



Value of Certification Study

FEBRUARY 2023

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OVERVIEW

A quantitative research study was conducted by ONCC during November and December 2022. Emails were sent to 45,591 contacts with a 39% open rate. The total response rate was 3% (N = 1,299) with a 92% completion rate for the survey tool.

Demographics of the survey sample indicate 78% are ONS members and 6% are APHON members. Age range birthdate varied from 1945-2005. Over 88% hold a Bachelor's degree or higher level of education. The sample was well distributed by geography and well represented across workplace settings.

Respondents with a current certification predominantly hold the OCN at 78%. Among current OCN holders, we see interest in additional certifications: 13% in the CBCN; 8% in the BMTCN, and 5% each for AOCNP and AOCNS.

Respondents report that 58% of their employers financially support certification preparation and certification fees. Also, 40% reported that employers pay recertification fees and 40% display the certification(s) on their employee name badge. Whereas 29% report their employer offers no financial reward for certification. Only 20% report a salary increase for certification and 15% report a one-time bonus for certification achievement. Those who do not receive a salary increase nor employer recognition expressed significantly less value in the marketability of having an ONCC credential and patient/consumer confidence versus those with a credential.

Ten percent (n = 134) of respondents have never held an ONCC certification. Among those who have never held a certification, 77% expressed interest in earning the OCN certification. Respondents also expressed some interest in other certifications: 12% in CBCN; 8% in BMTCN; 7% in AOCNP; and 3% in AOCNS.

Survey respondents, who reported ONS membership, expressed stronger agreement that certification increases preparation for demands of a job, promotes recognition from other professions and increases job performance compared to those who are not ONS members. Nearly half of non-ONS members feel that certification is cost-prohibitive to obtain and to maintain.

CREDENTIALS STATUS

STUDY RESULTS

Related to the Oncology Nursing Certification Corporation (ONCC) credentials

(n= 1,296)

I previously held an ONCC certification,
however I no longer maintain.

2.5% **32**

I have never held any ONCC certifications.

10.3% **134**

I hold a current ONCC certification.

87.2% **1,130**

ONCC certification(s) previously held

(n= 34)

Oncology Certified Nurse, OCN®

90.3% **28**

Advanced Oncology Certified
Nurse Practitioner, AOCNP®

6.5% **2**

Advanced Oncology Certified Clinical
Nurse Specialist, AOCNS®

3.2% **1**

Blood & Marrow Transplant
Certified Nurse, BMTCN®

6.5% **2**

Certified Pediatric Hematology/
Oncology Nurse, CPHON®

3.2% **1**

ONCC certification(s) currently held:

Oncology Certified Nurse, OCN®	78.2%	858
Advanced Oncology Certified Nurse Practitioner, AOCNP®	6.4%	70
Advanced Oncology Certified Clinical Nurse Specialist, AOCNS®	3.4%	37
Blood & Marrow Transplant Certified Nurse, BMTCN®	7.7%	84
Certified Pediatric Hematology/Oncology Nurse, CPHON®	5.3%	58
Certified Breast Care Nurse, CBCN®	4.2%	46
Certified Pediatric Oncology Nurse, CPON®	2.4%	26

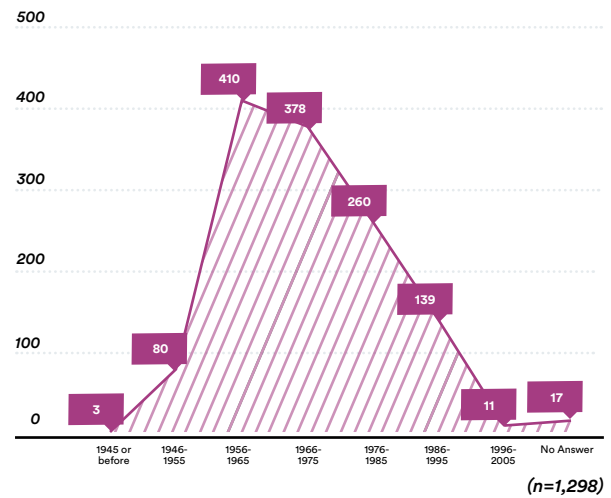
ONCC certification(s) interested in working to earn:

