CPC Program

History and Background

June 27, 2014

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Ed Water DNP, CRNA
Overview

• Evolution of credentialing of Nurse Anesthetists
• The need for change in recertification
• Continued Professional Certification (CPC) Program background
• CPC Program requirements and current developmental status
• Program Benefits
• Our Mission
  – To promote patient safety through credentialing programs that support lifelong learning

• Our Vision
  – To be recognized as the leader in advanced practice nurse credentialing
Credentialing: Where we have been
The Road to Credentialing of Nurse Anesthetists

• AANA President Gertrude Fife 1933 address on “The Future of the Nurse Anesthetist”

• Initiated national qualifying certification exam in 1945

• Certificates of professional excellence were awarded to AANA members at 5-year intervals in 1969

• The Council for Certification was established in 1975

• Continuing Education became a requirement for recertification in 1976

• The Council for Recertification was established in 1978

• NBCRNA established in 2007
Why change the recertification process now?
“Even if you’re on the right track, you’ll get run over if you just sit there.”

— Will Rogers
Opportunities to Improve the Recertification Process

• Accreditation requirements
• Stakeholders
• Not best use of available learning modalities
• Parity with other professions
How have similar professions advanced their recertification programs?
## Comparison with Anesthesia Providers

<table>
<thead>
<tr>
<th>Component</th>
<th>Nurse Anesthetist</th>
<th>Anesthesiology Assistant</th>
<th>Anesthesiologist</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Frequency</strong></td>
<td>2 years</td>
<td>2 years</td>
<td>10 years</td>
</tr>
<tr>
<td><strong>Licensure</strong></td>
<td>RN and/or APRN</td>
<td>No</td>
<td>Medical Doctor</td>
</tr>
<tr>
<td><strong>CE</strong></td>
<td>20 hours/year</td>
<td>20 hours/year</td>
<td>35 hours/year</td>
</tr>
<tr>
<td><strong>Examination</strong></td>
<td>None</td>
<td>Recertification examination every 6 years</td>
<td>Recertification examination (year 7-10)</td>
</tr>
<tr>
<td><strong>Practice</strong></td>
<td>850 hours</td>
<td>No</td>
<td>Yes with case evaluation and simulation</td>
</tr>
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</table>
# Comparison with APN

<table>
<thead>
<tr>
<th>Component</th>
<th>Nurse Anesthetist</th>
<th>Certified Nurse Midwife</th>
<th>Nurse Practitioner (AANP)</th>
<th>Nurse Practitioner (ANCC)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Frequency</td>
<td>2 years</td>
<td>5 years</td>
<td>5 years</td>
<td>5 years</td>
</tr>
<tr>
<td>CE</td>
<td>40 hours</td>
<td>20 hours and 3 self-learning modules</td>
<td>75 hours</td>
<td>75-150 hours (depending on other professional development activities)</td>
</tr>
<tr>
<td>Examination</td>
<td>No</td>
<td>Proposed in 5 years: Performance in Practice and Standard Cognitive Assessment</td>
<td>Optional: Computer based exam or CE + practice</td>
<td>Recertification exam may be taken in lieu of clinical practice requirement</td>
</tr>
<tr>
<td>Practice</td>
<td>850 hours</td>
<td>No</td>
<td>1000 hours</td>
<td>1000 hours</td>
</tr>
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</table>
ASA Statement Comparing Anesthesiologist Assistants and Nurse Anesthetist Education and Practice:

• Although anesthesia nursing practice has existed long before AA practice, at the time of this review, there is no recertification program / process nor equivalent of the Continued Demonstration of Qualifications examination in place for anesthesia nurses. The most current documents available for review related to anesthesia nurse recertification suggest that the anesthesia nurses Continued Professional Certification Program will not be in effect until January 1, 2015. At that time, anesthesia nurses’ credentials will no longer be valid for the anesthesia nurse’s lifetime but for a four-year cycles. In that four-year cycle, the anesthesia nurses must complete similar amounts of continuing education as the AAs but also pass the intended recertification examination in less than four tries in a four-year period. If this modification of anesthesia nurses certification progresses, all anesthesia nurses would be required to recertify by 2023.
Changes in Healthcare Credentialing

• IOM Report
  – The Future of Nursing: Leading Change, Advancing Health
    • Increased demand for healthcare
    • Expanded role for advanced practice nurses

• AARP and RWJF Initiative
  – The Future of Nursing: Campaign for Action
    • Nurses critical to the effort to remake health care system
    • Pursuing greater opportunities for nurses
    • Urging nurses receive more education and be held to high standards to ensure patient safety
    • AARP urging states to expand beyond CE to include periodic assessment of continuing competency as a condition of license renewal
Consumer Expectations 2007

• Citizen Advocacy Center (CAC) Public Opinion Poll
  – 90% believe it is important for healthcare professionals to be periodically re-evaluated
  – 84% believe healthcare professionals should be evaluated on their qualifications
  – 78% believe healthcare professionals should be required to pass a written test of medical knowledge at least every five years
Changes in Healthcare Credentialing

• Initial certification is only a start

• Knowledge at one point in time is no longer enough (robust continuing education is essential)

• Mastering competency through evidence-based learning

• Professional growth and development must be lifelong and integrated into practice
NCCA Standard 20:
The certification program must demonstrate that its recertification requirements measure or enhance the **continued competence of certificants**.

