

Breaking through the Barriers of Certification: A Proactive Approach

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Background

- Historically, at UPMC St. Margaret, certification was promoted and celebrated **AFTER** a nurse passed the exam
- In September 2019, of the **19** bedside (nonleadership) Perioperative RNs eligible to sit for the CNOR, **3** were certified.

Implementation

Staff Input

- Barriers Identified
- Delivery Methods Identified
- Education Needs Identified

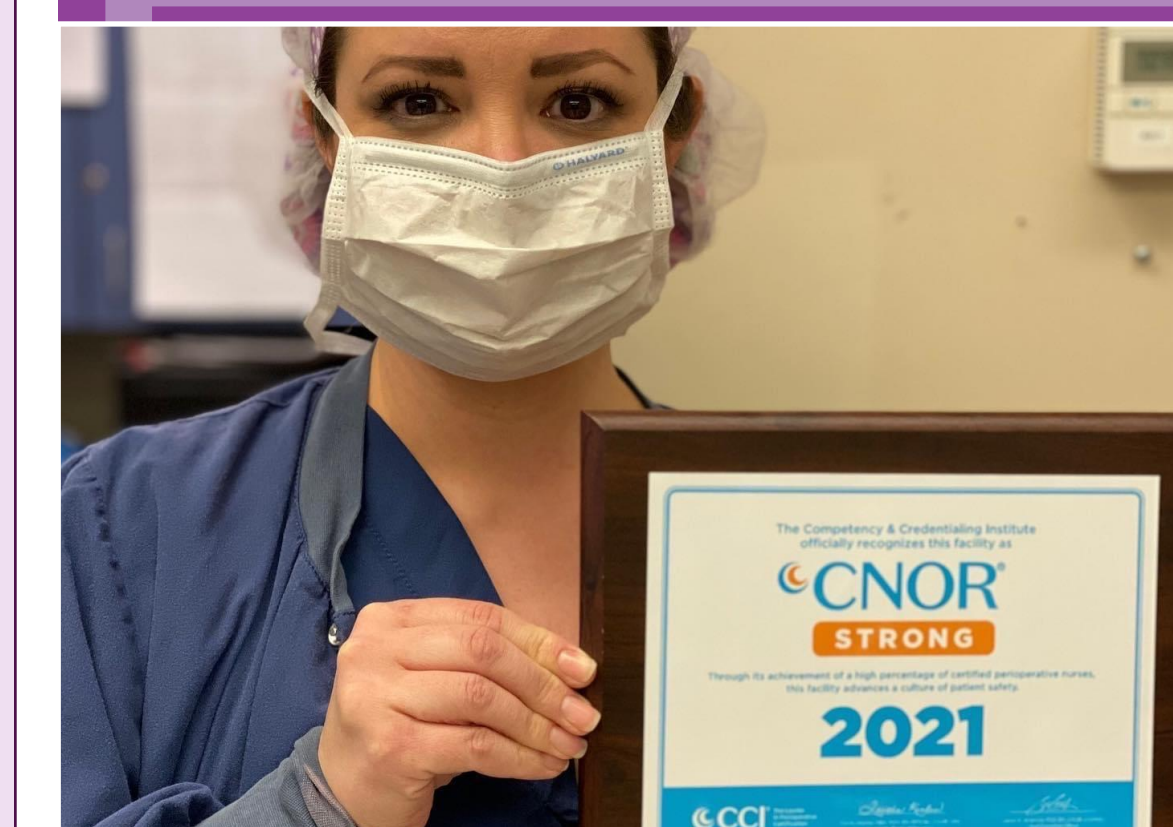
Interventions

- CCI Take 2 Program Initiated-Hospital Financially Assisted
- CNOR Mentor Assigned

Results

- In 1 year, 7 RNs became Certified
- Unit received CNOR Strong Award

CNOR Strong



Awarded to facilities with 50% or more of eligible nurses certified

Facility consistently recognizes and rewards nurses who become CNOR certified or complete recertification.

