

Consideration of Additional Proposed Board Approved Certifications

Summary of Request

Consider approving two additional certifications from the American Board for Occupational Health Nurses, Inc. (ABOHN) – National Commission for Certifying Agencies (NCCA) for addition to the list of Board approved certifications that a nurse may use to meet the continuing competency requirements for licensure renewal.

Historical Perspective

Texas licensed nurses renew their nursing licenses every two years. As part of the licensure renewal process, the Texas Nursing Practice Act (Texas Occupations Code, Chapter 301, et. seq.) provides the authority for the Board to consider certifications held by the license holder as one method for a nurse to meet continuing competency requirements [NPA 301.303 (a)(2)]. The Board rules further explain that a nurse may choose to either complete 20 contact hours or achieve, maintain, or renew an approved national nursing certification in the nurse's area of practice [22 TAC §216.3 (a) and (b)].

In 2009, Chapter 216, relating to Continuing Competency, was adopted with the inclusion of approved national nursing certifications as a method a nurse could choose to utilize to demonstrate compliance with continuing competency licensure renewal requirements. The Board approved certifications for LVNs, RNs, and APRNs to meet continuing competency requirements for licensure renewal. These certifications were the Pharmacology and Long-Term Care certifications for LVNs through the National Association for Practical Nurse Education & Service, Inc. (NAPNES), the certifications approved by the Accreditation Board for Specialty Nursing Certification (ABSNC) for RNs, and the national certification recognized by the Board as meeting the certification requirement for the APRN's role and population focus area of licensure. In October of 2011, two additional certifications were approved by the Board, one for LVNs and one for RNs that are offered by the Developmental Disabilities Nurses Association. In April of 2015, additional certifications were approved by the Board: The American Association of Critical-Care Nurses – Certification Corporation (AACN-CC) certifications of CCRN; CCRN-E; CCRN-K; PCCN; and the National Certification Corporation (NCC) certifications of RNC-OB, RNC-MNN, RNC-LRN, RNC-NIC.

Current Perspective

There are many other national nursing certifications. [The American Board for Occupational Health Nurses \(ABOHN\)](#) is an independent nursing specialty certification board and was founded in 1972 as an independent not-for-profit organization to set professional standards and conduct occupational health nursing specialty certification. The ABOHN has been in communication with Board staff regarding their certifications, the rigor of their certification process and are requesting that the Board approve their additional certifications offered to RNs in Texas. (*Please see letters from the American Board for Occupational Health Nurses in Attachment A.*)

ABOHN has certified approximately 14,000 nurses nationally since its founding in 1972. The National Commission for Certifying Agencies (NCCA), the certification accreditation agency for

ABOHN, has specific certifications for nurses approved by the Texas Board of Nursing (BON or Board), offered by the [American Association of Critical-Care Nurses – Certification Corporation](#) (AACN-CC) and the [National Certification Corporation \(NCC\)](#). The certifications accepted by the BON for RNs are:

- **AACN-CC: Acute/Critical Care Nursing (CCRN),**
- **AACN-CC: Tele-ICU Acute/Critical Care Nursing (CCRN-E),**
- **AACN-CC: Acute/Critical Care Knowledge Professional (CCRN-K),**
- **AACN-CC: Progressive Care Nursing (PCCN), and**
- **AACN-CC: Nurse Manager and Leader (CNML).**
- **NCC: Inpatient Obstetric Nursing (RNC-OB),**
- **NCC: Maternal Newborn Nursing (RNC-MNN),**
- **NCC: Low Risk Neonatal Nursing (RNC-LRN), and**
- **NCC: Neonatal Intensive Care Nursing (RNC-NIC).**

ABOHN is also a member of the American Board of Nursing Specialties (ABNS). ABOHN is the sole certification agency committed to advance Board Certification for Occupational Health Nurses. ABOHN offers two core credentials:

- **Certified Occupational Health Nurse (COHN):** The COHN examination focuses on the OHN clinician practice. The roles associated with the COHN credential are: Clinician, Coordinator, Advisor and Case Manager.
- **Certified Occupational Health Nurse-Specialist (COHN-S):** The COHN-S examination focuses on the OHN with emphasis on administration in the workplace. The roles associated with the COHN-S examination are: Clinician, Manager, Educator, Consultant and Case Manager.

