ENGAGING EXCELLENCE THROUGH CERTIFICATION
2017026

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Association of Occupational Health Professionals in Healthcare is an accredited provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.
LEARNING OBJECTIVES

- Identify 3 benefits of certification to the certificate holder and to the organization
- Describe the requirements to becoming a certified occupational health nurse and maintaining certification
WHAT IS CERTIFICATION

- Certification vs. Licensure definition
- Certificate vs. Board Certification
- Continuous process to demonstrate competency
- It is not a specific skill such as ACLS, PALS, etc.
CERTIFICATION

• IOM Future of Nursing study – “To ensure continuing safety of patients, IOM has recommended that healthcare providers be reevaluated and relicensed periodically” – can certification fulfill that role?

• Accepted method to validate knowledge, skills and abilities

• Mark of excellence that benefits healthcare practitioner, public, consumer (patient), and healthcare organization
Certified nurses in U.S and Canada in all specialties:

- 410,000 certified
- 134 specialties
- 67 nursing organizations issue 95 credentials
- Currently about 4000 certified occupational health nurses

AAOHN Survey 2016

- 665 responded
- 409 are certified (61.5%)
- 256 are not certified (38.5%)
THE CERTIFICATION PROCESS:

- It is not arbitrary (ANCC, ABNS, NCCA, ANSI)
- Must recur over time to demonstrate continued competency usually through, documented process hours, continuing education, and/or re-testing
NCCA STANDARDS

- Practice Analysis
- Confidentiality
- Records Maintenance
- Conflict of Interest
- Security
- Purpose
- Governance/Autonomy

- Exam Development
- Reliability
- Standard Setting
- Exam Score Equating
- Quality Assurance
- Education, Training

Board Certification: Engage Excellence
IOM EXPANDED MODEL FOR CREDENTIALING RESEARCH (2015)

- Advances Safety
- Clarifies and Defines Roles
- Improves Organizational Culture
- Improves Job satisfaction, empowerment, confidence
- Improves Processes of Care
- Improves Quality of Care
IOM EXPANDED MODEL FOR CREDENTIALING RESEARCH (2015)

- Improves Recruitment and Retention, employability and job prospects
- Is recognized as validation of knowledge in the specialty
- Provides a measurable return on investment
- Provides Professional Support
- Shapes future practice
IOM EXPANDED MODEL FOR CREDENTIALING RESEARCH

Competencies/Capacities =
What a credential/standard measures and how it translates to practice

Seek Credential:
(Influenced by internal and external factors)

Obtain Credential

Invisible Architecture
(e.g., climate/culture/leadership)

Work Organization

Nurse Performance

Nurse Outcomes

Patient Care

Patient Characteristics/Case Mix

Patient Outcomes

Population Health Outcomes

Business Model

Environmental Confounders and Effect Modifiers

Institutional:
(e.g., size/market/teaching)

Individual:
(e.g., training/education/attitude)
• Improves recruitment and retention
• Recognized as validation of knowledge
• Improves culture, job satisfaction, empowerment and confidence
• Advances safety, improves processes of care and quality of care.
WHO ARE THE STAKEHOLDERS IN CERTIFICATION?

- Patient/Consumer/Employee
- Employer
- Clinician
VALUE OF CERTIFICATION: CONSUMER

- Clinical competence
- Expertise
- Confidence
VALUE OF CERTIFICATION: CONSUMER

- \( \frac{3}{4} \) would choose a hospital with a higher percentage of certified nurses (AACN 2002)
- Certified nurses believed quality of care was higher (joint paper)
- Research shows certification promotes consumer awareness and confidence in RNs (JCN 2015)
• 2013 study using NDNQI data noted association with higher certification rates and lower total fall rates
• 2014 study using NDNQI data showed link with higher certification and lower rates of selected hospital acquired infections
2011 Study linked certified baccalaureate staff nurses with decreased mortality and failure to rescue based on multi-state hospital over 1,000,000 admission study.

