NCSBN
National Council of State Boards of Nursing

NCSBN RESEARCH BRIEF
Volume 67 | March 2016

2015 LPN/VN Practice Analysis: Linking the NCLEX-PN® Examination to Practice

2015 LPN/VN Practice Analysis: Linking the NCLEX-PN® Examination to Practice

National Council of State Boards of Nursing, Inc. (NCSBN®)

Mission Statement

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ISBN# 978-0-9903603-3-9

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EXECUTIVE SUMMARY

The National Council of State Boards of Nursing (NCSBN®) is responsible to its members, the boards of nursing in the U.S. and its member board territories, for the preparation of psychometrically sound and legally defensible licensure examinations. The periodic performance of practice analysis (i.e., job analysis) studies assists NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure examination. Because changes can occur in licensed practical or vocational nurse (LPN/VN) practice, practice analysis studies are conducted on a three-year cycle.

A number of steps were necessary for the completion of this practice analysis. A panel of subject matter experts (SMEs) was assembled, a list of LPN/VN activities was created and incorporated into a questionnaire that was sent to a large randomly drawn sample of newly licensed LPN/VNs, and data were collected and analyzed.

Methodology Reviewers

Three methodology reviewers, chosen for their expertise in practice/job analysis and certification exam development, reviewed the methodologies and procedures utilized in this study. All three reviewers indicated this methodology was psychometrically sound, legally defensible and in compliance with industry standards for practice analyses.

Panel of SMEs

A panel of 10 SMEs was assembled to assist with the practice analysis. Nine panel members worked with, educated and/or supervised LPN/VNs who were within their first twelve months of practice; one panel member was a newly licensed and represented newly licensed LPN/VNs. Panel members represented geographic NCSBN areas of the U.S. jurisdictions, major nursing specialties, and varied practice settings. It is important to note, the newly revised definition of an entry-level nurse (defined as "a newly licensed nurse with no more than twelve months experience") was utilized on this survey.

The panel used the current test plan category structure describing the types of activities performed by newly licensed LPN/VNs and developed a list of activities performed within each category of the structure.

Survey Development

A total of 154 nursing activity statements were incorporated into the practice analysis survey. The survey also included questions about the nurses' practice settings, past experiences and demographics. Half of the sample of newly licensed LPN/VNs received a paper version of the survey. There were two forms of the paper survey created to decrease the number of activity statements contained on each survey. The other half of the sample received one of three Web-based (Web) versions of the survey.

For the paper survey, each form contained 77 unique activity statements. In the three Web versions of the survey, two contained 51 unique activity statements and the third contained 52 unique activity statements. Except for the activity statements unique to each survey form, the surveys were identical.

Survey Process

Sample Selection

The sample for the current study was selected among NCLEX-PN® candidates that passed the examination from Sept. 15, 2013 to March 15, 2015. This was to ensure that respondents would have one to twelve months of practice by the start of the survey process. Newly licensed LPN/VNs were excluded from this sample if their mailing address was not within the U.S. jurisdiction. Of the available candidate pool, a sample of 24,000 LPN/VN candidates was randomly selected.

Representativeness

The sample selected for this study was proportionally equivalent to the population from which the sample was drawn in terms of NCSBN jurisdictions.

Mailing Procedure

The paper survey was sent to 6,000 newly licensed LPN/VNs (half receiving Form 1 and the other half

receiving Form 2). The Web survey was sent to another 18,000 newly licensed LPN/VNs; the three versions of the Web survey were distributed evenly among the sample.

A seven-stage mailing process was used to engage participants in the study. All potential participants were promised confidentiality with regard to their participation and their responses. The survey was conducted April through Aug. 2015.

Return Rates

Of the 24,000 total surveys sent, 182 paper and 97 Web surveys were not delivered due to incorrect addresses. A total of 5,665 surveys (990 for paper, 4,675 for Web) were completed and returned for adjusted return rates of 17.0% for paper and 26.5% for Web. See Table 2 for adjusted return rates. A total of 3,452 individuals (627 paper, 2,825 Web) did not qualify for survey ratings based upon one of the following reasons: (a) they did not indicate having a LPN/VN license; (b) they were not currently working in the U.S.; and/or (c) they were working less than 20 hours per week providing direct care to clients as an LPN/VN; (d) they had U.S. work experience longer than 12 months. After adjusting for incorrect addresses and removals, the analyzable response rates were 6.2% for paper and 10.5% for Web. See Table 3 for analyzable return rates.

LPN/VN Practice Analysis Survey Nonresponder Study

In order to ensure the validity of the results, NCSBN conducted a telephone survey of nonresponders to determine if those LPN/VNs not responding would have rated the survey activity statements differently. Based on the nonresponder data, the ratings for nonresponders were similar to the ratings of responders, which provides support to the validity of the survey results.

Demographics, Experiences and Practice Environments of Participants

Demographics/Past Experiences

The majority (88.7%) of survey responders reported being female. The average age of respondent nurses was 32.8 years (SD = 9.54). Over half (52.3%) of the responders reported being White/Non-Hispanic; 22.6% were African American; 9.7% were Latino or Hispanic; and 7.1% were Asian Other. Responders reported working an average of 7.4 months as an LPN/VN. On average, responders of the present study were 13.9 months post-graduation. Most (83.7%) of the responders were graduates of diploma LPN/VN programs and 11.1% graduated from associate degree LPN/VN programs. Approximately 2.7% of survey responders were educated outside of the U.S. Approximately 46.5% of survey responders reported working as a nurse aide for an average of 5.4 years.

Orientation

Most of the responders to the current study reported receiving some kind of orientation; only 8.3% of responders indicated that they did not receive formal orientation. Among responders that had orientation, 3.1% reported having only classroom instruction or skills lab work for their orientation. The majority (64.0%) reported working with an assigned mentor or preceptor for an average of 3.2 weeks and 18.1% reported classroom and/or skills lab plus performing supervised work with clients for an average of 3.1 weeks. Nearly 2.2% reported having a formal internship that lasted an average of 3.5 weeks.

Certifications Earned

Of the responders, 16.8% reported that they had not earned certification or completed additional coursework. For the remaining responders, basic life support (44.7%), intravenous therapy (20.7%) and advanced cardiac life support (9.8%) were the most frequently reported certifications earned.

Facilities

The majority of newly licensed LPN/VNs in this study reported working in long-term care facilities (50.4%), or community-based or ambulatory care facilities (28.6%); 10.3% reported working in hospitals. The numbers of beds reported in employing facilities were mostly distributed among 100-299 beds (30.6%), less than 100 beds (28.4%) and 300-499 beds (4.2%). Responders were equally split

between urban (35.0%) and suburban (35.7%) areas; 29.3% of the responders worked in rural areas.

Practice Settings

Overall, the highest percentage of responders reported working in nursing homes (32.1%) and rehabilitation (9.9%) settings. Other long-term care settings were reported by 9.6% of responders, 7.4% reported working in home health and 7.2% reported working in assisted living settings.

Types and Ages of Clients

Newly licensed LPN/VNs reported caring most frequently for clients with stabilized chronic conditions (47.8%), clients with behavioral/emotional conditions (37.9%) and well clients (29.9%). The majority of responders reported caring for older adult clients aged 65 to 85 (51.6%), older adult clients aged 85 and older (37.6%) and adult clients aged 18-64 (35.1%). Responders were allowed to select multiple client categories on the survey, therefore, these percentages may equal more than 100%.

Shifts Worked

The shifts most commonly worked by newly licensed LPN/VNs continued to be days (47.5%), evenings (21.0%) and nights (19.3%). A very small percentage of responders (3.0%) indicated they worked other types of shifts.

Time Spent in Different Categories of Nursing Activities

Newly licensed LPN/VNs reported spending the greatest amount of time in pharmacological therapies (16.4%), safety and infection control (13.7%), and basic care and comfort (13.6%). There was a slight increase in the amount of time spent on activities related to coordinated care as compared to the results of the 2012 study.

Administrative Responsibilities/Primary Administrative Position

Newly licensed LPN/VNs responding to the practice analysis survey were asked if they had administrative responsibilities within their nursing position. Of all responders, 34.3% reported having such responsibilities. 59.6% of these LPN/VNs performed these duties at a primary position.

Enrollment in Registered Nurse (RN) Educational Programs

Responders were asked about enrollment in further nursing education. Approximately 18.0% of responders reported enrollment in a registered nurse education program and 22.6% reported that they had applied to such a program, but were not currently enrolled.

Of those currently enrolled, 74.7% were in associate degree programs, 19.3% in baccalaureate programs and 2.8% in diploma programs. Of those who had applied but were not enrolled, 37.6% were completing prerequisite courses, 19.5% could not afford the tuition, 15.5% were on waiting lists, 7.8% were turned away because classes were full and only 4.0% failed to meet the program requirements. There were 30.2% of responders that reported holding non-nursing college degrees.

Activity Performance Findings

Applicability of Activities to Practice Setting

Responders indicated whether each of the activities was applicable to his or her work setting. The activities ranged from 18.2% applicability, where the responders reported that the activity was performed within their work settings, to 99.8%.

Frequency of Activity Performance

Responders were asked to rate the daily frequency of performance of all activities that were applicable to their work settings on a six-point scale: 0 times to 5 times or more. Average frequency statistics were calculated in two ways: setting-specific frequency of activity performance and total group frequency. Average setting-specific frequency ratings ranged from 0.97 to 4.88. Average total group frequency ratings ranged from 0.18 to 4.87.

