



NURSING EXCELLENCE. YOUR JOURNEY. OUR PASSION.

# American Nurses Credentialing Center

NURSING CERTIFICATION  
MAGNET RECOGNITION PROGRAM®  
PATHWAY TO EXCELLENCE® PROGRAM  
ACCREDITATION OF CONTINUING NURSING EDUCATION



# ANCC

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# Passionate about nursing excellence.

The American Nurses Credentialing Center (ANCC), a subsidiary of the American Nurses Association (ANA), provides individuals and organizations throughout the nursing profession with the resources they need for their journey to excellence.

ANCC's internationally renowned credentialing programs certify nurses in specialty practice areas, recognize healthcare organizations for nursing excellence through the Magnet Recognition Program® and the Pathway to Excellence® Program, and accredit providers of continuing nursing education. In addition, ANCC's Institute for Credentialing Innovation® offers an array of informational and educational services and products to support its core credentialing programs.

These varied programs and services enable healthcare professionals and organizations around the world to achieve superior nursing knowledge, prestige, and a competitive edge. The results? Skilled nurses who love their work, highly regarded healthcare facilities that attract and retain the best nursing professionals, and the finest patient care available.

ANCC is passionate about helping nurses on their journey to nursing excellence.

# Nursing Certification

The American Nurses Credentialing Center (ANCC) is the largest and most prestigious nurse certification organization in the world, recognizing individuals whose nursing skills and knowledge meet pre-determined standards of excellence. Since 1990, more than a quarter million nurses have been certified by ANCC.

Nursing professionals know that ANCC certification is widely accepted evidence to the public and the profession of the quality of their nursing skills. Not only does it validate the strength of their nursing abilities and boost their professional confidence, but certification also contributes to better patient outcomes. In fact, certification has been linked to fewer medical errors and increased job satisfaction and confidence.<sup>1</sup>

What's more, ANCC certification opens the door to career opportunities and higher salaries. Nurse managers overwhelmingly say they prefer to hire board certified nurses because they believe that certification demonstrates an individual's proven knowledge base and documented experience in a given specialty.<sup>2</sup> Nurses who are board certified in a specialty area earn an average of \$9,000 more than their counterparts who are not board certified.<sup>3</sup>

Another advantage of ANCC certification is our rigorous and extensive in-house test development process, which ensures that certification exams are fair and accurate measures of professional competency. Test questions are written by a representative sample group of ANCC board certified nurses, under the guidance of measurement professionals who address the psychometric soundness and legal defensibility of all tests.

ANCC certification is recognized by all state boards of nursing and the U.S. military, is highly regarded by national and local agencies, and is gaining momentum at the international level. Most ANCC certifications are accredited by both ABNS and NOCA; and the Centers for Medicare and Medicaid Services (CMS), as well as a majority of third-party reimbursers, accept ANCC certification.

ANCC's Institute for Credentialing Innovation® offers a variety of affordable, flexible resources to support you on your path to certification. These include manuals, seminars, and on-line courses that serve not only as study guides in preparation for specific certification exams, but also as valuable clinical practice resources and convenient sources of continuing nursing education contact hours.

*"Being ANCC-certified has given me confidence to claim expertise in my specialty and in the delivery of quality patient care. Certification has expanded my opportunities in nursing."*

Mintie Indar-Maraj, MA, RN-BC  
RN/Nurse Educator  
Teachers College, Columbia University  
New York City, New York



Nurses of all ages, experience levels, and specialty areas achieve their professional best through ANCC certification.

## Preparing for ANCC Certification

For every certification exam offered by ANCC, candidates are able to access ANCC-prepared Reference Lists, Sample Questions, and Test Content Outlines on the ANCC web site, free of charge.

A number of authoritative texts are used to develop ANCC certifications. These reference lists are provided to help candidates prepare for the exams, but they are not intended to be all-inclusive. The sample questions available on the ANCC web site are similar to those on the exams, but do not represent the full range of content or levels of difficulty. The test content outlines provide an overview of the material covered on the exam.

ANCC certification exams are computer-based and are available year-round at more than 300 test sites.

