



Increasing CNOR Success Rates Across Multigenerational Nurses

Michelle Agustin, BSN, RN, CNOR
Josie Robertson Surgery Center



Project Purpose

In September 2021, the Professional Development Committee Co-Chair communicated that there was a need to develop a CNOR study group. Our baseline data identified that at least 31% of our clinical staff were not certified. We also found that the group were multigenerational, having differing perceptions and approaches in preparing for the exam. For example, the ease in using technological advances in study courses differs among generational groups. In addition, many in the group communicated they were still struggling with the ongoing challenges of the pandemic. Finding the time to juggle personal and professional commitments were large hindrances in their CNOR success. The purpose of this project is to assist a multigenerational group of nurses in taking and passing their CNOR. The primary solution to assist in the problem was to identify study resources and methods that would adapt to their individual needs.

Development & Implementation September 2021-Present

- Project coordination with Professional Development Committee co-chair in establishing CNOR study group
- Coordination with OR leader, Nursing Professional Development Specialist, and Perioperative Clinical Nurse Specialist to identify proper process and methods in establishing study group
- Became AORN CNOR Coach 2022 to be able to provide the most resources for study group
- Department email notifications and coordination of CNOR Study Group
- Pre-survey sent out to identify study needs of the group
- Identified total non-certified nurses in the department wanting to participate and take the CNOR.
- Provided various study resources: mobile/online applications, textbooks, in person study group, and virtual study group

2022 Goals



MAINTAIN POSITIVE "DEPARTMENT HEALTH OF MY UNIT"



