

# “Who Wants to be a CERTIFIED Millionaire?” A Multifaceted Approach to Increasing Certification

Lisa Wood, RN, BSN, CPAN; Rebecca Vincent, RN, BSN, CPAN;  
Sandra Price, MS, RN, CAPA, M. Trevor Bennett, MBA, MSN, RN, CNOR  
Strong Memorial Hospital, Rochester, NY

### Current state:

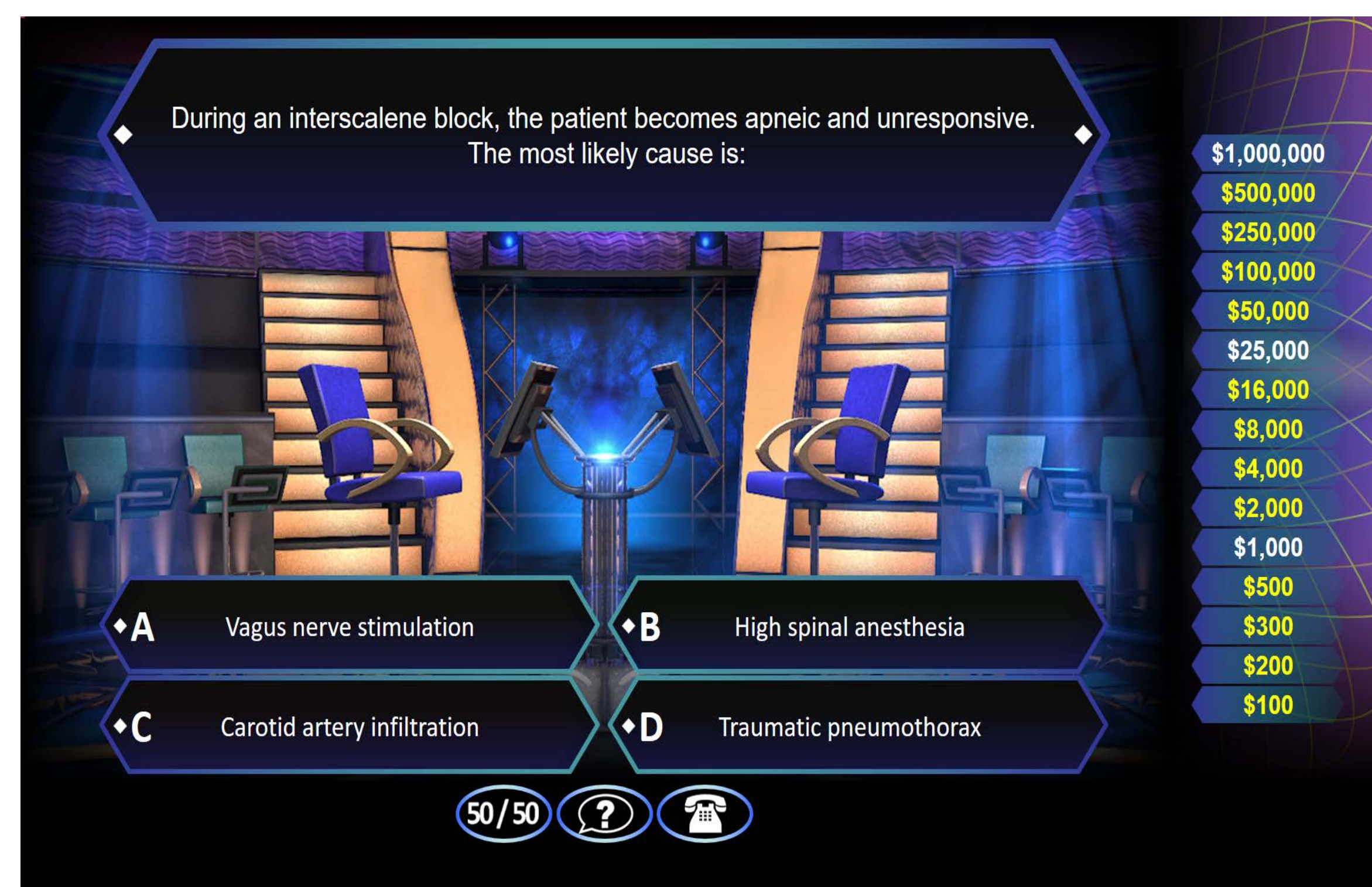
- 15% of eligible registered nurses (RNs) in the Post Anesthesia Care Unit (PACU) are certified
- On average, only 1 RN a year has become certified per year since 2016
- The PACU’s sister unit, the Adult Surgical Center (ASC), has a 40% certification rate of eligible RNs, also with an average of only 1 RN certifying per year