2013 Study showed Magnet hospital demonstrated lower odds of mortality and failure to rescue. The higher rate of certified nurses in Magnet hospitals was identified as one of the factors.
2009 Patient fall rates were lower on units with two or more geriatric certified nurses

2012 nurse certification rates were independent predictor of lower infection rate based on survey of infection control departments
VALUE OF CERTIFICATION: EMPLOYER

- Indicator of quality
- Rely on certification for employment decisions
- Retention
- Proven knowledge base
- Active engagement

- More clinically competent
- Positive impact on financial bottom line
- Facilitate early return to work processes
- Reduce legal exposure through management of regulatory requirements
  - OSHA, FMLA, ADA, DOT
VALUE OF CERTIFICATION: CLINICIAN

**INTRINSIC**
- Pride
- Prestige
- Increased confidence
- Credibility
- Mentor/resource for others

**EXTRINSIC**
- Benefits
  - Recognition
  - Promotion
  - Pay increase
  - Job security
  - Marketability
  - Career Advancement

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**PERCEIVED VALUE OF CERTIFICATION TOOL**

- The PVCT was developed, validated and copyrighted by the Competency & Credentialing Institute (formally the Certification Board Perioperative Nursing).
- It is a reliable tool that incorporates 18 certification-related value statements using a five-point Likert scale response.
VALUE OF CERTIFICATION: CLINICIAN

- 77% certified nurses experienced personal growth
- More professionally satisfied, higher self esteem
- Career advancement
- Sense of empowerment, which leads to work effectiveness (joint paper)
2005 ABOHN PARTICIPATION STUDY

- Total sample = 11,204
- ABOHN’s Response Rate
  1,328 (78%) Certified Nurses
  383 (22%) Non-Certified Nurses
- 1,711 Total Return
- 342 (20%) respondents were Nurse Managers
## PERCEIVED VALUE OF CERTIFICATION – STRONG AGREEMENT ON VALUE STATEMENTS

<table>
<thead>
<tr>
<th>Value Statement</th>
<th>Total Respondents (N=1,711)</th>
<th>Nurse Managers (N=342)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Validates specialized knowledge</td>
<td>97.70%</td>
<td>97.90%</td>
</tr>
<tr>
<td>Indicates level of clinical competence</td>
<td>84.50%</td>
<td>87.30%</td>
</tr>
<tr>
<td>Indicates attainment of a practice standard</td>
<td>94.90%</td>
<td>93.50%</td>
</tr>
<tr>
<td>Enhances professional credibility</td>
<td>96.10%</td>
<td>96.10%</td>
</tr>
<tr>
<td>Promotes recognition from peers</td>
<td>93.70%</td>
<td>95.60%</td>
</tr>
<tr>
<td>Promotes recognition from other health professionals</td>
<td>88.40%</td>
<td>91.40%</td>
</tr>
<tr>
<td>Promotes recognition from employers</td>
<td>82.80%</td>
<td>86.40%</td>
</tr>
<tr>
<td>Increases consumer confidence</td>
<td>74.10%</td>
<td>78.80%</td>
</tr>
<tr>
<td>Enhances feeling of personal accomplishment</td>
<td>98.10%</td>
<td>98.50%</td>
</tr>
</tbody>
</table>
### PERCEIVED VALUE OF CERTIFICATION (CONT’D)

<table>
<thead>
<tr>
<th>Value Statement</th>
<th>Total Respondents</th>
<th>Nurse Managers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enhances personal confidence in clinical abilities</td>
<td>85.80%</td>
<td>88.80%</td>
</tr>
<tr>
<td>Provides personal satisfaction</td>
<td>97.40%</td>
<td>98.00%</td>
</tr>
<tr>
<td>Provides professional challenge</td>
<td>95.60%</td>
<td>96.20%</td>
</tr>
<tr>
<td>Enhances professional autonomy</td>
<td>83.90%</td>
<td>85.90%</td>
</tr>
<tr>
<td>Indicates professional growth</td>
<td>95.90%</td>
<td>96.20%</td>
</tr>
<tr>
<td>Provides evidence of professional commitment</td>
<td>93.80%</td>
<td>94.70%</td>
</tr>
<tr>
<td>Provides evidence of accountability</td>
<td>85.20%</td>
<td>88.50%</td>
</tr>
<tr>
<td>Increases marketability</td>
<td>91.30%</td>
<td>92.00%</td>
</tr>
<tr>
<td>Increases salary</td>
<td>51.60%</td>
<td>56.20%</td>
</tr>
</tbody>
</table>
Certification status shows a statistically significant difference in responses to the PVCT (t-test $p < .01$ level of significance) for 13 of the 18 value statements.
CERTIFIED NURSES’ PERCEPTIONS

- Validates specialized knowledge
- Indicates level of clinical competence
- Enhances professional credibility
- Promotes recognition from employer
- Increases consumer confidence
- Enhances feelings of personal accomplishment
- Enhances personal confidence in clinical abilities
- Provides personal satisfaction
- Provides personal challenge
- Enhances professional autonomy
- Indicates professional growth
- Provides evidence of professional commitment
- Provides evidence of accountability
SUMMARY OF PERCEIVED VALUE OF CERTIFICATION STUDY

