

Exploring CNA Certification as a Capacity Building Professional Development Activity

Audrey Loewen CNE, RN BSN CCHN (c)
Allyn Whyte CNE, RN BSN MEd CCHN (c)
Lynda Johnston CNS, RN BSN MEd CCHN (c)



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Overview



- Comprehensive PHN Education Program
 - Professional Development
- Fraser Health CHN CNA Certification Project
- Successes and Challenges
- Getting Started in Your Organization

Comprehensive PHN Education Program



- Component One:
 - Fraser Health Education for all Employees
 - Orientation for New Employee, WHIMIS, etc
- Component Two:
 - PHN Specific Education
 - PHN Orientation Program, In-Services
- Component Three:
 - PHN Professional Development Education
 - Conferences, workshops, education opportunities

PHN Professional Development Education



- CNE team wanted to engage experienced PHNs in a professional development activity
- Developed a CNA CHN Certification Program Proposal
 - Retention strategy
 - Leadership and succession planning
 - Competency and capacity building

CHN CNA Certification Pilot Project Components



- Marketing and Promotion
 - Recruitment of participants
 - Registration for exam
- Facilitated Study Groups
 - Registration for study groups
 - Resources materials
 - Coordination and facilitation
- Celebration and Evaluation

FH CHN CNA Certification Pilot Project Funding Costs



- Sponsorship for exam fee
- Purchase of resource material texts
- 50% of time to attend study groups and to write exam
- 100% of time to attend the Evaluation and Celebration Event
- Excellence in Community Health Nursing vests

Project Timeline

July 2008 – April 2009



- **July** – Proposal
- **September to October** – Promotion & recruitment
- **October** – Applications
- **December** – Study group notification
- **January to March** – Weekly study groups
- **April 4** - Write exam
- **April 9** - Celebration and Evaluation Event

Study Groups



- Weekly 2 hours
- 12 weeks
- Followed the Middlesex-London Health Unit CHN Certification Guidebook
- CNE facilitator
- Rotating competency Leads
- Fun and Food aspect

WELCOME



CHNAC Standards

1. Promote Health
2. Build Capacity
3. Build Relationship
4. Access + Equity
5. Prep + accountability



2. Build Capacity
3. Build Relationship
4. Access + Equity
5. Prep + accountability



Writing Exam



Celebration and Evaluation Event



- April 9th
- Celebration
- Leadership acknowledgement
- Evaluation

Evaluation of Pilot Project



- Participation in project
- Written Evaluation Survey
 - Value of study groups
 - Importance of FH support
 - Impact on practice
- Online Evaluation Survey
 - Exam results
 - Impact on practice

Evaluation



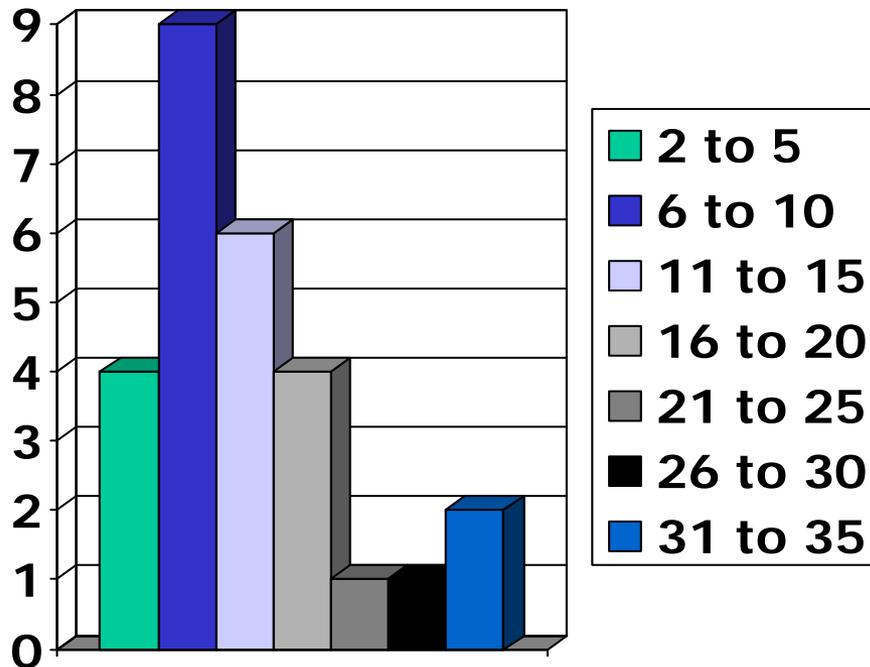
Participants in Project:

- 27 participants
- 93% attended weekly study groups regularly
- 89% attended the Celebration and evaluation event
- 100% completed evaluation survey
- Online follow-up survey