Importance of Activity Performance

The importance of performing each nursing activity was rated by participants with respect to

the maintenance of client safety and/or threat of complications or distress. Importance ratings were recorded using a five-point scale of 1 being not important to 5 being critically important. Average importance statistics were calculated in two ways: setting-specific importance of activity and total group importance. Average setting-specific importance ratings ranged from 3.63 to 4.88. Average total group importance ratings ranged from 3.38 to 4.86.

Summary

A nonexperimental, descriptive study was conducted to explore the importance and frequency of activities performed by newly licensed LPN/VNs. More than 5,600 LPN/VNs responded. In general, findings indicate that activities listed in the survey were representative of the work performed in LPN/VN practice settings.

Conclusion

The 2015 LPN/VN Practice Analysis Survey used several methods to describe the practice of newly licensed LPN/VNs in the U.S.: (1) document reviews; (2) daily logs of newly licensed LPN/VNs; (3) SME's knowledge; and (4) a large scale survey. The reliability of the survey instrument was quite good. In addition, there was evidence from the SMEs and the nonresponder survey to support the validity of the activity statement ratings. Based on evidence, the findings of this study can be used to evaluate and support an LPN/VN test plan.

2015 LPN/VN Practice Analysis: Linking the NCLEX-PN® Examination to Practice

National Council of State Boards of Nursing, Inc. (NCSBN®)

BACKGROUND OF STUDY

The National Council of State Boards of Nursing (NCSBN®) is responsible to its members, the boards of nursing in the U.S. and its member board territories, for the preparation of psychometrically sound and legally defensible initial nursing licensure examinations. The periodic performance of practice analysis (i.e., job analysis) studies assists NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure examination. Furthermore, practice analysis studies have long been recognized by measurement and testing professions as important sources of validity evidence for licensure examinations (APA, AERA and NCME, 2014; Raymond and Neustel, 2009). Because the U.S. health care industry is rapidly changing, practice analysis studies are traditionally conducted by NCSBN on a three-year cycle. The previous licensed practical/vocational nurse (LPN/VN) practice analysis was conducted in 2012 (NCSBN, 2013).

Methodology

A number of steps are necessary to perform an analysis of newly licensed LPN/VN practice. This section provides a description of the methodology used to conduct the 2015 LPN/VN Practice Analysis Survey. Descriptions of subject matter expert (SME) panel processes, survey development, sample selection and data collection procedures are provided, as well as information about assurance of confidentiality, response rates and the degree to which participants were representative of the population of newly licensed LPN/VNs.

Preliminary Interviews with Nurse Leaders

In order to collect information about trends in nursing and health care, and to anticipate possible changes in the future of nursing practice, a variety of leaders in the nursing profession, which were approved by the NCLEX® Examination Committee (NEC), were contacted for their opinions. Interviews were conducted, recorded and transcribed, and themes or trends were noted before the information was applied to the newly developed activity statements. Leader identifying information was removed in order to provide anonymity.

Methodology Reviewers

Three methodology reviewers, chosen for their expertise in practice/job analysis and certification exam development, reviewed the methodologies and procedures utilized in this study. All three reviewers indicated this methodology was psychometrically sound, legally defensible and in compliance with professional standards for practice analysis. See Appendix A for a listing of methodology reviewers.

Panel of SMEs

A panel of ten LPN/VNs and registered nurses (RNs) was assembled to assist with the practice analysis. Panel members worked with and/or supervised the practice of LPN/VNs within their first twelve months of practice or were themselves newly licensed LPN/VNs; panel members also represented the four NCSBN geographic areas in the U.S., all major nursing specialties and varied practice settings. See Appendix B for a listing of panel members.

The panel of experts performed several tasks crucial to the success of the practice analysis study. The SMEs asked 2-3 newly licensed LPN/VNs whom they supervised to submit detailed daily logs describing the activities they performed on the job. Additionally, SMEs were asked to submit job descriptions, orientation and professional evaluations from their work settings. Using activity logs, past activity statements, job descriptions, performance evaluation documents, as well as their own knowledge of newly licensed LPN/VN practices, the panel created a category structure describing the types of activities performed by newly licensed LPN/VNs. They were careful to create a structure that was clear, understandable and logical.

Once the list of categories was created, panel members worked to create a list of activities performed within each category. Each activity was reviewed for applicability to newly licensed nursing practice and the relationship to the delivery of

safe nursing care to members of the public. Care was taken to create the activity statements at approximately the same level of specificity and to avoid redundancy.

After the activity statements were reviewed and edited by the NEC, panel members provided information necessary for validation of the practice analysis survey. They estimated the percentage of nurses in the country that would perform the activity within their practice settings, the average frequency with which each activity would be performed daily by nurses performing the activity (on a 0 to 5 times or more scale) and the average importance the activity would have in relation to the provision of safe client care (on a 1 to 5 scale).

Survey Development

A number of processes were used to create, evaluate and refine the survey instrument used for the LPN/VN practice analysis study. The activity statements created by the panel of experts were reviewed and edited by the NEC. The committee also approved the survey form. Additionally, the practice analysis methodology reviewers evaluated the methodology and procedures. For this survey, both paper and Web versions were utilized.

There were 154 nursing activity statements that were incorporated into a practice analysis survey. The survey also included questions about the nurses' practice settings, past experiences and demographics. A quarter of the sample of newly licensed LPN/VNs received a paper version of the survey. There were two forms of the paper survey created to decrease the number of activity statements contained on each survey. The rest of the sample received one of three Web-based (Web) versions of the survey to reduce the number of activity statements on each survey.

For the paper survey, each form contained 77 unique activity statements. In the three Web versions of the survey, two contained 51 unique activity statements and the third contained 52 unique activity statements. Except for the activity statements, the surveys were identical.

The survey contained six sections. In the first section, there were questions related to the type of nursing license held, working in the U.S. and direct care of clients. Activity statements were also in this section. The second section contained questions about the months of work experience as an LPN/ VN, type and length of work orientation, and certifications earned. The third section focused on work environment, including type and age of clients, employment setting, and type and size of facility. The fourth section requested information on the responder's last day of work, including number of hours worked, number of clients for whom care was provided to and the amount of time spent in various types of nursing activities. The fifth section asked basic demographic information. The sixth section provided space for responders to provide contact information for follow-up, if needed. All forms on the Web and paper versions of the survey may be found in Appendix C.

Survey Process

Sample Selection

There were two samples randomly selected from the candidates who successfully passed the NCLEX-PN® examination from Dec. 20, 2014 through March 31, 2015. First, a sample of 6,000 practitioners was randomly selected for the paper survey. Newly licensed LPN/VNs were excluded from this sample if their mailing address was not within the jurisdiction in which they were seeking licensure. The exclusion criterion was used to minimize the number of incorrect addresses to which the survey would be sent. The strategy effectively removed all candidates with international addresses. Then, of the remaining candidate pool, candidates with email addresses were extracted. Another sample of 18,000 LPN/VN candidates was randomly selected from this population for the Web survey

Representativeness

The sample selected for this study was proportionally equivalent to the population from which the sample was drawn in terms of NCSBN jurisdictions. Table 1 presents the correspondence between the population, the sample and the responders by NCSBN jurisdiction.

Table 1. Correspondence of Population, Sample and Responders for the 2015 LPN/VN Practice Analysis

	Population	2015 Paper Sample		2015 Paper Respondents		2015 Web Sample		2015 Web Respondents	
Jurisdiction	**%**	**N**	**%**	**N**	**%**	**N**	**%**	**N**	**%**
Alabama	1.5	77	1.3	8	2.2	279	1.6	35	1.9
Alaska	0.0	0	0.0	0	0.0	4	0.0	1	0.1
American Samoa	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Arizona	0.9	53	0.9	4	1.1	189	1.1	12	0.6
Arkansas	1.9	80	1.3	2	0.6	400	2.2	52	2.8
California	14.3	1003	16.7	62	17.1	2504	13.9	265	14.3
Colorado	0.7	40	0.7	3	0.8	141	0.8	17	0.9
Connecticut	1.0	1	0.0	0	0.0	5	0.0	1	0.1
Delaware	0.4	19	0.3	1	0.3	63	0.4	10	0.5
District Of Columbia	0.1	2	0.0	0	0.0	11	0.1	2	0.1
Florida	6.6	461	7.7	21	5.8	1204	6.7	99	5.4
Georgia	2,0	142	2.4	8	2.2	409	2.3	56	3.0
Guam	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Hawaii	0.4	18	0.3	1	0.3	69	0.4	5	0.3
Idaho	0.4	28	0.5	2	0.6	80	0.4	12	0.6
Illinois	3.0	200	3.3	17	4.7	597	3.3	53	2.9
Indiana	1.7	122	2.0	6	1.7	308	1.7	25	1.4
Iowa	1.7	91	1.5	2	0.6	321	1.8	34	1.8
Kansas	1.6	80	1.3	3	0.8	308	1.7	21	1.1
Kentucky	1.5	83	1.4	8	2.2	268	1.5	16	0.9
Louisiana	1.8	101	1.7	4	1.1	295	1.6	34	1.8
Maine	0.1	0	0.0	0	0.0	0	0.0	0	0.0
Maryland	0.8	72	1.2	6	1.7	160	0.9	16	0.9
Massachusetts	1.6	4	0.1	1	0.3	12	0.1	1	0.1
Michigan	2.9	194	3.2	13	3.6	613	3.4	49	2.6
Minnesota	2.6	107	1.8	8	2.2	458	2.5	54	2.9
Mississippi	1.1	61	1.0	4	1.1	217	1.2	37	2.0
Missouri	2.4	132	2.2	8	2.2	508	2.8	48	2.6
Montana	0.2	6	0.1	0	0.0	46	0.3	4	0.2
Nebraska	0.6	30	0.5	0	0.0	123	0.7	11	0.6
Nevada	0.3	16	0.3	1	0.3	41	0.2	2	0.1
New Hampshire	0.3	0	0.0	0	0.0	1	0.0	0	0.0
New Jersey	2.1	4	0.1	0	0.0	10	0.1	1	0.1
New Mexico	0.3	15	0.3	0	0.0	61	0.3	7	0.4
New York	6.2	446	7.4	32	8.8	1255	7.0	122	6.6
North Carolina	1.8	108	1.8	8	2.2	416	2.3	61	3.3
North Dakota	0.5	23	0.4	4	1.1	96	0.5	8	0.4
Northern Mariana Islands	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Ohio	5.4	383	6.4	16	4.4	991	5.5	110	5.9
Oklahoma	1.8	92	1.5	6	1.7	351	2.0	44	2.4
Oregon	0.8	56	0.9	4	1.1	150	0.8	12	0.6