ABSNC STANDARD 13:
The certifying organization has a recertification program in place that requires certificants to maintain current knowledge and to provide documentation **showing how competence in the specialty is maintained and measured, over time**.
America’s health care system is in crisis. Recent and reliable policy studies point to an unacceptable level of preventable medical errors and serious problems in quality of care. **Assuring the continuing competence** of health care practitioners is an essential element in any program to improve patient safety and health care quality. Recommendations for assuring continuing competence have been on the table for nearly fifty years. **It is time to act!**

The final destination is the institutionalization of meaningful, periodic **continuing competency** assessment and assurance for all health care professionals. The primary beneficiaries will be health care consumers.

Reform continuing education programs to ensure that courses are evidence-based and **require enrollees to demonstrate that the course has improved their knowledge base, skills, and/or practice management**
Evidence Supporting Change

• Physician certification processes that include testing are significantly correlated with superior patient outcomes

• Self-assessment of performance correlates poorly with a provider’s actual competence
Evidence Supporting Change

• Health care agencies should not rely solely on continuing education to maintain competency

• Periodic demonstration of knowledge, skills and judgment are critical to public safety
Evidence Supporting Change

• Increased formal education and training leads to improved test scores

• All health care provider organizations should have periodic provider recertification with measurable demonstration of continuing competency. Testing is one method of a measurable assessment of knowledge.
Continued Professional Certification Program Development
Background of the CPC Program

• 3 year study of continuing certification models
  – Included benchmarking study of 331 continuing certification programs

• Focus groups at national meetings
  – Students, practitioners, educators, national and state leaders

• Recertification Practice Analysis

• Recertification Task Force
  – Included nurse anesthesia practitioners and educators
  – Evidenced based review of credentialing literature
Information Sharing

• Over a 2 year period prior to the announcement of the CPC Program in 2011, the NBCRNA BOD members provided information at a variety of meetings about upcoming changes to the recertification program
  – National meetings
  – State meetings
    • 30 state meetings
    • Over 2,000 nurse anesthetists in attendance
Information Sharing

• 51 state presentations after August 2011
• E-blasts
• Regular communications with AANA
• Voices were heard:
  – 920 emails
  – 4,200 survey results
  – 280 blog site questions
  – 6,631 AANA survey results
  – 1,249 emails forwarded from AANA
CPC Program Development

- CPC Subcommittees formed in October of 2012
- Four subcommittees with 5 CRNAs on each committee
- Members selected from over 80 applications
- Charged with evaluating all aspects of the CPC Program
- Ways to minimize cost of the program to certificants
- Identify and suggest integration methods for common issues between components
Overview of the CPC
Program Requirements
CPC Program Overview

• Continuing Education Credits
  – Assessed

• Professional Activity Units (PAU)
  – Non-assessed professional developmental activities that offer a wider range of flexibility for alternative learning

• Modules
  – Directed continuing education in four core areas

• CPC Examination
  – Assess progress in life long learning
<table>
<thead>
<tr>
<th>Year initially certified</th>
<th>1st Exam (Type and year)</th>
<th>2nd exam (Type and year)</th>
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<tbody>
<tr>
<td>2016</td>
<td>Diagnostic by 2024</td>
<td>CPC exam by 2032*</td>
</tr>
<tr>
<td>2017</td>
<td>Diagnostic by 2025</td>
<td>CPC exam by 2033*</td>
</tr>
<tr>
<td>2018</td>
<td>Diagnostic by 2026</td>
<td>CPC exam by 2034</td>
</tr>
<tr>
<td>2019</td>
<td>Diagnostic by 2027</td>
<td>CPC exam by 2035</td>
</tr>
<tr>
<td>2020</td>
<td>CPC exam by 2028 and every 8 years afterwards</td>
<td>CPC exam for all during the appropriate year</td>
</tr>
<tr>
<td>2021</td>
<td>CPC exam by 2029 and every 8 years afterwards</td>
<td></td>
</tr>
<tr>
<td>2022</td>
<td>CPC exam by 2030 and every 8 years afterwards</td>
<td></td>
</tr>
<tr>
<td>2023</td>
<td>CPC exam by 2031 and every 8 years afterwards</td>
<td></td>
</tr>
<tr>
<td>2024</td>
<td>CPC exam by 2032* and every 8 years afterwards</td>
<td></td>
</tr>
</tbody>
</table>

*2032/2033 are the years NBCRNA has stated all must pass high stakes exam.
What About Grandfathering?