Evaluation



Years in PH Nursing

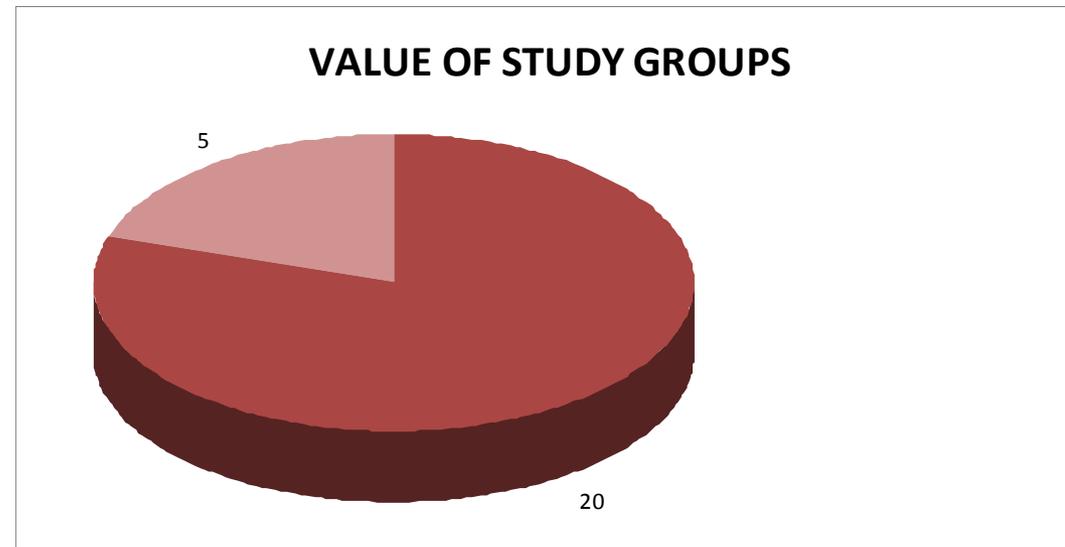


Participants

- Range of experience in Public Health Nursing from 2 – 35 years
- Average of 13.2 years

Study Groups

"The group made the whole process more meaningful and rich" participant comment



100% of Respondents Indicated Very or Somewhat Valuable

Capacity Building

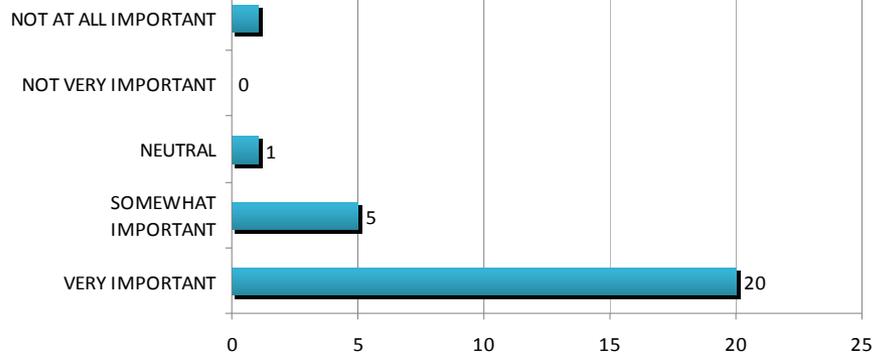
- 96% reported that it was very valuable or valuable in impacting the way they think about their practice

“My practice needed inspiration- I felt ‘drab’. Now many new ideas and new ways to approach and think about my practice- it is brighter and I believe I am better at what I do” Participant comment

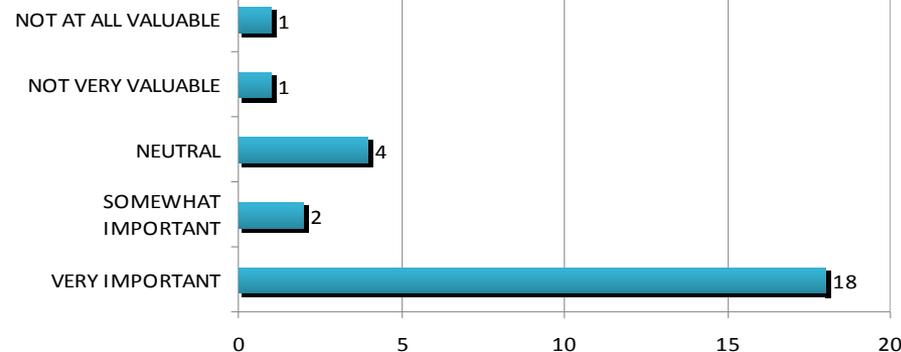
Evaluation

■ Importance of HP&P support

IMPORTANCE OF EXAM FEE



IMPORTANCE OF HP&P SUPPORT OF TIME



“Very touched and grateful for the support and opportunity provided by Fraser Health. Has made my commitment of 18 years to Fraser Health much stronger” Participant comment

Online Survey

- Certification
- Value of process
- Integration of learning into practice

“The CHN standards of practice are posted in my office and I think about them in fresh and useful ways. Having a framework to put what I do into a context has been very helpful.” Participant comment

Successes and Challenges



Successes

- 27 new CHNAC members
- Enrolment and interest
- Increased awareness and understanding CHN issues, theory, & resources
- Leadership support and acknowledgement
- Build PHN capacity and competency

Successes and Challenges



Challenges

- Time to participate, read, learn
- Facilitator seen as expert
- Integration with Home Health
- Planning and coordinating study groups in diverse geographic areas
- Technology limitations to support off site study group participants

Getting Started



Recommendations:

- Identify facilitator team
- Begin partnership collaborations early
- Write and submit a proposal
- Establish co-learning environment
- Consider use of technology for study groups
- Build celebration and evaluation into project design

