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The Value of Certification
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ANCB
Addictions Nursing Certification Board

What is Certification?



Some history:

- ❖ Nursing's early beginning sprung from untrained, servant caregiver
- ❖ Nursing licensure developed through the advancement of woman's roles in the struggle for suffrage
- ❖ Nursing visibility increased during war time service (Cromer, 2007)

What is Certification?



- ❖ Licensure is a credential granted by individual states.
- ❖ License instills legal property rights on the holder
- ❖ States exercise power over each practitioner under their jurisdiction
- ❖ This power is especially evident in state nurse practice acts
- ❖ The term “registered” is used for practice within a jurisdiction (Cromer, 2007)

What is Certification?



Certification

- ❖ Credential granted by an organization
- ❖ Awarded after a candidate completes an approved course of study and passes an examination
- ❖ Certification and registered are used interchangeably in some states however neither hold the same legal rights as a license

What is Certification?



Certification is:

- ❖ Process whereby a non-governmental agency validates individual qualifications based on predetermined standards in a defined area
- ❖ Not mandatory for licensure
- ❖ Signifies expert knowledge, skills, ability, and experience within a designated area (aacn, 2014)
- ❖ Advances nursing as a profession!

What is Certification?



Barriers to certification, Nurses never certified

- ❖ Cost
- ❖ Lack of reward through institutions
- ❖ Lack of support from institutions
- ❖ Lack of access to courses for preparation
- ❖ Test-taking anxiety
- ❖ Credential costs too much to maintain

What is Certification?



Barriers nurses never certified (cont.)

- ❖ Lack of access to exam testing site
- ❖ Lack of continuing education material
- ❖ Not successful at first attempt
- ❖ No desire/interest
- ❖ Not related to area of practice (ABNS, 2006)

What is Certification?



Barriers for nurses whose certification lapsed;:

- ❖ Stopped practicing in the specialty
- ❖ Little or no compensation for certification
- ❖ Certification recognition not adequate
- ❖ Renewal fees too expensive
- ❖ Continuing education too expensive
- ❖ Personal
- ❖ No time or access to continuing education (ABNS, 2006)



Specialized Knowledge

According to Scope and Standards of Addiction Nursing Practice (2004),

“Addictions Nursing Practice is a distinct specialty that integrates biological, behavioral, environmental, psychological, social, and spiritual aspects of human responses to the illness of addiction into nursing care provided to those affected by this disorder/disease, regardless of clinical setting.”



Review

Licensure:

- Processes by which an agency of a state government grants permission to an individual to engage in the practice of a profession e.g. nursing and prohibits all others from legally practicing in that profession.
- Authorizes the use of a particular title e.g. Registered Nurse, Nurse Practitioner, Clinical Nurse Specialist, Nurse Anesthetist or Nurse Midwife
- Purpose is to protect the public by ensuring an entry level of professional competence.

CERTIFICATION:

- Voluntary process whereby a non-governmental agency recognizes individuals for meeting pre-established standards, usually by taking an examination.
- Validates, based upon predetermined standards, an individual registered nurse's qualifications, knowledge, and practice in a defined functional or clinical area in nursing.
- Credential awarded

(ANCC, 2010)

What is Certification?



The **Addictions Nursing Certification Board (ANCB)** was established in 1989 for the purpose of promoting the highest standards of addictions nursing practice through the development, implementation, and coordination of all aspects of certification for addictions nurses.

Examinations are designed to determine and recognize the ability to apply knowledge from nursing and related disciplines to the care of persons with problems resulting from patterns of abuse, dependence, and all aspects of addictions.

(IntNSA Marketing PPT)

- 1st CARN administered 1989
 - 1st CARN-AP administered 2000
- (Addiction Nursing Scope & Standards, 2013)

What is the Value of Certification?



- ❖ Indicates a higher degree of professional competence than the minimal requirement for licensure.
- ❖ 1st developed in the 1970's (for specialties) as a means of improving patient safety.
- ❖ Method for the public to recognize that a nurse has mastered a body of knowledge relevant to the specialty
- ❖ Demonstrates nurse possesses knowledge to meet nursing specialties demands.
- ❖ Nurses expertise made official & offers nurse recognition of knowledge base to provide professional care to patients with substance use disorders (SUD)
- ❖ Desire to expand one's own sphere of learning to help meet the challenges in providing patient care in a more complex environment.

