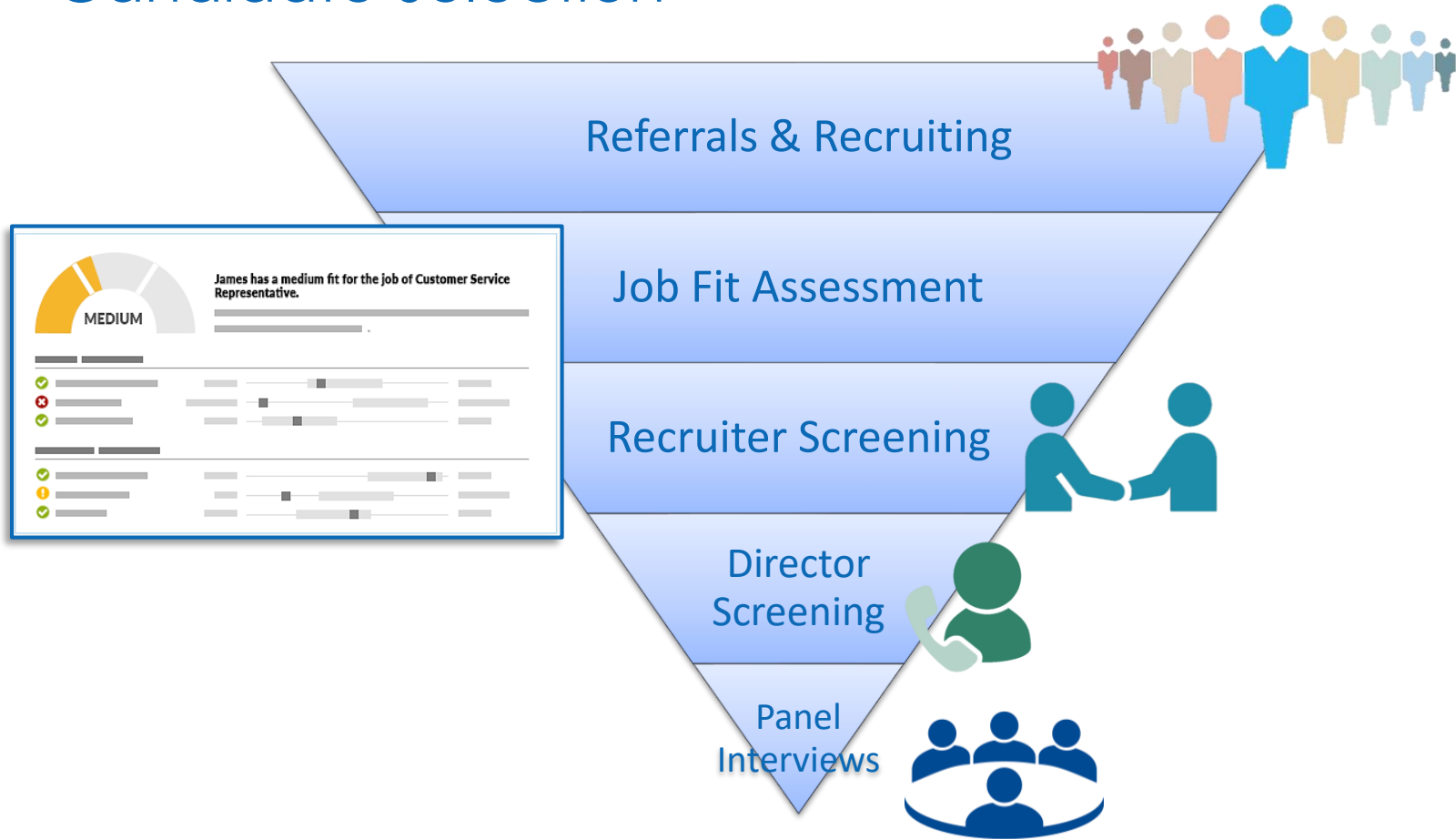
Pathway II: R EEG T or R EP T

Pathway III: Bachelor's + OJT

Pathway IV: ABRET Recognized Program

Eligibility Requirements	CNIM Pathway I CAAHEP NIOM Program	CNIM Pathway II R. EEG T. or R. EP T.	CNIM Pathway III Bachelors Degree	CNIM Pathway IV Non-CAAHEP Formal NIOM Program
	CAAHEP Diploma	Current R. EEG T or R. EP T.	Bachelors Degree (Higher Degrees Acceptable)	Certificate of Completion from ABRET recognized Program <small>*current listing on ABRET.org</small>
	Documentation of 100 NIOM cases	Documentation of 150 NIOM cases	Documentation of 150 NIOM cases	Documentation of 150 NIOM cases
	Current CPR/BLS certification	Current CPR/BLS certification	30 IOM educational hours (1)	Current CPR/BLS certification
			Current CPR/BLS certification	
CNIM achieved upon successfully passing the CNIM Exam				