Table 1. Correspondence of Population, Sample and Responders for the 2015 LPN/VN Practice Analysis									
	Population	2015 Paper Sample		2015 Paper Respondents		2015 Web Sample		2015 Web Respondents	
Jurisdiction	%	N	%	N	%	N	%	N	%
Pennsylvania	4.8	357	6.0	14	3.9	888	4.9	98	5.3
Rhode Island	0.1	2	0.0	0	0.0	0	0.0	0	0.0
South Carolina	1.1	76	1.3	5	1.4	225	1.3	22	1.2
South Dakota	0.3	17	0.3	1	0.3	60	0.3	4	0.2
Tennessee	2.7	154	2.6	14	3.9	607	3.4	66	3.6
Texas	9.7	611	10.2	40	11.0	1769	9.8	198	10.7
U.S. Virgin Islands	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Utah	0.8	36	0.6	1	0.3	141	0.8	11	0.6
Vermont	0.0	2	0.0	0	0.0	2	0.0	0	0.0
Virginia	2.3	135	2.3	9	2.5	442	2.5	46	2.5
Washington	1.4	119	2.0	2	0.6	313	1.7	17	0.9
West Virginia	1.0	49	0.8	5	1.4	186	1.0	31	1.7
Wisconsin	1.8	89	1.5	8	2.2	357	2.0	17	0.9
Wyoming	0.2	3	0.1	1	0.3	46	0.3	3	0.2
Total	**100**	**6,000**	**100**	**363**	**100**	**18,000**	**100**	**1,850**	**100**

Mailing Procedure

The paper survey was sent to 6,000 newly licensed LPN/VNs (half receiving Form 1 and the other half receiving Form 2). The Web survey was sent to another 18,000 newly licensed LPN/VNs; the three versions of the Web survey were distributed evenly among the sample.

A seven-stage mailing process was used to engage the participants in the study. A pre-survey letter or email was sent to each person selected for the sample on April 13, 2015. A week later, the paper survey, with a cover letter and postage-paid return envelope, was mailed. Web recipients were sent an email invitation with a URL link to the survey. Two weeks later, reminder emails were sent to Web nonresponders and reminder postcards were sent to paper nonresponders, reiterating the importance of the study and urging participation. Another two reminder emails were sent during the ensuing five weeks to Web survey nonresponders, totaling three reminder messages. For the paper survey, two more rounds of follow-up postcards were mailed to nonresponders at the same time that the reminder emails were sent. Replacement surveys were delivered upon request before the survey closed. Data collection for the surveys was conducted from April through August 2015.

Confidentiality

All nurses surveyed were promised confidentiality with regard to their participation and their responses. Files containing mailing information were kept separate from the data files. Pre-assigned code numbers were used to facilitate cost-effective follow-up mailings. The study protocol was reviewed and approved by NCSBN's CEO for compliance with organizational and industry guidelines for research studies involving human subjects.

Return Rates

Of the 24,000 total surveys sent, 182 paper and 337 Web surveys were not delivered due to incorrect addresses. A total of 5,665 surveys (990 for paper, 4,675 for Web) were completed and returned for adjusted return rates of 17.0% for paper and 26.5% for Web. See Table 2 for adjusted return rates. A total of 3,452 individuals (627 paper, 2,825 Web) did not qualify for survey ratings based upon one of the following reasons: (a) they did not indicate having a LPN/VN license; (b) they were not currently working in the U.S.; and/or (c) they were working less than

20 hours per week providing direct care to clients as an LPN/VN; (d) they had U.S. work experience longer than 12 months. After adjusting for incorrect addresses and removals, the analyzable response rates were 6.2% for paper and 10.5% for Web. Many of the invalid responses were excluded because working experience of the respondents exceeded 12 months. To ensure the sample included LPN/VN with 0-12 months of experience, reflective of the revised entry-level definition, the survey was oversampled. The number of the analyzable responses in 2015 was 400 more than in 2012; however, due to oversampling, the adjusted return rate was smaller than in 2012. Furthermore, as can be seen in Table 1, the respondents were representative of the population of newly licensed LPN/VNs. See Table 3 for analyzable return rates.

LPN/VN Practice Analysis Survey Nonresponder Study

In order to ensure the validity of the results, NCSBN conducted a telephone survey of nonresponders to determine if LPN/VNs who did not respond would have rated the survey activity statements differently than the responders. If there are no systematic differences in responders versus nonresponders, we have further evidence that the survey results are unbiased, which supports the validity of the 2015 LPN/VN practice analysis results. The nonresponders rated the activity statements similarly to the responders, lending support for the validity of the results. See Appendix H for a full report of the nonresponder study.

Summary

A panel of ten nurses, who were experts in the practice of newly licensed LPN/VNs, with two members representing newly licensed LPN/VNs, met and created a comprehensive list of LPN/VN activity statements using multiple methods: document review, review of practice logs and themes from nurse leader interviews. A data collection instrument was developed and revised before being sent to 24,000 newly licensed LPN/VNs selected from lists of candidates who passed the NCLEX-PN Examination between Dec. 20, 2015 and March 31, 2015. The survey response rate was 6.2% for paper and 10.5% for Web. This practice analysis contains the responses of 2,213 newly licensed LPN/VNs, which is 392 more responses than collected from the 2012 LPN/VN Practice Analysis Survey and should, therefore, provide more precise results.

Table 2. Adjusted Return Rates

Survey Format	Sample	Bad Addresses	Surveys Sent	Adjusted Response	Adjusted Return Rate
Paper	6,000	182	5,818	990	17.0%
Web	18,000	337	17,663	4,675	26.5%
Total	24,000	519	23,481	5,665	24.1%

Table 3. Analyzable Return Rates

Survey Format	Surveys Sent	Invalid Responses	Analyzable Responses	Analyzable Return Rate
Paper	5,818	627	363	6.2%
Web	17,663	2,825	1,850	10.5%
Total	23,481	3,452	2,213	9.4%

DEMOGRAPHICS, EXPERIENCES AND PRACTICE ENVIRONMENTS OF PARTICIPANTS

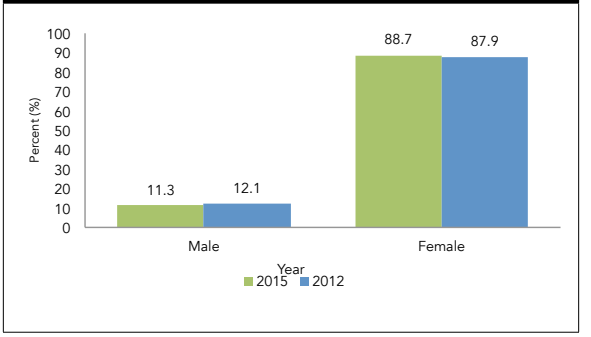
Demographics/Past Experiences

Demographic information, including racial and ethnic backgrounds, educational preparation and gender, are presented next, followed by descriptions of responders' work environments, including settings, shifts worked and client characteristics. Data presented in this section reflects the number of responders to each particular set of questions and not the sample for the 2015 survey.

Age and Gender

In 2015, the majority (88.7%) of survey responders reported being female, slightly higher than the 2012 LPN/VN Practice Analysis (87.9%). See Figure 1 for gender breakdowns by year. The age of responder nurses averaged 32.8 years (SD = 9.54 years), slightly younger than the respondents from the 2012 survey (33.0)

Figure 1. Gender of Newly Licensed LPN/VNs



Race/Ethnicity of Newly Licensed LPN/VNs

Participants in the current study were ethnically diverse with 52.3% reporting being White-Not of Hispanic Origin. The second largest racial group represented was African American (22.6%). Racial/ethnic backgrounds were similar to those of responders to the 2012 survey. See Figure 2 for newly licensed LPN/VNs' racial/ethnic backgrounds compared between the 2015 and 2012 surveys.

Educational Background

Most of the newly licensed LPN/VNs (83.7%) obtained an LPN/VN-diploma/certificate in the U.S. The second most frequent response was LPN/VN associate degree in the U.S. (11.1%). These numbers closely mirrored the proportions in the population from which the study sample was derived and follows the same educational diversity of past studies. See Figure 3.