IMPROVE MULTIGENERATIONAL WORKPLACE SYNERGY AND ENGAGEMENT

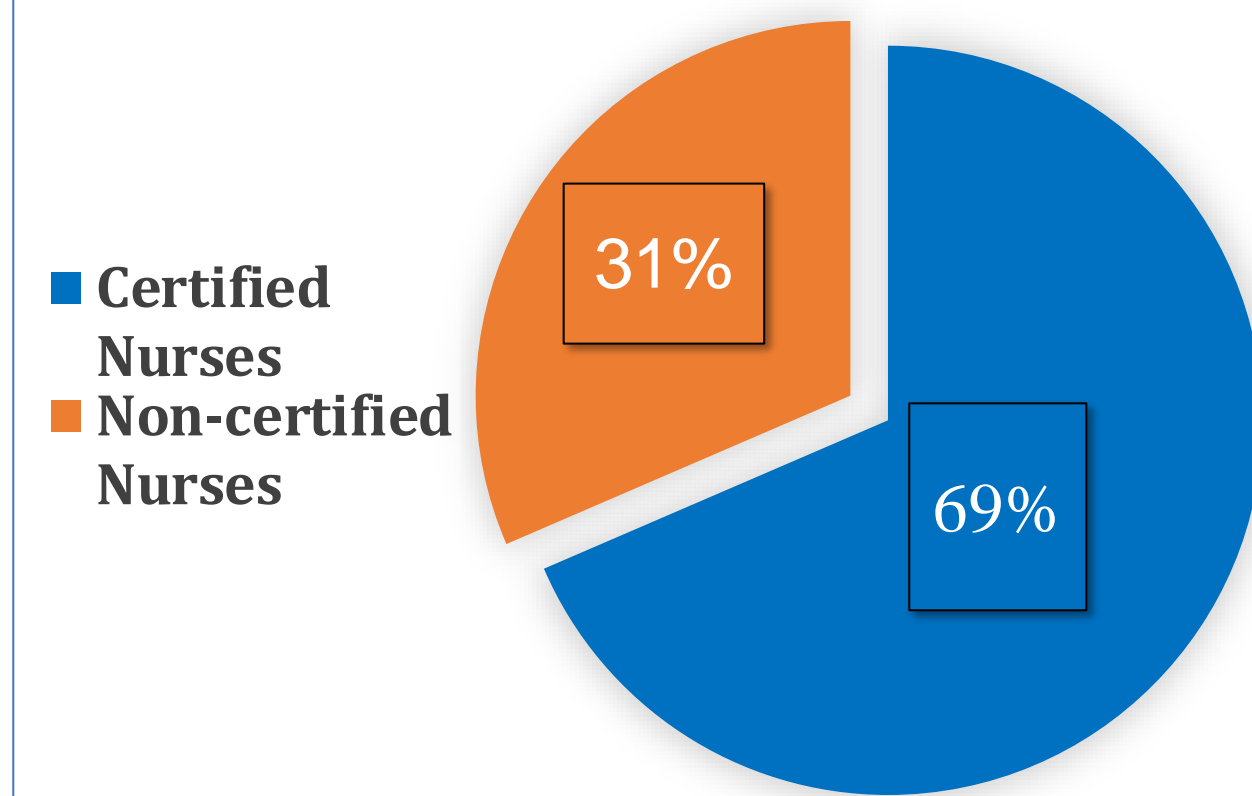


MEET OR EXCEED PROFESSIONAL DEVELOPMENT GROWTH



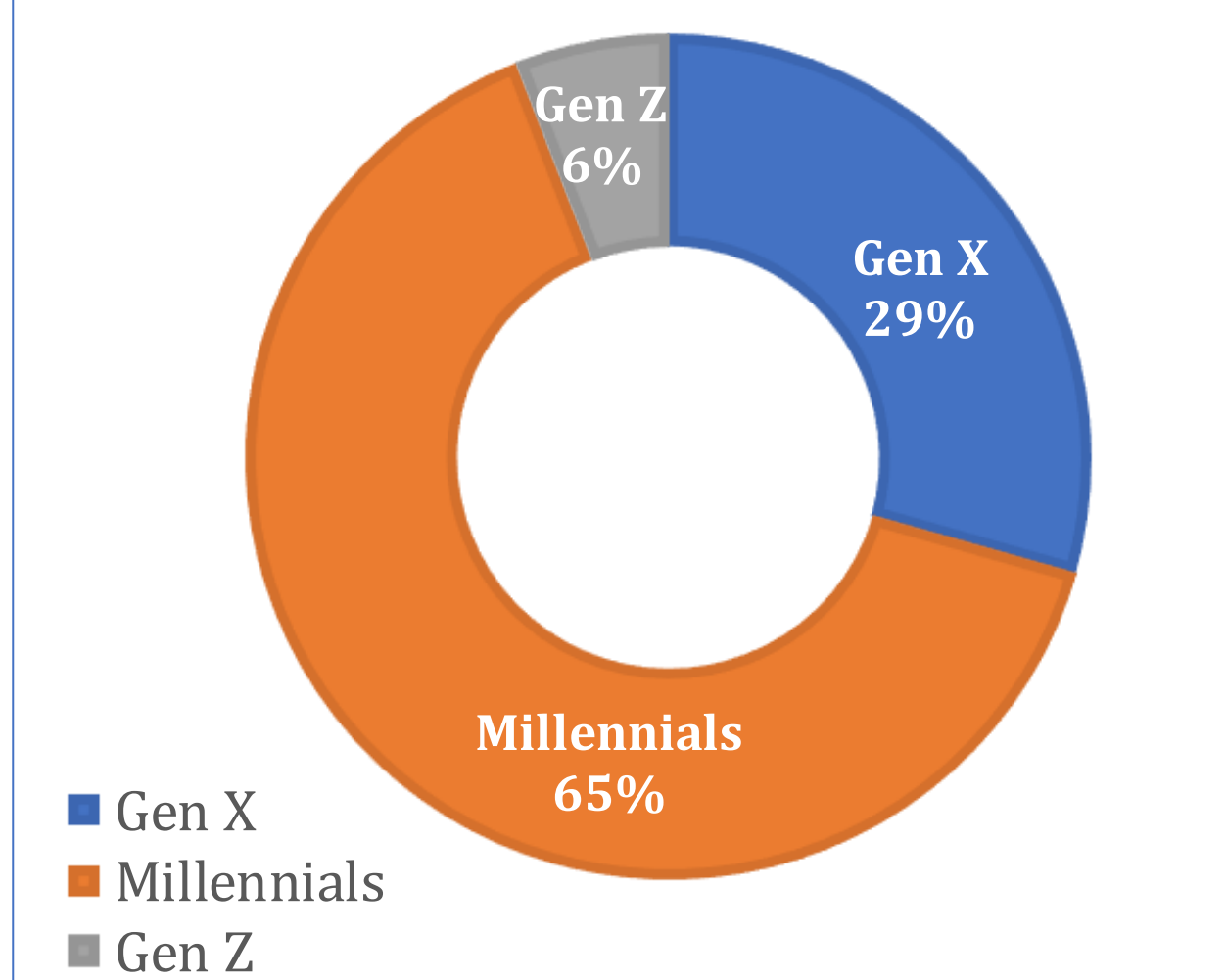
POSITIVE PATIENT SAFETY OUTCOMES

CNOR Department Stats