To view the resources available for your exam, visit **[www.nursecredentialing.org](http://www.nursecredentialing.org)**

*ANCC's Institute for Credentialing Innovation® offers the following resources with continuing nursing education contact hours:*

ANCC's certification review and resource manuals present a thorough overview of concepts and issues related to specific nurse specialty areas and include case studies, references, and practice exam questions. Review material covering general test-taking techniques is also available to help you fully prepare for any ANCC certification exam.

Review seminars allow participants to immerse themselves in expert presentations—plus take home comprehensive written materials, including copies of all the slides used during the seminar. Most review seminars are two days in length. They are held at various locations across the United States throughout the year.

For those who enjoy the interactive approach of a seminar, but prefer to learn from home, certification study groups are a great option. Featuring content from ANCC's "in-person" seminars, and led by the same expert faculty, study groups "meet" via weekly telephone conference calls scheduled over the course of several weeks.

On-line courses offer still another vehicle for certification preparation. These web-based courses present the same materials used in our review seminars, along with voice-over narration by an instructor. You will have access to the on-line course for three months after registration.

## ADVANCED PRACTICE CERTIFICATIONS

### Nurse Practitioners

- >> Acute Care
- >> Adult
- >> Adult Psychiatric & Mental Health
- >> Family
- >> Family Psychiatric & Mental Health
- >> Gerontological
- >> Pediatric

### Clinical Nurse Specialists

- >> Adult Health
- >> Adult Psychiatric & Mental Health
- >> Child/Adolescent Psychiatric & Mental Health
- >> Gerontological
- >> Pediatric

### Other Advanced Specialties

- >> Nurse Executive, Advanced (formerly Nursing Administration, Advanced)
- >> Public Health Nursing, Advanced (formerly Public/Community Health Clinical Nurse Specialist)

## SPECIALTY NURSING CERTIFICATIONS

- >> Ambulatory Care
- >> Cardiac Vascular
- >> Gerontological
- >> Informatics
- >> Medical-Surgical
- >> Nurse Executive (formerly Nursing Administration)
- >> Nursing Case Management
- >> Nursing Professional Development
- >> Pain Management
- >> Pediatric
- >> Psychiatric & Mental Health

For a complete list of the educational resources available to prepare you for ANCC certification exams, visit [www.nursecredentialing.org](http://www.nursecredentialing.org).

All certifications are continually refined and updated to reflect the current practice in the specialty and incorporate the scope and standards of practice approved by the American Nurses Association's Congress on Nursing Practice and Economics or those of other national specialty nursing organizations. ANCC certifications are accredited by the Accreditation Board for Specialty Nursing Certification (ABSNC, formerly the American Board of Nursing Specialties) and/or the National Commission for Certifying Agencies (NCCA) of the National Organization for Competency Assurance (NOCA).



## RETIRED CERTIFICATIONS (RENEWAL ONLY)

- >> Cardiac Rehabilitation Nursing
- >> Certified Vascular Nurse
- >> Clinical Nurse Specialist Core
- >> College Health Nursing
- >> Community Health Nursing
- >> General Nursing Practice
- >> High-Risk Perinatal Nursing
- >> Home Health Nursing
- >> Home Health Nursing Clinical Nurse Specialist
- >> Maternal-Child Nursing
- >> Perinatal Nursing
- >> Public/Community Health Nursing
- >> School Nurse Practitioner
- >> School Nursing

# Magnet Recognition Program®

“Consider going through the Magnet Recognition Program process. The journey toward this certification provides valuable process improvements for hospitals... While the credential itself may be effective in recruiting nurses, interviewees said that the process toward Magnet status was beneficial in forcing the organization to examine its structure and processes relevant to the nursing workforce... The management interventions tied to Magnet status can have a positive impact on nurse satisfaction and retention... The creation of a Magnet culture also has been shown to improve patient quality outcomes.”

Recommended by  
PricewaterhouseCoopers'  
Health Research Institute<sup>5</sup>

The American Nurses Credentialing Center's (ANCC) Magnet Recognition Program recognizes healthcare organizations that provide the best in nursing care, including high quality patient care and the most supportive and innovative working environments.