Oncology Certified Nurse, OCN®	26.6%	332
Advanced Oncology Certified Nurse Practitioner, AOCNP®	6.6%	83
Advanced Oncology Certified Clinical Nurse Specialist, AOCNS®	4.3%	54
Blood & Marrow Transplant Certified Nurse, BMTCN®	8.9%	111
Certified Pediatric Hematology/Oncology Nurse, CPHON®	1.9%	24
Certified Breast Care Nurse, CBCN®	10.7%	134
Certified Pediatric Oncology Nurse, CPON®	0.5%	6
None of the Above	47.5%	594

DEMOGRAPHICS

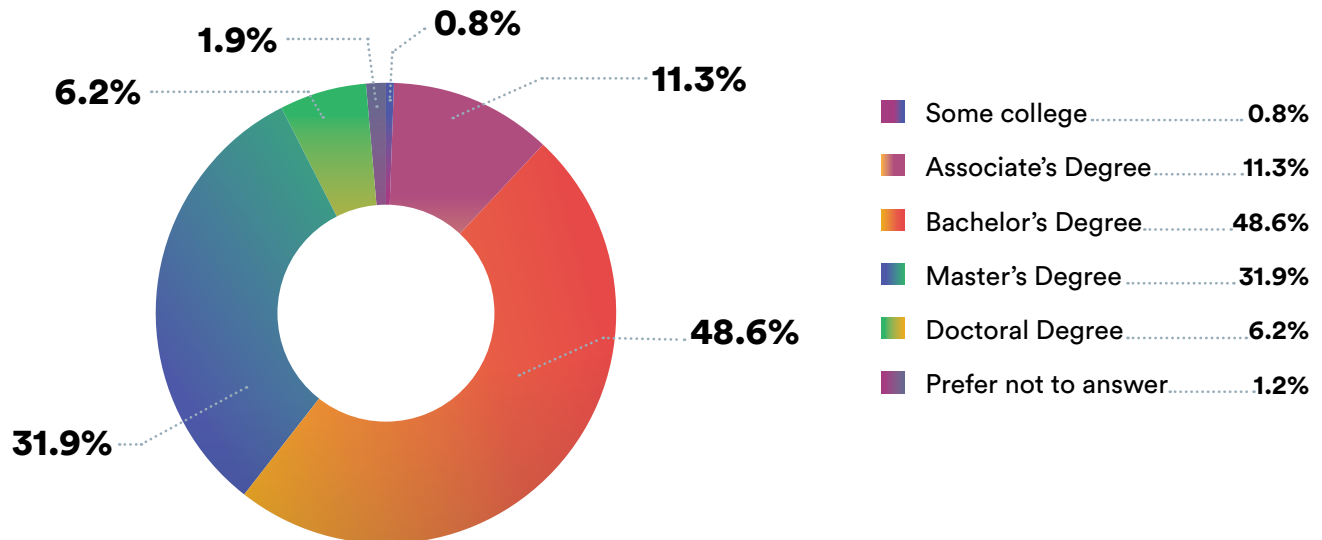
Age range of respondents

1945 or before	0.2%
1946-1955	6.2%
1956-1965	31.6%
1966-1975	29.1%
1976-1985	20%
1986-1995	10.7%
1996-2005	0.8%
No answer	1.3%



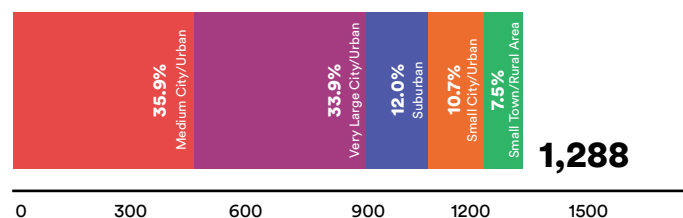
Highest level of completed education

(n=1,298)