Candidate Selection



IONM SNI Training Program

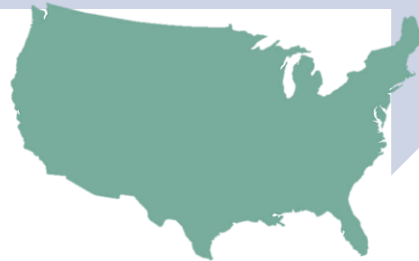


One Year Training Process

8 weeks Fundamentals
Academic & Introductory
Clinical
(online & Nashville TN)

On-site Clinical Training & Assessment
Audits & Case Defenses
Ongoing Academics Online

National Board
Certification
Final Capstone
Project



Program Structure



One Year

8 weeks
Fundamental
(Nashville TN)

Goals: Fundamental Academics, Clinical Introduction, Engrain SpecialtyCare Culture, Foster Group Dynamic

Process:

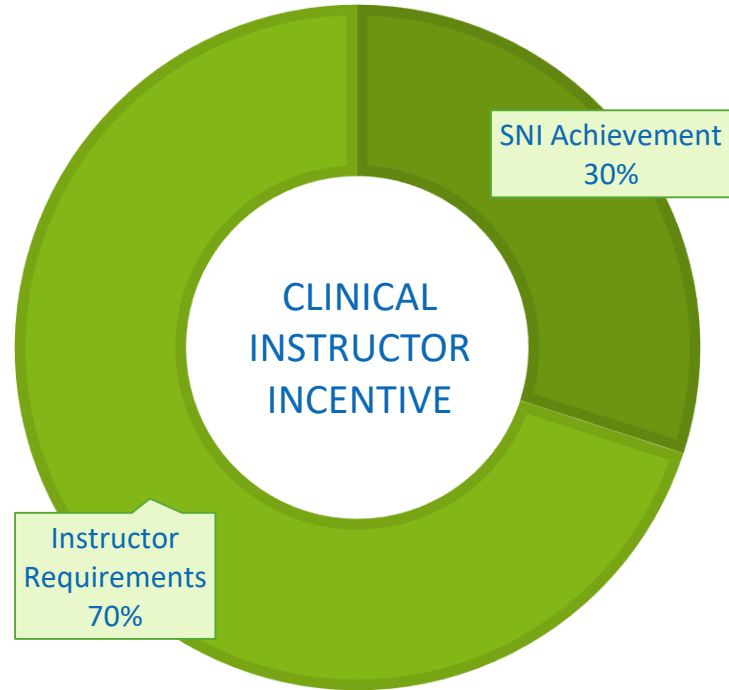
- Corporate New Hire Orientation
- 2 weeks full time classroom lecture
- 6 weeks introductory OR training, classroom lecture, & literature review
- Departmental workshops
 - Equipment
 - Critical Communication
 - IONM Research
 - IONM Quality
 - IONM Revenue Management
- Final Exam

