Oncology Nursing Certification Corporation

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Oncology Nursing Certification Corporation

MISSION
- To promote excellence in patient care and professional practice by validating specialized knowledge in oncology nursing and related specialties
- Established in 1984

PROGRAMS
- Adult and pediatric oncology, breast care and blood and marrow transplantation (coming in 2014)
- Basic level, CNS and NP

ONCOLOGY CERTIFIED NURSES 34,547
- OCN 29,324
- CPON/CPHON 2,643
- CBCN 820
- AOCN/AOCNS/AOCNP 2,387
ONCC convened a “State of the Knowledge Conference on U.S. Nursing Certification” in 1996:

24 specialty certification organizations convened to establish consensus on critical issues, all of which remain relevant today.

**Collaboration**
- Ongoing collaboration among specialties is required to effectively respond to issues related to nursing certification.

**Evidence of Value**
- The empirical link between certification and patient outcomes must be demonstrated if the value of certification is to be recognized.

**Continuing Competency**
- Progress toward better methods of measuring continuing competency must be made.

ONCC Research

A national survey of oncology certified, recertified and noncertified nurses was conducted by the ONCC Research Committee in 1998 to explore opinions about oncology nursing certification, the ways in which it was obtained and the extent to which it is valued by employers.

FINDINGS: Survey of certified, recertified, and non-certified oncology nurses

Certified nurses were more likely to work in a setting where the employer supports professional development through CE.

Primary reasons for attaining/retaining certification:
- Personal achievement
- Professional growth and development
- Recognition as a specialist

Primary reasons for not attaining certification:
- Expense
- Limited time to prepare
- Lack of financial reward/recognition from employer
Does certification status of oncology nurses make a difference in patient outcomes?

Small study of 20 oncology nurses (7 certified/13 not certified) in a home care setting, using retrospective chart audit to measure symptom management (pain/fatigue), incidents of adverse events (infection/skin break-down) and episodic care use.

Data failed to support the hypothesis that nursing care provided by certified nurses differed from that provided by nurses who were not certified.

Value of Oncology Nursing Certification Survey

• Delineated the oncology nursing results of the American Board of Nursing Specialties survey using the Perceived Value of Certification Tool
• Survey distributed in 2006 to 13,079 with a response rate of 7%
  – 751 oncology certified nurses
  – 184 noncertified nurses
  – 175 nurse managers (21% of which were oncology certified)
• Results were consistent with those of other specialties
• Results were consistent with 1996 ONCC survey results

## FINDINGS: Value of Oncology Nursing Certification Survey

### PERCEPTIONS OF ALL PARTICIPANTS ON THE VALUE OF CERTIFICATION

<table>
<thead>
<tr>
<th>Statement</th>
<th>Perception</th>
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<tbody>
<tr>
<td>Both certified and noncertified nurses showed a high level of agreement with all but one of the value statements: certification increases salary.</td>
<td>Nurse managers had consistently positive perceptions of certification on all value statements.</td>
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FINDINGS: Value of Oncology Nursing Certification Survey

<table>
<thead>
<tr>
<th>CHALLENGES AND BARRIERS TO CERTIFICATION-NEVER CERTIFIED</th>
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<tbody>
<tr>
<td>Cost of examination</td>
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<tr>
<td>Lack of institutional reward</td>
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<tr>
<td>Lack of institutional support</td>
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<tr>
<th>CHALLENGES AND BARRIERS TO CERTIFICATION-DID NOT MAINTAIN CERTIFICATION</th>
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<tr>
<td>Inadequate compensation for recertification</td>
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<td>No longer practicing in the specialty</td>
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<td>Fee for renewal too high</td>
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<th>BENEFITS AND REWARDS TO NURSES FOR BEING CERTIFIED</th>
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<tbody>
<tr>
<td>Reimbursement for examination fees</td>
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<tr>
<td>Listing of certification credentials on name badges or business cards</td>
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<tr>
<td>Reimbursement for recertification fees</td>
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ONCC Strategic Priorities

Supporting research related to certification is a strategic priority for ONCC

- Annual $10,000 grant to the ONS Foundation for nursing research related to patient outcomes
- $60,000 grant in 2007 to Dr. Susan Beck for patient outcomes research (nursing certification as one variable measured)
- $53,000 to ABNS and ICE for credentialing research over past four years
Gaps and Priorities:

• Demonstrating the value of certification with empirical data that will be considered by patients, employers, third-party payers and other stakeholders

• Establishing sound methods for the measurement of continuing competency

Both present methodological challenges