



Berkshire Health Systems Primary Care Advanced Practice Provider (APP) Residency Program

Cohort Year: _____

Applicant Information

Full Legal Name	
Preferred Name / Pronouns	
Credentials (NP/PA)	
Date of Graduation	
Program/School	
License Number (if issued)	
Certification Board	
Address	
City/State/ZIP	
Preferred Email	
Phone Number	

Eligibility Verification

- Graduate of an accredited PA or Family Practice NP program
- Board certified or certification-eligible
- Massachusetts NP or PA license (active or pending).
- Eligible for DEA and MA Controlled Substance Registration.
- Commitment to full-time participation for 12 months.

Required Application Materials

- Curriculum Vitae (CV)
- Personal Statement (500–750 words) describing motivation, goals, and alignment with BHS mission. (Mission/V/V statement to be attached to application materials) (see rubric below)
- Three Letters of Recommendation (clinical preceptor, faculty, and employer/mentor).
- Official Academic Transcript from NP/PA program.
- Verification of Licensure/Certification (copy of board certification or eligibility).
- Prepared Case Study

Personal Statement

This allows applicants to articulate their professional goals, motivations, and alignment with the mission and values of Berkshire Health Systems (BHS). The purpose is to help the selection committee understand your readiness for advanced practice training, your personal commitment to patient-centered care, and how you envision contributing to our interprofessional healthcare community.

Instructions:

Please submit a personal statement (500-750 words) addressing each of the following areas. Your responses should demonstrate reflection, clarity, and alignment with the principles of compassionate, evidence-based, and patient-centered care that guide Berkshire Health Systems.

Professional Goals and Motivation

- Describe your short- and long-term professional goals as an advanced practice provider.
- What inspired you to pursue postgraduate residency training in primary care?
- How do you envision this residency shaping your future clinical practice and professional growth?

Alignment with Berkshire Health Systems Mission and Values

- Berkshire Health Systems is committed to providing accessible, high-quality, compassionate healthcare and promoting wellness for all people in our community.
- How do your personal values and professional aspirations align with this mission?
- Describe how you will contribute to a collaborative learning environment and uphold BHS's commitment to holistic, team-based care.

Reflection on Readiness for Residency

- What personal strengths and professional experiences prepare you for the intensity and rigor of a postgraduate residency?
- Identify an area for continued growth and explain how this residency will support your development in that area.

Formatting and Submission Requirements:

- Length: 500-750 words
- 12-point font, double-spaced
- Include your name and date in the document header
- Submit as a Word document or PDF along with your completed residency application materials.

Evaluation Criteria:

Essays will be reviewed for:

- Alignment with Berkshire Health Systems mission and values
- Clarity of professional goals and self-awareness
- Demonstrated commitment to patient-centered, evidence-based practice
Reflective insight and authenticity
- Professional writing quality and organization

Application Review Rubric

Criteria	Rating (1–5)	Comments
Clinical Experience & Academic Preparation (Online program?)		
Professional References & Recommendations		
Personal Statement Alignment with Mission		
Commitment to Primary Care / Underserved Populations		
Communication & Professionalism (Interview)		

Interview Evaluation Rubric

Competency Domain	Description	Rating (1–5)	Comments
Clinical Reasoning & Problem Solving	Demonstrates sound judgment and reasoning in clinical scenarios.		
Communication & Interpersonal Skills	Demonstrates empathy, professionalism, and clear communication.		
Cultural Humility & Equity Focus	Shows awareness of SDOH, inclusivity, and cultural competence.		
Team Collaboration	Participates effectively in interprofessional team settings.		
Motivation & Fit with Mission	Demonstrates strong alignment with primary care and BHS mission.		

Overall Recommendation:

- Strongly Recommend
 Recommend
 Do Not Recommend

References

- NNPRFTC. (2022). Accreditation Standards for Postgraduate NP and Joint NP/PA Training Programs.
- NONPF. (2022). NP Role Core Competencies.
- AAPA. (2023). Competencies for the New PA Graduate.
- IPEC. (2023). Core Competencies for Interprofessional Collaborative Practice.