

Breaking Down Barriers to Certification: Create Your Own Review Course

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1 Background

As an academic Magnet® organization, professional certification is highly encouraged, supported and recognized. Non-traditional, specialty nurses typically don't have access to local resources such as review courses and continuing education (CE) opportunities. The Clinical Informatics (CI) department established a goal to have 50% of their RNs certified in 2014 and sustain or exceed 50% every year. The department had no ANCC Informatics Nursing certified nurses. Identified barriers to certification included the cost and potential travel associated with the established review course, obtaining the required informatics CE credits and the cost of the exam.

2 Methods

To address these barriers, the Clinical Informatics (CI) department developed an internal review course. They worked with the Education and Development team to obtain CE contact hours for the sessions. The exam outline was divided into sections with assigned team members responsible for delivering the content. The review course modules were delivered in January-March 2014. These sessions were recorded and made available on-line for new staff and others that could not attend in person. Offering an internal review course allowed the CI nurses access to the informatics CE contact hours needed to meet the requirement to sit for the certification exam. In total the review course provided the participants with 12 informatics specific CNEs. This assisted the applicants with obtaining the 30 informatics specific CNEs to make them eligible to sit for the exam.

The University of Kansas Hospital also participated in ANCC's Success Pays Program. The program offered the nurses the ability to apply for the exam and provide an access code instead of payment. If the nurse does not pass the first time, he or she may retake the test one additional time during the contract period. If the nurse does not pass on the second attempt, there is no charge for either test. The participation in this program allowed the nurses to delay paying for the exam until they passed.

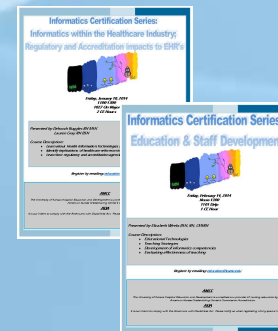
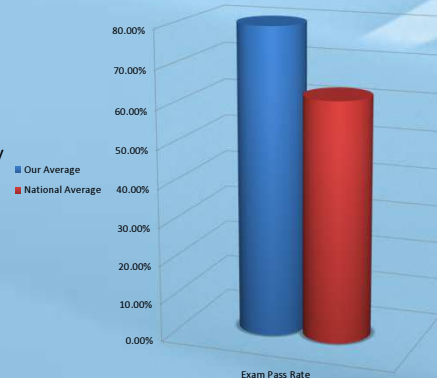
To foster maintenance of certification, the CI nurses established quarterly department CNE's program and founded the Heart of America Chapter of American Nursing Informatics Association (ANIA) chapter in March 2015.

3 Results

After the implementation of the Nursing Informatics Certification Review Course, eight of the eleven eligible nurses in the Clinical Informatics department have taken the Informatics Nursing certification exam. The national average for passing the Informatics Nursing exam is 62.6%. Eight of their eight nurses have passed the exam with ten attempts giving their program an 80% pass rate which is 17.4% higher than the national average.

The CI department provided 5 CNE's in FY15 and 2 CNE's in FY 16.

The CI nurses serve in president and vice president leadership roles. To date the chapter has provided 3.0 contact hours and 4 nurses have been selected for poster and podium presentations at the national ANIA conference.



4 Conclusion

The Clinical Informatics department now has an 80% certification rate for the Clinical Informatics Specialists. The department has exceeded their goal of having 50% of their nurses with Informatics Nurse Certifications.

By developing an internal review course, department specific CNE program and pioneering a new local ANIA chapter, the CI nurses now have the support they need to successfully obtain and maintain professional nursing certification



5 Next Steps

The Clinical Informatics team is now working on a plan to sustain their certifications and process to promote and support new hire success in obtaining certification. They have also encouraged their team members to join American Nursing Informatics Association (ANIA) and our local chapter, Heart of America Chapter of ANIA.

6 References

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