The Certification Process

The Board considers the process and requirements of attaining, maintaining or renewing nursing certifications that may be utilized by nurses to meet the licensure renewal requirements to ensure that nurses are competent to practice safely. The Board previously has approved certifications approved by the American Board of Nursing Specialties (ABNS) as an accreditor of nursing certifications. The National Commission for Certifying Agencies (NCCA) approves certifications for many different types of professions. Some of the certifications approved by NCCA do not have the same rigor as the certifications approved by ABNS. In deciding whether to approve these certifications to meet a nurse's continuing competency requirements for licensure renewal, information about the certification process and certification renewal will be provided.

ABOHN Certification Process

The ABOHN certification as a COHN or COHN-S is accomplished by meeting eligibility criteria and passing the applicable examination. Eligibility criteria are as follows:

Criteria	COHN	COHN-S
----------	------	--------

RN Licensure	Required	Required
Education	None Specified	Bachelor's Degree or higher
Work Experience in OH	<ul style="list-style-type: none"> • 3000 hours in occupational health nursing in the past five years; or • a completion of a certificate program in occupational health nursing for academic credit. 	<ul style="list-style-type: none"> • 3000 hours in occupational health nursing in the past five years; or • a completion of a certificate program in occupational health nursing for academic credit; or • a completion of a graduate level of education with a concentration in occupational health.

Certification is valid for five years. Recertification includes an active, unencumbered registered nurse license, documentation of 50 hours of continuing education hours and 3,000 work hours in the specialty within the past 5 years.

The exams used by ABOHN are based upon an occupational health nursing (OHN) practice analysis. The OHN practice analysis study is conducted periodically, surveying certified and non-certified occupational health nurses to identify roles and the significance of specified tasks in an effort to determine and develop the examination content outline and the percent distribution for questions for each role. The last practice analysis was published in October of 2012. This is a link to the latest practice analysis:

<https://www.abohn.org/resources/latest-practice-analysis>

This is a link to the ABOHN certification exam statistics through 2015:

<https://www.abohn.org/certification/certification-statistics>

(Please see Attachment B for more information on the examination content areas and test blueprints for the COHN and COHN-S certification examinations.)

Pros: There are 253 Texas Nurses and 3396 nurses nationally that have current certifications from ABOHN. With the transformation of healthcare environment and an increased prevalence of community-based care, it is important to support proficiency and achievement in this growing specialty area of nursing. In addition, the certifications from this organization are substantively equivalent to other certifications approved by the Board to meet continuing competency requirements. The ABOHN-NCAA certifications of COHN and COHN-S require contact hours over a five year certification renewal cycle that are equivalent to the Board required 20 contact hours for licensure renewal every two years. *(Please see maps and statistical data from ABOHN in Attachment C).*

Con: Neither of these certifications are open to LVNs.

Staff Recommendation: Move to approve the American Board for Occupational Health Nurses, Inc. (ABOHN) – National Commission for Certifying Agencies (NCCA) certifications of Certified Occupational Health Nurse (COHN) and Certified Occupational Health Nurse-Specialist (COHN-S) and add these certifications to the list of Board approved certifications that may be utilized by a nurse to meet the continuing competency requirements for licensure renewal.



March 2, 2017

Katherine Thomas, MN, RN, FAAN
Executive Director
Texas Board of Nursing
William P. Hobby Building
333 Guadalupe, Suite 3-460
Austin, TX 78701-3944

201 East Ogden, Suite 114
Hinsdale, IL 60521-3652
630.789.5799
Fax: 630.789.8901
888.842.2646
email: info@abohn.org

Subject: Nursing Continuing Competency

Dear Ms. Thomas

It has been brought to the attention of the American Board for Occupational Health Nurses (ABOHN) credentialing board that the Texas Board of Nursing does not accept all NCCA accredited nursing programs to meet the Texas Administrative Code Board Rule 216.3(b) continuing competency requirement. Information from your webpage lists the following information and accepted nursing certifications:

“The National Commission for Certifying Agencies (NCCA) is another certification accreditation agency; however, most of these certifications are not accepted since not all of their certifications have substantively equivalent requirements for nurses to demonstrate continuing competency. However, the [American Association of Critical-Care Nurses – Certification Corporation](#) (AACN-CC) and the [National Certification Corporation \(NCC\)](#) have certifications approved by NCCA and have specific certifications approved by the BON for nurses. The certifications accepted by the BON for RNs are:

- AACN-CC: Acute/Critical Care Nursing (CCRN),
- AACN-CC: Tele-ICU Acute/Critical Care Nursing (CCRN-E),
- AACN-CC: Acute/Critical Care Knowledge Professional (CCRN-K),
- AACN-CC: Progressive Care Nursing (PCCN), and
- AACN-CC: Nurse Manager and Leader (CNML).
- NCC: Inpatient Obstetric Nursing (RNC-OB),
- NCC: Maternal Newborn Nursing (RNC-MNN),
- NCC: Low Risk Neonatal Nursing (RNC-LRN), and
- NCC: Neonatal Intensive Care Nursing (RNC-NIC)”

