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Strategies for Promoting and Increasing Certification Among Perianesthesia Nurses

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Introduction

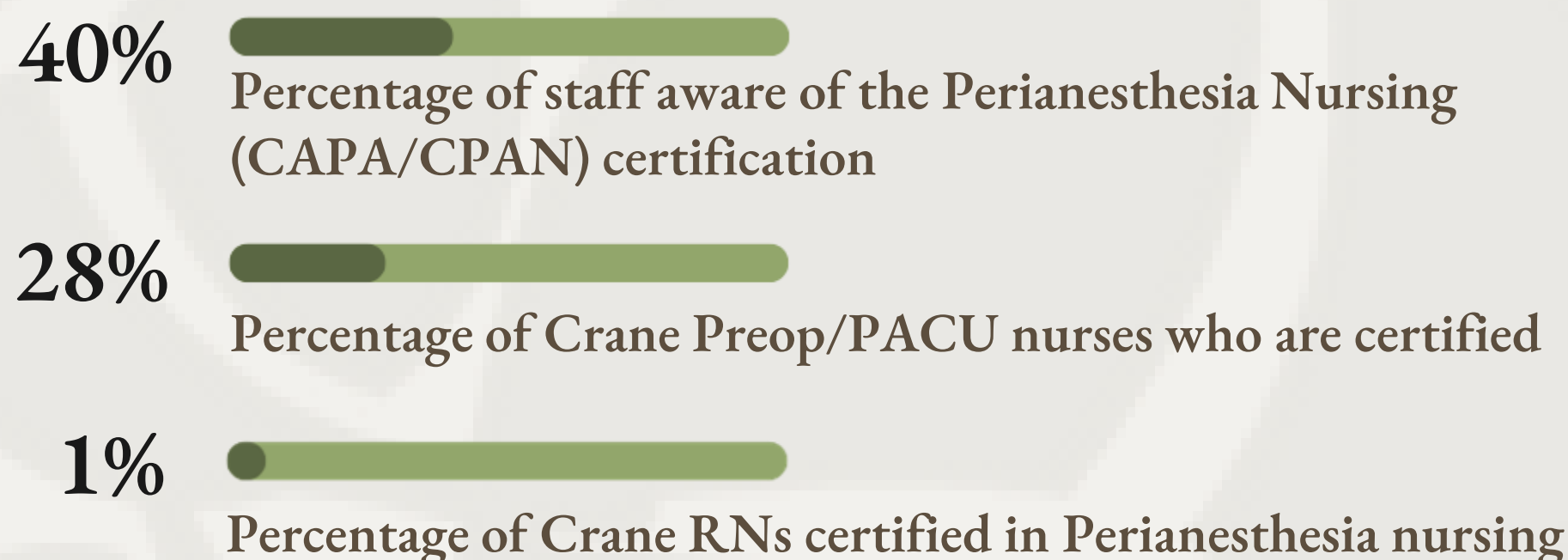
Health consumers are more knowledgeable about the safety and quality of health care. They want expert nursing and medical care. Certification shows that nurses possess advanced nursing knowledge, expertise, and competence in their specialty field of practice.

ASPAN supports specialty certification as a strategy to ensure continuing clinical knowledge and skills as a means to deliver quality and safe patient care.

Problem

The benefits of professional nursing certification have been widely supported.

There is a recognized need to identify and address the barriers and strategies to promote specialty certification amongst Perianesthesia nurses in the Crane Surgical Suite at Mercy Medical Center (MMC).



EBP Question

“What are the best strategies for promoting and increasing the completion of certification among Perianesthesia nurses?”