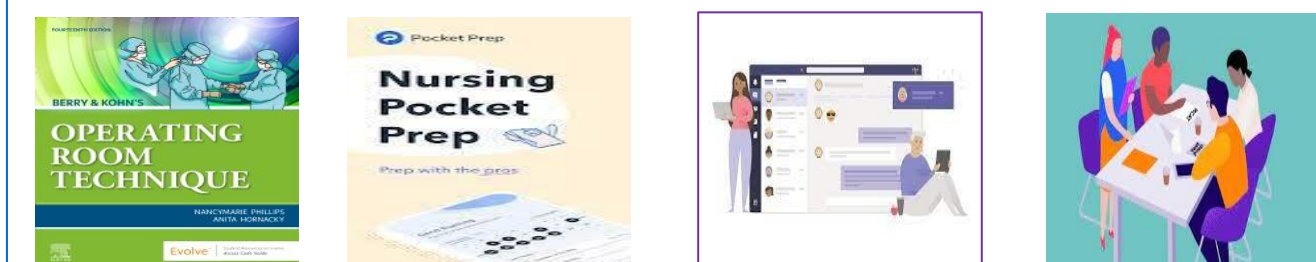


*The data for non-certified nurses is represented by the nurses willing to participate in CNOR Study Group. The percentage of non-certified nurses is slightly greater because there were some nurses who were not willing to participate.