Our board is requesting consideration to accept the Certified Occupational Health Nurse (COHN) and Certified Occupational Health Nurse Specialist (COHN-S) credentials as part of

this process. The ABOHN COHN and COHN-S nursing certifications are accredited by the National Commission for Certifying Agencies (NCCA), the accreditation body of the Institute for Credentialing Excellence (ICE). Accreditation assures the certification programs provide the public with the quality and additional safeguards associated with achieving established standards of excellence.

The purpose of this letter is to acquaint you with some of the criteria that must be achieved by individuals who achieve COHN and COHN-S certification through our organization and to provide you with the rationale for designating the ABOHN COHN and COHN-S credentials as an approved certification for continuing competence for nurses working in that specialty.

The ABOHN certification programs have a rigorous process for certification that requires an individual to: 1) be a licensed registered nurse; 2) be actively employed in the highly-specialized field of occupational health nursing 3) maintain competency by achieving continuing education; and 4) successfully complete a psychometrically validated, national examination.

The American Board for Occupational Health Nurses strongly encourages you, to list our certifications as acceptable for BON certification.

Please feel free to call our office if you need more information to issue acceptance of these credentials or to let our office know what needs to be provided to accomplish this request.

Thank you for considering this request.

Sincerely,



Denise Knoblauch BSN, RN, COHN-S/CM, FAAOHN
Executive Director
American Board for Occupational Health Nurses



March 31, 2017

Dr. Stacey L. Cropley, DNP, RN, LNCC Lead Nursing Consultant for Practice

Texas Board of Nursing

333 Guadalupe, Suite 3-460

Austin, TX 7801

Dear Dr. Cropley:

Thank you for your response to ABOHN's inquiry regarding the acceptance of our certification exams for continuing competency for registered nurse licensure renewal. This correspondence will address documentation requested.

The American Board for Occupational Health Nurses, Inc., (ABOHN) was established as an independent nursing specialty certification board in 1972. ABOHN was formed to develop and conduct a program of certification for qualified occupational health nurses (OHNs). ABOHN is the sole certifying body for occupational health nurses in the United States and awards three credentials: Certified Occupational Health Nurse (COHN), Certified Occupational Health Nurse – Specialist (COHN-S), and Case Management (CM) which are accredited by NCCA.

Eligibility requirements for acceptance as an applicant for the COHN or COHN-S certification exam:

- **a current, unrestricted RN license or an international equivalent;**
- **Proof of bachelor's degree or higher for COHN-S exam only**
- **In the past 5 years:**
- **3,000 hours of experience in occupational health nursing;**
- or**
- **the completion of a certificate program in occupational health nursing for academic credit;**
- or**
- **the completion of a graduate degree level of education with a concentration in occupational health.**

Eligibility requirements for acceptance as an applicant for the CM certification exam:

- **current, unrestricted RN license or international equivalent**
- **current COHN or COHN-S certification**
- **10 hours of nursing continuing education in occupational health case management**

201 East Ogden, Suite 114
Hinsdale, IL 60521-3652
630.789.5799
Fax: 630.789.8901
888.842.2646
email: info@abohn.org

After the eligibility requirements have been met, the candidate for COHN or COHN-S or COHN/CM or COHN-S/CM is required to achieve a passing score on the national examination. Upon successful completion of the examination, a certificate is issued that states that the candidate has met the standards for board certification as a COHN or COHN-S or COHN/CM or COHN-S/CM, and the credential is awarded. Only those nurses who have met all the criteria (have been successful on the examination and are in Active Status with ABOHN) are entitled to use this credential.

To maintain the COHN or COHN-S certification, certificants must continue to meet the eligibility requirements, recertify every five years, and pay associated fees. Recertification requirements include:

- **Documentation of 3,000 work hours' experience in the specialty in the past five years**
- **Active, unencumbered registered nurse license**
- **Submission of 50 hours of continuing nursing education completed within the past years**
- **Submission of 10 additional nursing continuing education hours for the CM credential completed within the past 5 years**

ABOHN's contract with Applied Measurement Professionals, Inc. (AMP, a PSI company) includes provision of the technical assistance needed to construct and validate the certification examination. The ABOHN Board of Directors periodically conducts an occupational health nursing (OHN) practice analysis. The study surveys certified and non-certified OHNs to determine the significance of specified tasks to OHN practice. The current occupational health nursing practice analysis information is used to identify OHN roles, develop the COHN/COHN-S/CM Examination Content Outline, and to determine the percent distribution of the questions for each role. Therefore, the subject matter and the relative importance of each topic on the examination reflect the data validated by this periodic study. Thus, the ABOHN examinations are firmly grounded in the knowledge, skills, and abilities essential for the delivery of effective, proficient occupational health and safety practice.

