

IMPLEMENTATION OF A COHORT TO INCREASE NUMBER OF CERTIFIED NURSES IN EMERGENCY MEDICINE

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Introduction

Traditionally, nurses preparing for the Certified Emergency Nurse (CEN) exam attended 8-16 hours of traditional classroom based review classes. To align ourselves with the strategic priorities of the institution, we modernized our educational approach by seeking out methods that provided today's adult learner the flexibility of self-paced online modules. This innovative approach increased the number of nurses our department was able to sponsor for the CEN while also being fiscally responsible. Efforts reduced exam preparation cost from \$250 *per nurse* to \$500 *per group* of 20 nurses.

Objectives

To increase the number of certified nurses in Emergency Medicine and decrease the cost by using a web-based cohort format.

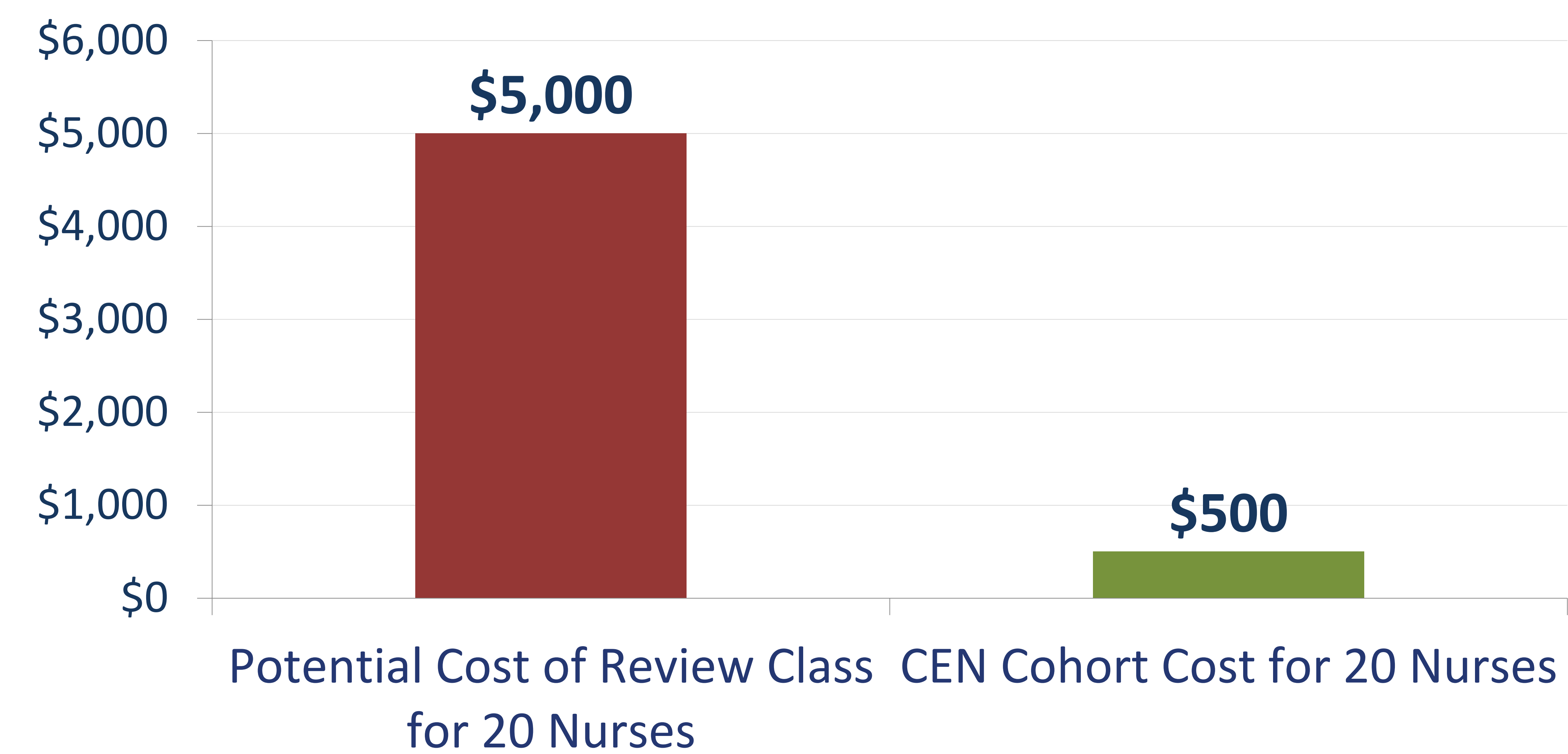
Materials and Methods

