

## Abstract

In today's complex healthcare environment, specialty nursing certifications like CPAN® & CAPA®, validate advanced nursing skills, enhance professional recognition, and contribute to better patient outcomes. Research links certification to reduced rates of pressure injuries, patient falls, hospital-acquired infections, and mortality, as well as increased job satisfaction and nurse retention. This presentation explores how supporting specialty certification benefits both patient safety and workforce stability. A literature review and survey analysis of certified nurses underscore the positive impact of certification on care quality and staff fulfillment.

Organizations play a key role by fostering a culture that encourages certification through education, incentives, and recognition. The Magnet Recognition Program® further supports certification's importance in advancing nursing excellence.

## Introduction

Specialty certifications validate nurse expertise and ensure excellence in patient care. Nursing certification is correlated with improved patient outcomes, quality patient care, increased job satisfaction & nurse retention. Magnet Recognition Program® promotes and advocates for nursing specialty certifications.

## Problem

Despite research showing benefits & incentives, nursing certification rates remain low.

There is need to explore how healthcare organizations can cultivate a culture of excellence through support for specialty certification.

## Methodology

- CINAHL and PubMed research databases used for review of literature
- Survey data from CPAN & CAPA certified nurses collected & analyzed

## Results

Benefits of certification, barriers, and facilitators to obtaining and maintaining certification.

## Intrinsic Values of Certification

- Enhances feeling of personal accomplishment
- Provides personal satisfaction
- Provides evidence of professional commitment
- Validates specialized knowledge
- Enhances professional autonomy

## Extrinsic Values of Certification

- Increases salary
- Promotes recognition from employers
- Promotes recognition from peers
- Promotes recognition from other health care professionals
- Increases marketability

## Findings

- Organizations supporting certification demonstrate improved workforce stability and job satisfaction
- Hospitals with a greater number of certified nurses align with Magnet® principles, fostering a culture of clinical excellence.

## Conclusion

Nursing specialty certification is a strategic investment in both patient safety and workforce development. Healthcare organizations can improve clinical outcomes, enhance job satisfaction, and reduce turnover by promoting certification.

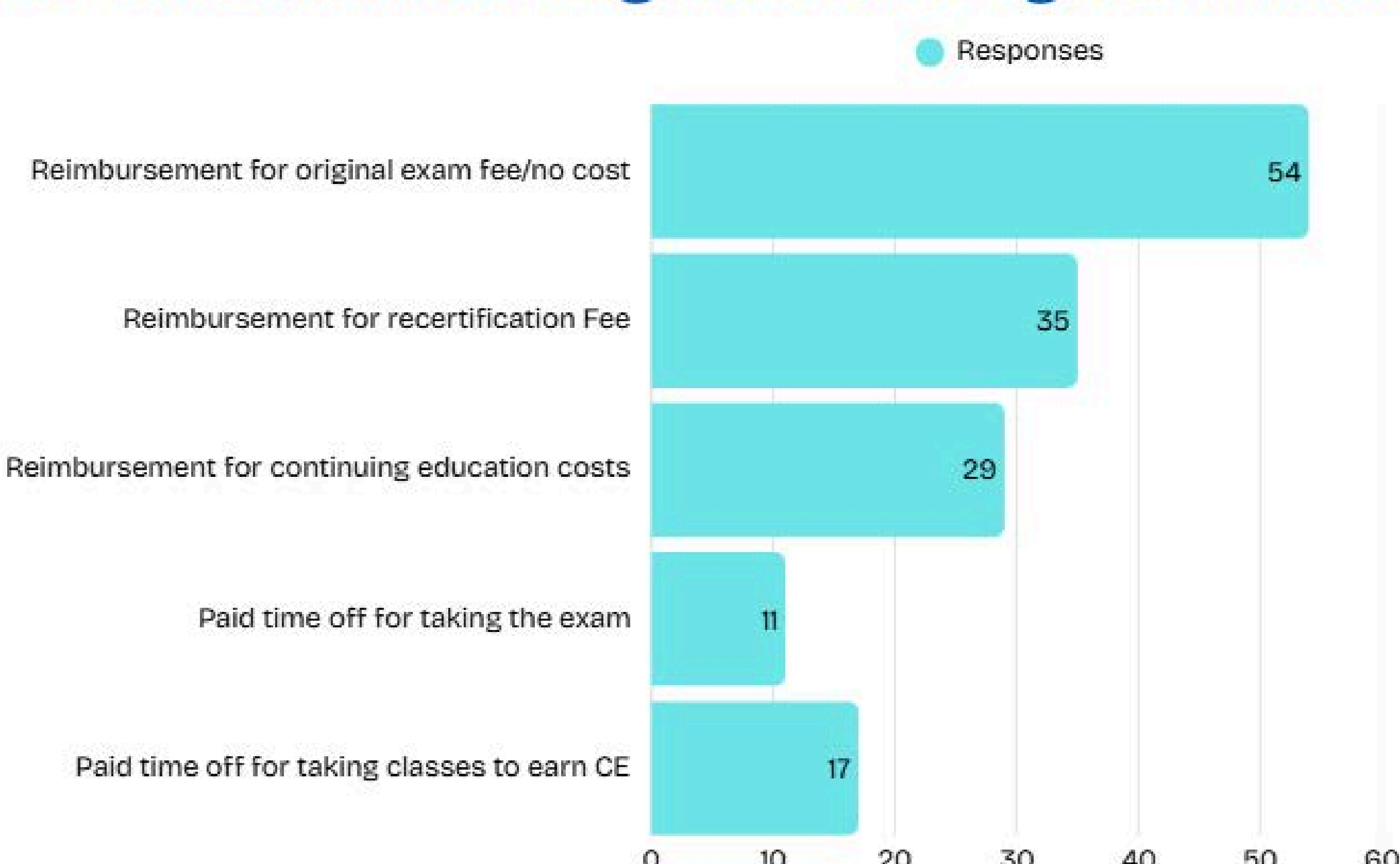
Certification serves as a measurable indicator of nursing excellence, reinforcing best practices and ensuring high-quality patient care.