The methodology used to set the minimum passing score for the examination is the Angoff method, applied during the performance of a Passing Point Study by a panel of content experts. The experts evaluated each question on the respective examination to determine how many correct answers are necessary to demonstrate the knowledge and skills required for the certification designation. The score is based on the candidate's ability to pass the examination, not on the performance of other candidates.

ABOHN selects Certified Occupational Health Nurses who represent the diversity of occupational health nursing practice and employment to serve on its Board of Directors and its examination committees. These committees draft the examination's multiple-choice questions, which are then edited and validated by AMP and approved by the ABOHN Board for inclusion on the examination.

The ABOHN Board of Directors and AMP review all examination items or questions for subject matter, validity, difficulty level, relevance, and importance for current practice. All questions are evaluated, classified, and revised by the appropriate examination committee and

AMP for conformance to psychometric principles.

Supporting documents have been submitted which include Test Analysis Report for COHN, COHN-S, and CM as well as copies of the candidates' handbooks.

Thank you for your prompt response to this inquiry. We look forward to continued collaboration with the Texas Board of Nursing regarding this issue. Please contact me if any additional information is required.

Sincerely,

A handwritten signature in cursive script that reads "Denise Knoblauch". The signature is written in dark ink and is positioned above the printed name and title.

Denise Knoblauch, BSN, RN COHN-S/CM

Executive Director



American Board for
Occupational Health Nurses, Inc.

COHN Examination Candidate Handbook

3

Examination Content

The COHN examination is composed of multiple-choice questions and is based upon two factors. First, the four (4) OHN roles identified by the most recent practice analysis are used as the examination's four (4) major categories: clinician, coordinator, advisor, and case manager. Secondly, ABOHN uses the premise that OHN incorporates the four nursing process steps:

- Assessment,
- Planning,
- Implementation, and
- Evaluation.

The weight/percentage of questions from each major role and the number of questions from each nursing process step is shown in the COHN Test Blueprint chart that follows. The following activity statements for each step were validated by ABOHN's 2011 Practice Analysis.

COHN Test Blueprint

I. Clinician Role (48)

A. Assessment

1. Obtain an occupational and environmental health history
2. Participate in post-offer/pre-placement health assessments
3. Assess health needs of workers and worker populations (i.e., health risk assessment, changing demographics)
4. Conduct health surveillance of individuals/groups for specific hazards (e.g., hearing conservation, respiratory protection, laser safety)
5. Monitor new developments related to emerging health care issues
6. Assess employees with work restrictions or limitations and make appropriate job placement recommendations (i.e., fitness for duty)
7. Identify physical requirements to fulfill essential job functions

B. Planning

1. Interpret results of screening tests and refer as indicated
2. Recommend changes in job/work to accommodate workers' health status

C. Implementation

1. Use and maintain an employee health recordkeeping system
2. Recognize and respond to ethical issues in practice
3. Provide treatment of work-related injuries or illnesses
4. Provide direct care for non-work related illnesses and injuries for workers

5. Provide health promotion, disease prevention screening tests (e.g., cancer screening, blood pressure monitoring, cholesterol)
6. Refer employees to an employee assistance program
7. Provide individual counseling services for workers
8. Perform audiometry
9. Perform pulmonary function testing
10. Perform vision testing
11. Assure confidentiality of personal health information and comply with established codes of ethics and legal or regulatory requirements
12. Maintain OSHA-required logs and documents

D. Evaluation

1. Evaluate the quality of care provided by internal occupational health services
2. Evaluate injuries, illnesses or incidents using root cause analysis

II. Coordinator Role (41)

A. Assessment

1. Monitor laws and regulations affecting nursing practice (e.g., licensure, practice acts)
2. Analyze injury, illness, and accident data
3. Use material safety data sheets
4. Identify staffing requirements
5. Conduct work site walk-through surveys/assessments to identify hazards
6. Perform ergonomic evaluation
7. Assess and report on the organization's regulatory compliance with applicable standards (e.g., OSHA)

