



**2024 Annual  
Report**

# BY THE NUMBERS

## CERTIFIED NURSES

<b>TOTAL NUMBER OF TEST APPLICANTS</b>	6,179
<b>TOTAL NUMBER OF RENEWALS</b>	6,943
<b>TOTAL NUMBER OF CERTIFIED NURSES BY CREDENTIAL</b>	
Advanced Oncology Certified Clinical Nurse Specialist (AOCNS®)*	321
Advanced Oncology Certified Nurse (AOCN®)*	413
Advanced Oncology Certified Nurse Practitioner (AOCNP®)	2,508
Blood & Marrow Transplant Certified Nurse (BMTCN®)	3,332
Certified Breast Care Nurse (CBCN®)	1,023
Certified Pediatric Hematology Oncology Nurse (CPHON®)	3,557
Certified Pediatric Oncology Nurse (CPON®)*	541
Oncology Certified Nurse (OCN®)	33,199
<b>TOTAL</b>	<b>44,894</b>

*\*available for renewal only*

## ONCC WEBSITE

<b>TOTAL NUMBER OF PAGE VIEWS</b>	2.0M
<b>TOTAL NUMBER OF WEBSITE VISITORS</b>	413,000

## ONCC FREETAKE PROGRAM

<b>TOTAL NUMBER OF ACTIVE FREETAKE AGREEMENTS IN 2024</b>	233
<b>TOTAL NUMBER OF FREETAKE TEST APPLICANTS</b>	3,190

## VOLUNTEERS

<b>TOTAL NUMBER OF VOLUNTEERS</b>	163
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# LEADERSHIP

## ONCC BOARD OF DIRECTORS

Cassandra Green, DNP, MSN, RN, OCN® - President

Michelle Payne, DNP, RN, OCN®, BMTCN® - President-Elect

Courtney MacLeod, MSN, RN, OCN®, CBCN® - Secretary/Treasurer

Clara Beaver, DNP, MSN, RN, ACNS-BC, AOCNS®

Paige Johnson, RN, DNP, MPH, APRN, CPHON®

Rachael Johnson, BSN, MHSA, RN, OCN®

Kathy Perko, RN, MS, PPCNP-BC, CHPPN, CPLC, CPON®, FPCN

Kirsten Scheper, DNP, MSN, RN, OCN®, GERO-BC, NE-BC

Jeremy Scott, MA

Michael Williams, PhD, CCRN, CNE

## EX-OFFICIO

Brenda Nevidjon, MSN, RN, FAAN

ONS Chief Executive Officer

Tony Ellis, MEd, CAE, ICE-CCP

ONCC Executive Director

# FINANCIAL OVERVIEW

ONCC generated **\$5,056,442** in operating revenue and incurred **\$4,210,774** in operating expenses to reflect a net operating profit of **\$845,668** in 2024. Test registration and renewal revenue increased slightly from 2023.

Operating expenses increased \$209,366 from the previous year and are attributed to incremental increases over several areas. Program expenses equal 92% of total operating expenses, while administration equaled 8%.

<b>TOTAL OPERATING REVENUE 2023</b>	<b>\$5,056,442</b>
<b>TOTAL OPERATING EXPENSES 2023</b>	<b>\$4,210,774</b>
<b>NET</b>	<b>\$845,668</b>

*\*Note: Revenue and Expenses are as of 3/11/25 and are unaudited.*



# NEW CERTIFICATIONS

## Certifications Approved for Development

In 2024, the ONCC Board of Directors approved the creation of two innovative certification programs: the Radiation Oncology Certified Nurse (ROCN™) and the Advanced Certified Oncology Nurse (ACON™). These programs are designed to elevate the standards of oncology nursing and ensure specialized expertise in critical areas of cancer care.

The ROCN™ certification is tailored for oncology nurses who provide care for adult or pediatric patients undergoing radiation therapy. This certification signifies that the nurse possesses knowledge and skills in the application of radiation therapy in cancer treatment, ensuring the highest quality of care for patients.

The ACON™ certification is intended for registered nurses with advanced degrees (master's or higher) who are practicing in oncology. This certification encompasses various practice areas, including clinical practice, nursing administration, education, research, and consultation. It aims to recognize and validate the advanced knowledge of nurses in these specialized roles.