- (P) Nurses from Crane Preop & PACU
- (I) Evidence-based strategies for motivating nurses in obtaining certification
- (C) No comparison
- (O) Increase awareness, intent to take, and completion of certification

Evidence

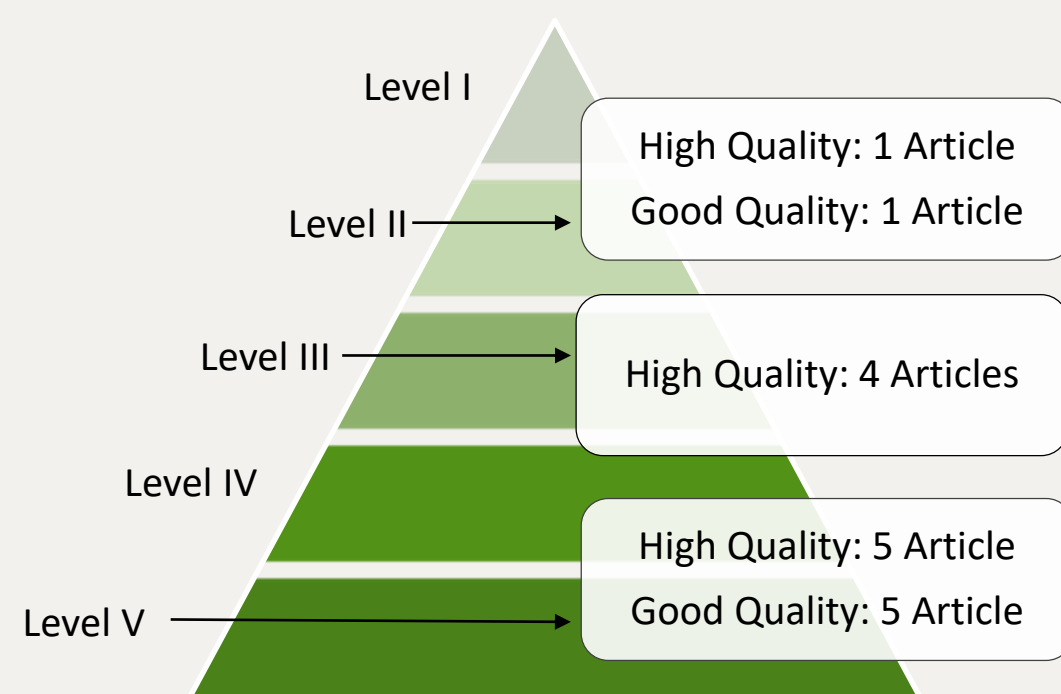
A literature review was completed using CINAHL and PubMed research databases.

Keywords used: nursing certification, values of certification, barriers to certification, patient outcomes

Search results yielded a total of 72 articles, 26 articles were deemed relevant.

Strength, Quality & Synthesis of Evidence

- 16 articles were appraised using the Johns Hopkins Nursing Evidence-Based Research Appraisal Tool.



Intrinsic Benefits	Extrinsic Benefits
<ul style="list-style-type: none">Enhances feelings of personal accomplishmentProvides personal satisfactionValidates specialized knowledgeIndicates professional growthIndicates attainment of a practice standardProvides evidence of accountabilityProvides evidence of professional commitmentIndicates level of clinical competenceEnhances professional autonomy	<ul style="list-style-type: none">Promotes recognition from employersPromotes recognition from peersPromotes recognition from other health professionalsIncreases consumer confidenceAdvances the professionIncreases salaryHeightens marketability

Nurses' perceived and identified benefits were categorized as intrinsic & extrinsic.

The literature review identified barriers and facilitators to attaining (and maintaining) nursing certification

Barriers to Certification

- Cost of exam, renewal fees, and required CEUs
- Lack of time to study
- Lack of organizational expectation or support of certification as a professional development goal
- Lack of access to materials for exam prep
- Inadequate recognition
- Reimbursement of exam cost & renewal fees
- Easy access to exam prep & review materials
- Free or in-house review courses
- Paid-time for review/exam prep
- Innovative educational delivery methods
- Institutional support & recognition (incentives)

Facilitators for Certification

Evidence showed that healthcare organizations that support specialty certification in nursing can have a direct impact on desire, success, and overall outcome.