Average Months Since Graduation, Months Employed and Previous Nurse Aide (NA) Experience

Responders reported working an average of 7.4 months as LPN/VNs in the U.S. and reported being an average of 13.9 months post graduation. See Figure 4. Approximately 46.5% of newly licensed LPN/VNs reported previous experience as an NA, a 3.0% decrease from the 2012 survey results. 2015 responders reported an average of 5.4 years of experience as an NA, a 0.4-year increase from 2012. See Table 4.

Orientation

The majority of newly licensed LPN/VNs indicated they received some form of formal orientation (91.7%). No formal orientation was reported by 8.3% and 3.1% reported having only classroom instruction or skills lab work for their orientation. Newly licensed LPN/VNs reported working with an assigned preceptor (64.0%) for an average of 3.2 weeks and 18.1% reported classroom and/or skills lab plus performing supervised work with clients for an average of approximately 3.1 weeks. Only 2.2% reported having a formal internship that lasted an average of 3.5 weeks. See Table 5 for type and length of orientation.

Certifications Earned

In the current study, 83.2% of responders reported earning additional certifications or completing coursework compared to 63.8% of 2012 responders. Basic life support (44.7%), intravenous therapy (20.7%) and advanced cardiac life support (9.8%) were the most frequently reported certifications. See Table 6 for a complete listing of additional coursework and/or certifications completed by survey responders. The ability to provide multiple

Figure 2. Race/Ethnicity of Newly Licensed LPN/VNs

Figure 3. Educational Programs of Newly Licensed LPN/VNs

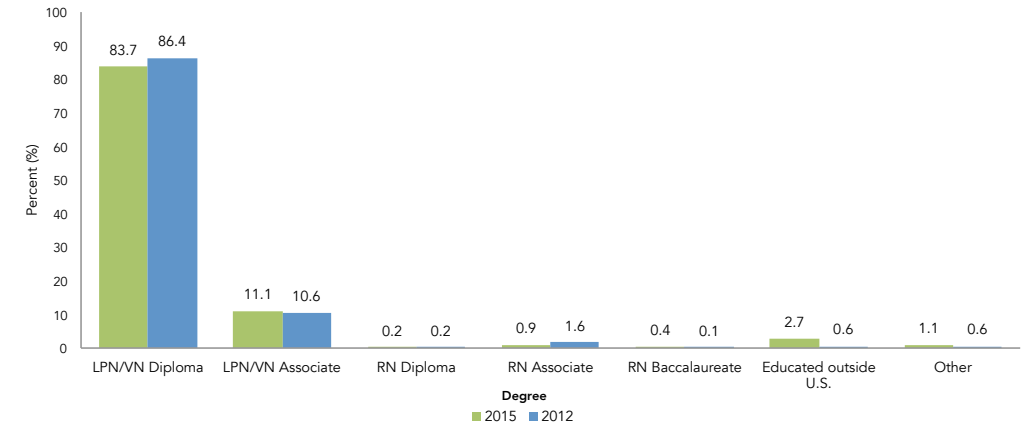


Figure 4. Average Months Since Graduation and Months Employed

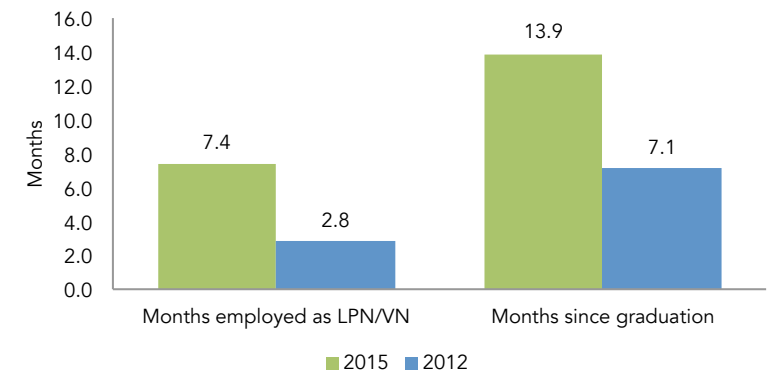


Table 4. Average Years of Nurse Aide Experience	
2015	
Years of experience	5.4
Percent (%)	46.5
2012	
Years of experience	5.0
Percent (%)	49.5

Table 5. Type and Length of Orientation				
	2015		2012	
Type of Orientation	**%**	**Avg Weeks**	**%**	**Avg Weeks**
No formal orientation	8.3	N/A	7.7	N/A
Classroom instruction/skills lab work only	3.1	1.3	1.6	1.1
Classroom and/or skills lab plus supervised work with clients	18.1	3.1	14.8	3.1
Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work	64.0	3.2	68.4	3.2
A formal internship with or without additional classroom or skills lab work	2.2	3.5	3.3	4.9
Other	4.3	2.6	4.2	1.6

Table 6. Additional Coursework/Certifications		
	2015	**2012**
	(n=2,213)	**(n=1,821)**
Type of Additional Coursework Certification	**%**	**%**
Advanced Cardiac Life Support	9.8	8.5
Basic Life Support	44.7	30.3
Behavioral Management	3.9	3.3
Chemotherapy	0.2	0.1
Conscious/Moderate Sedation	0.4	0.6
Coronary Care	0.6	0.3
Critical Care	1.5	1.0
Intravenous Therapy	20.7	17.9
Neonatal Advanced Life Support	0.7	0.3
Neonatal Resuscitation	1.8	N/A
Pediatric Advanced Life Support	2.4	1.5
Phlebotomy	9.3	6.0
Peritoneal Dialysis	0.9	0.9
Rehabilitation	3.1	1.2
None	16.8	36.2
Other	6.0	5.8

answers allowed for percentages to equal more than 100.

Work Settings

Facilities

The majority (50.4%) of newly licensed LPN/VNs in this study reported working in long term care facilities, 28.6% reported working in community-based or ambulatory care facilities/organizations and 10.3% reported working in a hospital. When compared to results in the Report of Findings from the 2012 LPN/VN Practice Analysis: Linking the NCLEX-PN® Examination to Practice (NCSBN, 2013), there was a decrease in the number of newly licensed LPN/VNs working in long term care and hospital settings, but an increase in community-based settings. See Table 7. The numbers of beds reported in hospitals or nursing homes were mostly distributed among 100-299 beds (30.6%) and 50-99 beds (19.8%). Similar to the results from the 2012 survey, a small percentage of responders worked in facilities with 300 or more beds; 4.2% worked in facilities with 300-499 beds and only 2.3% worked in facilities with 500 beds or more. Nearly the same percentage of responders reported working in urban or metropolitan (35.0%) and suburban areas (35.7%), with responders from rural areas accounting for more than a quarter of the sample (29.3%). See Table 8.

Practice Settings

Overall, the majority of newly licensed LPN/VNs reported working in nursing homes (32.1%), which is a slight decrease from the 2012 findings. Rehabilitation was reported by 9.9% of responders, 9.6% reported working in other long-term care and 7.4% reported working in home health. This represents a decrease in employment in rehabilitation and a slight increase in home health. See Table 9.

Table 7. Employment Facilities

Type of Facility/Organization	2015 (n=2,213) %	2012 (n=1,464) %
Hospital	10.3	12.1
Long-term care	50.4	54.2
Community-based or ambulatory care facility/organization	28.6	25.2
Other	10.7	8.5

Table 8. Employment Setting Characteristics

Type of Facility/Organization	2015 (n=2,213) %	2012 (n=1,458) %
Number of hospital or nursing home beds		
Under 50 Beds	8.6	7.3
50 – 99 Beds	19.8	20.4
100 – 299 Beds	30.6	34.4
300 – 499 Beds	4.2	5.5
500 or More Beds	2.3	2.2
Don't Know	2.0	2.3
Other Work Setting	32.5	28.0
Location of employment setting		
Urban/Metropolitan area	35.0	35.8
Suburban	35.7	35.4
Rural	29.3	28.7

Client Health Conditions

Newly licensed LPN/VNs reported caring most frequently for clients with stabilized chronic conditions (47.8%), clients with behavioral/emotional conditions (37.9%), well clients (29.9%), clients at end of life (27.5%), and clients with acute conditions (26.0%). These results are similar to those from the 2012 survey. The ability to give multiple answers allowed for percentages to equal more than 100. See Figure 5.

Client Ages

The majority of newly licensed LPN/VNs reported caring for older adult clients aged 65 to 85 (51.6%), older adult clients aged 85 and older (37.6%) and adult clients aged 18 to 64 (35.1%)[1]. The ability to give multiple answers allowed for percentages to equal more than 100. See Figure 6.

Shifts Worked

The shifts most commonly worked by newly licensed LPN/VNs continued to be days (47.5%), evenings (21.0%) and nights (19.3%). Compared to the 2012 findings, responders who reported working rotating shifts have increased, while those reporting working day shifts increased slightly. A very small percentage of responders (3.0%) indicated they worked other types of shifts. See Figure 7 for shifts reported in 2012 and 2015.

