



**International Council Of Nurses
ICN Congress 2025 Helsinki**

Abstract: Enhancing Job Satisfaction & Retention in the Nursing Workforce with Specialty Certification

Authors: Marie Graziela F. Bautista, MSN, RN, CPAN, CAPA
Lori Furtado, CAE, ICE-CCP and Judy Huntley, CMP

Organization: American Board of Perianesthesia Nursing Certification, Inc. (ABPANC)
New York, NY USA

Background:

Specialty nursing certifications, such as the Certified Post Anesthesia Nurse (CPAN) and Certified Ambulatory Perianesthesia Nurse (CAPA) credentials, play a significant role in professional development. Certification has been linked to higher job satisfaction, reduced burnout, and improved nursing retention. As healthcare organizations face challenges related to nurse turnover, specialty certification offers a potential solution by fostering a more engaged and committed workforce.

Objective:

This presentation examines the correlation between specialty nursing certification and improved job satisfaction, as well as its impact on retention. It highlights the benefits for both nurses and healthcare organizations when certification is supported and encouraged.

Methods:

A literature review was conducted using articles CINHAL and PubMed databases. The analysis focused on studies that examined how specialty certification influences job satisfaction, burnout, and retention. Key data were extracted, such as satisfaction rates, turnover statistics, and financial implications for healthcare organizations.

Results:

Studies consistently show that nurses with specialty certifications report higher job satisfaction. Research in *JONA* found certified nurses to have greater job satisfaction and lower turnover intentions compared to non-certified nurses. Studies revealed that certified nurses had a 20% higher likelihood of reporting increased job engagement and professional self-worth. Organizations supporting certification saw a 15-25% improvement in nurse retention. Additionally, certified nurses reported a stronger sense of professional mastery, reducing burnout and promoting resilience.

Conclusion:

Specialty nursing certification is a valuable investment for both individual nurses and healthcare organizations. It improves job satisfaction and retention by promoting professional recognition and reducing burnout. Organizations that support certification benefit from reduced turnover, saving costs related to recruitment and training. In the context of nursing shortages and increasing burnout, certification offers a strategic approach to retain skilled nurses and enhance patient care quality.



References

- American Association of Critical Care Nurses (2024, September 8). Certification: Value of certification. Certification benefits patients, employers and nurses. Retrieved from <https://www.aacn.org/certification/value-of-certification-resource-center/>
- American Nurses Credentialing Center (ANCC). (2024, September 8). [Magnet Recognition Program](https://www.nursingworld.org/organizational-programs/magnet/). [Website]. Retrieved from <https://www.nursingworld.org/organizational-programs/magnet/>
- Boyle, D. K. (2020). CMSRNs' continuing competence methods and perceived value of certification: A descriptive study. *MEDSURG Nursing*, 29(4), 229–254.
- Coelho, P. (2019). Relationship between nurse certification and clinical patient outcomes. *Journal of Nursing Care Quality*, 35(1), E1-E5.
- Coto, J. A., Wilder, C. R., Wynn, L., Ballard, M. C., Webel, D., & Petkunas, H. (2020). Exploring the relationship between patient falls and levels of nursing education and certification. *The Journal of Nursing Administration*, 50(1), 45–51.
- Dierkes, A. M., Schlak, A. E., French, R., McHugh, M. D., & Aiken, L. (2021). Why some nurses obtain specialty certification and others do not. *The Journal of Nursing Administration*, 51(5), 249–256. <https://doi.org/10.1097/NNA.000000000000010>
- Halm M. A. (2021). Specialty Certification: A path to improving outcomes. *American Journal of Critical Care*, 30(2), 156–160. <https://doi.org/10.4037/ajcc2021569>
- Garrison, E, Schulz, C, Nelson, C, and Lindquist, C.(2018). Specialty certification: Nurses' perceived value and barriers. *Nurse Management*, 49:42–7. doi: 10.1097/01.NUMA.0000532328.69992.fc
- Lim, F., Chen, L., & Salina, A. (2020). CCRN certification: Why it matters. *Nursing Critical Care*, 15(3), 38–41.
- Reich, J., Smith, J., & Del Guidice, M. (2016). A certification support Program: Impact on nurse autonomy, nursing practice, outcomes and culture. *Nurse Leader*, 14, 334–338.
- Stucky, CH, and Wymer, JA.(2020). Progressing toward specialty certification as the national standard for nursing. *Nurse Forum*, 55:531–4.
- Van Wicklin, S. A., Leveling, M. E., & Stobinski, J. X. (2020). What is the perceived value of certification among registered nurses? A systematic review. *Journal of Nursing Scholarship*, 52(5), 536–543. <https://doi.org/10.1111/jnu.12579>



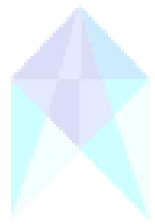
**International Council Of Nurses
ICN Congress 2025 Helsinki**

Wei, H., Haddad, L. M., Nwokocha, T. A., Powers, M., Wei, A., Carroll, Q., & Ballard, N. (2023). Organizational culture and roles in promoting nurse specialty certifications: A qualitative study in the United States. *International Journal of Nursing Sciences*, 10(2), 189–198. <https://doi.org/10.1016/j.ijnss.2023.03.003>

Wei, H., Horsley, L., Cao, Y., Haddad, L. M., Hall, K. C., Robinson, R., Powers, M., & Anderson, D. G. (2023). The associations among nurse work engagement, job satisfaction, quality of care, and intent to leave: A national survey in the United States. *International Journal of Nursing Sciences*, 10(4), 476–484. <https://doi.org/10.1016/j.ijnss.2023.09.010>

Whitehead, L., Ghosh, M., Walker, D., Bloxsome, D., Vafeas, C., & Wilkinson, A. (2019). The relationship between specialty nurse certification and patient, nurse and organizational outcomes: A systematic review. *International Journal of Nursing Studies*, 93, 1-11.

Woods, A. D. (2024). Lifelong learning and nursing certification. Available at: <https://www.nursingcenter.com/blogs-plus/blogs/blogs-post#/post/certification>



ABPANC
American Board of Perianesthesia Nursing Certification, Inc.