## Recommendations

- Incentivizing Certification: Financial support, paid study time, and mentorship programs can facilitate nurses' pursuit of certification.
- Expanding Research: Further longitudinal studies are needed to measure long-term impacts of certification on patient outcomes & healthcare costs.
- Organizational Support: Encouraging hospitals to integrate certification as a performance metric that can further enhance quality initiatives.

# CPAN® & CAPA® Certified Nurses Perceived Benefits and Facilitators to Obtain and Maintain Certification

## Facilitators to Obtaining & Maintaining Certification

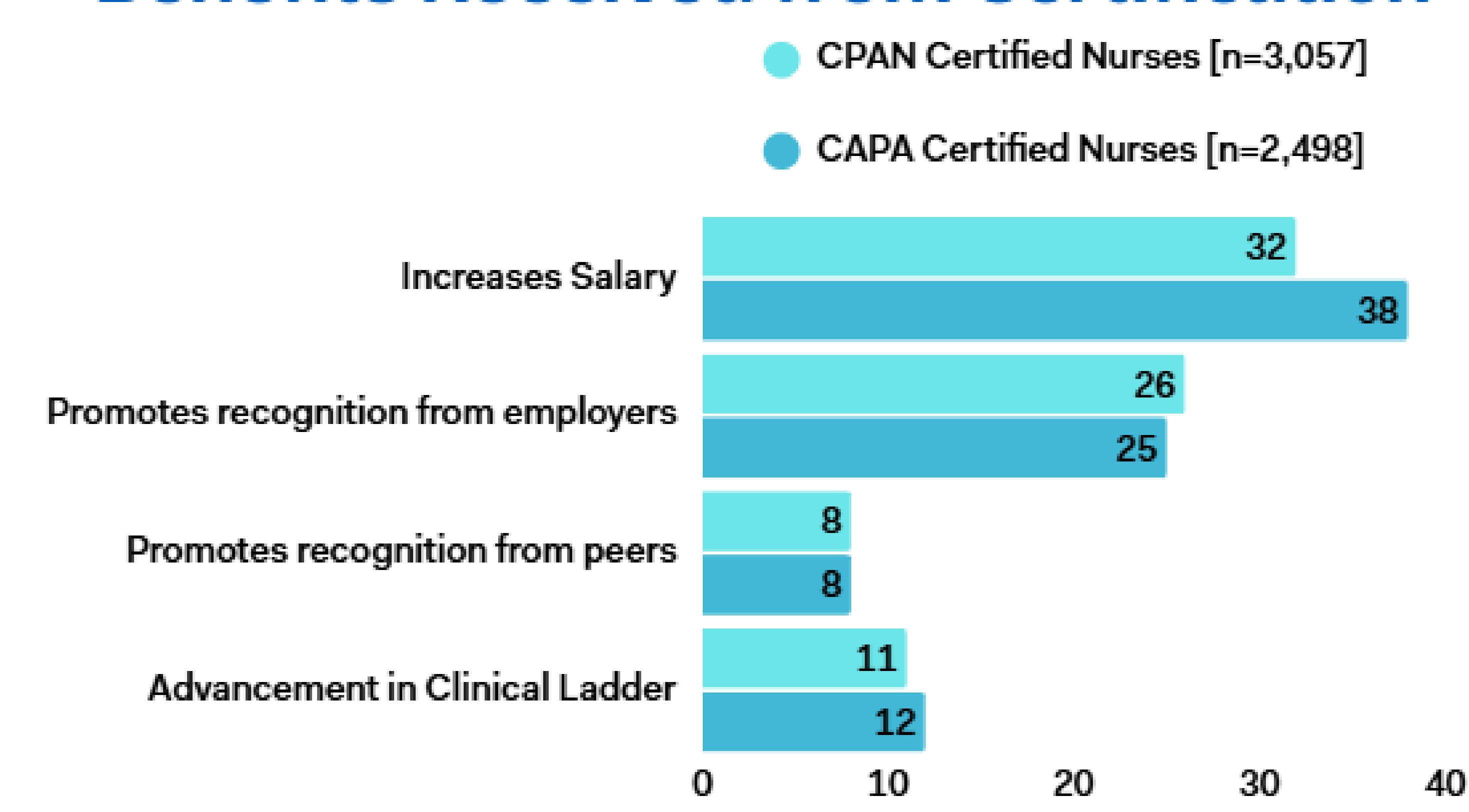


## Barriers to Certification

- Cost
- Lack of Institutional Support
- Lack of study time
- Lack of access to materials for exam prep
- Inadequate reward or compensation
- Lack of interest
- Inadequate recognition
- Reimbursement of exam cost and renewal fees
- Easy access to exam prep/review materials
- Free/in-house review courses
- Paid time for review or exam prep
- Institutional support
- Recognition/support

## Facilitators for Certification

## Benefits Received from Certification



- Certified nurses are linked to higher-quality patient care and lower rates of patient falls, hospital-acquired infections, and pressure injuries.
- Facilities with higher certification rates report reduced mortality and failure-to-rescue cases.
- Certified nurses experience increased job fulfillment & recognition, contributing to higher retention rates and lower attrition rates.