Table 9. Practice Settings

Practice Setting	2015 (n=2,213) %	2012 (n=1,821) %
Assisted Living	7.2	9.1
Critical care (e.g., ICU, CCU, stepdown units, pediatric/neonatal intensive care, emergency department, postanesthesia recovery unit)	1.4	1.8
Home health, including visiting nurses associations	7.4	6.9
Hospice care	3.7	3.9
Labor and delivery	0.2	0.3
Medical-surgical unit or any of its subspecialties (e.g., oncology, orthopedics, neurology)	5.5	6.4
Nursery	0.1	0.2
Nursing home, skilled or intermediate care	32.1	39.2
Occupational health	0.5	0.4
Operating room, including outpatient surgery and surgicenters	0.5	0.8
Other	3.2	5.5
Other longterm care (e.g., residential care, developmental disability)	9.6	9.8
Outpatient clinic	6.0	4.0
Pediatrics	5.2	4.3
Physician/APRN/Dentist office	4.6	5.3
Postpartum unit	0.1	0.7
Prison/Correctional Facility/Jail	1.7	1.5
Psychiatry or any of its subspecialties (e.g., detox)	3.7	4.1
Public health	1.0	1.0
Rehabilitation	9.9	11.8
Short stay/Observational	0.6	N/A
Step-down/Progressive care	0.3	N/A
Student/school health	1.5	0.6
Subacute unit	1.6	1.6
Transitional care unit	0.8	1.3

1 In 2012 survey, client ages were reported in different categories: Newborn, Infants/children (1 mo-12yrs), Adolescents (13-18 yrs), Young adult (19-30 yrs), Adult (31-64 yrs), Older adult (65-85 yrs), and Older adult (85+ yrs).

Time Spent in Different Categories of Nursing Activities

The responders to the current study were asked to record the numbers of hours spent performing specific categories of activities. See Table 10. The hours spent were then converted to proportions of time by dividing the number of hours reported spent working by the hours reported spent on each activity. Because nurses often perform more than one type of activity at a time, such as teaching while giving medications or providing emotional support while giving routine care, these proportions did not equal 100. In order to make the proportions of time spent in activities useful to the task of helping to validate the NCLEX-PN test plan, the proportions were standardized by dividing the time spent in each category of activity by the sum of hours reportedly spent in all the activities. These standardized proportions have the advantage of adding up to 100. Newly licensed LPN/VNs reported spending the greatest amount of time in pharmacological therapies (16.4%), safety and infection control (13.7%), basic care and comfort (13.6%), and physiological adaptation (12.1%). There is a slight increase in the amount of time spent on coordinated care activities. Compared to the 2012 study, there are slight variations in time spent on almost all categories of activities.

Administrative Responsibilities/Primary Administrative Position

The newly licensed LPN/VNs responding to the practice analysis survey were asked if they had administrative responsibilities within their nursing position. Of all responders, 34.3% reported having such responsibilities. The percentage of individuals who reported such responsibilities varies by type of employing facility. Those working in long-term care facilities were much more likely to report having administrative responsibilities than those working in other settings. 23.1% in long-term care reported having administrative responsibilities. Only 1.2% in hospitals, 6.6% of those working in community-based settings, and 3.4% of responders working in other facilities had administrative responsibilities. Out of the respondents with administrative responsibilities, 59.6% reported performing as their primary position.

Enrollment in RN Educational Programs

Responders were asked about enrollment in further nursing education. Approximately 18.0% of responders reported enrollment in a registered nurse educational program and 22.6% reported that they had applied to such a program, but were not currently enrolled. Of those currently enrolled, 74.7% were in associate degree programs, 19.3% were in baccalaureate programs and 2.8% were in diploma programs. Of those who applied, but were not enrolled, 37.6% were completing prerequisite courses, 19.5% were unable to afford tuition, 15.5% were on waiting lists, 7.8% were turned away because classes were full and 4.0% failed to meet program requirements. Approximately 30.2% of responders reported holding non-nursing college degrees. See Table 12.

Summary

The newly licensed LPN/VNs responding to the 2015 LPN/VN Practice Analysis Survey were primarily female with an average age of 33 years. The majority worked straight day, or evening or night shifts in nursing homes or rehabilitation units of long-term care facilities. The majority were provided an orientation with an assigned preceptor or mentor for an average of 3.2 weeks. The responders cared mostly for clients with stabilized chronic conditions who were 65-85 years of age.

Figure 5. Client Health Conditions

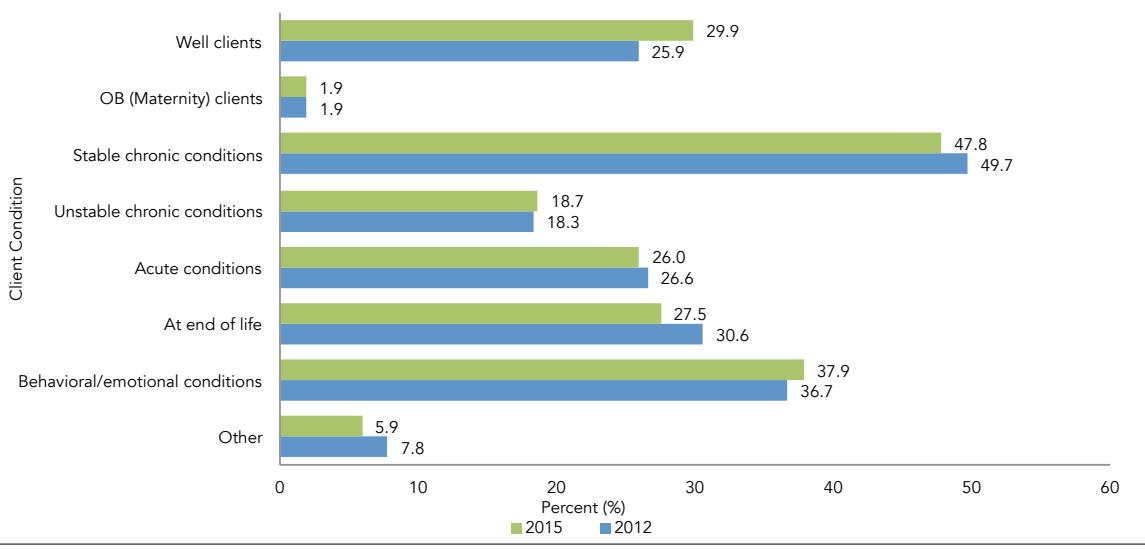


Figure 6. Client Ages

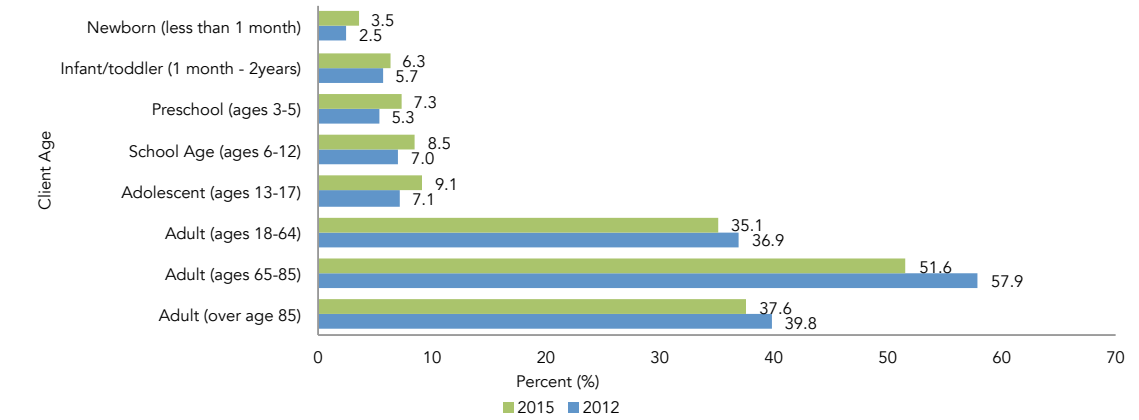


Figure 7. Shifts Worked by Newly Licensed

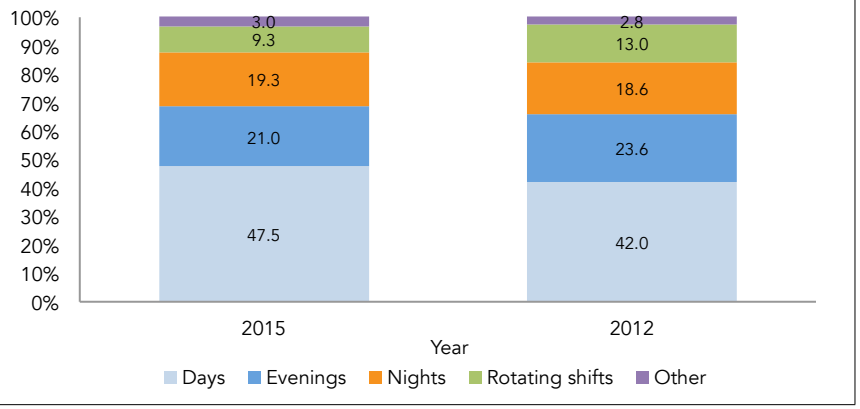


Table 10. Average Time Spent in Different Categories of Nursing Activities

Categories of Activities		Average Hours (2009)	Proportion of Work Hours (2015)	2015 Standardized Proportion (%)	2012 Standardized Proportion (%)
Coordinated Care	Collaborate with health care team members to facilitate effective client care.	2.8	29.2	10.8	9.9
Safety and Infection Control	Contribute to the protection of client and health care personnel from health and environmental hazards.	3.9	40.9	13.7	13.6
Health Promotion and Maintenance	Provide nursing care for clients that incorporate knowledge of expected stages of growth and development and prevention and/or early detection of health problems.	3.3	34.2	11.2	10.9
Psychosocial Integrity	Provide care that assists with promotion and support of the emotional, mental and social well-being of the client.	3.5	37.0	12.0	12.5
Basic Care and Comfort	Provide comfort to clients and assistance in the performance of activities of daily living.	3.8	38.3	13.6	13.2
Pharmacological Therapies	Provide care related to the administration of medications and monitors clients who are receiving parenteral therapies.	4.0	41.9	16.4	14.2
Reduction of Risk Potential	Reduce the potential for clients to develop complications or health problems related to treatments, procedures or existing conditions.	3.5	36.9	11.4	12.3
Physiological Adaptation	Participate in providing care for clients with acute, chronic or life threatening physical health conditions.	3.6	37.9	12.1	13.3