Methodology



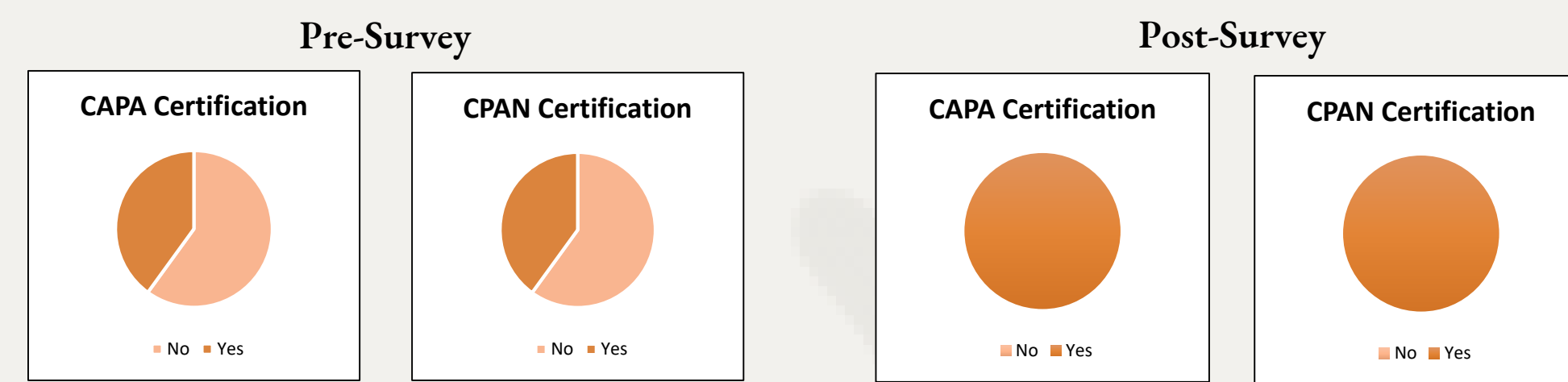
80%

Participation rate

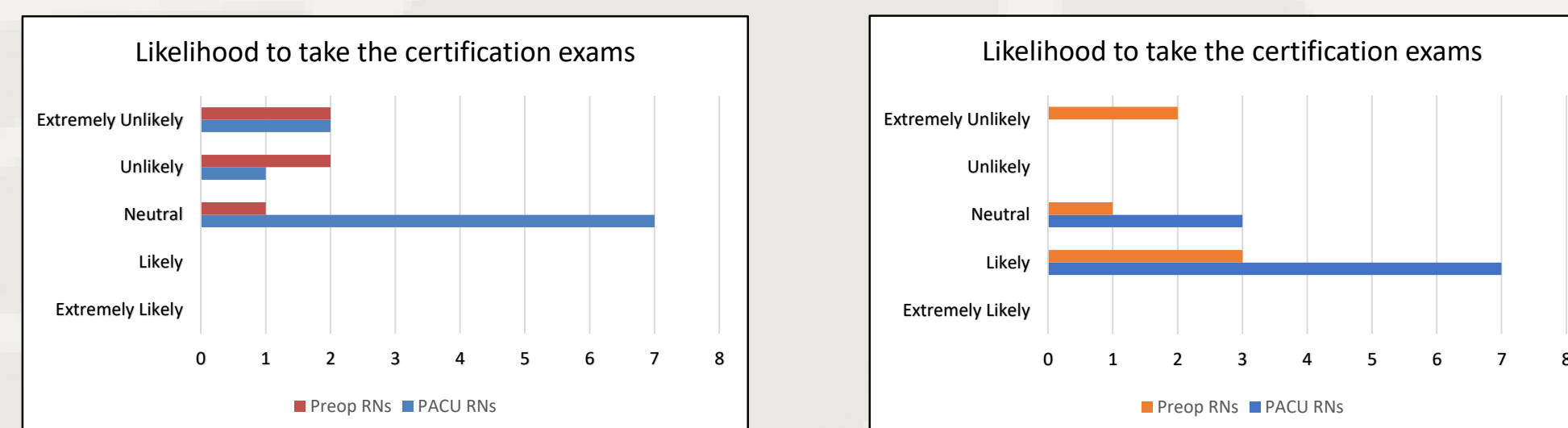
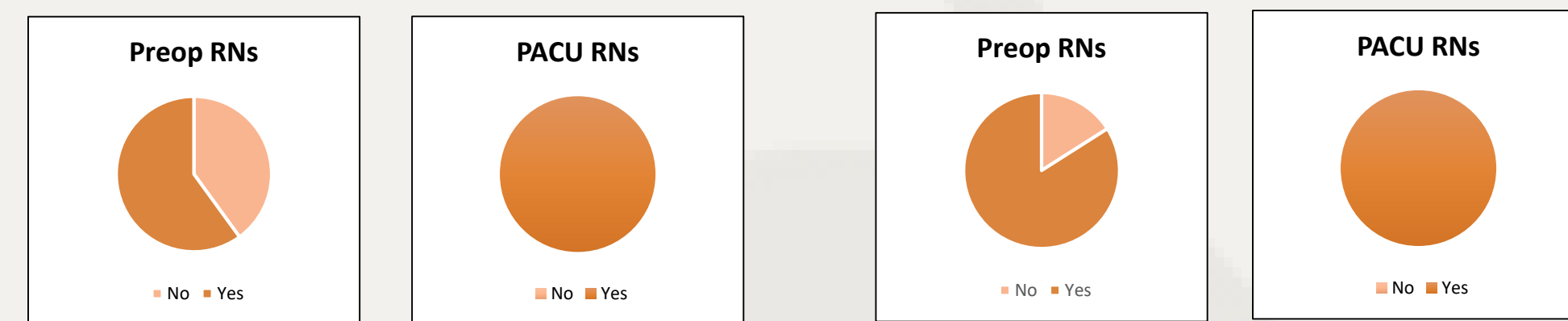
A mixed dichotomous question & Likert-style survey tool was utilized to collect quantitative data pre & post-intervention