(Williams & Counts, 2013)

What is the Value of Certification for the *nurse*?



- ❖ Verifies professional competence
- ❖ Expert knowledge & clinical judgment
- ❖ Encourages lifelong learning
- ❖ Fosters continuing scholarship
- ❖ Enhances quality of care & patient safety
- ❖ Empowerment
- ❖ More frequent & effective nurse/physician collaboration
- ❖ Job Satisfaction

(Williams & Counts, 2013)

ABNS Study Factors – Value of Certification - *nurse*



Intrinsic Factors

- Enhances feeling of personal accomplishment
- Provides personal satisfaction
- Validates specialized knowledge
- Enhances professional credibility
- Indicates professional growth
- Provides professional challenge
- Provides evidence of professional commitment
- Indicates attainment of a practice standard
- Enhances personal confidence in clinical abilities
- Provides evidence of accountability
- Indicates level of clinical competence
- Enhances professional autonomy

Extrinsic Factors

- Promotes recognition from peers
- Increases marketability
- Promotes recognition from other health professionals
- Promotes recognition from employers
- Increases consumer confidence
- Increases salary

Deemed Status



- Deemed Status granted in 1997 to North Carolina Substance Abuse Professional Certification Board (NCSAPCB) recognizing the CARN or CARN-AP with a Master's degree (www.ncsappb.org).
- South Country Health Alliance and the Minnesota Credentialing Collaborative (MCC) recognizes the CARN-AP (www.mnscha.org)
- If you are a Health Provider (Physician, **APN** or PA) who admits patients, writes orders/prescriptions and discharges patients in NJ and take the 270 hour continuing education course for addiction counselors, then *the written and oral exams can be waived*. Having the CARN-AP is foundational. (CARN-AP is not in the legislation per se, yet...)(personal communication)
- Some jobs require the CARN or CARN-AP

Value of Certification

Special Mention



- ❖ CARN & CARN-AP received special mention in publication by Office of National Drug Control Policy (ONDCP), Substance Abuse & Mental Health Services Administration (SAMHSA) : Highlighted major role of nurses in integrating substance use services in primary care (Scope & Standards, 2013)
- ❖ **ASAM** – Associate member > open to individuals who teach, conduct research or provide clinical care for individuals who are at risk for or have a substance use disorder with a Master's degree > recognizes the CARN & CARN-AP (www.asam.org)
- ❖ Prescribing Buprenorphine –APRN's campaigning to have prescription rights > with the CARN-AP (IntNSA – position papers, Colleen Labelle ANCB, Jan Towers AANP, ASAM)

What is the Value of Certification for *employers*?



- ❖ Contributes to creation of *professional environment* & culture of *retention*
- ❖ Support of nurse certification positions employers to be successful in *competitive healthcare market*
- ❖ Differentiates them from competitors
- ❖ Demonstrates to consumers that they can attract the most skilled & professional nursing professionals (AACN, 2014)
- ❖ Contributes in obtaining Magnet (& other) status
- ❖ Certified nurses improve *quality of patient care & improves safety*
- ❖ Americans prefer hospitals that employ nurses with specialty certification.
- ❖ Three in four (73%) said that, given a choice, they are much more likely to select a hospital that employs a high percentage of nurses with specialty certification.

What is the Value of Certification for *the public*?



- ❖ Enhances patient quality of care
- ❖ Enhances patient safety
- ❖ Increases consumer confidence delivery of care
- ❖ Indicates that the nurse has a high level of clinical competence
- ❖ Provides evidence that the nurse is accountable

What is the Value of Certification?



- **In summary:**
- Certification attests to attainment of specialized knowledge beyond the basic nursing credential.
- **Certification serves to maintain and to promote quality nursing care by providing a mechanism for nurses to demonstrate their proficiency in a nursing specialty area.**
- It documents that special knowledge has been achieved, elevates the standards of addictions nursing practice, and provides for expanded career
- Provides opportunities and advancement within the specialty of addictions nursing. Thus, **certification benefits the nurse, the profession of nursing, and the public!**



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Questions?