Table 11. Administrative Responsibilities

	2015					2012
	Hospital	Long-term Care	Community-based	Other	Total	Total
	%	%	%	%	%	%
Have administrative responsibilities	1.2	23.1	6.6	3.4	34.3	43.4
As primary position	40.7	67.6	42.1	49.3	59.6	--

Table 12. Registered Nurse Education Program Enrollment				
	2015		2012	
	Frequency	%	Frequency	%
Enrolled in a registered nurse education program				
Yes	272	18.0	777	23.4
No	899	59.4	1829	55.1
I have applied, but am not currently enrolled	343	22.6	713	21.5
Program enrollment				
Registered nurse – Diploma program	8	2.8	24	3.1
Registered nurse – Associate degree program	213	74.7	642	82.6
Registered nurse – Bachelor's degree program	55	19.3	97	12.5
Other	9	3.2	14	1.8
Reason for nonenrollment				
Currently completing prerequisite courses	179	37.6	464	40.9
Turned away because nursing program is full	37	7.8	60	5.3
Unable to afford tuition	93	19.5	169	14.9
Did not meet admission requirements	19	4.0	34	3.0
On a waiting list for admission	74	15.5	193	17.0
Other	74	15.5	214	18.9
Non-nursing college degree				
Yes	455	30.2	960	29.4
No	1052	69.8	2301	70.6

ACTIVITY STATEMENT PERFORMANCE FINDINGS

Findings relative to the activities performed by newly licensed LPN/VNs are presented in this section of the report. The methods used to collect and analyze activity statement findings, the representativeness of activity statements, applicability to practice settings, frequency of performance and importance of the activities will be discussed. A validation of survey findings with estimates provided by the SME panel will also be provided.

Overview of Methods

The 2015 LPN/VN Practice Analysis Survey asked responders to answer two questions about each activity statement. Question A addressed the frequency of activity performance. The scale of frequency ranged from never performed in work setting to 5 or more times. Responders were instructed to mark never performed in work setting if an activity did not apply to their work setting and then move to the next activity. If the activity did apply to their work setting, they were asked to mark on a six point scale of 0 to 5 or more times, reflecting the frequency with which they had performed the activity on their last day of work. In question B, they were then asked to rate the overall importance of the activity considering client safety and/or threat of complications or distress on a scale of 1 to 5 with one being not important to five being critically important. The responder ratings were analyzed in three parts. Applicability to practice setting was assessed by analyzing the number of responders having performed each activity statement, excluding those that marked never performed.

Activity Performance Characteristics

Reliability

Reliability indices were calculated to assess the capability of the survey to measure the activities relevant to safe and effective practice of newly licensed LPN/VNs. Cronbach's alpha coefficients were calculated for frequency and importance ratings for the paper and Web forms of the survey to measure the internal consistency of the instrument (Cronbach, 1951). Alpha coefficients range from 0 to 1; a value of 0.70 or greater is considered adequate. As can be seen in Table 13, the survey was reliable.

SME Panel Validation of Survey Findings

The SME panel for the 2015 LPN/VN Practice Analysis Survey was asked to provide independent ratings of the 154 activity statements. The panel members estimated the percentage of newly licensed LPN/VNs performing the activities within their practice setting, the average setting-specific daily frequency with which the activities were performed and the average importance of the activities. After the ratings were obtained, average total group frequency estimates were calculated by prorating the setting-specific frequency ratings with the estimates of setting applicability. All panel ratings were averaged across panel members and compared to the ratings obtained from the practice analysis survey.

The importance ratings estimated by the SME panel were compared to the average importance ratings

Table 13. Reliability Estimates

	Importance			Frequency		
	N Items	N Cases	Scale Reliability	N Items	N Cases	Scale Reliability
Paper Form 1	77	179	0.97	77	179	0.97
Paper Form 2	77	184	0.97	77	184	0.97
Web Form 1	52	606	0.96	52	606	0.97
Web Form 2	51	631	0.96	51	631	0.96
Web Form 3	51	613	0.96	51	613	0.97

from the practice analysis survey responders. The estimates of the panel members compared to survey findings may be found in Table 14. There were no activities for which the panel members estimated an importance of one point higher than the responders in the survey. Additionally, there were no activities for which the SMEs estimated an importance of one point less than the responders on the survey. The similar ratings by the SMEs and the responders provide additional validity evidence for the study results.

Applicability of Activities to Practice Setting

Responders indicated if each of the activities was applicable to his or her work setting by marking the never performed in work setting response. The percentages of newly licensed nurses indicating that the activities were applicable are reported in Table 15. The activities ranged from 18.2% applicability to 99.8% applicability. The activities with the lowest percentage of applicability included "assist with monitoring a client in labor" (18.2%) and "assist with fetal heart monitoring for the antepartum client" (21.0%). The activities with the highest percentage of applicability for responders were "provide care within the legal scope of practice" (99.8%) and "maintain client confidentiality" (99.8%).

Frequency of Activity Performance

Responders were asked to rate the frequency of performance of all activities that were applicable to their work settings. They reported how frequently they performed the activity on the last day they worked on a six-point scale: 0 times to 5 times or more. Average frequency statistics were calculated in two ways. The setting-specific frequency was calculated by averaging the frequency ratings of those responders providing ratings (e.g., responders indicating that the activity applied to their work setting). The total group frequency was calculated by including the missing frequency ratings (e.g., responders indicating that the activity did not apply to their work setting) before averaging the rating. To do this, the missing frequency ratings were converted to zero (0 times on the rating scale) for inclusion in the total group frequency calculation. See Table 15 for setting-specific and total group frequency.

Setting-Specific

Average setting-specific frequencies ranged from 0.97 to 4.88. The activities performed with the lowest frequencies were "assist with monitoring a client in labor" (0.97); "monitor transfusion of blood product" (1.16); and "insert, maintain and remove nasogastric (NG) tube" (1.20). The activities with the highest setting-specific average frequencies of performance were "provide care within the legal scope of practice" (4.88); "maintain client confidentiality" (4.80); and "maintain standard/ universal precautions" (4.76). Appendix D presents activity statements rank ordered by average setting-specific frequency.

Total Group

Average total group frequencies ranged from 0.18 to 4.87. The activities performed with the lowest total group frequency were "assist with monitoring a client in labor" (0.18); "monitor transfusion of blood product" (0.26); and "assist with fetal heart monitoring for the antepartum client" (0.30). Those activities performed with the overall highest frequencies were "provide care within the legal scope of practice" (4.87); "maintain client confidentiality" (4.79); and "maintain standard/ universal precautions" (4.73). Appendix E presents activity statements rank ordered by average total group frequency.

Importance of Activity Performance

Responders were asked to rate the importance of performing each nursing activity in regard to the maintenance of client safety and/or threat of complications or distress. Responders were further requested to consider the importance of activity performance in terms of client safety, namely risk of unnecessary complications, impairment of function or serious distress to clients. Importance ratings were recorded using a 5-point scale: 1= Not Important, 2= Marginally Important, 3= Moderately Important, 4= Important and 5= Critically Important. Average importance ratings were calculated in two ways. Setting-specific importance was calculated by averaging only the ratings of responders providing who noted that the activity applied to their setting.

The total group importance was calculated by including all 154 activities is reported in Table 16.

Setting-Specific

Average setting-specific importance ratings ranged from 3.63 to 4.88. The activities with the lowest importance ratings were "participate in client referral process" (3.63); "assist with monitoring a client in labor" (3.71); and "participate in client group session" (3.80). The activities with the highest importance ratings were "follow the rights of medication administration" (4.88); "verify the identity of client" (4.83); and "maintain client confidentiality" (4.83). Appendix F displays activity statements rank ordered by average setting-specific importance ratings.

Total Group

Average total group importance ratings ranged from 3.38 to 4.86. The activities with the lowest importance ratings were "participate in client group session" (3.38); "participate in client referral process" (3.39); and "assist with monitoring a client in labor" (3.46). The activities with the overall highest importance ratings were "follow the rights of medication administration" (4.86); "maintain client confidentiality" (4.83); and maintain standard/ universal precautions" (4.82). Appendix G presents activity statements rank ordered by average total group importance ratings.

SUMMARY

In general, the importance ratings of SMEs and responders to the 2015 LPN/VN Practice Analysis Survey were similar, supporting the validity of the results. The reliability of the survey instrument was quite good. In addition, activities with the lowest average total group frequency and importance ratings corresponded, in general, to those activities performed in specialized areas of nursing practice.