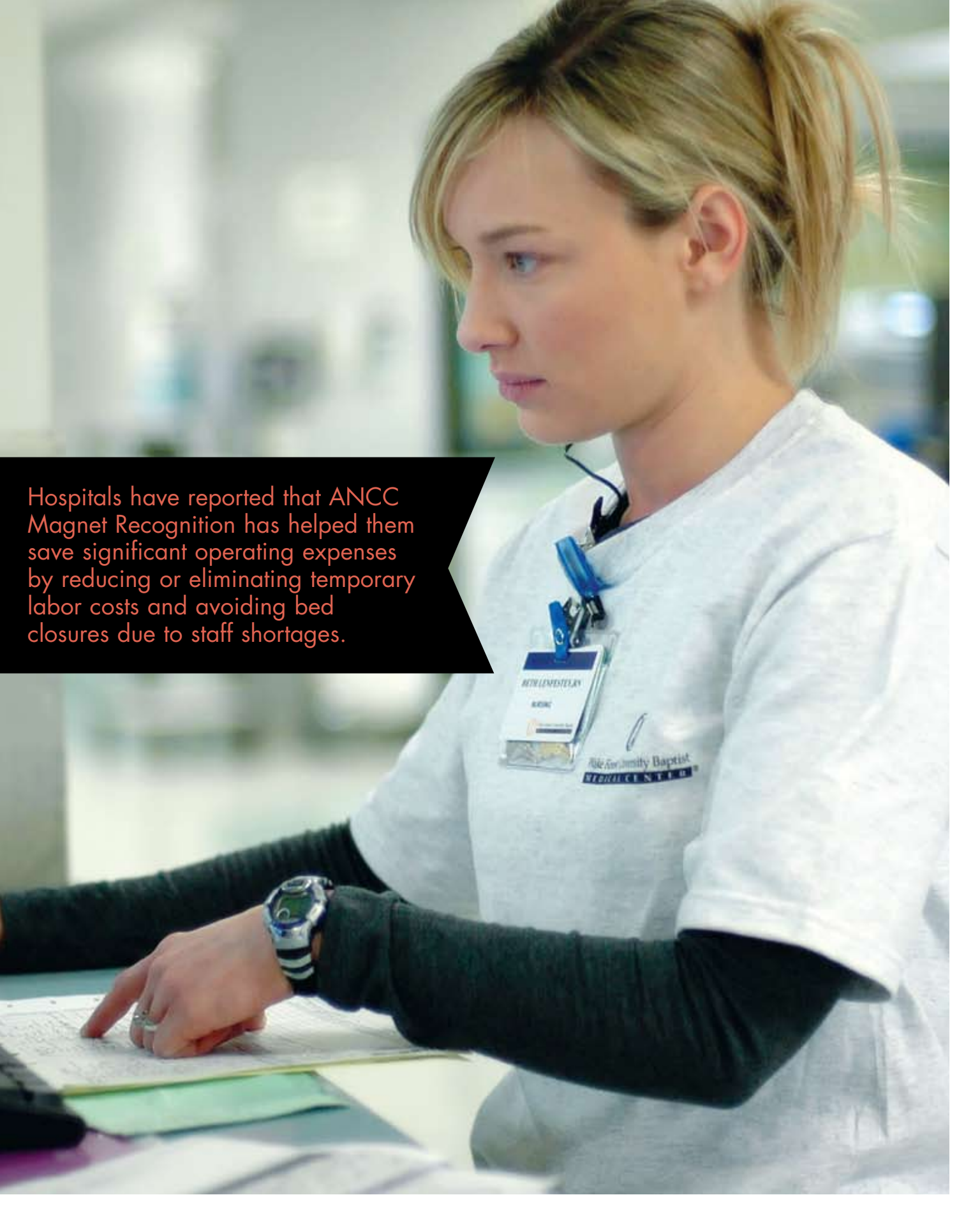
ANCC Magnet Recognition is an honor with far-reaching benefits—for the facility that achieves this status as well as for its entire staff, its patients, its community, and the nursing profession as a whole.

The Magnet Recognition Program application process drives healthcare organizations to closely examine every aspect of their nursing systems, allowing them to identify those processes that exemplify nursing excellence and enhance those that may need further development. This, in turn, helps organizations firmly establish themselves as a patient's first choice for their medical needs and a place that healthcare professionals seek out for employment opportunities.

