The positive impact of Canadian Nurse Association (CNA) certification on nursing retention and engagement

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Nurses are Key Actors in Enhancing Care Quality

Knowledgeable Nurses

RCN Nursing Skills Enhancement Fund

Care Quality

Patient Confidence

Recognize Problems & Take Action

Adverse Events
RCN Funding Provides Support & Encourages Career Development

Financial Support
• Cost of study group course
• Cost of CNA certification exam
• Cost of CNA membership
• Bursary to compensate for time spent studying

Pathway to Career Progression for Junior Staff
• Improve Oncology-specific skills through de Souza Institute offerings, Canadian Vascular Access Association and Oncology Nursing Society courses
• Progress to eventual CNA certification
Certification is Valuable to both Nurses and Institutes

The Training is Relevant to our Work
“After doing the certification, I came back to my practice after 5 years…and a lot of the things that the doctors were documenting - mutations, markers, and so on…now I understand them.”

The Grants have Positively Impacted Retention Efforts
• Nurses have recognized the significance of this opportunity to improve their skills and knowledge
• Many nurses considering a move to another department have decided to stay
Nurses and Nursing Organizations are Increasingly Taking Notice

CNA Recognition
- Impact of the Nursing Skills Enhancement Fund has been acknowledged by CNA after only 1 year
- 2017: 12 nurses obtained CNA certification in Oncology or Palliative Care
- 2017: 5 nurses completed re-certification
- 2018: 30 nurses are candidates for CNA certification

Oncology specific nursing training
- 2017: 23 nurses completed highly specialized training
- 2018: 100 nurses scheduled to complete courses

Nursing’s Engagement with RCN is Increasing
- 50 nurses registered for the RCN Retreat – Most Ever!
Thank you!