Mandatory Continuing Education (CE) for Nurse Licensure Renewal

WNA Tri-Council

Mandatory CE

- The WNA Tri Council is proposing that the membership approve legislation that requires continuing education as a condition of LPN and RN re-licensure.

States requiring CE’s for nurse licensure renewal

- Surveyed all 50 states to identify states that require mandatory CE’s as a condition for nurse licensure renewal.
- 32 out of 50 currently mandate CE’s as a condition for nurse licensure renewal.
- WI currently does not mandate CE’s as a condition for nurse licensure renewal.
- WI is viewed as an outlier in this area across the nation.

WI Professional Licensure

- Researched number of professions in WI that require CE’s as a condition for licensure renewal.
- 52 professions require licensure to practice.
- Of the 52 professions requiring licensure for practice 39 require CE’s as a condition for licensure renewal.
- Of the 13 professions that do not require CE’s as a condition for licensure renewal four of those professions are in the nursing field (licensed practical nurse (LPN), registered nurse (RN), licensed midwife, and nurse midwife).

Survey

- Sent to all LPN’s & RN’s in State of WI.
- Survey open fall 2016-spring 2017.
- Questioned nurses if they supported mandatory CE’s as a condition for licensure renewal.

Survey Results

- 568 nurses completed survey.
- 76.05% (435 nurses) agreed with mandating CE’s as a condition for licensure.
- 23.95% (137 nurses) disagreed with mandating CE’s as a condition for licensure.
- 14 nurses did not answer the question.
Background of Respondents

Please select the item that best describes the organization:

- Hospital
- Outpatient Clinic
- School of Nursing
- Long Term Care Facility
- Home Health
- Public Health
- Independent Provider
- Other (please specify)

Current CE Requirements of Organizations

Does your organization require nurses to complete yearly continuing education credits (not including annual competencies)?

- Yes
- No

Survey Results

Would you support mandatory continuing education for all WI RNs and LPNs?

- Yes
- No

Benefits of Mandatory CE

- Competency in practice
  - Patient safety, patient and provider satisfaction
  - Patients are becoming sicker and more complex
  - Are unit based competencies enough?
    - What does nursing school NOT teach you or prepare you for?
- Professional development and obligation
- Safety
- CE is already occurring but may not be recognized as credit
  - Ex: Pursuing BSN or advanced degree may contribute towards CE

Benefits of Mandatory CE (cont)

- Following a standard
  - NP, PA, Pharmacists, Physicians are all required to meet CE requirements for recertification and competency
Barriers to Mandatory CE

- Ensuring CE is met/compliance
  - Who will be in charge of ensuring CE is met (Board of Nursing, unit/facility, nurse. Will there be potential auditing?)
  - What qualifies as CE?
- Time
  - On work time, outside of work time
- Education needed for the educator/facility on how to offer
  - Need for thorough explanation of CE vs CME vs CEU

Barriers to Mandatory CE (cont)

- Access to CE
  - Maintaining license but not actively practicing
  - Who would provide access or options (WNA, facility, etc)
- Cost for nurses, facilities
  - Will staff be responsible for finding their own as well as paying for their own CE

Comments from Respondents

- “Nurses need to stop being the least educated profession in the room”
- “Strongly believe this should be a statewide requirement for licensure”
- “This is long overdue • Thank You!!”
- “Expense and inconvenient.”
- “Certification is highly expected and to stay current in your practice standards!”

Future Discussion

- Approval of proposal
- Decision upon amount and time frame of CE
  - What qualifies for CE
  - Can utilize practice requirements for other states to develop guidelines
- Mandatory CE for both RN and LPN
- Will NP, CNS, other Advanced Practice Providers be under this mandatory CE umbrella as well
  - Does their re-certification requirements meet this?

Future Discussion (cont)

- Tracking of CE
  - Online form?
  - Submit attestation when renewing license
- Travel Nurses
  - Are they expected to meet mandatory CE?
- Standard CE for all RN and LPN, then specific CE for unit/facility/practice setting
  - Ex: ICU, Transplant, Peds, OB specific CE
  - Substance/opioid, Patient Communication, Infection Prevention/Communicable Diseases