For example, to achieve Magnet® recognition, an organization must demonstrate its commitment to being a workplace that empowers its employees, supports their professional development, fosters collaboration among staff, and embraces the community as a partner. These attributes—combined with the prestige Magnet recognition carries—foster higher nursing employee morale; lower nursing employee turnover rates; and create an ability to attract and retain the highest quality nurses, physicians, and specialists.

What's more, with a highly qualified and highly satisfied staff, Magnet-recognized organizations are further rewarded with a positive patient safety climate and improved patient care.

ANCC Magnet Recognition has become a standard by which the public judges healthcare organizations. In a television appearance,<sup>4</sup> Drs. Mehmet Oz and Michael Roizen, authors of *YOU: The Smart Patient*, stated, “Magnet hospitals are where the best nurses work, the morale is highest, and the hospital has the most resources. You want to be where the nurses want to be.” In addition, *U.S. News & World Report's* annual showcase of America's Best Hospitals includes ANCC Magnet status in its ranking criteria for quality of inpatient care.

A healthcare professional, likely a nurse or medical assistant, is shown in profile, looking intently at a document on a desk. She is wearing a white scrub top with a name tag that reads "BETH LEVISTEY, RN" and "RMC". The name tag also features the logo for "RMC Family Baptist HEALTHCARE CENTER". She is also wearing a silver watch with a black and white striped band on her left wrist. The background is a blurred hospital setting.

Hospitals have reported that ANCC Magnet Recognition has helped them save significant operating expenses by reducing or eliminating temporary labor costs and avoiding bed closures due to staff shortages.

Healthcare facilities have recognized and reported additional advantages tied to the Magnet Recognition Program, which include the power to negotiate stronger HMO contracts, better corporate bond ratings on Wall Street, and a greater ability to establish endowments.

### Preparing for Magnet Recognition

We will help guide you through every step on your Journey to Magnet Excellence™ and beyond.

ANCC's Institute for Credentialing Innovation® offers regional Magnet workshops and an annual National Magnet Conference®, plus specialized consulting services.

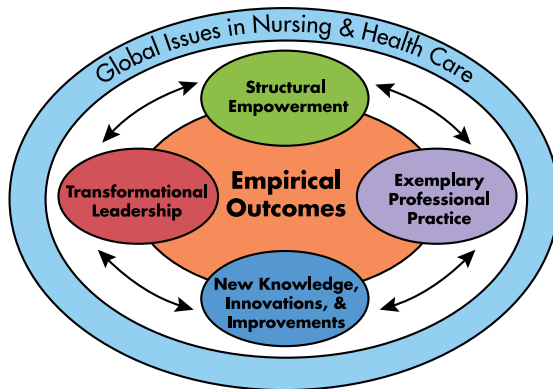
ANCC's Institute for Credentialing Innovation® offers affordable workshops that provide executives, managers, and staff of organizations seeking or considering Magnet recognition with a solid understanding of the Magnet Recognition Program, its requirements, and its benefits. These programs are held throughout the year at various locations across the country, and provide in-depth guidance on topics such as organizational assessments, the application process, and implementing vital strategies like evidence-based practice, nursing research programs, peer review techniques, and shared governance.

The ANCC National Magnet Conference® is an annual opportunity for professionals from around the world to gather to learn about the best clinical, business, and leadership practices at Magnet-recognized facilities. This three-day event attracts representatives from organizations that have achieved Magnet status, those on the Journey, and individuals from facilities that are exploring the Magnet program—creating a networking opportunity and dynamic educational program where best practices and research are shared and celebrated.

As the official home of the Magnet Recognition Program for nursing excellence, ANCC's Institute-sponsored consultants know our products and services better than anyone else. Consultants provide assistance

with understanding and completing the Magnet application, including needs assessment, action planning, document review, and on-site preparation.

#### THE 5 MODEL COMPONENTS



# Pathway to Excellence® Program

ANCC's Pathway to Excellence® Program recognizes the essential elements of an ideal nursing practice environment.

