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Motivation and Certification Rates among Allied Health Professionals

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### Introduction /Background

- Obtaining advanced certifications within allied health professions indicates that an individual holds advanced knowledge, skills, and abilities for clinical practice in a specialty area.
- Increasingly, allied health professionals are being encouraged to pursue specialty certification by professional organizations, educators and employers, yet little is known about what motivates non-nurses or allied health professionals to become certified in their fields.

### Specific Aims

- **To significantly increase the proportion of non-nursing allied health professionals holding certifications at Homestead Hospital at 2-years post-implementation of a motivation program when compared to baseline.**
- **To describe the perceived value of certification among allied health professionals at baseline and 2-years post-implementation of a motivation program.**

### Methods

- **Inclusion criteria** - All non-nursing allied health professionals employed at Homestead Hospital will be eligible for participation.
- **Exclusion criteria** - Nursing personnel and employees of Homestead Hospital who are not allied health professionals.
- **Recruitment** - Secure email system
- **Instrumentation:**
  - Administrative data to determine rates of certification at baseline and 2-years later.
  - Demographic survey: Certification status, age, gender, department.
  - Perceived Value of Certification Tool (PVCT) – an 18-item survey, with 2-sub-scales; demonstrated internal consistency reliability (Cronbach’s α = .92 – .95) and discriminant validity (certified vs. non-certified nurses). Lower scores indicate higher perceived value.
- **Interventions:**
  - Creation of a committee focused on encouraging certification among allied health professionals.
  - A recognition program for allied health professionals who obtain certification.
  - An annual allied health certification fair and celebration.
- **Analysis:**
  - Descriptive statistics and analytical statistics for pre- and post-comparison
  - Internal consistency reliability of PVCT
  - Exploratory factor analysis PVCT (stability of factors with sample of non-nurses).

### Preliminary Results

- Current hospital-wide certification rate 27.1%.
- Baseline data (N=40 respondents).
- Demographics of Respondents:
  - Mean age= 39.1 years.
  - 55% reported they were currently certified, 45% were not.
- Departments represented:
  - Respiratory Therapy= 38.5%; Surgical Services= 23.1%; Imaging= 12.8%; Dietary= 10.3%; Pharmacy= 10.3%; Cardiology= 2.6%; Laboratory= 2.6%
- Internal consistency reliability of the PVCT: Cronbach’s α = .898; Principal Component Analysis with Varimax rotation yielded 3 underlying components explaining 74.35% of the variance in the data.
- The mean score on the PVCT for the pooled sample was 29.13 (n=37).
- Mean score for the non-certified was 28.87 (n=15).
- Mean score for the certified was 29.37 (n=22).

### Conclusions

- Survey respondents had a higher rate of certification compared to overall hospital rates.
- Non-certified respondents considered certification to be slightly more valuable compared to those who were certified.
- The PVCT demonstrated excellent internal consistency reliability and stability in the number of underlying components when compared to previous studies.
- Effectiveness of proposed interventions is pending assessment at 2-years post-initiation of this project.

### References


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