Pre & Post Survey Results

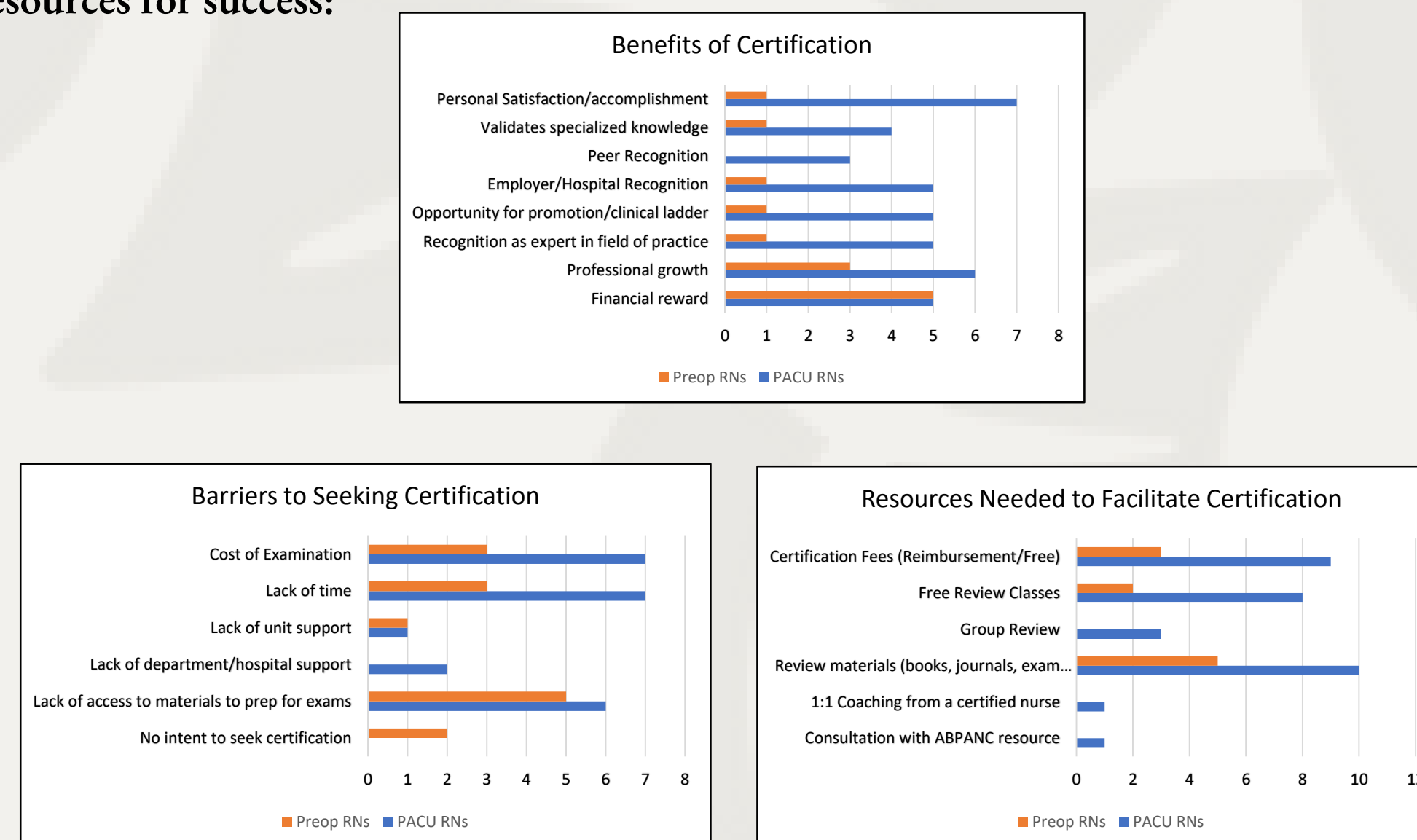
“Are you aware of the CAPA (for Preop RNs) or CPAN (for PACU RNs) certification?”, the responses were as follows:



