

## 2017 WNA Reference Report and Recommendations

### Topic: Mandatory Continuing Education for Nurses as a Condition of License Renewal

Submitted by: WNA Tri-Council

#### Background

- A literature review regarding mandating continuing education (CE's) for nurses was done.
- A polling was completed of 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 and therefore is viewed as an outlier in this area across the nation.
- All WI professionals requiring licensure were polled to determine the number of professions that require CE's as a condition for licensure. 39 out of 52 professions 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).
- A survey regarding mandating CE's for nursing licensure in the state of WI was developed by the WNA Tri-Council in the fall of 2016. The survey was sent out to all LPN's and RN's in the state of WI fall of 2016 – spring 2017 and questioned nurses if they would support mandatory CE's as a condition for licensure renewal. Of the 586 respondents that completed the survey.
  - Results
    - 76.05% (435 nurses) agreed with mandating CE's as a condition for nursing licensure renewal
    - 23.95% (137 nurses) disagreed, and 14 nurses did not answer the question.

#### Rationale

- Healthcare which nurses work in is an environment that is ever changing. In order to provide the best care to patients, nurses are expected to stay up to date with their knowledge & technology. In order to stay current with knowledge & technology nurses need to be lifelong learners & participate in continuing education (Casey, 2009).
- It was identified from a recent survey sent to all nurses in the State of WI that there is overwhelming support among WI nurses to mandate CE's as a condition for licensure renewal.
- Therefore making this a high priority topic to be presented to WNA members during the WNA Membership Assembly Dialogue Forum.

#### Discussion at the October 20, 2017 Dialogue Forum yielded the following themes:

1. Recommend mandatory Continuing Education as a condition of license renewal.
2. Recommend Continuing Education Units (CEUs) be by approved providers (e.g., WNA CEAP).
3. Recommend affordable and accessible offerings that support multiple approaches for nurses to

demonstrate continued competence (e.g., relevant college credit, certification in nursing specialty, etc.).

4. Focus should be on primary prevention and public safety.
5. Recommend WNA take a lead role in advocating for regulatory rule or legislative changes to implement.
  - a. Recommend approaching the WI BON to make a rule change rather than propose a change with legislation.
6. Recommend evaluation of the evidence supporting improvement in quality of care secondary to continuing education.

## **Recommendations**

That the Wisconsin Nurses Association:

1. Take a lead role in advocating for regulatory rule or legislative changes to implement.
2. Evaluate the evidence supporting improvement in quality of care secondary to continuing education.

Approved: 10/21/17 WNA Annual Meeting