B. Planning

1. Collaborate with other disciplines to protect and promote worker health and safety
2. Recommend appropriate personal protective equipment
3. Coordinate medical and/or drug testing for DOT compliance
4. Develop occupational health and safety policies and procedures
5. Design/develop the budget for occupational health and/or safety
6. Establish goals and objectives for an occupational health and safety program
7. Develop/implement nursing protocols
8. Incorporate knowledge of cultural beliefs/practices in implementing programs and services
9. Establish guidelines related to workplace violence
10. Apply principles of ergonomics to worksite design
11. Collaborate in the development and implementation of emergency preparedness plans



C. Implementation

1. Coordinate health promotion and disease prevention strategies and programs
2. Coordinate surveillance programs
3. Incorporate computer technology into management practices
4. Use computer software applications for employee health information management (i.e., informatics)
5. Recommend control measures for exposures/hazards
6. Apply regulatory standards and guidelines
7. Prepare and provide testimony or documentation for legal proceedings (e.g., workers' compensation, dismissal, EEOC)
8. Participate in administrative proceedings related to occupational health
9. Prepare business reports for management
10. Implement policies and procedures for maintenance of confidentiality
11. Select (hire) staff
12. Develop and implement workplace substance abuse programs
13. Establish and monitor compliance with infection control guidelines
14. Coordinate/serve on interdisciplinary committees/teams
15. Provide resources and information to meet the health and safety needs of the company
16. Manage the first responder program
17. Apply management systems principles to health and safety programs
18. Participate in audits (e.g., health, safety, environmental, organizational)

D. Evaluation

1. Demonstrate the value of services provided (e.g., case management, occupational health services)
2. Conduct quality management/improvement program(s) for occupational health and safety (e.g., benchmarking, best practices)
3. Evaluate staff performance
4. Interpret the data obtained during a work site walk-through survey assessment

III. Advisor Role (22)

A. Assessment

1. Conduct educational and training needs assessments
2. Obtain management support for educational programs

B. Planning

1. Interpret needs assessment results for program planning
2. Select teaching methods and content based on the characteristics of learners (e.g., apply adult learning principles, cultural differences)
3. Develop teaching strategies to effectively communicate risks to workers

4. Plan/implement new employee occupational health and safety orientation programs
5. Develop and deliver education and training programs (i.e., health and safety)

C. Implementation

1. Educate and train workers about basic health and wellness (e.g., self-care, complementary/alternative medicine, stress management)
2. Educate management at all levels about occupational health and safety programs
3. Educate and train occupational health and safety staff
4. Serve as a preceptor or mentor for students/health care professionals
5. Train employees on proper use of personal protective equipment
6. Serve on professional and community boards

D. Evaluation

1. Communicate the results and outcomes of educational and training programs

IV. Case Manager Role (24)

A. Assessment

1. Identify work-related cases that are appropriate for case management
2. Identify non work-related cases that are appropriate for case management

B. Planning

1. Develop case management plans for individuals
2. Develop and/or coordinate a network of resources for case management
3. Develop a multidisciplinary plan of care in collaboration with the employee and his/her support systems

C. Implementation

1. Manage short-term or long-term disability cases
2. Implement integrated disability management strategies (i.e., STD, LTD, FMLA, workers' compensation, ADA)
3. Manage workers' compensation cases
4. Refer disabled employees for rehabilitation
5. Coordinate administration of case management with vendors and community resources
6. Administer or manage a workers' compensation program
7. Administer the FMLA program

D. Evaluation

1. Monitor progress of workers in work-conditioning programs
2. Monitor outcomes of care in keeping with the treatment plan
3. Evaluate health care delivery to employees provided by external providers
4. Analyze workers' compensation data



American Board for
Occupational Health Nurses, Inc.

COHN-S Examination Candidate Handbook

3

Examination Content

The COHN-S examination is composed of multiple-choice questions and is based upon two factors. First, the five (5) OHN roles identified by the most recent practice analysis are used as the examination's five (5) major categories: clinician, manager, educator, consultant and case manager. Secondly, ABOHN uses the premise that OHN incorporates the four nursing process steps:

- Assessment,
- Planning,
- Implementation, and
- Evaluation.

The weight/percentage of questions from each major role and the number of questions from each nursing process step is shown in the COHN-S Test Blue Print chart that follows. The following activity statements for each step were validated by ABOHN's 2010 Practice Analysis.