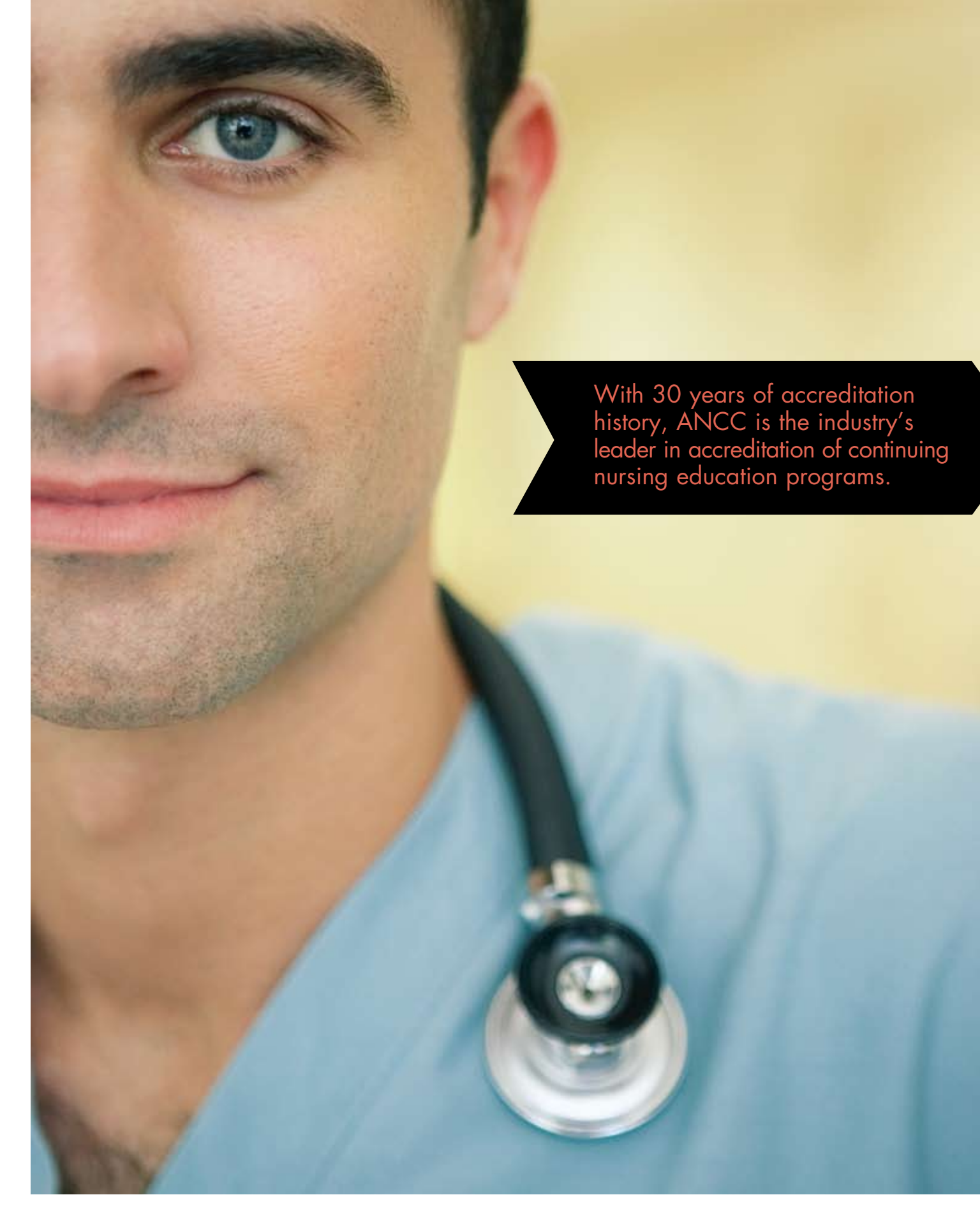
A Pathway to Excellence designated organization is committed to what nurses themselves identify as their values and contributions toward the pursuit of safe, quality patient care. The Pathway to Excellence status is based upon the confirmed presence in the facility of the guidelines known as "The Pathway to Excellence Practice Standards." The foundational Practice Standards are integrated into operating policies, procedures, and management practices of all Pathway to Excellence healthcare organizations.