### Problem statement:

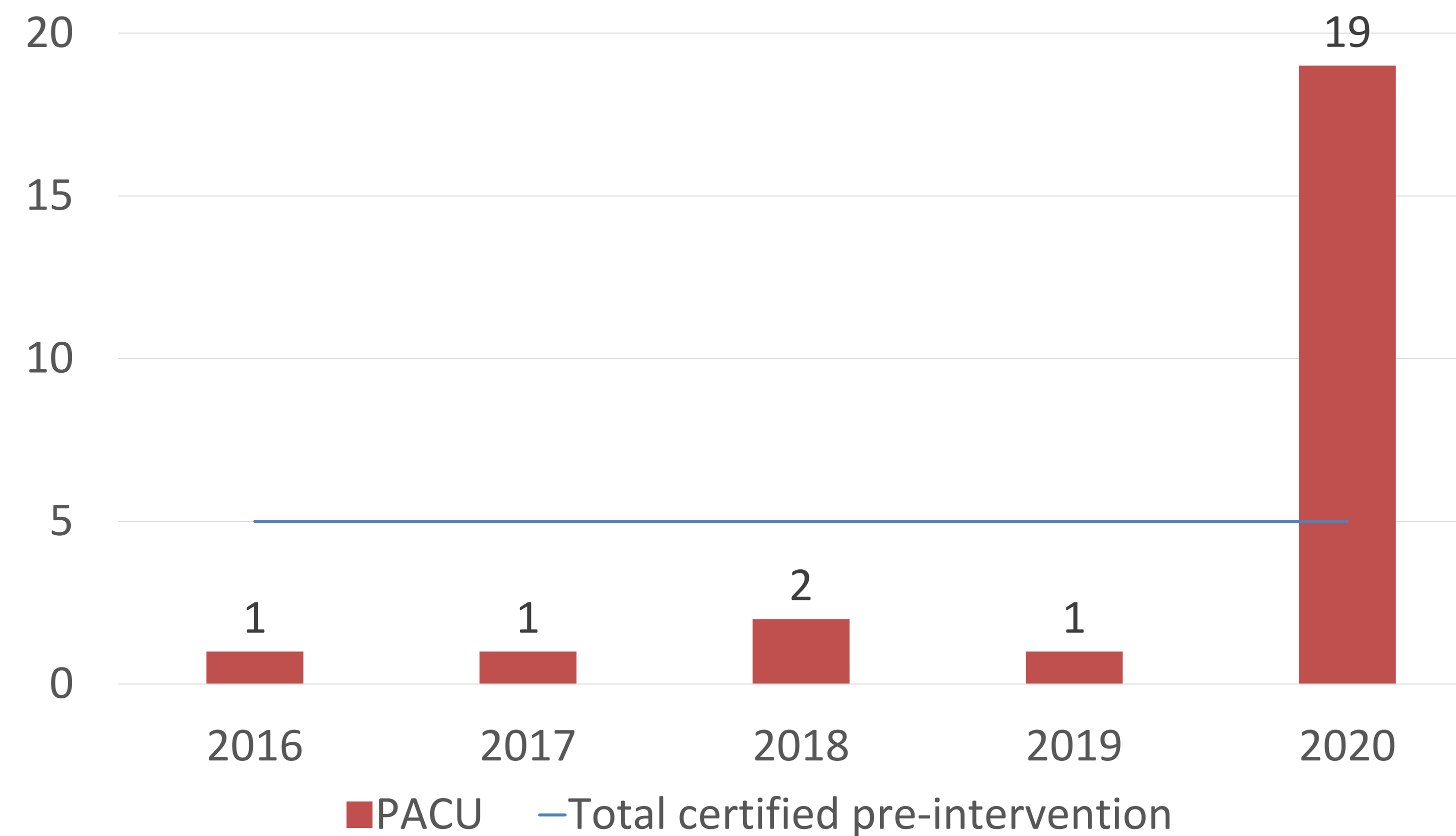
Current RNs are hesitant to become certified in our specialty area due to two major barriers – cost and fear of failing