COHN-S Test Blueprint

I. Clinician Role (30)

A. Assessment

1. Obtain an occupational and environmental health history
2. Participate in post-offer/pre-placement health assessments
3. Assess health needs of workers and worker populations (i.e., health risk assessment, changing demographics)
4. Conduct health surveillance of individuals/groups for specific hazards (e.g., hearing conservation, respiratory protection, laser safety)
5. Monitor laws and regulations affecting nursing practice (e.g., licensure, practice acts)
6. Identify physical requirements to fulfill essential job functions

B. Planning

1. Interpret results of screening tests and refer as indicated
2. Recommend changes in job/work to accommodate workers' health status
3. Recommend hierarchy of controls for specific hazards

C. Implementation

1. Use and maintain an employee health recordkeeping system
2. Use computer software applications for employee health information management (i.e., informatics)
3. Recognize and respond to ethical issues in practice
4. Provide treatment of work-related injuries or illnesses
5. Provide direct care for non-work related illnesses and injuries for workers

6. Provide health promotion, disease prevention screening tests (e.g., cancer screening, blood pressure monitoring, cholesterol)
7. Refer employees to an employee assistance program
8. Provide individual counseling services for workers
9. Perform audiometry
10. Perform pulmonary function testing
11. Perform vision testing
12. Assure confidentiality of personal health information and comply with established codes of ethics and legal or regulatory requirements
13. Implement policies and procedures for maintenance of confidentiality
14. Maintain OSHA-required logs and documents

D. Evaluation

1. Evaluate the quality of care provided by internal occupational health services
2. Evaluate injuries, illnesses or incidents using root cause analysis

II. Manager Role (43)

A. Assessment

1. Monitor new developments related to emerging health care issues
2. Assess the organizational culture
3. Analyze injury, illness, and accident data
4. Identify staffing requirements

B. Planning

1. Collaborate with other disciplines to protect and promote worker health and safety
2. Apply regulatory standards and guidelines
3. Coordinate medical and/or drug testing for DOT compliance
4. Interpret needs assessment results for program planning
5. Design and coordinate health care programs for international travel or work assignments (e.g., immunization, health risk counseling)
6. Incorporate knowledge of production processes and associated hazards into program design and evaluation
7. Use knowledge of the organization's fiscal status to plan/implement programs and interventions
8. Develop occupational health and safety policies and procedures
9. Design/develop the budget for occupational health and/or safety
10. Establish goals and objectives for an occupational health and safety program
11. Develop/implement nursing protocols
12. Apply principles of epidemiology to design and evaluate occupational health and/or safety programs



American Board for
Occupational Health Nurses, Inc.

COHN-S Examination Candidate Handbook

4

13. Establish and monitor compliance with infection control guidelines
14. Establish guidelines related to workplace violence
15. Apply management systems principles to health and safety programs
16. Collaborate in the development and implementation of emergency preparedness plans

C. Implementation

1. Coordinate health promotion and disease prevention strategies and programs
2. Coordinate surveillance programs
3. Incorporate computer technology into management practices
4. Implement plan to remediate identified hazards
5. Prepare and provide testimony or documentation for legal proceedings (e.g., workers' compensation, dismissal, EEOC)
6. Participate in administrative proceedings related to occupational health
7. Educate management at all levels about occupational health and safety programs
8. Select vendors/suppliers
9. Develop job descriptions for occupational health and safety staff
10. Conduct informal research (e.g., examining data to identify trends or other data)
11. Incorporate research findings into practice
12. Prepare business reports for management
13. Select (hire) staff
14. Develop and implement workplace substance abuse programs
15. Coordinate/serve on interdisciplinary committees/teams
16. Manage the first responder program
17. Participate in audits (e.g., health, safety, environmental, organizational)
18. Use the results of hazard identification and risk assessments to develop hazard controls

D. Evaluation

1. Analyze individual and aggregate case information for trend analysis and research
2. Demonstrate the value of services provided (e.g., case management, occupational health services)
3. Conduct analyses of occupational health and safety programs (e.g., cost/benefit, gap, ROI)
4. Conduct quality management/improvement program(s) for occupational health and safety (e.g., benchmarking, best practices)
5. Evaluate community health related services/providers for referral services
6. Evaluate/monitor the outcomes, quality, and cost-effectiveness of services

III. Educator Role (22)

A. Assessment

1. Conduct educational and training needs assessments

B. Planning

1. Select teaching methods and content based on the characteristics of learners (e.g., apply adult learning principles, cultural differences)
2. Develop teaching strategies to effectively communicate risks to workers
3. Obtain management support for educational programs
4. Plan/implement new employee occupational health and safety orientation programs
5. Develop and deliver education and training programs (i.e., health and safety)
6. Incorporate knowledge of cultural beliefs/practices in implementing programs and services