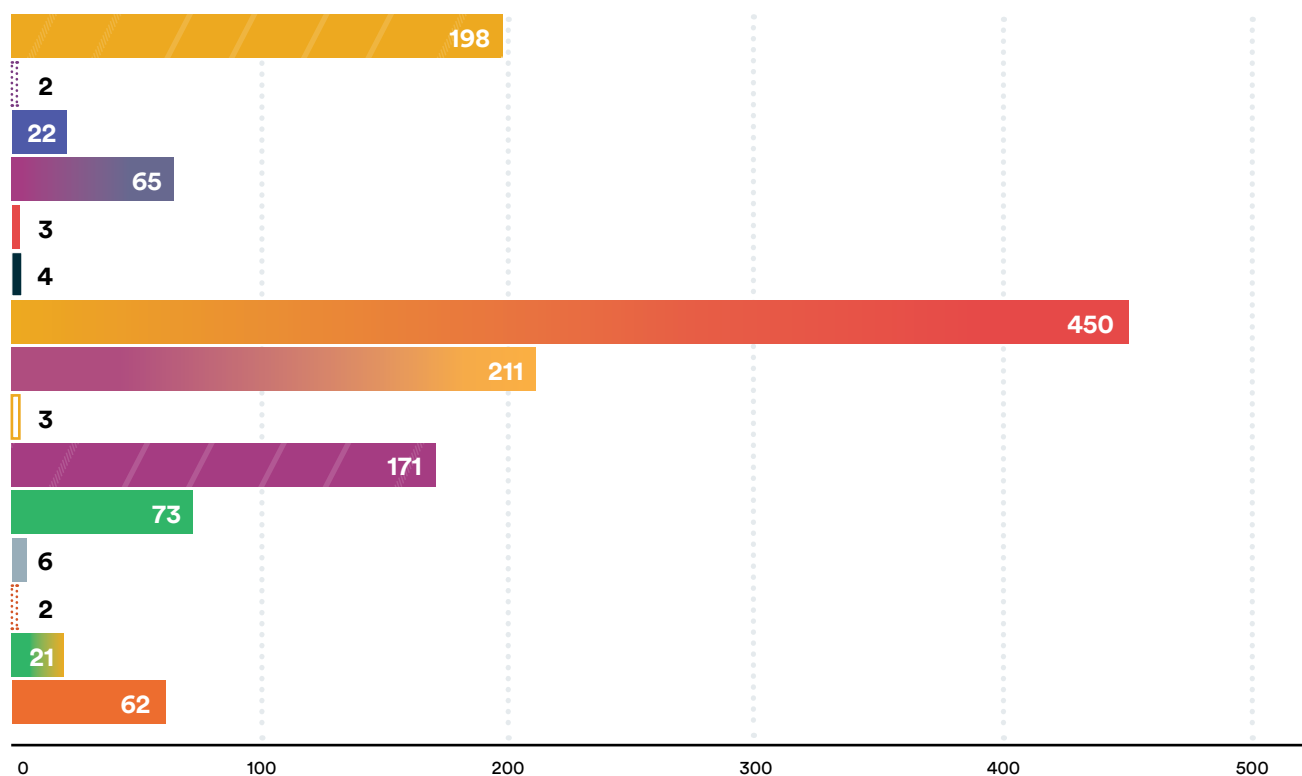


Geographic Location

- Medium City/Urban
- Very Large City/Urban
- Small City/Urban
- Suburban
- Small Town/Rural Area



Primary work setting



Academic Institution	15.3%
Extended Care Facility	0.2%
Government Agency	1.7%
Healthcare Industry	5.0%
Homecare	0.3%
Hospice	0.3%
Hospital (Ambulatory)	34.8%
Hospital (Inpatient)	16.3%

Imaging Center	0.2%
Infusion Center	13.2%
Physician/Private Practice	5.6%
Professional Association	0.5%
Survivorship Clinic	0.2%
Not currently employed	1.6%
Other	4.8%

EMPLOYER REWARDS/RECOGNITION

Related to certification, my employer:

Pays certification fee(s)	58.4%	757
Supports certification preparation	58.1%	753
Pays re-certification fee(s)	41.4%	537
Displays certification on name badge	39.2%	508
Provides institutional recognition	36.7%	476
Does not provide any financial reward for certification	29.1%	378
Provides an increase in salary	19.6%	254
Provides a one-time monetary bonus	15.3%	199
Other (below)	9.7%	126
Provides a certification pin	7.2%	93
None of the above	3.0%	39
Provides a small gift/gift card	2.9%	38

