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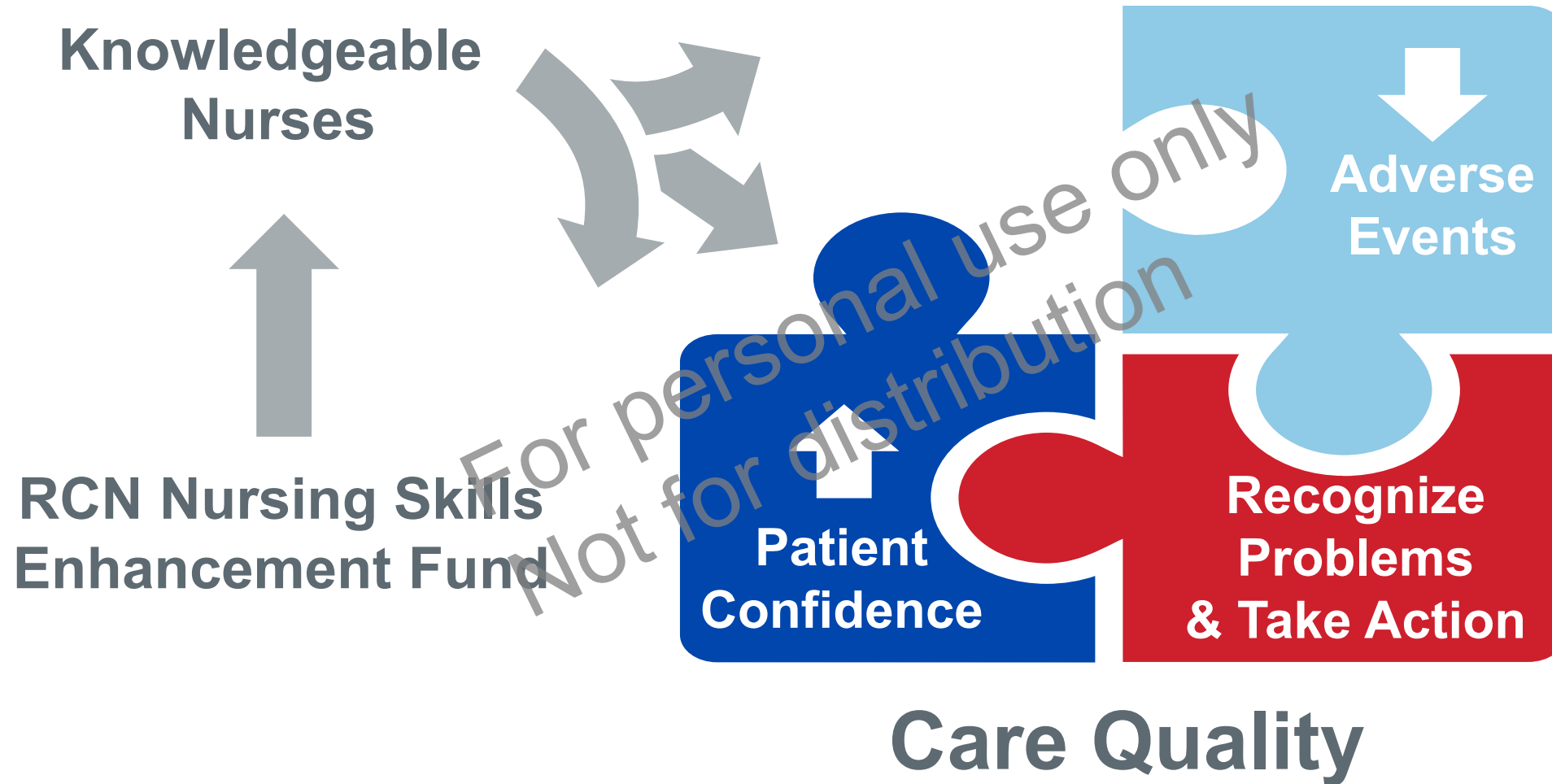
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The positive impact of Canadian Nurse Association (CNA) certification on nursing retention and engagement

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Nurses are Key Actors in Enhancing Care Quality



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 acknowledge 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!



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Thank you !