C. Implementation

1. Educate and train workers about basic health and wellness (e.g., self-care, complementary/alternative medicine, stress management)
2. Educate and train occupational health and safety staff
3. Serve as a preceptor or mentor for students/health care professionals
4. Train employees on proper use of personal protective equipment
5. Communicate risks and control measures to employees, management, customers, contractors, vendors, and the public

D. Evaluation

1. Communicate the results and outcomes of educational and training programs

IV. Consultant Role (16)

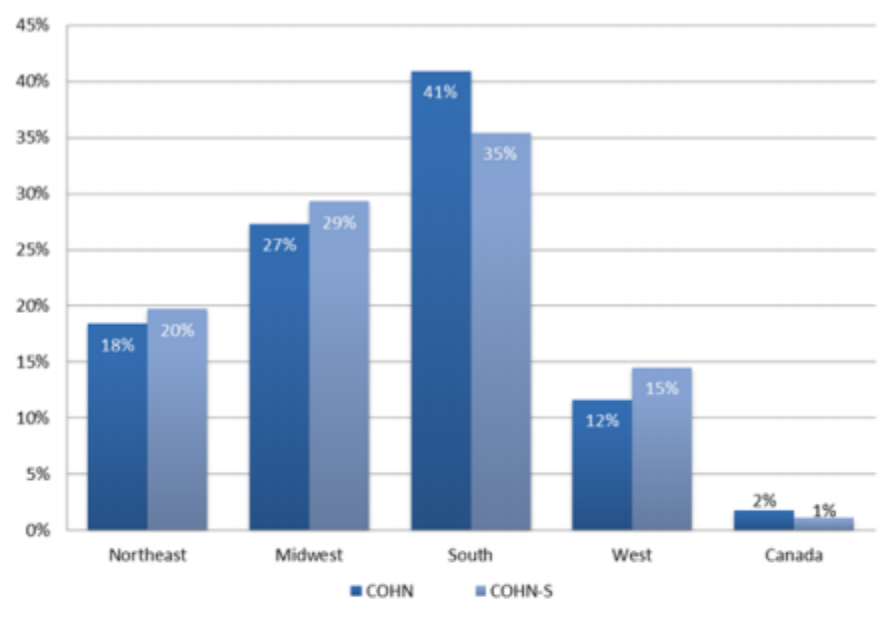
A. Assessment

1. Conduct and interpret job analyses
2. Conduct work site walk-through surveys/assessments to identify hazards
3. Conduct a needs assessment of the company's health and safety programs
4. Assess and report on the organization's regulatory compliance with applicable standards (e.g., OSHA)
5. Participate in the investigation of environmental health issues (e.g., indoor air quality, mold)

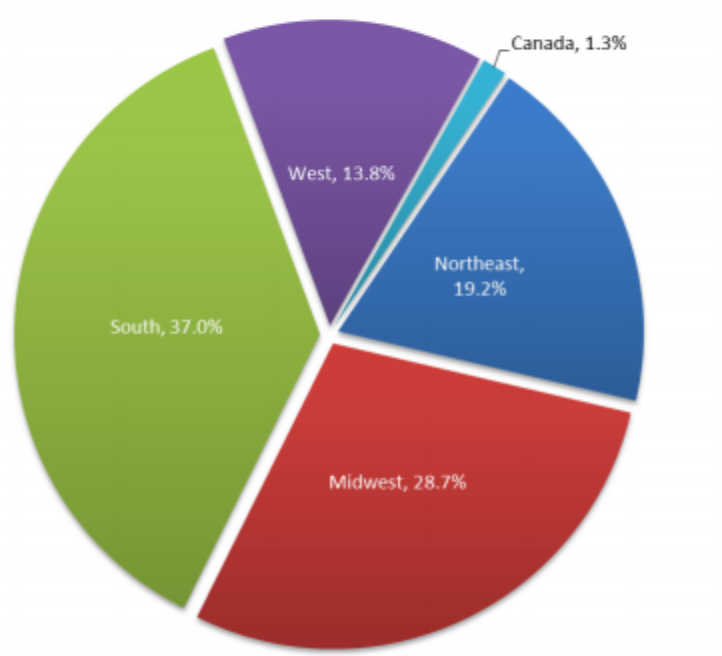
B. Planning

1. Recommend control measures for exposures/hazards
2. Design plan to remediate identified hazards
3. Evaluate aggregate worker and environmental data to design occupational health and safety programs
4. Review material safety data sheets and make recommendations
5. Apply principles of ergonomics to worksite design

Region of Practice by Certification Type



Regions Where OHN are Employed



COHN AND COHN-S CERTIFICANTS BY STATE- 2017

Key: Top Line: COHN and COHN-case management subspecialty
Bottom Line: COHN-S and COHN-S/case management subspecialty