CNOR Certification: At A Glance

- Specialty certification is an objective measure that validates an RN possesses the knowledge needed to provide specialized nursing care
- Certification provides formal recognition of the specialized knowledge, skill, and experience demonstrated by the achievement of identified standards.
- More than **40,000** nurses nationwide hold the CNOR certification
- To be eligible, RNs must have **2 years** of OR experience



Demonstrates Dedication to Patient Safety



Validates Knowledge and Skills



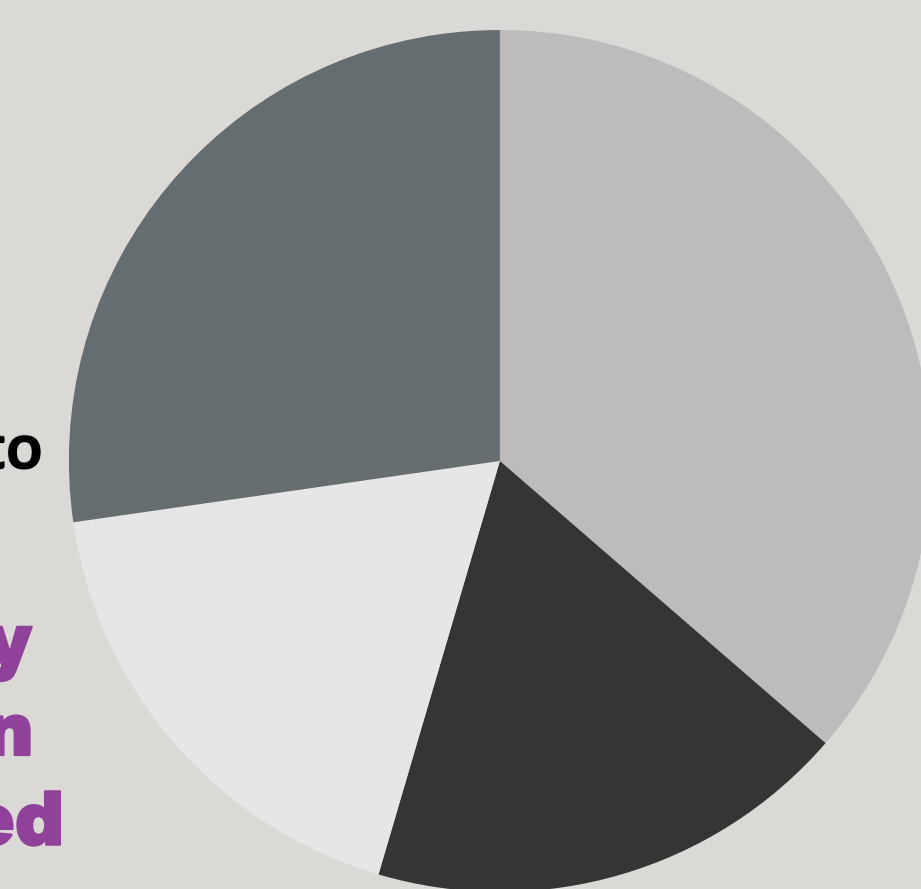
Gain Deserved Recognition and Career Potential

Staff Survey Results

Barriers

- Finances
- No Study Materials
- Time Constraints
- Don't know where to start

Please Identify Any Barriers In Getting certified



Methods

- Email
- Bulletin Boards
- Handouts
- Individual Coaching

How Would You Like Information Given to you?



Educational Interest

What Topics Would You like Review Material On?

- Anesthesia
- Emergency Situations
- Infection Prevention
- SPD
- Medications



Completion Data

September 2019: **16%** Eligible Bedside Nurses Certified

September 2020: **53%** Eligible Bedside Nurses Certified

Mentor Interventions

- Assisted with **applying** for and **scheduling** exam
- Supplied weekly practice quizzes and **study materials**
- Offered private **study sessions**
- Flash Card Fridays** and **What the?! Wednesdays** for the whole unit –Prizes given to those with correct answers to questions
- Required **Accountability** for studying

Implications for Practice



Increased Job Satisfaction



Sense of Self Accomplishment



Better Patient Outcomes



Increased Retention Rates

These results suggest that by approaching certification in a **proactive manner**, as opposed to a re-active one, a **positive impact** on participation and passing rates will occur.

References Available Upon Request