- High levels of agreement among certified nurses, non-certified nurses, and Nurse Managers that certification is greatly valued.
- Certified nurses do agree with a majority of the certification value statements (at a level of statistical significance \( p < .01 \)).
- Nurse Managers clearly support the value of certification.
• Certification is a valuable method for nurses to differentiate themselves in the workplace
• Survey validates the meaningful value that can be derived from certification
• Nurses continue to face challenges and barriers to obtain and maintain certification
• 2013 AAOHN Salary and Compensation Study
• Chi-square Automatic Interaction Detector (CHAID)
• A survey invitation was emailed to 8,927 members of AAOHN, AOHP, ABOHN members in February 2013.
• Response rate was 26.9%
2013 AAOHN SALARY STUDY (CONT’D)

- Certification Status
- Years in Position
- Years as OHN
- Job Title
- Exempt Status
- Primary Job Function
- Work Schedule
- # of Employees
- # of RNs at Site
- Education
- Race
- Age
- Region of Country
- Employee Type
Taking out of consideration part time vs full time and exempt status, certification was the best predictor of salary

$85,139 vs $74,618
192 SURVEY RESPONSES

• 39.5% are certified by ABOHN
• 64.5 % of certified nurses have COHN-S credential
• 89% indicate intention to become certified
• 52% indicate that employer recommends certification

BARRIERS TO CERTIFICATION

• Cost of preparation
• Cost of application/examination
• Doesn’t see benefit
• Lack of financial support
• Not recommended/required
• Lack of financial incentive
EMPLOYER SUPPORT ACTIVITIES

- Allow to use education time for continuing education activities (34.8%)
- Pay for all continuing education (33.7%)
- Pay for application and exam fees (33.7%)
- Pay renewal and recertification fees (30.5%)
- No support (21.9%)
ABOHN
CREDENTIALS
• Examination program to establish clinical proficiency in Occupational Health Nursing (OHN) specialty
• Competencies and Standards of Practice
• Confirmed by ABOHN practice analysis
OHN COMPETENCIES

- Clinical practice
- Case management
- Workforce, workplace and environment
- Regulatory and legislative knowledge
- Management, business and leadership
- Health promotion and disease prevention
- Health and safety education and training
- Research
- Professionalism
PRACTICE ANALYSIS

- Defines role of Occupational Health Nurse
- Provides overview of OHN scope of practice
  - Assures the relevance of examination questions
  - Draws from all areas of Occupational Health
    - Industry
    - Hospitals
    - Educational institutions
    - Consultants

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CERTIFIED OCCUPATIONAL HEALTH NURSE (COHN)

- Requirements for COHN credential
  - Active licensure as RN (or international equivalent)
  - 3,000 hours of occupational health nursing experience/5 years OR
  - completion of a certificate program in occupational health nursing for academic credit
  - Copy of job description
CERTIFIED OCCUPATIONAL HEALTH NURSE SPECIALIST (COHN-S)

Requirements for COHN-S credential

- Bachelor’s degree or above preparation
- Active licensure as RN (or international equivalent)
- 3,000 hours/5 years OR
- Completion of a certificate program for academic credit OR
- Completion of Masters in Occupational Health Nursing
- Copy of Job description
- Copy of transcripts or diploma

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PREPARING FOR THE EXAM

- ABOHN handbooks contain
  - Blueprint
  - Core content
  - References
- CSAT (Certification Self Assessment Test)
- Study materials and preparation resources
- Exam is composed of 135 multiple choice questions with 25 pre test questions
SUCCESSFUL EXAM TIPS

- ABOHN surveying newly certified nurses 2014-current:
  - 61.4% have 5-10 years or more of OHN experience
  - 43% studied 4-6 months before exam
  - Average study time: 9.7 hours a week
- Helpful resources:
  - ABOHN CSATs
  - AAOHN Core Curriculum book or on-line
  - Certification Review Course
  - 56.3% take it 1 month to 1 year before exam
COHN EXAM SPECIFICATIONS

- Clinician - 31%
- Coordinator - 30%
- Advisor - 18%
- Case Manager - 21%
COHN-S EXAM SPECIFICATIONS

- Management - 28%
- Clinician - 24%
- Case Management - 20%
- Education - 14%
- Consultation - 14%
CONTENT AREA

- Chemical Hazards
- Biological Hazards
- Physical Hazards/Ergonomics
- Psychophysiological/Stress
- Standards and Regulations
- Safety and Industrial Hygiene Issues
- Disease Management
- Clinical Practice
- Emergency Response
- Health Education/Promotion
- Management Principles
- Information Management/
- Recordkeeping
WHICH EXAM SHOULD YOU APPLY FOR?