## **Why Pathway Recognition?**

As the nursing shortage continues to grow—with some projections estimating 2.8 million nurses in demand, nearly a 30% shortage, by 2020<sup>6</sup>—the practice environment for nurses has become a focal point. Many hospitals consider nurse job satisfaction vital to delivering quality care. Retaining high quality nurses is a priority. Estimates had put the cost of replacing a nurse at anywhere from one to four times that of the nurse's average salary.<sup>7</sup>

## **Interviews with nursing management in Pathway to Excellence organizations report:**

- >> *Nursing staff morale is at an all-time high.*
- >> *Vacancy rates have decreased. "Our vacancy rate fluctuates between one and two percent. We actually have nurses awaiting a full-time position," according to Sue Sewell, BSN, RN, chief nursing officer at Wise Regional Hospital in Decatur, TX.<sup>8</sup>*
- >> *Respect, recognition, and pride for nursing increases by administration leaders in the organization, including the governing boards.*
- >> *Physician respect and interdisciplinary communications have increased as nurses are increasingly respected by medical staff.*



With 30 years of accreditation history, ANCC is the industry's leader in accreditation of continuing nursing education programs.

# Accreditation of Continuing Nursing Education

The American Nurses Credentialing Center (ANCC) accreditation is the international hallmark of quality among continuing nursing education programs—a signal to nurses everywhere that this is a program worth attending. To be ANCC-accredited, organizations must meet a wide range of quality-based criteria that demonstrate their commitment to excellence in continuing nursing education, and thus, their commitment to excellence in the nursing profession.

ANCC accreditation is an unparalleled way to achieve respect from across the healthcare spectrum. Not only does an accredited organization provide nursing professionals—and the facilities they are affiliated with—the assurance that they are receiving the highest caliber of professional development available, but it also provides the same assurance to local and international nursing agencies. In fact, not only do most state nurse licensing boards recognize ANCC-accredited contact hours, some prefer it. Accreditation is a tremendous recognition for continuing education programs aimed at nursing professionals.

Those ANCC-accredited organizations that stand out in the field, functioning at a level above and beyond their peers, may be eligible for ANCC's Premier Program Award. This annual honor identifies accredited organizations that serve as models of industry excellence. The award provides unique benefits, such as special recognition on our website and at ANCC's Annual Accreditation Symposium, a waiver of symposium registration fees, use of the Premier Program Award materials, and discounted re-accreditation fees.

## Nursing Skills Competency Program

Continued competency in nursing is a frequent concern for both employers and staff—what are the best ways to maintain skills in a quickly changing environment? How do we differentiate and recognize the highest quality educational programs? There is also increasing concern among the public related to patient safety. These concerns have led to heightened awareness of and demand for validation of the patient care skills of healthcare workers.

There are many education courses that provide skills training to nurses initially entering or re-entering the work force. However, until now there

“Nurses who attend accredited activities to obtain and maintain their credentials and certifications tend to be more engaged in evidence-based nursing practice, nursing research at the bedside, and performance improvement through continuous change and adaptation to best – and better – practices.”

Diana Swihart, PhD, DMin, MSN,  
CS, APN, RN-BC  
Magnet Program Director  
Bay Pines VA Healthcare System  
Bay Pines, Florida

was no reliable way for the consumer, the employer, or the regulatory bodies to know the appropriateness or quality of the particular courses the nurse attends.

ANCC's Nursing Skills Competency Program offers a national performance benchmark for selecting continuing education courses for nurses. Nurses can validate and claim continued proficiency in their specialized skills. The requirement to demonstrate skills (or skill sets) allows organizations to insist on programs where they are assured that nurses will walk away with the knowledge, skills, and abilities they need to perform their jobs.

### Preparing for Accreditation

If you are looking for support to achieve or maintain ANCC accreditation, or want to improve your continuing nursing education program, ANCC's Institute for Credentialing Innovation® offers the resources to help.

ANCC presents workshops designed to provide non-accredited organizations with strategies, tips, and techniques for the accreditation process, as well as update workshops outlining the latest criteria for ANCC-accredited organizations.

ANCC's Annual Accreditation Symposium offers continuing nursing education programs the opportunity to connect with industry leaders and learn best practices in continuing nursing education from the experts.

Consulting services are available to assist organizations that provide continuing nursing education with meeting these standards and providing the highest quality professional development available.