Table 14. Average Frequency and Importance Ratings (Total Group) and Percent Performing from LPN/VN Practice Analysis Survey and LPN/VN Practice Analysis Survey SME Panel

		Newly Licensed LPN/VN Survey Ratings			SME Ratings Results			Rating Differences		
Activity Number	Activity	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting Difference	Total Group Frequency Difference	Total Group Importance Difference
1	Apply evidence-based practice when providing care	97.3	4.02	4.26	88.9	3.78	4.44	8.39	0.24	-0.19
2	Practice in a manner consistent with code of ethics for nurses	99.5	4.73	4.74	100.0	4.89	4.67	-0.46	-0.16	0.07
3	Provide care within the legal scope of practice	99.8	4.87	4.74	100.0	4.78	4.89	-0.15	0.09	-0.15
4	Maintain client confidentiality	99.8	4.79	4.83	100.0	4.78	4.89	-0.16	0.02	-0.06
5	Organize and prioritize care for assigned group of clients	94.9	4.20	4.43	100.0	4.56	4.33	-5.06	-0.35	0.10
6	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	88.9	3.44	4.01	88.9	3.11	3.56	0.02	0.33	0.45
7	Monitor activities of assistive personnel	88.6	3.61	4.00	88.9	3.44	4.11	-0.27	0.16	-0.11
8	Participate in client data collection	97.4	4.22	4.47	100.0	3.89	4.00	-2.64	0.33	0.47
9	Participate in client referral process	74.9	1.74	3.39	77.8	1.44	3.78	-2.85	0.29	-0.39
10	Use data from various sources in making clinical decisions	96.9	3.56	4.19	88.9	3.67	4.44	7.99	-0.10	-0.26
11	Contribute to the development and/or update of the client plan of care	92.4	3.26	4.19	77.8	3.11	4.22	14.62	0.15	-0.03
12	Receive and process health care provider orders	97.6	4.02	4.67	88.9	3.78	4.78	8.71	0.24	-0.11
13	Provide and receive report	95.7	3.77	4.50	88.9	2.89	4.67	6.82	0.88	-0.16
14	Advocate for client rights and needs	97.4	4.04	4.62	100.0	3.89	4.44	-2.63	0.15	0.17
15	Provide for privacy needs	99.1	4.66	4.63	100.0	4.00	4.44	-0.91	0.66	0.19
16	Promote client self-advocacy	95.1	3.57	4.27	100.0	3.00	4.11	-4.87	0.57	0.16
17	Involve client in care decision making	94.8	3.83	4.40	100.0	2.89	4.33	-5.22	0.94	0.06
18	Participate in client consent process	88.3	2.95	4.33	100.0	1.33	3.78	-11.75	1.62	0.56
19	Provide information about advance directives	74.6	1.58	3.84	88.9	1.00	3.78	-14.25	0.58	0.06
20	Participate in providing cost effective care	89.0	3.28	3.95	88.9	2.78	3.89	0.07	0.50	0.06
21	Use information technology in client care	94.0	3.85	4.11	100.0	4.56	4.00	-6.00	-0.71	0.11
22	Participate as a member of an interdisciplinary team	83.0	2.72	4.04	88.9	2.67	4.00	-5.84	0.05	0.04
23	Recognize and report staff conflict	85.7	1.82	3.92	100.0	1.89	3.33	-14.31	-0.07	0.59

Table 14. Average Frequency and Importance Ratings (Total Group) and Percent Performing from LPN/VN Practice Analysis Survey and LPN/VN Practice Analysis Survey SME Panel

		Newly Licensed LPN/VN Survey Ratings			SME Ratings Results			Rating Differences		
Activity Number	Activity	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting Difference	Total Group Frequency Difference	Total Group Importance Difference
24	Recognize task/assignment you are not prepared to perform and seek assistance	95.5	2.56	4.48	88.9	0.89	4.44	6.61	1.67	0.04
25	Respond to the unsafe practice of a health care provider (e.g., intervene or report)	77.9	1.29	4.53	88.9	0.56	4.56	-10.97	0.74	-0.03
26	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound or communicable disease)	83.0	2.15	4.61	88.9	0.56	4.44	-5.84	1.60	0.17
27	Participate in client discharge or transfer	81.4	2.05	3.82	77.8	1.11	4.11	3.64	0.93	-0.29
28	Follow up with client after discharge	56.0	1.10	3.55	33.3	0.56	3.33	22.64	0.54	0.22
29	Participate in staff education (e.g., inservices and continued competency)	92.9	2.93	4.22	88.9	1.44	4.00	4.02	1.49	0.22
30	Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee)	71.1	1.85	3.75	66.7	0.78	3.33	4.46	1.07	0.41
31	Verify the identity of client	99.0	4.60	4.82	100.0	4.56	4.89	-0.97	0.04	-0.07
32	Identify client allergies and intervene as appropriate	95.8	3.32	4.73	100.0	2.78	4.44	-4.23	0.54	0.28
33	Evaluate the appropriateness of health care provider's order for client	94.3	3.35	4.53	100.0	3.67	4.56	-5.71	-0.32	-0.02
34	Acknowledge and document practice error (e.g., incident report)	87.4	1.98	4.53	100.0	0.89	4.33	-12.56	1.09	0.20
35	Assist in and/or reinforce education to client about safety precautions	97.0	3.89	4.62	100.0	2.22	4.44	-3.02	1.67	0.18
36	Use safe client handling techniques (e.g., body mechanics)	97.1	4.33	4.67	100.0	4.00	4.44	-2.86	0.33	0.23
37	Use transfer assistive devices (e.g., gait/transfer belt, slide board or mechanical lift)	83.7	2.52	4.30	88.9	3.44	4.44	-5.18	-0.93	-0.15
38	Assure availability and safe functioning of client care equipment	96.7	3.81	4.53	88.9	2.67	4.67	7.85	1.15	-0.13
39	Implement least restrictive restraints or seclusion	62.1	1.56	3.85	55.6	0.44	4.11	6.50	1.12	-0.26
40	Follow protocol for timed client monitoring (e.g., safety checks)	91.2	3.79	4.51	77.8	2.11	4.11	13.40	1.68	0.40
41	Initiate and participate in security alert (e.g., infant abduction or flight risk)	64.3	1.32	4.29	44.4	0.00	4.33	19.85	1.32	-0.04

Table 14. Average Frequency and Importance Ratings (Total Group) and Percent Performing from LPN/VN Practice Analysis Survey and LPN/VN Practice Analysis Survey SME Panel

		Newly Licensed LPN/VN Survey Ratings			SME Ratings Results			Rating Differences		
Activity Number	Activity	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting Difference	Total Group Frequency Difference	Total Group Importance Difference
42	Identify and address unsafe conditions in health care environment (e.g., environmental, biohazard, fire)	92.2	2.56	4.55	100.0	1.33	4.56	-7.84	1.23	-0.01
43	Participate in preparation for internal and external disasters (e.g., fire or natural disaster)	84.6	1.49	4.23	88.9	0.44	4.00	-4.32	1.05	0.23
44	Maintain standard/universal precautions	99.4	4.73	4.82	100.0	5.00	4.67	-0.62	-0.27	0.16
45	Use aseptic and sterile techniques	97.2	3.83	4.77	100.0	2.22	4.67	-2.77	1.61	0.11
46	Identify the need for and implement appropriate isolation techniques	83.6	2.16	4.49	66.7	1.56	4.67	16.93	0.61	-0.18
47	Assist with fetal heart monitoring for the antepartum client	21.0	0.30	3.95	0.0	0.00	3.89	20.98	0.30	0.06
48	Assist with monitoring a client in labor	18.2	0.18	3.46	0.0	0.00	3.89	18.20	0.18	-0.43
49	Monitor recovery of stable postpartum client	24.5	0.32	3.74	0.0	0.00	3.89	24.52	0.32	-0.14
50	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	27.3	0.64	3.97	11.1	0.00	3.78	16.15	0.64	0.19
51	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	41.9	1.19	3.70	22.2	0.00	3.56	19.70	1.19	0.15
52	Provide care that meets the needs of the adult client ages 18 through 64 years	88.7	3.89	4.30	100.0	3.67	4.44	-11.34	0.22	-0.14
53	Provide care that meets the needs of the adult client ages 65 through 85 years and over	89.1	4.10	4.42	88.9	4.22	4.11	0.19	-0.12	0.31
54	Compare client to developmental norms	64.1	1.95	3.72	77.8	2.00	3.56	-13.72	-0.05	0.17
55	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	52.3	1.16	3.69	66.7	0.78	3.56	-14.42	0.38	0.14
56	Provide care and resources for beginning of life and/or end of life issues and choices	73.5	2.32	4.14	77.8	1.22	3.89	-4.26	1.09	0.25
57	Collect data for health history (e.g., client medical history, family medical history)	87.1	2.88	4.27	100.0	2.78	4.11	-12.92	0.11	0.15
58	Collect baseline physical data (e.g., skin integrity, or height and weight)	98.1	4.07	4.48	100.0	3.00	4.33	-1.90	1.07	0.15

Table 14. Average Frequency and Importance Ratings (Total Group) and Percent Performing from LPN/VN Practice Analysis Survey and LPN/VN Practice Analysis Survey SME Panel

