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Career Advancement for Nursing (CAN)

About the CAN Program

Delivery of excellent nursing care at Children's is of the highest importance to our organization and our patients and families. Career Advancement for Nursing (CAN) is the process Children's has adopted to raise and support professional excellence in clinical nursing practice. To that end, these standards are the expectation for every nurse at Children's without exception. The CAN program has been a success on many fronts, perhaps most importantly because it standardizes advancement for nurses across the System.

The CAN program also increases nurse certifications, BSNs and masters degrees and increases participation in councils, task forces and important patient safety/quality work.

In 2009, a Refreshed CAN program is rolling out, with improvements based on input collected from nurses across the System. Here are the "Top 5" reasons you'll love the Refreshed CAN program:

1. There is a lot less paperwork (we're going green).
2. Your time is spent doing, not documenting.
3. You will not need a portfolio to maintain level.
4. There is a shortened portfolio for advancement.
5. The Refreshed CAN program focuses on contributions, participation and achievements.

Want to know more? Check out the [Refreshed CAN FAQs](#).

What has not changed is that Program will continue to maintain high expectations and requirements for Children's nurses. The following important guiding principles were used to develop CAN:

- Decisions will support strategic objectives and values.
- Communication will be provided regularly and timely.
- Coaching and accountability are key components of the program.
- Self-esteem is enhanced or maintained for the individual.
- Program is performance based, not service based.
- Equal opportunity is provided for all RNs.
- Focus is to enhance recruitment and retention.
- Quality is enhanced at the bedside with improved patient outcomes.
- Program is self-directed and self-paced.

By establishing fair and objective criteria to measure, recognize and reward nurses, Children's expects to continue increasing nursing satisfaction, retaining nursing talent and recruiting clinical nurses that demonstrate the values of our culture. We expect the Refreshed CAN program will continue to:

- Improve nursing outcomes.
- Enhance quality at the bedside.
- Establish a continuous improvement model.
- Foster multigenerational retention.
- Support a nursing identity and increased pride in the profession.
- Support a sense of empowerment.
- Create opportunities for advanced clinicians to stay at the bedside.

- Provide clarity and equity in the process and requirements.

Thank you for your commitment to nursing excellence.

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