SNI Clinical Competency Process

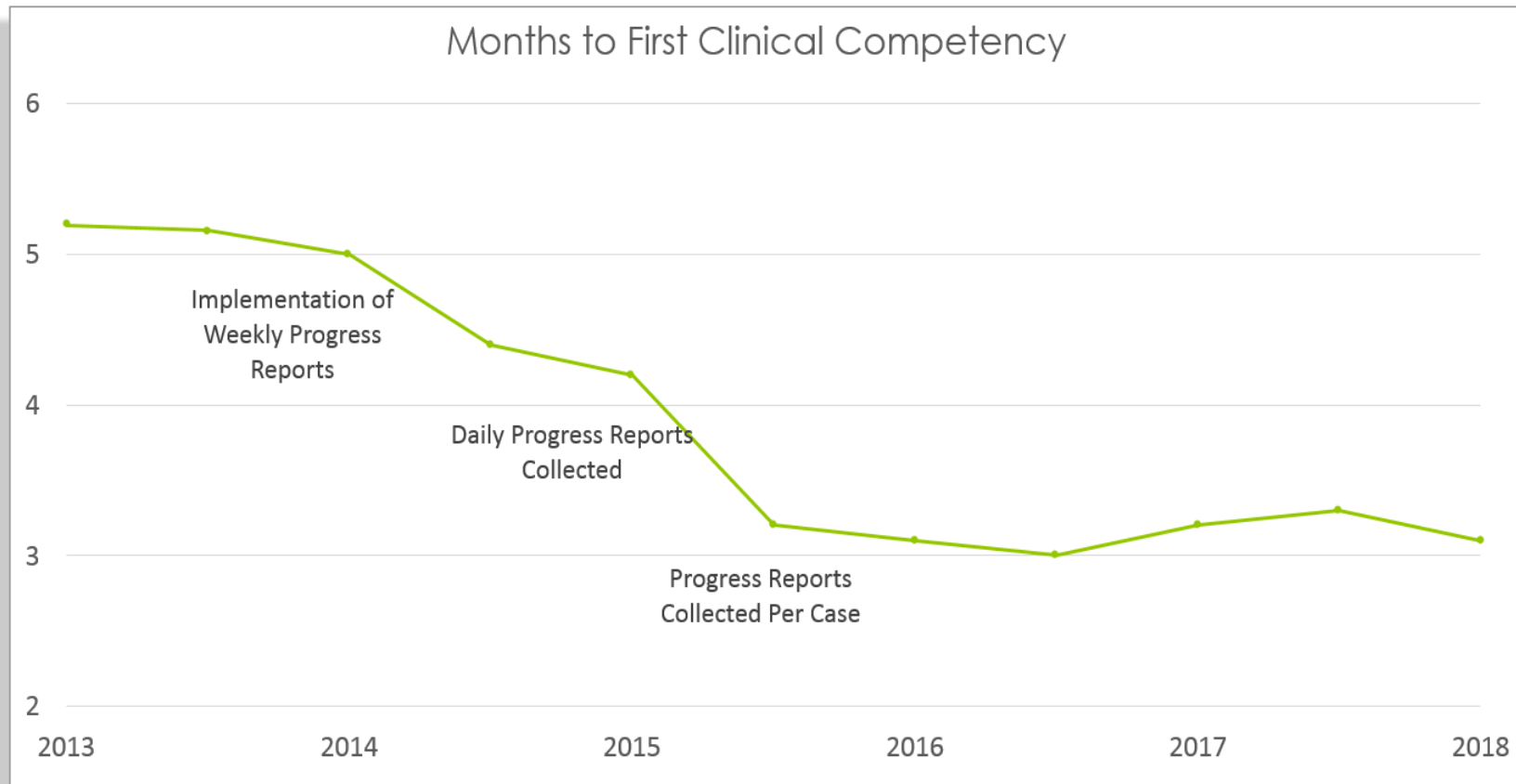


Instructor Requirements:

- Completed “Train the Trainer” Materials
- Consistent and Complete Progress Report Submission
- Tracking and coordination of case assignment
- Responsiveness to Education Team (REC and Directors will request frequent updates)
- Facilitating academic progress
- Assisting with assignments
- Assisting preparation for Case Defenses, CNIM, and Final Presentation



Program Process





Program Structure

Goals: Demonstrate Clinical Competency in Basic Spine

Process:

- Clinical Competency Process
- Joint Commission Consent Module
- ASIA Manual Muscle Testing Module
- Learning Modules & Webinars
- Online Case Defenses
- Online Oversight & Audits
- Final Exam

Year Training Process

Onsite Clinical Training
Ongoing Academic Training

National Board Certification
Final Capstone Project



Program Structure



Goals: National Board Exam Eligibility & Certification,
Transition from Trainee to Professional Colleague

Process:

- 10 week board prep series
- Final Presentation:
 - Topic approval & brainstorming
 - First & second drafts submitted
 - Final delivery at formal team event



National Board
Certification

Final Capstone
Project



Program Evaluation drives Evolution

- Program Structure
 - Milestones & Performance Measures reflect organizational priorities & values
- Program Evaluation
 - How well are the needs being met?

Performance Measures

Academic
Behavioral
Clinical

Milestone 1

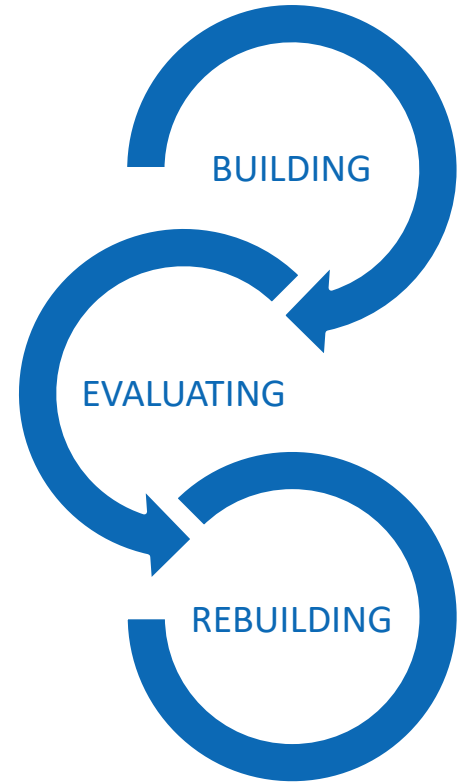
Initial Clinical Competency

Milestone 2

Additional Competencies Achieved

Milestone 3

Program Completion



DOL Apprenticeship



- Registered in TN in 2021
- Promotion of program and job postings
- Application process helps identify programmatic needs
 - (Affirmative Action Plan, Formal Standards, Written Selection Process, etc)
- DOL RAPIDS registrations and data capture
- 2022 began working with HCAP (Healthcare Career Advancement Program)
- Monthly meetings offer guidance and resources
- Funding through grant programs