Certification Recognitions (Other):

Monthly/Annual/Renewal Bonus	16	Handwritten note	2
Clinical ladder certification requirement with salary increase	9	Annual bonus	2
Required for employment	9	Recognition ceremony	2
No recognition – doesn't matter to employer (anger/resentment)	8	Tuition reimbursement	2
Wall display	7	No longer required/needed/valued	2
Partial fees paid	6	Grants for certification fee(s)	1
Free take program	4	Value in application for tenure	1
Retired	3	Certification for Magnet status	1
Self-employed	3	Not support ONS meetings on workdays, drop member/credential	1
Not working in oncology	2	Scholarship reimbursement	1
Chemo card requirement and compensation	2	Union positions get financial support	1

CERTIFICATION VALUE ANALYSIS CHART

When thinking about ONCC certification, respondents indicated one answer for each statement below to indicate perceived value of certification.

(n=1,299)

			Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion
Item	Holding an ONCC certification...	% Strongly Agree/Agree	%	%	%	%	%
1	Enhances breadth/depth of knowledge	93	54.3	38.4	4.9	0.8	1.7
2	Enhances feeling of personal accomplishment	96	69.1	26.8	2.5	0.4	1.2
3	Enhances personal confidence in abilities	89	52.4	36.5	6.9	1.3	2.9
4	Enhances professional autonomy	74	37.9	36.1	17.3	3.0	5.7
5	Enhances professional credibility	93	57.2	35.4	3.7	1.2	2.4
6	Increases effective job performance	72	32.1	40.2	18.8	2.8	6.1
7	Increases marketability	87	47.9	39.3	7.6	1.6	3.6
8	Increases patient/consumer confidence	75	34.3	41.0	14.0	2.8	7.9
9	Increases preparation for demands of the job	77	34.6	42.6	15.9	2.6	4.3
10	Increases salary	37	11.3	25.5	39.1	20.1	4.0
11	Indicates attainment of a practice standard	91	51.7	39.7	5.7	0.7	2.2
12	Indicates level of competence	87	50.8	36.6	9.3	1.8	1.5
13	Indicates professional growth	94	62.5	32.6	4.3	0.6	1.0
14	Indicates strong commitment to the profession	94	65.1	29.1	3.9	1.0	0.9
15	Is cost-prohibitive to maintain	39	10.5	28.0	43.7	9.3	8.4
16	Is cost-prohibitive to obtain	40	9.7	30.2	42.5	10.0	7.6
17	Is excessively time-consuming to maintain	30	11.0	19.1	53.4	11.2	5.3
18	Is excessively time-consuming to obtain	35	12.4	22.8	50.0	11.3	3.4
19	Promotes recognition from employers	79	37.6	41.0	14.1	4.8	2.6
20	Promotes recognition from other professions	73	34.8	38.2	17.0	3.0	7.0
21	Promotes recognition from peers	80	37.7	42.7	14.4	1.9	3.5
22	Provides evidence of accountability	84	45.1	39.3	9.6	1.7	4.3
23	Provides personal satisfaction	95	65.8	29.5	2.3	0.6	1.7
24	Provides professional challenge	91	51.8	39.1	5.9	0.7	2.6
25	Validates specialized knowledge	94	60.2	34.2	3.5	0.9	1.2

BOLD indicates the highest percentage on the response key for that item.

The Perceived Value of Certification Tool (PVCT®) was used by permission with additional items and demographics to consider intrinsic and extrinsic motivations.

The top five certification value items that all respondents agreed or strongly agreed (94-96%) with were: enhances feeling of personal accomplishment; provides personal satisfaction; validates specialized knowledge; indicates strong commitment to the profession; and, indicates professional growth.

Positively, the majority of all respondents did not indicate that certification was cost-prohibitive to obtain (40%); was cost-prohibitive to maintain (39%); was excessively time-consuming to obtain (35%), nor was excessively time-consuming to maintain (30%). However, only 37% agreed/strongly agreed that ONCC certification leads to an increase in salary.

