Healthcare Management Capstone

[Name of the Student:]

[Name of the Institution:]

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Licensure is an official recognition by a regulatory body like the USMLE that a person has sufficient skillset and knowledge to practice in an area, often in a state. It should be noted that each state has a separate licensure process. For the acquisition of licensure, a person has to meet a set of requirements. Licensure is issued on a state-level basis, unlike certifications which will be discussed later. Different employers may enforce different standards than a license agency, depending on the area of expertise of a person (Freeman, 2016).

Accreditations are almost similar to licensure, but the primary difference is that the recognition is provided by a non-governmental organization that someone had met their pre-determined standards. The main difference between Accreditations and licensure is that the former applies to companies, associations and institutes but it does not apply to a person (Sibal, Uberoi, & Malani, 2016). It is generally regarded as an endorsement by an authority like OSHA that the said company, institute or association has met a certain standard regarding a particular area of testing.

Certificates are certain credentials that the person is seeking to prove their skills and proficiency in a certain specialty. A certification has some qualities similar to accreditations but it requires a person to “volunteer” himself or herself for evaluation and testing by a non-governmental agency. A certification often set a list of eligibility requirements for people to join to begin the process of evaluation. Certifications are offered by organizations like "National Healthcare Association" to "certify" the said person's skill set and competency level. Several organizations can offer the same certification. In this case, the name of the organization add to the prestige to the certification.

The difference between licensure and certification of an organization concerning the field of healthcare is based on the difference between regulations made by a government and those imposed by some individual on oneself. Licensure is the activity or process by which a government permits a person to carry out a particular profession (Ahearn, 2017). The profession becomes under control of the federal government. This implies that the government will regulate the pros and cons of the occupation. This authority enables the government to indulge in certain practice that empowers it to regulate the profession. Certification is the process by which an organization tests a person based on some established criteria to judge the capabilities of that person against the profession’s requirements.

 A healthcare organization has to take into consideration several ethical and legal criteria or requirements to make sure that their objectives are met with success. A healthcare organization is a human service organization and this makes all the difference. It is not approved in any profession that the workers are on jobs without showing enough proof of the skills needed to perform the job. In the case of health organizations, it becomes increasingly necessary to confirm and update the eligibility of staff to perform duty on a job. The legal requirements include that every employee should possess relevant qualification for his or her position. The ethical requirements include that every employee should possess traits and demonstrate behaviors that suit the needs of consumers and the organization's culture.

 Several accrediting bodies exist to verify and accredit organizations for work in the community. The "American Accreditation Healthcare Commission" is the authority that would be contacted to get accreditation. This is an authorized institution that confers on accreditation to the organizations in the healthcare field in the US. Their standards set high values of work in the healthcare field, and the organizations working under its authority prove competent as the results indicate.

Works Cited

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