Nursing Leadership researched several review classes and found an online CEN web series supported by the Emergency Nurses Association (ENA) offered at a discounted rate for 20 participants for \$500.00. The emergency department offered sponsorship to 20 nurses that included all exam fees and a 1 year membership to the ENA, regardless of exam success. A mix of novice and experienced nurses who have been employed in the department greater than 1 year were eligible to enroll.

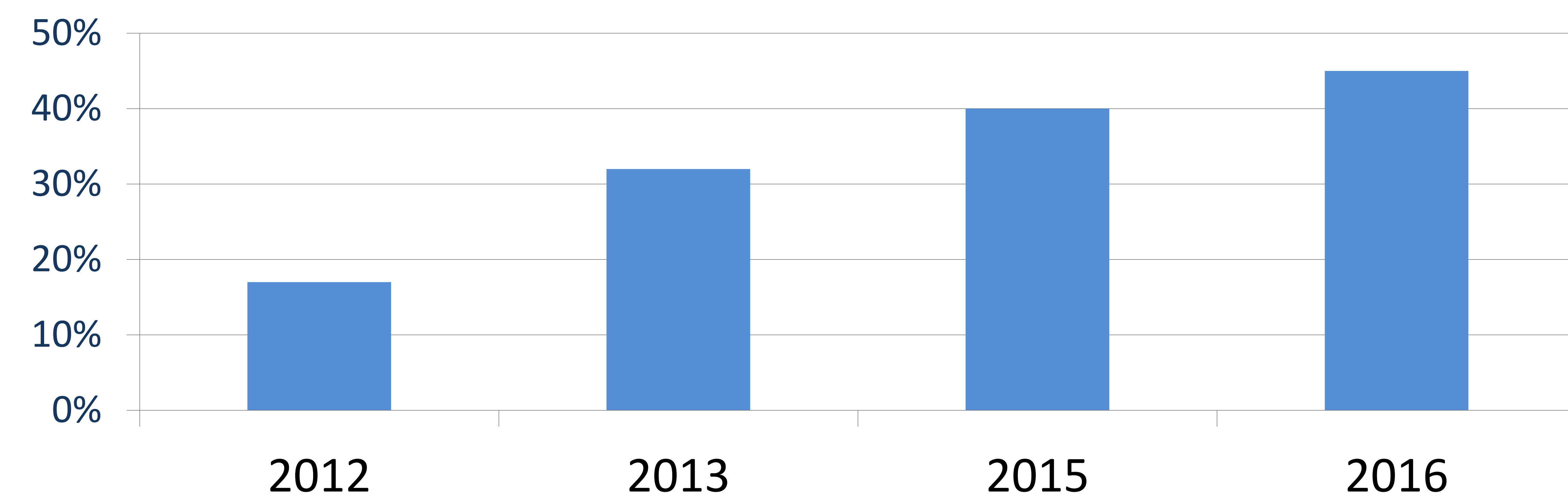
Results

Two measures of results are percentage of certified nurses with greater than two years of emergency medicine experience and cost savings. In January 2012 the pre-intervention percentage of certified nurses was 17%. In September 2013 after the first cohort the percentage of certified nurses increased to 32%. In February 2015 after the second cohort the percentage of certified nurses increased to 40% and for 2016, the percentage increased to 45%.

CEN Cohort Cost Reduction



% Certified RNs



Conclusion

Web-based modules increased the percentage of certified nurses at a cost savings to the department and increase the passing rate. The department will begin enrolling staff into the fourth cohort of April 2016.