### Aim:

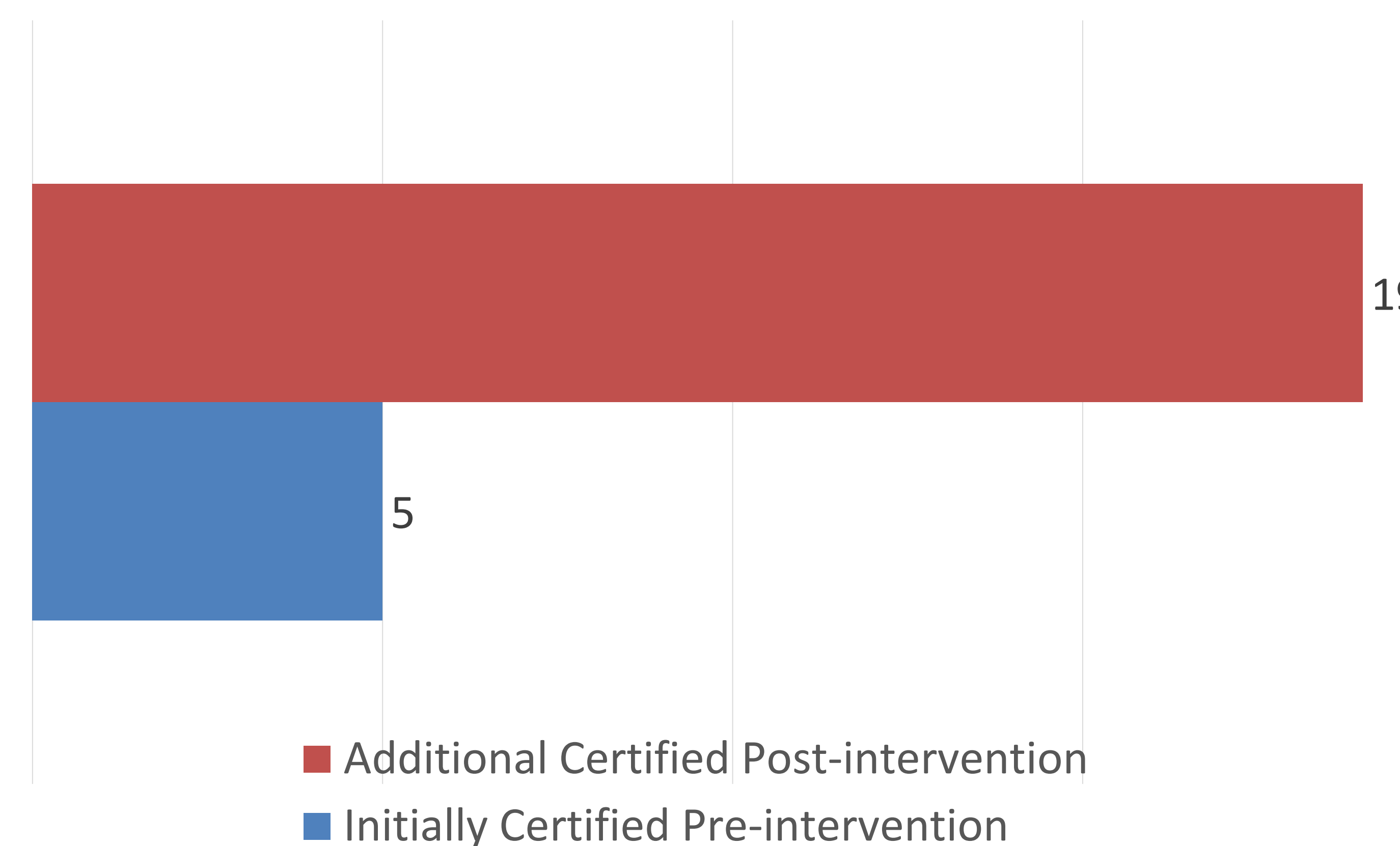
The goal is to diminish the upfront cost of certification and grow the confidence of staff to believe certification is achievable



Certification enrollment by year



Total certified post-intervention



Number of PACU Nurses Becoming CPAN/CAPA Certified					
	Pre-intervention				Post-intervention
	2016	2017	2018	2019	2020
	1	1	2	1	19

### Desired outcomes:

1. Promote staff certification
2. Increased staff education in specialty area
3. Provide financial relief related to cost of becoming certified
4. Create fun, interactive learning material to make studying easier
5. Foster an ‘atmosphere of certification’ – where fear of failure is eliminated

### Changes implemented:

1. Created an interactive presentation that included reasons and benefits to certify, test taking tips, and a ‘game show’ test with actual practice questions
2. Implemented discount vouchers system to decrease up front financial burden
3. Created a library of study material free to staff to study from

### Conclusions/Next steps:

- Keep certification in the forefront of the minds of eligible RNs and demonstrate that it is passable
- Goal is to have  $\geq 75\%$  of eligible RNs certified
- 54% of eligible RNs are certified and interest is growing
- Create an atmosphere of certification – ‘If they could do it, maybe so could I?’