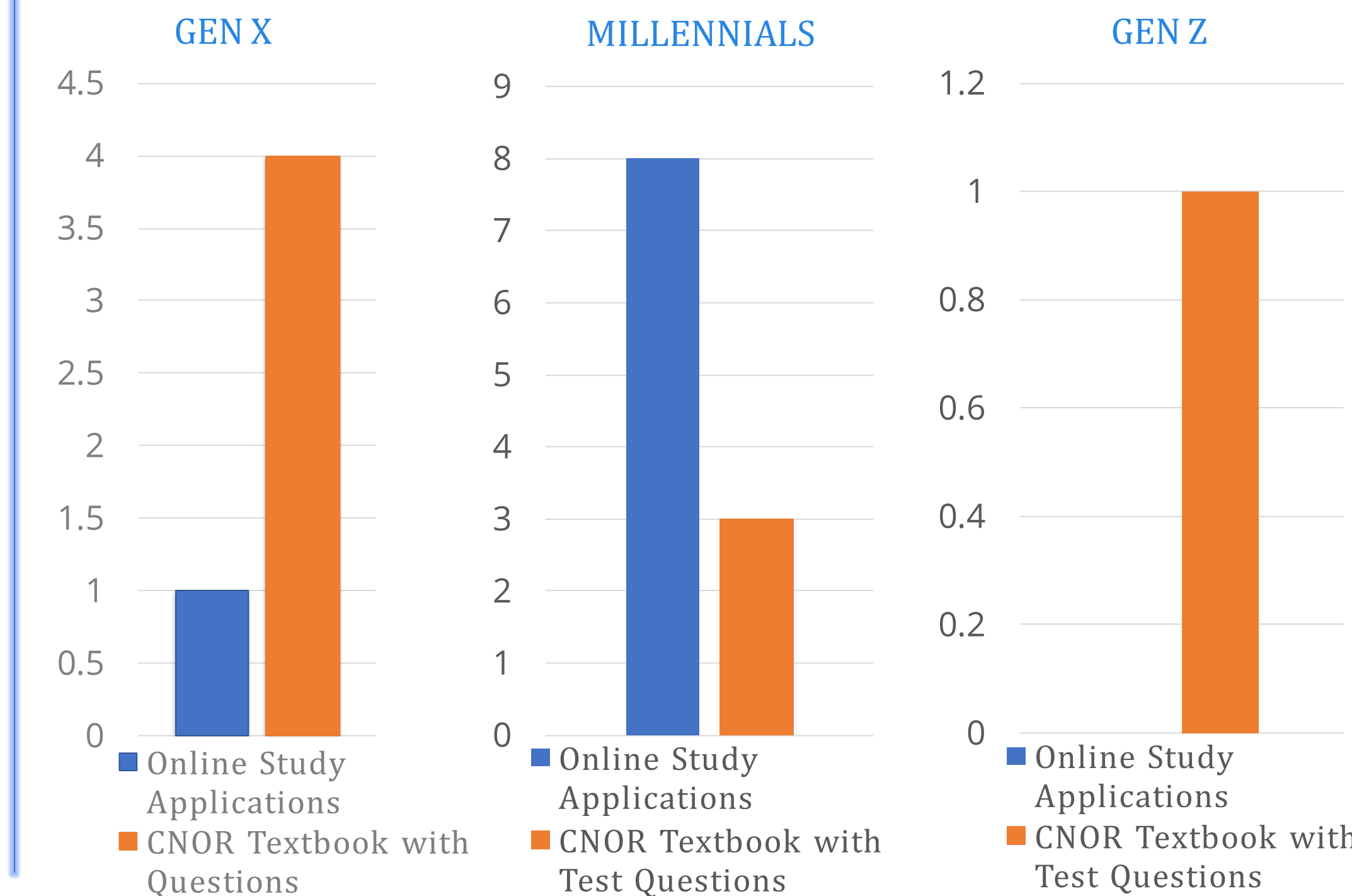
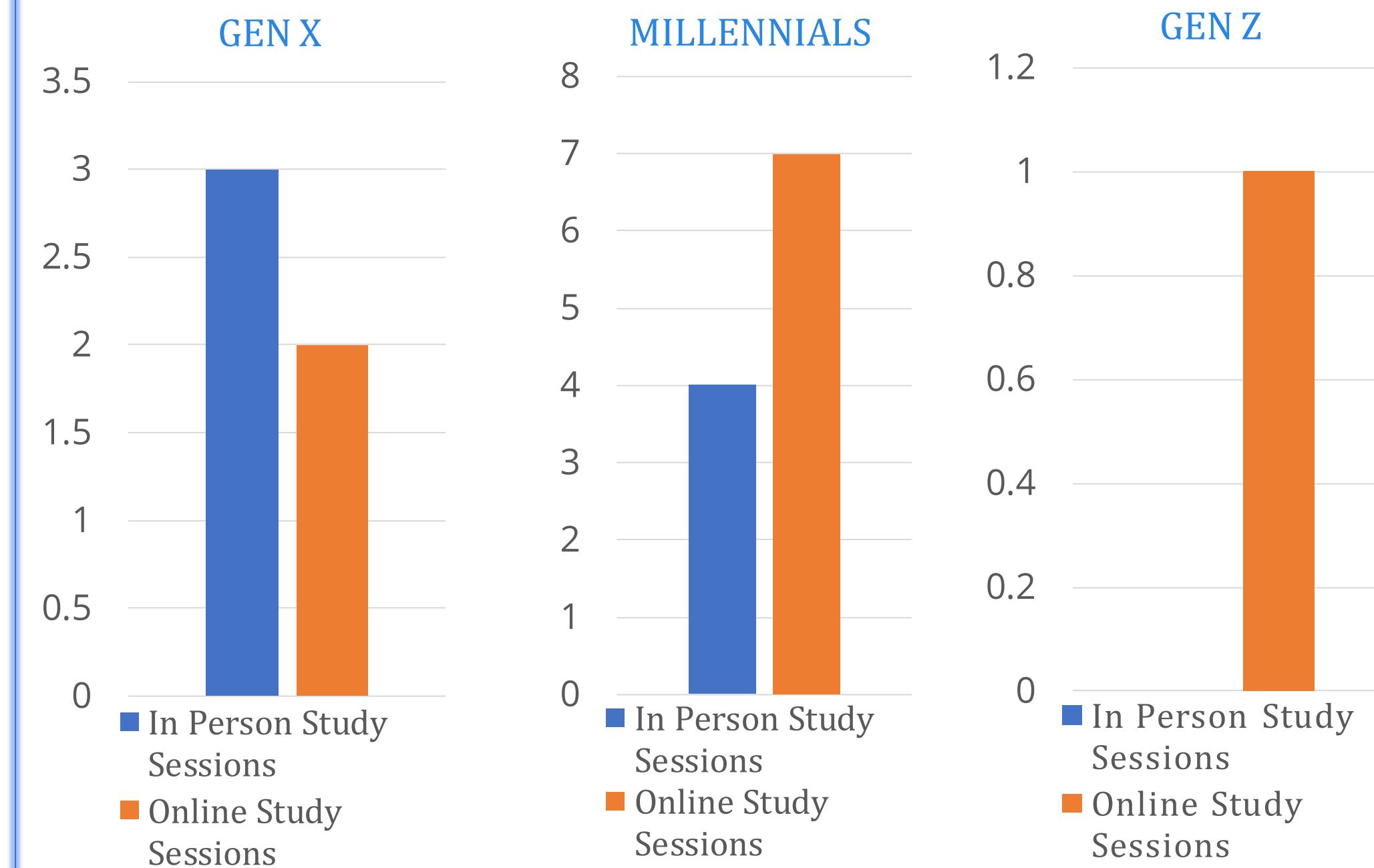
Multigenerational Nurses



