

# Break Through Your Certification Ceiling

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## WHAT WE LEARNED

Through the use of the ANCC Success Pays™ Program, the ONCB® Retest for Success Program, Penn Presbyterian Medical Center's Certified Partner's Program and certification review 'boot camps' and classes, Penn Presbyterian Medical Center was able to increase their certification rate from 27.4% in 2013 to 35.5% in 2015.

## PURPOSE/ OBJECTIVES

Nursing certification has many benefits, including: formal recognition of specialized knowledge, skills, and experience in nursing, assures the public that a nurse has completed all eligibility criteria to earn a specific credential, enhances professional credibility, and contributes to feelings of personal accomplishment and growth.

## BACKGROUND

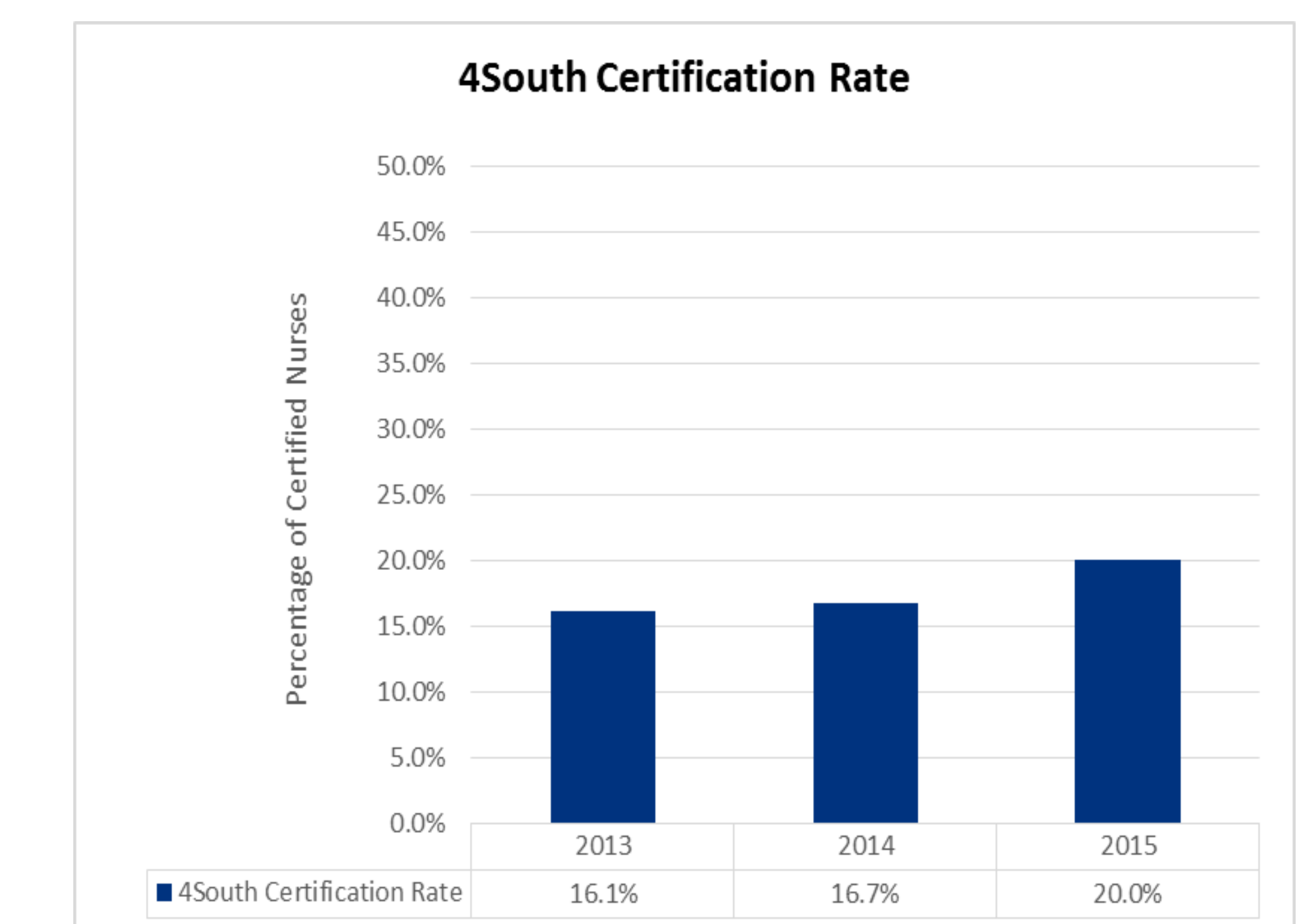
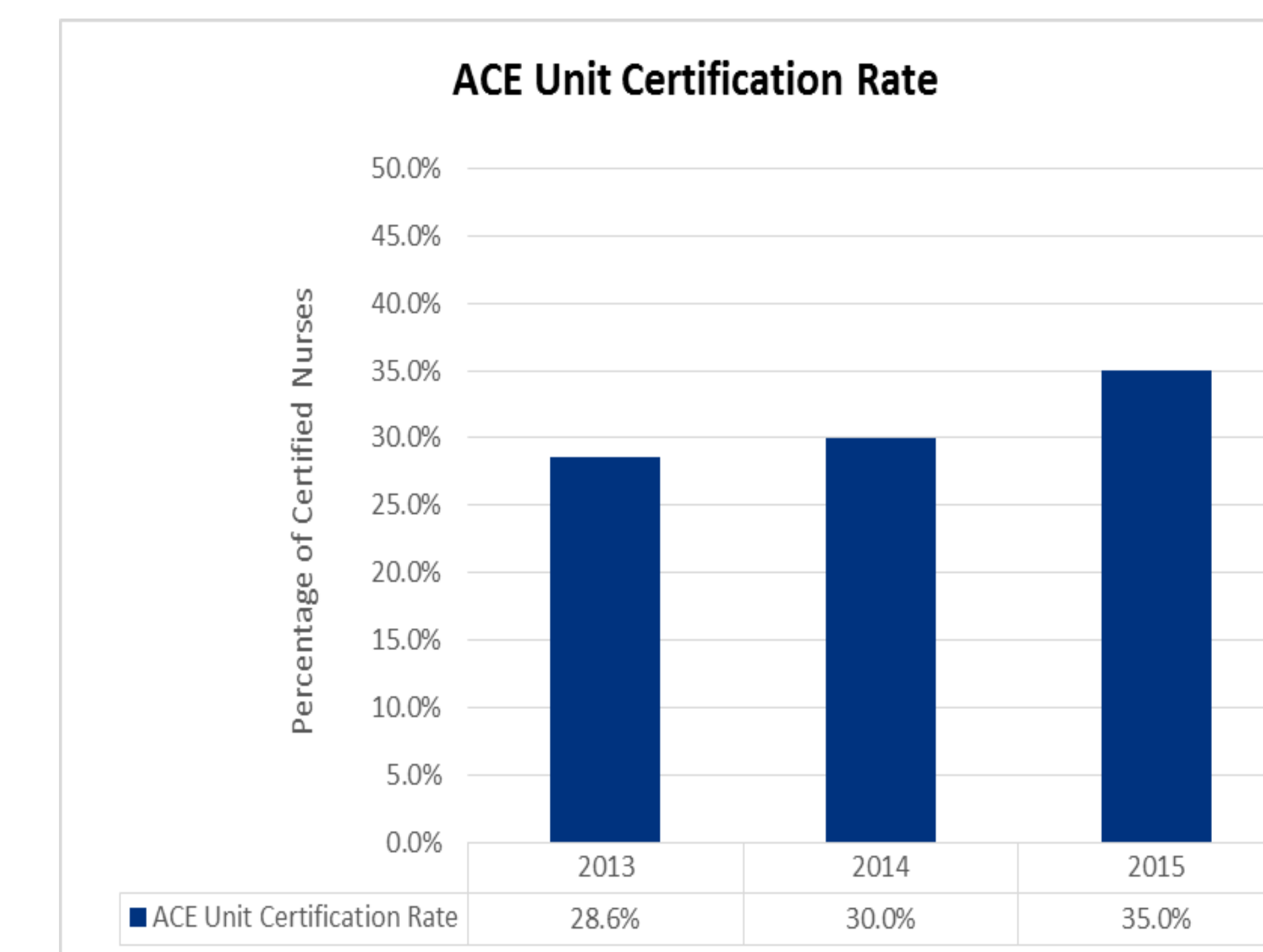
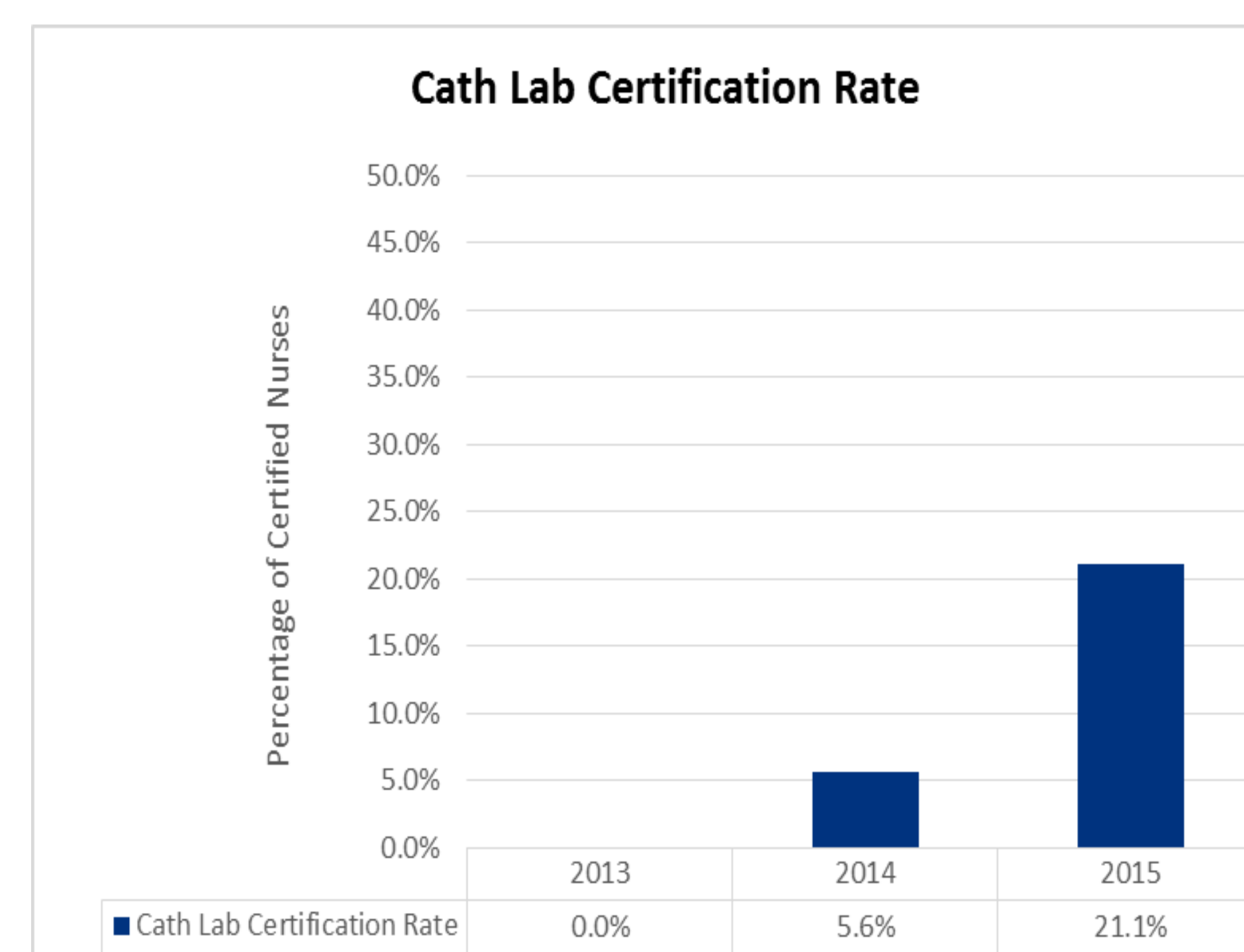
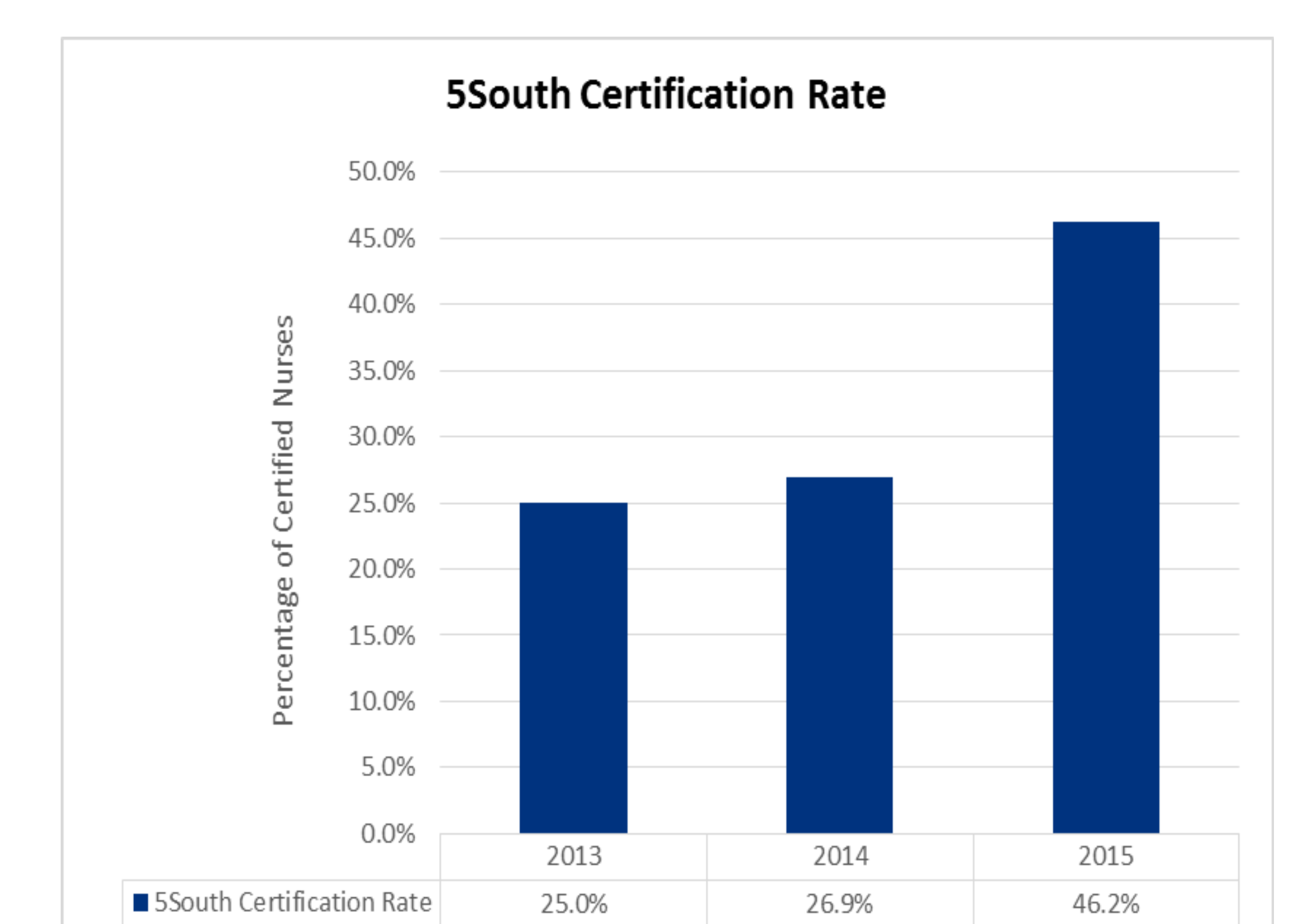
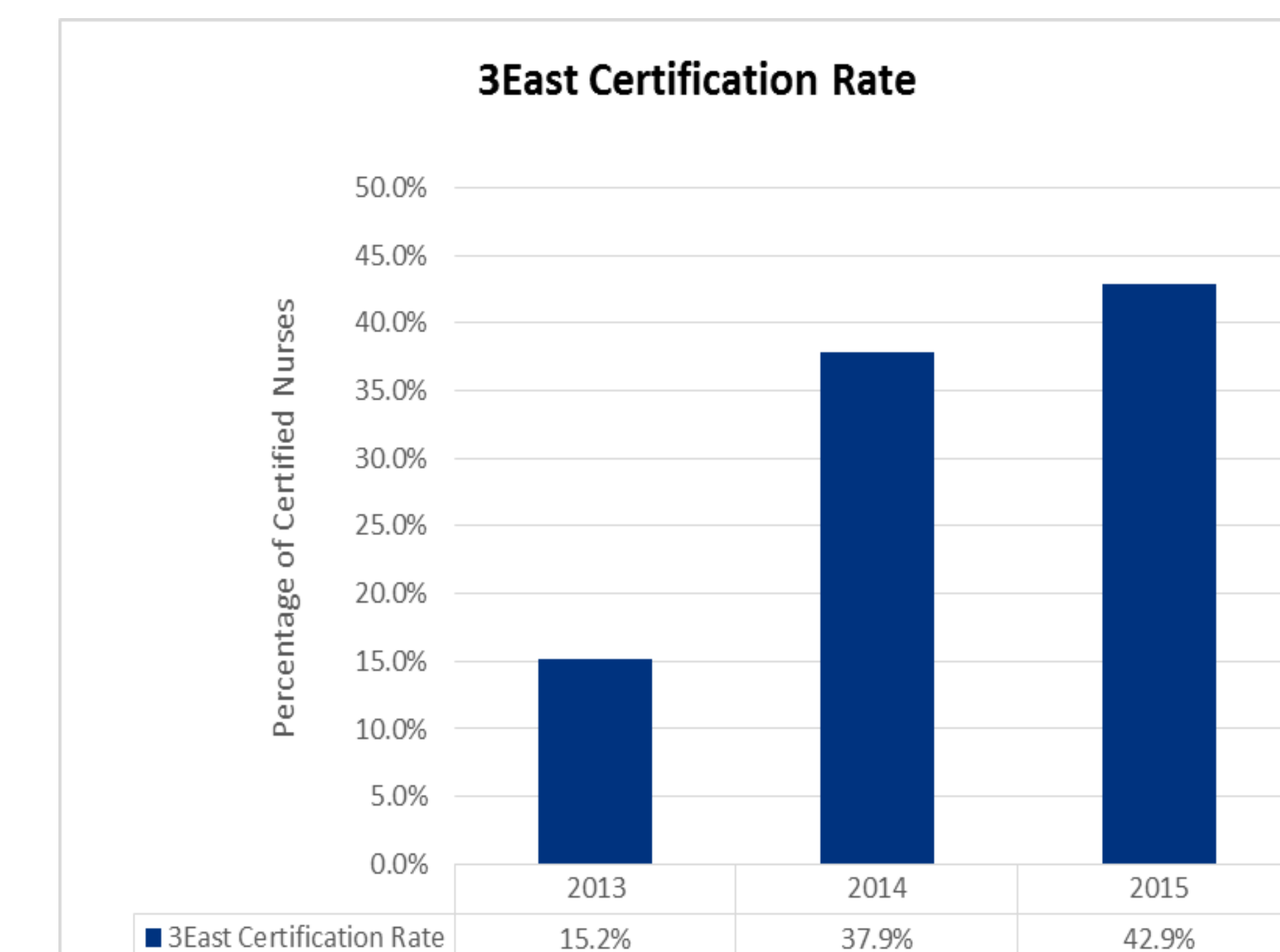
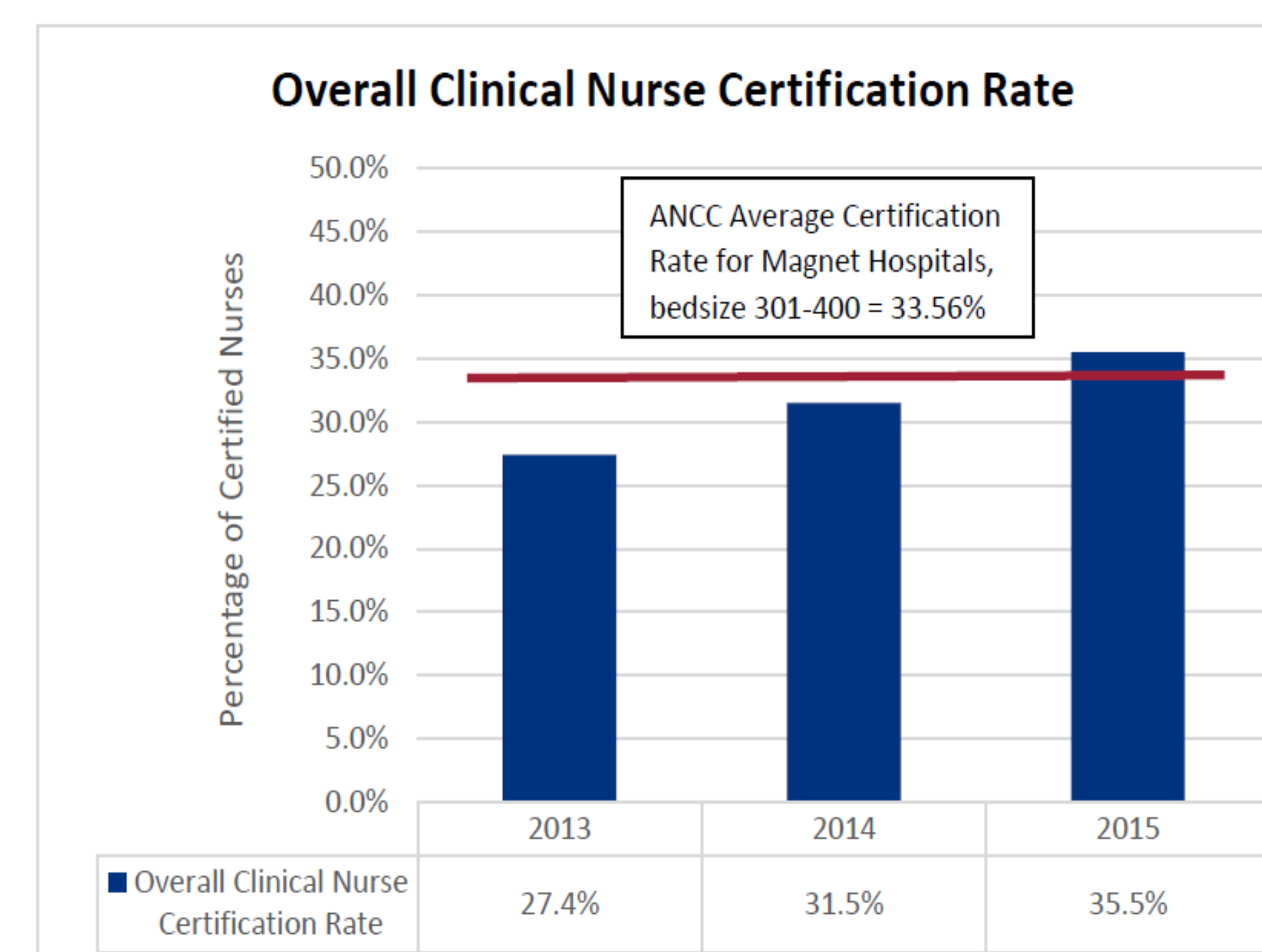
In 2013, the certification rate for clinical nurses at Penn Presbyterian Medical Center was 27%. This dropped from 28% in 2012. In addition to the overall certification rates decreasing from 2012 to 2013, the unit specific certification rates also decreased for the majority of the inpatient units. In 2013, Penn Presbyterian Medical Center set a goal to increase their certification rate of clinical nurses to 30%.

## METHODS

In addition to reeducating the nursing staff to the current certification benefits of initial exam reimbursement and a yearly \$250 bonus, Penn Presbyterian Medical Center implemented the following programs:

- ANCC Success Pays™ Program
- ONCB® Retest for Success Program
- Certified Partner's Program
- Review 'boot camps'
- Certification Review CDs
- Live in-person review classes

## RESULTS



## CONCLUSIONS

By implementing the various certification programs and classes, Penn Presbyterian Medical Center was able to increase their certification rate of 27.4% in 2013 to 31.5% in 2014 and 35.5% in 2015. In addition to an overall certification rate increase, multiple units were able to increase their certification rates as well.