ADDITIONAL DATA ANALYSIS

A1. Perceived Value of Certification Statements Ranked

Oncology nurses report both intrinsic and extrinsic motivations for certification value. The strongest intrinsic or internal motivations included personal accomplishment, satisfaction and confidence in abilities. Extrinsic values most highly reported were validation of knowledge, professional commitment, growth, and credibility.

There was consistent disagreement that cost and time are significant barriers to certification, although 3-4 of every 10 individuals may face some cost or time hindrance to obtaining or maintaining a certification.

It is important to identify that only 1/3 of respondents reported a positive salary gain as an outcome to certification within oncology nursing. This will be further explored by various sub-group comparisons.

Item	Credential Value Statement <i>All Respondents (n = 1,299)</i>	Overall % Agree/Strongly Agree
2	Enhances feeling of personal accomplishment	96
23	Provides personal satisfaction	95
25	Validates specialized knowledge	94
14	Indicates strong commitment to the profession	94
13	Indicates professional growth	94
1	Enhances breadth/depth of knowledge	93
5	Enhances professional credibility	93
11	Indicates attainment of a practice standard	91
24	Provides professional challenge	91
3	Enhances personal confidence in abilities	89
12	Indicates level of competence	87
7	Increases marketability	87
22	Provides evidence of accountability	84
21	Promotes recognition from peers	80
19	Promotes recognition from employers	79
9	Increases preparation for demands of the job	77
8	Increases patient/consumer confidence	75
4	Enhances professional autonomy	74
20	Promotes recognition from other professions	73
6	Increases effective job performance	72
16	Is cost-prohibitive to obtain	40
15	Is cost-prohibitive to maintain	39
10	Increases salary	37
18	Is excessively time-consuming to obtain	35
17	Is excessively time-consuming to maintain	30

A2.

Current v. Never Certified Credential Value Comparison

The highest reported value difference between those certified and those never certified is related to time. Those never certified held a significantly different opinion that certification is excessively time consuming to earn and to maintain.

Item	Credential Value Statement		Current ONCC Certification	Never ONCC Certification
		Difference % Agree/Strongly Agree	n = 1,130 (87%)	n = 134 (10%)
18	Is excessively time-consuming to obtain	37	31	68
17	Is excessively time-consuming to maintain	26	27	53
22	Provides evidence of accountability	19	87	68
12	Indicates level of competence	16	89	73
15	Is cost-prohibitive to maintain	14	37	51
5	Enhances professional credibility	13	94	81
21	Promotes recognition from peers	13	82	69
11	Indicates attainment of a practice standard	11	93	82
3	Enhances personal confidence in abilities	11	90	79
4	Enhances professional autonomy	11	75	64
16	Is cost-prohibitive to obtain	11	38	59
6	Increases effective job performance	10	74	64
1	Enhances breadth/depth of knowledge	9	94	85
8	Increases patient/consumer confidence	9	76	67
20	Promotes recognition from other professions	9	74	65
10	Increases salary	9	38	29
25	Validates specialized knowledge	7	95	88
14	Indicates strong commitment to the profession	7	95	88
23	Provides personal satisfaction	6	96	90
24	Provides professional challenge	6	92	86
7	Increases marketability	6	88	82
13	Indicates professional growth	5	95	90
9	Increases preparation for demands of the job	5	78	73
2	Enhances feeling of personal accomplishment	3	97	94
19	Promotes recognition from employers	2	79	77

Those certified held a higher value to certification as a representation of accountability, confidence, and credibility. While both certified and never certified equally and strongly supported the enhanced feeling of personal accomplishment.

The strongest similarity between those certified and never certified indicated 8 of 10 believe certification promotes recognition from employers.

ADDITIONAL DATA ANALYSIS

A3. Salary Increase Credential Value Comparison

Within the sub-group of respondents whose employers did, and did not, provide a salary increase, the most significant differences were employer recognition, marketability, and patient/consumer confidence.