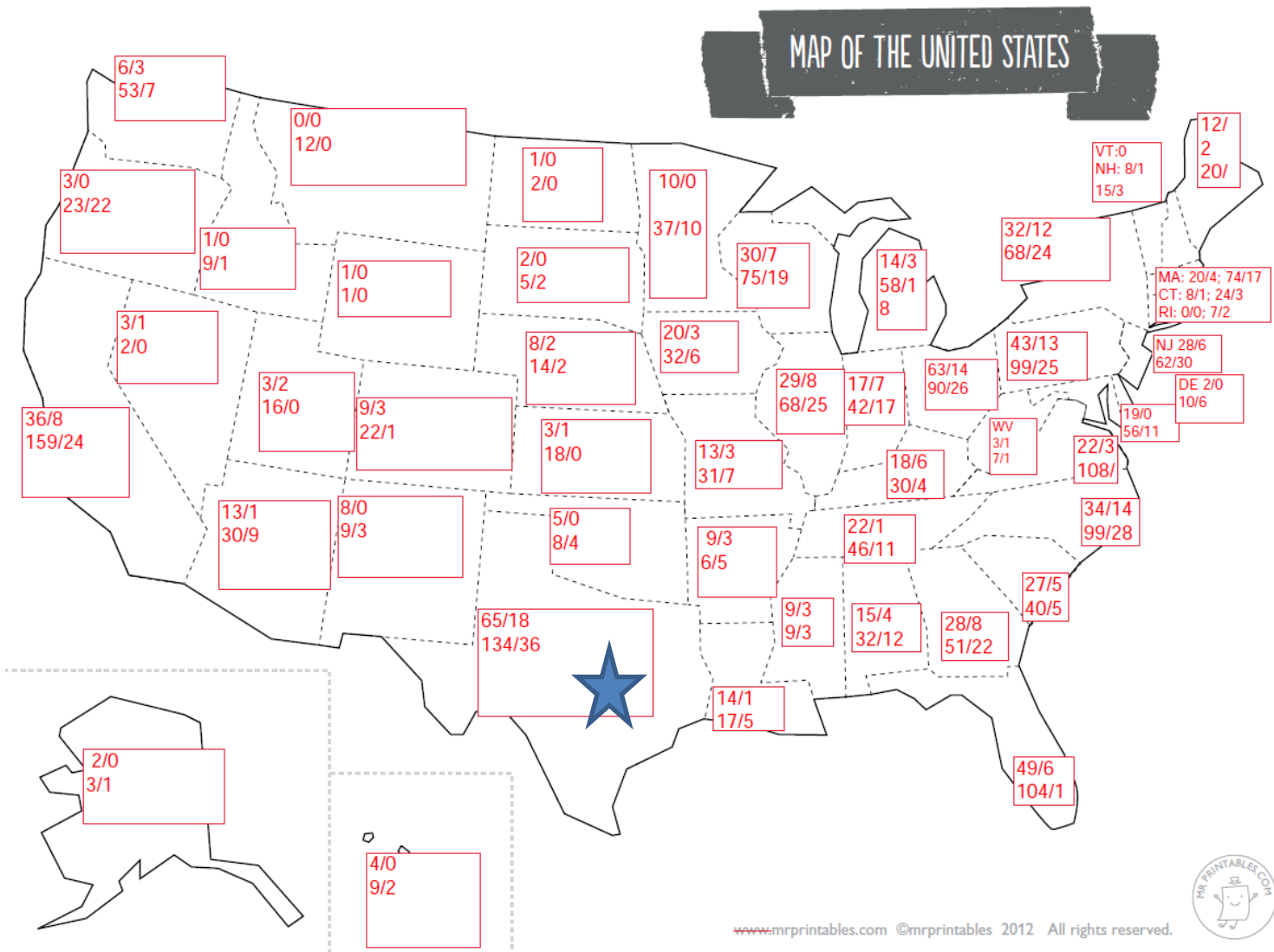


Table: National and Texas State Certified Occupational Health Nurses and Certified Occupational Health Nurse-Specialists

Certification	Number of Currently Certified Nurses (National)	Number of Currently Certified Nurses (Texas)
Certified Occupational Health Nurse (COHN and COHN with Case Management subspecialty)	969	83
Certified Occupational Health Nurse Specialist (COHN-S and COHN-S with Case Management subspecialty)	2427	170

Information provided by Denise Knoblauch, BSN, RN, COHN-S/CM, Executive Director American Board for Occupational Health Nurses, Inc.