• Our accreditors oppose grandfathering

• If certification standards are established to indicate competence, then all nurse anesthetists should be included

• We heard the interest in grandfathering and sought other ways to approach the concerns
  – Extend phase-in period and allow natural attrition to exempt experienced practitioners
More about Grandfathering

• The Tale of the Nurse Midwives
  – Grandfathered all Nurse Midwives who graduated prior to 1996
  – In 2008, Boards of Nursing in some states stopped recognizing the certification of the grandfathered midwives
  – In response, the American Midwifery Certification Board (AMCB) began incorporating the grandfathered midwives into their continuing competency program in 2009
More about Grandfathering

- Grandfathering...“creates an appearance of greater homogeneity within certified ranks than in fact exists,” and possibly induces the consumer to underestimate the differences between those who have completed the certification requirements and those who were merely grandfathered.

Perspective of Other Credentialing Bodies on the CPC Program

• Institute of Credentialing Excellence (ICE)
  • Webinar October 2013

• National Council of State Boards of Nursing Institute for Regulatory Excellence (NCSBN)
  • Presentation January 2014

• Pediatric Nursing Certification Board (PNCB)
  • “NBCRNA stands out as one of the leaders among advanced practice nurses in continuing competency initiatives, and we are eager to learn from your efforts.”
Cost

• CPC Committee is working with test processors and other vendors on elements of the CPC that will affect cost

• Ongoing goal is to minimize costs to individual nurse anesthetists while maximizing quality

• We expect annualized cost to be similar to current recertification cost
Timetable

• CPC program details finalized in early 2014
• PAU, CE, and Module programs start in 2016
• The first CPC Program cycle will end in 2020
• The first CPC examination for diagnostic purposes must be taken by 2024
• The first pass/fail CPC examination for those who are currently recertified must be taken by 2032/2033
What are the Program Benefits: For Patients

- CONFIDENCE in the care delivered by nurse anesthetists
- ASSURANCE of patient safety and effective anesthesia services
- UNBIASED VALIDATION of nurse anesthetists’ knowledge
- KNOWLEDGE that nurse anesthetists are up-to-date with the latest in practice, technology and pharmacology
What are the Program Benefits: For Nurse Anesthetists

• CONFIDENCE that the credential will provide evidence-based ongoing learning that exceeds current standards

• ASSURANCE of the highest quality standard for your practice - now and in the future

• CONFIRMATION that you are up-to-date with the latest in practice, technology and pharmacology

• SENSE OF ACHIEVEMENT you gain from demonstrating your commitment to lifelong professional growth

• CONTRIBUTION to your ongoing career advancement
What are the Program Benefits: For the Profession

- **REINFORCEMENT** for the credibility and reputation of the credential
- **ASSURANCE** that certification meets all regulatory, credentialing and licensure requirements
- **ABILITY** to quickly incorporate new evidence-based practices throughout the profession
- **DEMONSTRATION** that nurse anesthetists are individually prepared to deliver high-quality, safe patient care
What are the Program Benefits: For Legal, Regulatory and Compliance Bodies

- ASSURANCE that certification meets all regulatory, credentialing and licensure requirements
- SECURITY of knowing that credentialing is independently and objectively developed and managed
- CONFIDENCE that nurse anesthetists are individually competent to deliver high-quality, safe patient care
- RECOGNITION that nurse anesthetists are up-to-date with leading practices, technologies and pharmacology
<table>
<thead>
<tr>
<th>Time Period</th>
<th>Requirement</th>
</tr>
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<tbody>
<tr>
<td>2014 - 2016 (2015 - 2017)</td>
<td>You must satisfy current requirements to recertify in 2016 (2017) (40 CE credits, practice requirements, etc.)</td>
</tr>
<tr>
<td>2016 - 2020 (2017 - 2021)</td>
<td>After recertifying under old requirements in 2016 (2017), you will begin to participate in the new CPC Program (assessed CEs, PAUs, CPC Core Modules, etc.). You will NOT have a CPC exam during this four-year certification cycle.</td>
</tr>
<tr>
<td>2020 - 2024 (2021 - 2025)</td>
<td>You must complete all CPC requirements before 2024 (2025). The examination will NOT be pass/fail in this cycle, and will only be used as a diagnostic tool.</td>
</tr>
<tr>
<td>2024 - 2028 (2025 - 2029)</td>
<td>You must complete all annual CPC requirements. You will not take an exam as part of this four-year CPC cycle.</td>
</tr>
<tr>
<td>2028 - 2032 (2029 - 2033)</td>
<td>You will have to complete all CPC requirements, including an examination, before 2032 (2033). You will be required to pass the exam to maintain certification. You will be allowed four attempts.</td>
</tr>
</tbody>
</table>
Where to Find More Information

• NBCRNA Communications
  – Newsletter, Website, Facebook, Twitter

• Website
  – [www.NBCRNA.com](http://www.NBCRNA.com)
    • Links to further information about the CPC Program