Item	Credential Value Statement	All (n = 1,299)	Employer PROVIDES increase in salary for certification n = 254 (20%)	Employer DOES NOT provide increase in salary for certification n = 1,045 (80%)
		% Agree/ Strongly		
2	Enhances feeling of personal accomplishment	96	96	96
23	Provides personal satisfaction	95	94	96
25	Validates specialized knowledge	94	96	94
14	Indicates strong commitment to the profession	94	96	94
13	Indicates professional growth	94	96	94
1	Enhances breadth/depth of knowledge	93	96	92
5	Enhances professional credibility	93	94	92
11	Indicates attainment of a practice standard	91	93	91
24	Provides professional challenge	91	92	91
3	Enhances personal confidence in abilities	89	90	89
12	Indicates level of competence	87	88	87
7	Increases marketability	87	94	86
22	Provides evidence of accountability	84	84	84
21	Promotes recognition from peers	80	85	79
19	Promotes recognition from employers	79	90	76
9	Increases preparation for demands of the job	77	81	76
8	Increases patient/consumer confidence	75	81	74
4	Enhances professional autonomy	74	78	73
20	Promotes recognition from other professions	73	77	72
6	Increases effective job performance	72	77	71
16	Is cost-prohibitive to obtain	40	34	41
15	Is cost-prohibitive to maintain	39	33	40
10	Increases salary	37	85	25
18	Is excessively time-consuming to obtain	35	32	36
17	Is excessively time-consuming to maintain	30	26	31

Those who did receive an increase in salary less strongly supported the marketability and patient/consumer confidence. There was also a slight but significant difference (7%) in cost to obtain and

maintain that was more strongly supported in value of certification by those whose employer did not provide an increase in salary.

A4. Young Demographic Credential Value Comparison

Minimal differences were noted between age demographics. Those younger than 36 years of age most agreed that certification is promoted with recognition by employers.

Item	Credential Value Statement	All (n = 1,299)	Born 1986-2005 18 – 36 y.o. n = 150 (12%)	Born before 1986 > 36 y.o. n = 1,131 (88%)
		% Agree/ Strongly Agree		
2	Enhances feeling of personal accomplishment	96	99	96
23	Provides personal satisfaction	95	98	96
25	Validates specialized knowledge	94	96	95
14	Indicates strong commitment to the profession	94	96	94
13	Indicates professional growth	94	95	95
1	Enhances breadth/depth of knowledge	93	95	93
5	Enhances professional credibility	93	93	93
11	Indicates attainment of a practice standard	91	90	92
24	Provides professional challenge	91	95	91
3	Enhances personal confidence in abilities	89	91	89
12	Indicates level of competence	87	89	88
7	Increases marketability	87	92	87
22	Provides evidence of accountability	84	84	85
21	Promotes recognition from peers	80	81	81
19	Promotes recognition from employers	79	86	78
9	Increases preparation for demands of the job	77	75	78
8	Increases patient/consumer confidence	75	77	76
4	Enhances professional autonomy	74	73	75
20	Promotes recognition from other professions	73	67	74
6	Increases effective job performance	72	73	73
16	Is cost-prohibitive to obtain	40	45	39
15	Is cost-prohibitive to maintain	39	41	38
10	Increases salary	37	41	37
18	Is excessively time-consuming to obtain	35	31	35
17	Is excessively time-consuming to maintain	30	23	30

ADDITIONAL DATA ANALYSIS

A5.

Workplace Setting Credential Value Comparison

Interestingly, there was little to no significant differences between those who reported to work in urban areas compared to those who reported working in suburban/rural settings. The only significant difference (8%) was in 4 of 10 urban respondents who reported a salary increase, compared to 3 of 10 in rural.

