

## **Strategies in Promoting and Increasing Certification Among Perianesthesia Nurses**

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**Introduction:** Health consumers are more knowledgeable about safety and quality of health care, above all, they want expert nursing and medical care. Certification is one way that nurses show that they possess advanced nursing knowledge, expertise, and competence in their specialty field of practice. The American Society of Perianesthesia Nurses (ASPN) supports specialty certification as a strategy to ensure continuing clinical knowledge and skills as a means to deliver quality and safe patient care.

**Identification of the problem:** The benefits of professional nursing certification have been widely supported and published, however, there is a recognized need to identify and address the barriers and strategies to promote certification amongst perianesthesia nurses in an urban community hospital.

### **EBP Question/Purpose: PICO question. Databases utilized.**

What are the best strategies in promoting and increasing certification among perianesthesia nurses?

P - Perianesthesia nurses

I - Evidence-based strategies in motivating nurses to obtain certification

C – No comparison

O - Increase in awareness, intent to take, and completion of certification

Databases searched included CINAHL and PubMed.

### **Methods/Evidence:**

The literature reviews highlighted nurses' perceived values, barriers, and facilitators of certification. Published works revealed that organizations supporting certification have a direct impact on success and outcomes. Pre and post-intervention survey was conducted to identify awareness, values, barriers, and facilitators to certification. Interventions focused on coverage of exam fees, free review courses, and easy access to review/exam prep materials. This was done via staff education, the selection of a certification champion, and the creation of a certification station outfitted with review and exam prep materials.

### **Significance of Findings/Outcomes:**

Pre-intervention survey is congruent with what the literature reported on the perceived values, barriers, and facilitators to certification. Post-intervention awareness of perianesthesia certification increased from 40% to 100%. The likelihood of taking the exams significantly increased from 20% to 85%. From this, nursing leadership buy-in expanded resulting in the purchase of exam vouchers. To date, 45% of eligible nurses are scheduled to take the exams within the year.

### **Implications for Perianesthesia nurses and future research:**

Providing resources and removing barriers to certification increases the likelihood for the nurses to prepare and take the exams. Organizations must facilitate and support their nurses'

journey towards certification. Perianesthesia units seeking to increase certification rates could implement similar strategies and initiatives to increase the likelihood of success.