Do you have a Bachelor's Degree or higher?

- **No**: Does not need to be in Nursing
- **Yes**: What is your strength or area of practice?

**COHN**
This exam is more clinically based
Please refer to the COHN Handbook for additional information

**CLINICAL / PATIENT CARE**
Do you spend more than 50% of your day engaged in direct patient care and/or performing tasks such as spirometry and audiology?

**MANAGERIAL / ADMINISTRATIVE**
Do you spend more than 50% of your time involved in policy development, program planning, budget and fiscal issues, staffing and/or analyzing data such as illness or injuries?

Both certifications are recognized as excellence in the field.
Work with your strengths and choose the exam that reflects those strengths.

**COHN-S**
This exam is more Management/ Administration Based
Please refer to the COHN-S Handbook for additional information
APPLYING FOR THE EXAM

- Apply online: www.abohn.org
- Fees for the COHN and COHN-S
  - $150 – application
  - $400 - exam
- Copies are needed of:
  - Nursing license
  - Job description
  - College transcripts (COHN-S only)
TAKING THE EXAM

• Computer-based tests
  • Must be scheduled
• Offered year-round
  • 300 sites, listed on website www.goamp.com
• Security
  • Identification required, no personal items
• Test is timed - 3 hours are allowed
  • Practice test not timed

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SPECIALTY CERTIFICATION: CM

- Case Manager (CM)
- COHN or COHN-S in active status
- Submit 10 hours of CM continuing education
- Examination focus
  - Fitness for work
  - Occupational disability
  - Non-occupational disability
  - Case management concepts
RENEWAL

- New structure implemented in 2013
- Allows yearly contact with ABOHN
- Email notification of renewal deadline using preferred email
- Annual fee payment structure
- Update of demographical information
- Benefits:
  - Maintain more frequent contact
  - Spreads out costs incrementally
In the 5th year, recertification process is completed
- Valid RN license
- Experience in the OH field
  - 3000 hours every five years
- Continuing education
  - 50 contact hours for COHN or COHN-S
  - 10 contact hours for CM
- Recertification is required by accrediting body
WHAT IS NEW AT ABOHN?
DIGITAL BADGES!

Graphic icon with portfolio concept
Indicates accomplishment, skill, quality
Shared on digital media
“Clickable”/viewable/metadata
Portable
FINISHED BADGE IMAGES

Board Certification: Engage Excellence
When you click on your digital badge, you will be able to see and share the information about your certification.
Dear Certificant,
You were awarded a BadgeCert digital badge for COHN-S/CM certification from ABOHN. Your badge verifies your accomplishment and can be shared electronically with others via email or social media. To see and share your BadgeCert, click here.

Add your credential to LinkedIn now! Click to add to LinkedIn profile here.

To learn how to share your badge, visit www.badgecert.com/sharing.

Sincerely,
Denise Knoblauch BSN, RN, COHN-S/CM Executive Director
BENEFITS OF A DIGITAL BADGE

- Shows off credential
- Easy to share
- May be uploaded to social media
- Include in resume, email signature
- Advises of renewal/recertification date
  - 30 day, 7 days, and 1 day prior to expiration
As of June 2017
- 2,859 issued
- Average days to login: 11.65
- 80.7% earner engagement
- Most issued badge: COHN-S
<table>
<thead>
<tr>
<th>Name</th>
<th>Issued Count</th>
<th>%</th>
<th>Profile Clicks</th>
<th>Badge Clicks</th>
<th>LinkedIn</th>
<th>Facebook</th>
<th>Twitter</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>COHN-S</td>
<td>1633</td>
<td>79.7%</td>
<td>3491</td>
<td>1483</td>
<td>26</td>
<td>11</td>
<td>1</td>
<td>20</td>
</tr>
<tr>
<td>COHN</td>
<td>674</td>
<td>78.4%</td>
<td>1752</td>
<td>831</td>
<td>6</td>
<td>8</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>COHN-S/CM</td>
<td>392</td>
<td>78.4%</td>
<td>942</td>
<td>385</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>COHN/CN</td>
<td>160</td>
<td>81.3%</td>
<td>409</td>
<td>197</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
KEEP IT GOING

- Expiration notices
  - Email notices
  - 30 days, 7 days, and 1 day
  - Badge will be grayed/expired wording

DON’T Let Your Badge Look Like This!
INVEST IN YOURSELF

- Strive for excellence
- Validate competency and leadership
- Avoid complacency
- Prepare for future
THANK YOU

Any questions?
Please contact ABOHN office at info@abohn.org
REFERENCES