Both certification programs are currently in development and are anticipated to launch in 2026, marking a significant milestone in validating competence in oncology nursing.

# STORY OF CREDENTIALING

## Simplifying Credentialing for Nurses and Others

Understanding the distinctions between licensure, certification, and certificate programs can often be challenging for nurses, their employers, and the general public. To address this complexity, ONCC has developed a dedicated webpage titled “The Story of Credentialing.”

This webpage provides a comprehensive explanation of the term “credentialing” and clearly outlines the differences between licensure, certification, and assessment-based certificates. Additionally, it offers valuable insights into competency models, which define the knowledge, skills, and attributes required for successful job performance. The page also details role delineation studies, which identify the knowledge necessary for specific roles that will be assessed in certification exams.

For more information, please visit the webpage at [www.oncc.org/story-credentialing](http://www.oncc.org/story-credentialing).

# REVISED COMPETENCIES

## ONCC Partners with ONS to Revise Competencies

In our ongoing commitment to excellence in oncology nursing, ONCC partnered with the Oncology Nursing Society (ONS) to update the Oncology Nurse Navigator (ONN) Competencies and the Oncology Clinical Research Nurse (OCRN) Competencies. This collaboration ensures that oncology nurses remain at the forefront of their profession, equipped with the latest knowledge, skills, and abilities required for their specific roles.

The updated ONN competencies capture the unique aspects and responsibilities of the Oncology Nurse Navigator role, distinguishing it from other positions within oncology nursing. These competencies provide a comprehensive outline of the knowledge, skills, and abilities necessary for ONNs to effectively implement the oncology navigation standards of professional practice. Additionally, the ONN competencies include a model and framework, along with practical examples of methods to measure competence, supporting ongoing knowledge and competency development.

Similarly, the OCRN competencies acknowledge the critical role that oncology clinical research nurses play in the successful recruitment, enrollment, care, management, and facilitation of clinical research. Recognizing the OCRN role as a distinct specialty within oncology nursing, these competencies detail the essential knowledge, skills, and abilities required for OCRNs to excel in their practice, adhering to the scope and standards of professional practice.

The updated competencies are accessible on the ONS website at [www.ons.org/career-development/competencies](https://www.ons.org/career-development/competencies).

Please note that free website registration is required to access these resources.

# ONCC FREETAKE PROGRAM

## ONCC FreeTake<sup>®</sup> Updated to Meet Evolving Needs

In 2024, ONCC implemented the first significant changes to its employer support program, ONCC FreeTake<sup>®</sup>, since its inception in 2017. As of January 2024, the minimum number of candidates required to participate in the program was reduced from ten to five. This adjustment allows healthcare organizations with smaller oncology staff to take advantage of the program. It also benefits organizations with a high percentage of certified nurses and a smaller number of nurses eligible for certification.

As a result of these changes, program participation increased by 43%, growing from 156 participating organizations in 2023 to 223 in 2024. Additionally, ONCC staff hosted their first employer webinar to explain the FreeTake program and its processes to nurses from a major healthcare system, marking another milestone for the program.



# AWARD WINNER

## ONCC's Value of Certification Study Wins Award

In 2024, the American Board of Nursing Specialties (ABNS) honored ONCC with its prestigious Research & Innovation Award for their Value of Certification Study. This award underscores ONCC's commitment to advancing the nurses credentialing field through rigorous research and innovative practices.

Building on the insights gained from the ABNS Value of Certification study in 2019, ONCC embarked on its own comprehensive study in 2022. Utilizing the Perceived Value of Certification Tool (PVCT®) and collaborating with a consultant, the study's timing was strategically aligned with ONCC's rebranding efforts. The findings were instrumental in shaping new messaging and guiding a website redesign, ensuring that the value of ONCC certifications is effectively communicated to all stakeholders.

The study's results have been widely disseminated within the ONCC certified nurse community, as well as among employers and other key stakeholders. The top three value statements identified by respondents highlight that ONCC certification enhances feelings of personal accomplishment, provides personal satisfaction, and validates specialized knowledge.

The ABNS award recognized individuals or organizations that have developed innovative and transformative products, systems, or processes that enhance practice or research approaches in nursing credentialing or accreditation.

Read ONCC's Value of Certification Study report at  
[www.oncc.org/value-certification](http://www.oncc.org/value-certification).