Item	Credential Value Statement	All (n = 1,299)	Urban Work Setting	Suburban or Rural Work Setting
		% Agree/ Strongly Agree	n = 1,037 (81%)	n = 251 (19%)
2	Enhances feeling of personal accomplishment	96	96	98
23	Provides personal satisfaction	95	95	96
25	Validates specialized knowledge	94	94	96
14	Indicates strong commitment to the profession	94	94	95
13	Indicates professional growth	94	94	95
1	Enhances breadth/depth of knowledge	93	92	94
5	Enhances professional credibility	93	93	92
11	Indicates attainment of a practice standard	91	92	91
24	Provides professional challenge	91	90	92
3	Enhances personal confidence in abilities	89	88	91
12	Indicates level of competence	87	87	90
7	Increases marketability	87	87	89
22	Provides evidence of accountability	84	84	85
21	Promotes recognition from peers	80	79	85
19	Promotes recognition from employers	79	79	80
9	Increases preparation for demands of the job	77	77	79
8	Increases patient/consumer confidence	75	75	76
4	Enhances professional autonomy	74	73	79
20	Promotes recognition from other professions	73	73	74
6	Increases effective job performance	72	71	76
16	Is cost-prohibitive to obtain	40	41	35
15	Is cost-prohibitive to maintain	39	40	34
10	Increases salary	37	39	31
18	Is excessively time-consuming to obtain	35	36	34
17	Is excessively time-consuming to maintain	30	30	31

A6.

Inpatient Hospital v. Ambulatory Hospital Credential Value Comparison

In comparing a sub-group of those who reported working in an inpatient setting or an ambulatory setting, consistent and significant lower support was reported for peer recognition, employer recognition, and other professional recognition for oncology nurses working in the inpatient settings.

Item	Credential Value Statement	All (n = 1,299) % Agree/ Strongly Agree	Inpatient Hospital Work Setting n = 211 (16%)	Ambulatory Hospital Work Setting n = 450 (35%)
2	Enhances feeling of personal accomplishment	96	95	96
23	Provides personal satisfaction	95	93	97
25	Validates specialized knowledge	94	95	94
14	Indicates strong commitment to the profession	94	92	96
13	Indicates professional growth	94	94	95
1	Enhances breadth/depth of knowledge	93	90	94
5	Enhances professional credibility	93	91	93
11	Indicates attainment of a practice standard	91	87	94
24	Provides professional challenge	91	89	92
3	Enhances personal confidence in abilities	89	90	90
12	Indicates level of competence	87	87	88
7	Increases marketability	87	80	90
22	Provides evidence of accountability	84	86	86
21	Promotes recognition from peers	80	72	84
19	Promotes recognition from employers	79	73	82
9	Increases preparation for demands of the job	77	74	79
8	Increases patient/consumer confidence	75	79	77
4	Enhances professional autonomy	74	71	77
20	Promotes recognition from other professions	73	67	78
6	Increases effective job performance	72	70	73
16	Is cost-prohibitive to obtain	40	42	38
15	Is cost-prohibitive to maintain	39	38	37
10	Increases salary	37	34	36
18	Is excessively time-consuming to obtain	35	35	34
17	Is excessively time-consuming to maintain	30	31	28

MEMBERSHIP ANALYSIS

A7.

ONS Member v. Non-Member Credential Value Comparison

The comparison of ONS members and non-members, the results indicated that members felt certification increased their preparation for job demands, increased effective job performance, promoted recognition from other professions, and increased salary. Nearly half of ONS non-members reported that certification was cost-prohibitive to obtain and maintain.

Item	Credential Value Statement	All (n = 1,299)	ONS Members n = 1,009 (78%)	Not ONS Members n = 288 (22%)
		% Agree/ Strongly Agree		
2	Enhances feeling of personal accomplishment	96	96	97
23	Provides personal satisfaction	95	96	94
25	Validates specialized knowledge	94	95	93
14	Indicates strong commitment to the profession	94	95	92
13	Indicates professional growth	94	94	94
1	Enhances breadth/depth of knowledge	93	93	91
5	Enhances professional credibility	93	92	93
11	Indicates attainment of a practice standard	91	92	91
24	Provides professional challenge	91	91	89
3	Enhances personal confidence in abilities	89	89	87
12	Indicates level of competence	87	88	86
7	Increases marketability	87	88	83
22	Provides evidence of accountability	84	85	84
21	Promotes recognition from peers	80	81	77
19	Promotes recognition from employers	79	80	74
9	Increases preparation for demands of the job	77	79	72
8	Increases patient/consumer confidence	75	76	73
4	Enhances professional autonomy	74	75	69
20	Promotes recognition from other professions	73	75	67
6	Increases effective job performance	72	74	65
16	Is cost-prohibitive to obtain	40	37	49
15	Is cost-prohibitive to maintain	39	36	48
10	Increases salary	37	39	29
18	Is excessively time-consuming to obtain	35	34	39
17	Is excessively time-consuming to maintain	30	29	34

A8.