“Are you interested in obtaining certification in the future?”, the responses were as follows:

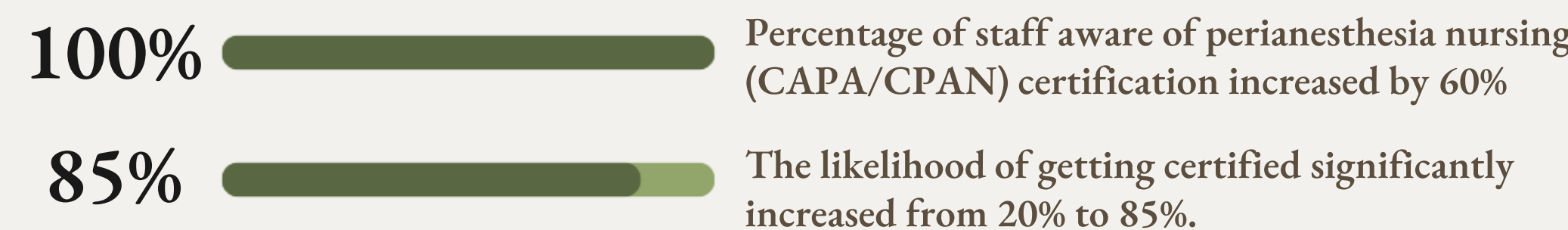


Perceived benefits of certification, barriers to obtaining certification, and needed resources for success:



Significance of Findings

Pre-intervention survey was congruent with what the literature reported relating to perceived values, barriers, and facilitators to certification.



From here, nursing leadership buy-in was expanded resulting in the purchase of exam vouchers with test assurance.

Translation of evidence

Strategies were implemented to address the barriers identified by Crane Preop/PACU Nurses:

The “Certification Station” was developed to provide:



- Staff education/information on CAPA & CPAN certification including exam blueprint, registration & examination windows, eligibility requirements, and a step-by-step guide with forms for material reimbursement
- Easy access to a dedicated workspace with a computer
- Exam prep materials i.e., notebooks, pens, ASPAN-recommended review books, PowerPoints, and QR codes for on-demand review courses & upcoming in-person sessions

Certification “champions”, mentors and the voucher program with test assurance were implemented with the certification station.

Dedicated review time was another strategy implemented as a result of leadership buy-in.



Implications for Perianesthesia Nurses

Providing meaningful resources & removing barriers to certification increases the likelihood of nurses to prepare and take the exam.

Organizations must facilitate & support their nurses' journey toward certification.

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