Further details can be found at  
[www.nursecredentialing.org](http://www.nursecredentialing.org)

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# ANCC's Global Reach

Through Credentialing International, ANCC offers the experience and success of our research-based credentialing programs throughout the world.

ANCC's global reach extends to certification of nursing professionals in numerous specialty areas, Magnet recognition and Pathway designation of facilities that exemplify nursing excellence, and accreditation of providers of continuing nursing education. Many of the educational and informational services that are designed to support these programs are available worldwide.

Credentialing International provides these programs and services in cooperation with agencies in other countries. In addition, ANCC's Institute for Credentialing Innovation is available to consult with organizations throughout the world in developing location-specific programs.

## ANCC Doesn't Just Recognize Excellence, We Live It.

The American Nurses Credentialing Center (ANCC) has successfully achieved ISO 9001:2008 certification for professional services rendered in the administration of the Magnet Recognition Program® and the Pathway to Excellence® Program for excellence in healthcare organizations, the Certification Program for professional excellence of nurses, and the Accreditation Program for excellence in continuing nursing education.

ISO 9001:2008 certification is the firmly established global standard for assuring stakeholders of an organization's ability to satisfy quality related requirements. This internationally recognized model measures the quality and consistency of an organization's processes. By conforming to these rigorous service criteria, ANCC provides its customers – the nursing and healthcare community – with confidence in its ability to consistently deliver the highest quality credentialing services.



ANCC is committed to providing credentialing programs and related services that promote excellence in nursing and healthcare globally by continually improving the effectiveness of our quality management system.

## The Journey Begins

Whether you are a nurse looking to increase your professional knowledge and standing through ANCC certification, a hospital seeking the ultimate acknowledgement of quality through ANCC's Magnet Recognition Program, a nursing staff proclaiming the merits of their employer through ANCC's Pathway to Excellence Program, or a continuing nursing education provider in pursuit of the highly regarded ANCC accreditation, ANCC programs – and the resources that support them – will help you achieve your goals.

The American Nurses Credentialing Center (ANCC), a subsidiary of the American Nurses Association (ANA), provides individuals and organizations throughout the nursing profession with the resources they need to achieve practice excellence. ANCC's internationally renowned credentialing programs certify nurses in specialty practice areas; recognize healthcare organizations for promoting safe, positive work environments through the Magnet Recognition Program® and the Pathway to Excellence® Program; and accredit providers of continuing nursing education. In addition, ANCC's Institute for Credentialing Innovation® offers an array of informational and educational services and products to support its core credentialing programs.

ANCC is the world's largest and most prestigious nurse credentialing organization. ANCC certification exams validate nurses' skills, knowledge, and abilities. More than a quarter million nurses have been certified by ANCC since 1990. More than 75,000 advanced practice nurses are currently certified by ANCC.

The ANCC Magnet Recognition Program® recognizes healthcare organizations that provide the very best in nursing care and professionalism in nursing practice. The program also provides a vehicle for disseminating best practices and strategies among nursing systems. The ANCC Magnet Recognition Program is the gold standard for nursing excellence.

ANCC accreditation of a continuing nursing education program is the hallmark of quality. ANCC is the nation's leader in accreditation of continuing nursing education programs.

ANCC's Institute for Credentialing Innovation® produces a variety of educational services and products to support those seeking certification, Magnet recognition, Pathway designation, or Accreditation. Review and resource manuals, review seminars, and web-based learning all support individuals who are on the path to certification. National Magnet Conferences®, workshops, and consulting services support organizations on the Journey to Magnet Excellence™ and for those pursuing Pathway designation. Educational events and consultants are available to assist continuing nursing education accreditation programs in achieving the highest caliber education.

The American Nurses Association Center for Continuing Education and Professional Development is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

ANA is approved by the California Board of Registered Nursing, Provider Number 6178.

The ANCC Magnet Recognition®, Institute for Credentialing Innovation®, Magnet®, Magnet Recognition Program®, ANCC National Magnet Conference®, and the Pathway to Excellence® Program names and logos are registered trademarks of the American Nurses Credentialing Center. Journey to Magnet Excellence™ is a trademark of the American Nurses Credentialing Center. All rights reserved.



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