APHON Member v. Non-member Credential Value Comparison

Within a small sub-group, APHON members reported less support for certification value related to increasing patient/consumer confidence (-8%) and promoting recognition from other professions (-12%). This is opposite to the findings with ONS members who indicated slightly strong value in patient/consumer confidence (3%) and significantly stronger value in recognition from other professions (8%).

Item	Credential Value Statement	All (n = 1,299) % Agree/ Strongly Agree	APHON Members n = 83 (6%)	Not APHON Members n = 1,214 (94%)
2	Enhances feeling of personal accomplishment	96	96	96
23	Provides personal satisfaction	95	96	95
25	Validates specialized knowledge	94	96	94
14	Indicates strong commitment to the profession	94	96	94
13	Indicates professional growth	94	98	94
1	Enhances breadth/depth of knowledge	93	89	93
5	Enhances professional credibility	93	94	93
11	Indicates attainment of a practice standard	91	94	91
24	Provides professional challenge	91	89	91
3	Enhances personal confidence in abilities	89	87	89
12	Indicates level of competence	87	88	87
7	Increases marketability	87	85	87
22	Provides evidence of accountability	84	81	85
21	Promotes recognition from peers	80	80	80
19	Promotes recognition from employers	79	77	79
9	Increases preparation for demands of the job	77	75	77
8	Increases patient/consumer confidence	75	68	76
4	Enhances professional autonomy	74	71	74
20	Promotes recognition from other professions	73	62	74
6	Increases effective job performance	72	68	73
16	Is cost-prohibitive to obtain	40	39	40
15	Is cost-prohibitive to maintain	39	37	39
10	Increases salary	37	35	37
18	Is excessively time-consuming to obtain	35	35	35
17	Is excessively time-consuming to maintain	30	24	31

RECOMMENDATIONS FOR FURTHER RESEARCH

ONCC® is the premier provider of nationally accredited certification for nurses in oncology and related specialties. ONCC administered the first Oncology Certified Nurse (OCN®) examination in 1986. Today, ONCC has more than 45,000 certified nurses. Certification is validated by a comprehensive examination. The process of certification intends to promote public and patient safety and improved outcomes by establishing minimal competency standards for specialty nurses and by recognizing the nurses who have met those standards. Future research to investigate perceived impact on patient care and the return on investment by employers who require certifications to practice is suggested.

The study sample provided statistically significant data to recognize the perceived value of certification within those currently, previously, and never certified. Over half of the respondents are interested in earning (and/or maintaining) additional certification(s). This provides an opportunity for ONCC to explore future micro-certifications within specialty areas of oncology nursing. And, this insight provides the possibility of longitudinal data analysis to follow cohorts of oncology nurses through career pathways that assess motivators and hindrances to obtaining certification(s).

This data is also important for employers to understand that supporting certification and continuing education could be a valued employee benefit in a competitive workforce for hiring and retention of oncology nurses. It is recommended that ONCC or ONS consider ways to share certification value outcomes to employers regarding rewards and recognition programs to implement following certification. Qualitative commentary indicated harsh resentment offered by oncology nurses who receive no recognition and no support from their employers for certification. These items would be the key areas of further qualitative research to explore and align nurses and employers to enhance quality of care and patient outcomes.

In some industries, within and beyond healthcare, salary increase is strongly aligned with advanced education and certification. The study results do not indicate salary increase as an outcome to certification for oncology nurses. This is an opportunity for the profession to research and clearly identify a competency map with statements and skills that can be directly aligned to career ladder and salary progression.

Those never certified report a significant concern about the excessive time to obtain and maintain certification. Also, over half of non-ONS members report cost concerns regarding certification. This result indicates an opportunity to offer low-cost, stackable, micro-certificates as an on-ramp to prepare for, recognize small achievements toward, and ultimately, obtain an ONCC® credential.



**The ONCC Value of Certification Study
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