

The Road to Certification

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Do you agree that
nurses must know more
today than ever in order to
meet patient needs?



Why Specialty Nursing Certification

- ▶ Generalist knowledge does not fit healthcare mold where specialization is the norm
- ▶ A validation that you have the knowledge to care for patients with increasingly complex needs
- ▶ Exists to protect the consumer



Objectives

- ▶ Describe the origins of perianesthesia nursing certification
- ▶ Discuss the findings of the ABNS study
- ▶ Explore the personal and professional benefits of certification



Certification

- ▶ The formal recognition of the specialized knowledge, skills and experience demonstrated by the achievement of standards identified by a nursing specialty to promote optimal health outcomes.
- ▶ Reflects the achievement of a standard *beyond licensure* for specialty nursing practice.



A Comparison...

- ▶ Patients highly value certification as an indicator of quality and they would change or select physicians based on whether that doctor is certified
- ▶ Nearly 90% of all physicians are certified while less than 25% of registered nurses are certified in a specialty



ABPANC

- ▶ American Board of PeriAnesthesia Nursing Certification
- ▶ Established in 1985
- ▶ First CPAN exam in 1986
- ▶ First CAPA exam in 1994
- ▶ Role Delineation Study every 5 years



ABPANC's Vision

Recognizing and respecting the unequalled excellence in the mark of the CPAN[®] and CAPA[®] credentials, perianesthesia nurses will seek it, managers will require it, employers will support it and the public will demand it.



ABPANC Accreditation

- ▶ Stringent and comprehensive accreditation process through the ABSNC
- ▶ 18 standards of quality
- ▶ Validates CPAN[®] and CAPA[®] credentials
- ▶ Reaccredited in 2009 for five years – To 2014



Eligibility Requirements

- ▶ Current, unrestricted RN licensure in the United States or any of its territories which use the NCLEX
- ▶ Minimum of 1800 hours of *direct perianesthesia* clinical experience as an RN during the past two years prior to application



Conceptual Model

- ▶ Focuses on the needs of the perianesthesia patient
 - Physiological Needs
 - Behavioral and Cognitive Needs
 - Safety Needs
 - Advocacy Needs
- ▶ Percentage of exam questions by domain varies, dependent on exam



Examination Development

- ▶ Certified Registered Nurses
- ▶ Geographical and Role diversity
- ▶ Item Writing Review Committee (IWRC)
- ▶ Examination Review Committee (ERC)



ABNS Study

- ▶ Perceptions about the value of certification in nursing
- ▶ Challenges and barriers to certification
- ▶ Benefits and rewards to nurses for certification
- ▶ Impact of certification on lost workdays
- ▶ Impact of certification on nurse retention



Perceived Value of Certification

- Validates specialized knowledge
- Indicates level of clinical competence
- Enhances professional credibility
- Indicates attainment of a practice standard
- Indicates professional growth
- Provides evidence of professional commitment
- Provides evidence of accountability
- Increases salary



Perceived Barriers

- ▶ Cost of exam
- ▶ Cost of maintaining credential
- ▶ Lack of institutional support
- ▶ Lack of institutional reward
- ▶ Lack of time to prepare for exam
- ▶ Lack of access to preparation materials



Benefits and Rewards

- ▶ Intrinsic
 - Accountability, clinical competency
 - Professional growth, credibility, autonomy
- ▶ Extrinsic
 - Consumer confidence
 - Employer recognition
 - Marketability
 - Nursing peer recognition
 - Monetary



Managers' Perceptions

- ▶ 88% would hire a certified nurse over a non certified nurse if all else equal
- ▶ 66% saw a difference in the performance of certified nurses versus non certified nurses
- ▶ Nearly 50% believed that a certified nurse positively impacts patient outcomes
- ▶ Further, managers believed that certified nurses were better preceptors, informal or formal leaders, role models and mentors



Organizational & Patient Outcomes

- ▶ Fewer adverse events in patient care
- ▶ Higher patient satisfaction ratings
- ▶ Fewer disciplinary events
- ▶ Fewer work-related injuries
- ▶ Increased productivity and staff retention



Strategies to Increase Certification

- ▶ Role modeling
- ▶ Identifying staff eligible for certification
- ▶ Selecting the certification program
- ▶ Dedication of fiscal resources
- ▶ Developing preparation strategies
- ▶ Staff support on exam day
- ▶ Recognizing excellence



Certification...

- ▶ Provides a sense of personal accomplishment and achievement
- ▶ Demonstrates your knowledge of identified standards of practice
- ▶ Increases your professional credibility
- ▶ Meets your desire to develop professionally and advance your career
- ▶ Instills confidence in the care you provide
- ▶ Earns the recognition of your employers, peers and other healthcare professionals
- ▶ Increases your job marketability and opportunities for salary increases and promotions



Discover the value of Perianesthesia Nursing Certification

Make the commitment...

Take the journey!