*Of all the participants surveyed, none were in the Baby Boomer Generation



Group Study Preferences



Other Settings

The integration of a multigenerational study group can successfully encourage and motivate individuals to obtain their Certified Perioperative Nurse Certificate. This project can be implemented in any hospital setting with a diverse workforce.

Evidence-Based Practice

Optimal patient care is dependent on qualified and competent nurses within the medical team. Healthcare institutions with a highly engaged workforce have shown to outperform other organizations in terms of lower staff turnover, positive patient outcomes, greater team interdependence, and employment growth (Hisel, 2021). At present, our nursing workforce is unique in that it is multigenerational. It encompasses diverse workplace attributes, perceptions, and values. Therefore, company training and development must have an evolving yet flexible, generational-oriented mindset (Stevanin, Voutilainen, Vehviläinen-Julkunen1, Rosolen, and Kvist, 2020). Attention on the value each group possesses essentially decreases staff turnover. Finding the processes and structure to assist nurses in clinical advancement, such as specialty credentialing and certifications, upholds the highest standard of evidence-based and clinical best practices (Roberston, Finlayson, Peñaloza, & Brull, 2021). These factors are what made a Certified Perioperative Nurse credential study group with a multigenerational focus, vital.

Outcomes & Evaluation: September 2021-Present

- 2022 CNOR Certification Goal for Study Group
- Multigenerational staff motivated in acquiring CNOR and professionally developing
- Study initiatives, coaching, and planning provided to staff
- Integration of multigenerational nurse collaboration and study
- CNOR Success Rate Pending
- Post-survey pending

References

Hisel, M. (2019). Measuring work engagement in a multigenerational nursing workforce. *Journal of Nursing Management*, Vol 00:1-12. <https://doi.org/10.1111/jonm.12921>

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Robertson, L., Finlayson, S., Peñaloza, T., Brull, S. (2021). Turning a crisis into an opportunity: Promoting professional development among perioperative personnel during a pandemic. *AORN Journal*, Vol.(113), 465-475. <https://doi.org/10.1002/aorn.13423>

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