		Newly Licensed LPN/VN Survey Ratings			SME Ratings Results			Rating Differences		
Activity Number	Activity	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting Difference	Total Group Frequency Difference	Total Group Importance Difference
59	Identify barriers to communication	96.5	3.38	4.31	88.9	2.11	4.11	7.61	1.27	0.20
60	Identify barriers to learning	81.6	2.41	4.00	88.9	2.00	4.00	-7.26	0.41	0.00
61	Participate in health screening or health promotion programs	68.5	1.65	3.78	66.7	1.11	3.33	1.81	0.54	0.45
62	Provide information for prevention of high risk behaviors	85.6	2.84	4.24	77.8	1.56	3.56	7.80	1.29	0.68
63	Identify clients in need of immunizations (required and voluntary)	79.5	2.24	3.97	77.8	1.22	3.56	1.70	1.01	0.42
64	Identify community resources for clients	73.8	1.69	3.69	77.8	0.67	4.11	-4.00	1.02	-0.42
65	Use therapeutic communication techniques with client	97.6	4.15	4.32	77.8	2.89	4.22	19.84	1.26	0.10
66	Provide emotional support to client	97.6	3.98	4.44	100.0	3.56	4.22	-2.44	0.42	0.22
67	Promote positive self-esteem of client	97.7	3.91	4.24	100.0	3.56	4.11	-2.28	0.36	0.13
68	Assist in and/or reinforce education to caregivers/family on ways to manage client with behavioral disorders	83.0	2.60	4.16	77.8	1.89	4.11	5.19	0.71	0.05
69	Assist client to cope/adapt to stressful events and changes in health status (e.g., abuse, neglect, end of life, grief and loss, life changes or physical changes)	92.2	3.02	4.34	88.9	1.22	4.00	3.28	1.79	0.34
70	Participate in behavior management program by recognizing environmental stressors and/or providing a therapeutic environment	81.4	2.62	4.08	77.8	1.89	3.89	3.67	0.73	0.19
71	Identify stressors that may affect recovery or health maintenance (e.g., lifestyle, body changes, environmental)	93.8	3.18	4.17	88.9	1.56	3.89	4.94	1.62	0.28
72	Identify client use of effective and ineffective coping mechanisms	88.4	2.77	4.16	88.9	1.56	3.78	-0.44	1.21	0.38
73	Explore why client is refusing or not following treatment plan	93.5	2.83	4.30	77.8	0.33	3.89	15.76	2.49	0.41
74	Collect data regarding client psychosocial functioning	87.8	3.00	4.20	66.7	1.44	3.89	21.13	1.55	0.31
75	Collect data on client's potential for violence to self and others	81.9	2.20	4.38	77.8	0.56	4.11	4.10	1.65	0.26
76	Identify signs and symptoms of substance abuse, chemical dependency, withdrawal or toxicity	73.0	1.87	4.25	77.8	1.11	3.67	-4.75	0.76	0.59

Table 14. Average Frequency and Importance Ratings (Total Group) and Percent Performing from LPN/VN Practice Analysis Survey and LPN/VN Practice Analysis Survey SME Panel

		Newly Licensed LPN/VN Survey Ratings			SME Ratings Results			Rating Differences		
Activity Number	Activity	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting Difference	Total Group Frequency Difference	Total Group Importance Difference
77	Assist in the care of the cognitively impaired client	93.6	3.70	4.32	100.0	2.78	4.00	-6.41	0.92	0.32
78	Assist in the care of a client experiencing sensory/ perceptual alterations	84.9	2.60	4.13	77.8	2.11	3.78	7.10	0.49	0.35
79	Assist in managing the care of angry and/or agitated client (e.g., de-escalation techniques)	92.5	3.01	4.25	100.0	1.67	3.89	-7.50	1.34	0.36
80	Plan care with consideration of client spiritual or cultural beliefs	82.4	2.28	4.08	88.9	1.89	3.89	-6.48	0.39	0.19
81	Participate in reminiscence therapy, validation therapy or reality orientation	68.0	1.67	3.72	44.4	0.56	3.56	23.59	1.11	0.16
82	Participate in client group session	48.1	0.81	3.38	11.1	0.00	2.67	36.96	0.81	0.71
83	Monitor and provide for nutritional needs of client	89.7	3.65	4.39	77.8	3.33	4.22	11.96	0.31	0.17
84	Provide feeding for client with enteral tubes	72.1	2.38	4.33	88.9	1.89	4.33	-16.74	0.49	0.00
85	Provide site care for client with enteral tubes	71.1	2.18	4.19	88.9	1.89	4.44	-17.77	0.29	-0.25
86	Provide care to client with bowel or bladder management protocol	86.3	3.42	4.31	77.8	2.44	4.22	8.56	0.97	0.09
87	Monitor client intake/output	84.2	3.23	4.29	77.8	3.33	4.22	6.47	-0.10	0.07
88	Provide measures to promote sleep/rest	88.4	3.15	4.07	66.7	2.22	3.89	21.77	0.93	0.19
89	Assist with activities of daily living	85.1	3.53	4.17	88.9	2.56	4.22	-3.76	0.97	-0.05
90	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	89.5	3.64	4.29	100.0	3.11	4.33	-10.52	0.53	-0.04
91	Provide care to an immobilized client (e.g., traction, bedridden)	76.7	2.71	4.24	77.8	2.00	4.33	-1.12	0.71	-0.09
92	Assist in the care and comfort for a client with a visual and/or hearing impairment	88.7	3.32	4.28	100.0	2.78	4.11	-11.32	0.54	0.17
93	Perform an irrigation of urinary catheter, bladder, wound, ear, nose or eye	81.0	1.96	4.05	77.8	0.67	4.00	3.17	1.30	0.05
94	Assist in providing postmortem care	55.8	0.90	3.72	66.7	0.56	3.78	-10.86	0.34	-0.06
95	Use measures to maintain or improve client skin integrity	90.4	3.79	4.51	100.0	3.67	4.67	-9.59	0.12	-0.16

Table 14. Average Frequency and Importance Ratings (Total Group) and Percent Performing from LPN/VN Practice Analysis Survey and LPN/VN Practice Analysis Survey SME Panel

		Newly Licensed LPN/VN Survey Ratings			SME Ratings Results			Rating Differences		
Activity Number	Activity	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting Difference	Total Group Frequency Difference	Total Group Importance Difference
96	Use alternative/complementary therapy in providing client care (e.g., music therapy)	68.6	1.71	3.58	66.7	0.89	3.78	1.96	0.82	-0.19
97	Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning)	83.3	2.85	4.00	88.9	2.78	4.22	-5.59	0.07	-0.22
98	Evaluate pain using standardized rating scales	96.3	4.18	4.47	100.0	4.22	4.33	-3.68	-0.05	0.14
99	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	96.2	4.16	4.64	100.0	3.44	4.67	-3.75	0.71	-0.03
100	Maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)	98.8	4.52	4.77	100.0	4.44	5.00	-1.23	0.08	-0.23
101	Reinforce education to client regarding medications	96.1	3.85	4.46	88.9	3.11	4.33	7.18	0.74	0.12
102	Perform calculations needed for medication administration	89.6	2.90	4.71	88.9	2.22	4.78	0.71	0.68	-0.07
103	Collect required data prior to medication administration	97.6	4.35	4.75	88.9	3.67	4.89	8.76	0.69	-0.14
104	Follow the rights of medication administration	96.7	4.58	4.86	100.0	4.44	4.89	-3.31	0.13	-0.03
105	Administer medication by oral route	90.5	4.02	4.48	100.0	4.11	4.56	-9.50	-0.09	-0.08
106	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button, j-tube)	72.6	2.48	4.31	88.9	1.33	4.44	-16.31	1.14	-0.14
107	Administer a subcutaneous, intradermal or intramuscular medication	92.4	3.67	4.39	100.0	2.22	4.44	-7.62	1.45	-0.05
108	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	92.8	3.69	4.46	88.9	2.33	4.56	3.92	1.36	-0.10
109	Administer intravenous piggyback (secondary) medications	45.7	0.81	4.03	55.6	1.44	4.22	-9.86	-0.63	-0.19
110	Calculate and monitor intravenous (IV) flow rate	57.4	1.42	4.29	66.7	2.11	4.22	-9.22	-0.69	0.07
111	Monitor transfusion of blood product	22.8	0.26	4.09	22.2	0.22	3.89	0.62	0.04	0.20
112	Maintain pain control devices (e.g., epidural, patient control analgesia, peripheral nerve catheter)	30.2	0.55	3.94	33.3	0.33	3.89	-3.10	0.21	0.05
113	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	96.8	4.14	4.65	88.9	3.67	4.67	7.94	0.48	-0.02
114	Count narcotics/controlled substances	84.7	3.46	4.58	88.9	2.44	4.56	-4.23	1.02	0.02

Table 14. Average Frequency and Importance Ratings (Total Group) and Percent Performing from LPN/VN Practice Analysis Survey and LPN/VN Practice Analysis Survey SME Panel

		Newly Licensed LPN/VN Survey Ratings			SME Ratings Results			Rating Differences		
Activity Number	Activity	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting Difference	Total Group Frequency Difference	Total Group Importance Difference
115	Administer medications by intravenous (IV) route	45.3	1.00	4.19	55.6	1.56	4.22	-10.30	-0.56	-0.03
116	Identify client risk and implement interventions	90.7	3.58	4.41	88.9	2.67	4.33	1.85	0.91	0.07
117	Implement measures to prevent complication of client condition or procedure (e.g., circulatory complication, seizure, aspiration or potential neurological disorder)	86.0	3.14	4.59	77.8	2.33	4.44	8.21	0.81	0.14
118	Identify signs or symptoms of potential prenatal complication	21.5	0.36	3.89	22.2	0.44	3.44	-0.71	-0.09	0.44
119	Check and monitor client vital signs	98.9	4.60	4.61	100.0	4.44	4.44	-1.06	0.15	0.16
120	Evaluate client oxygen (O2) saturation	94.8	4.09	4.69	88.9	3.22	4.44	5.91	0.87	0.24
121	Perform neurological checks	86.9	2.76	4.46	88.9	2.11	4.44	-1.99	0.64	0.01
122	Perform circulatory checks	89.3	3.45	4.50	88.9	3.00	4.22	0.39	0.45	0.28
123	Check for urinary retention (e.g., bladder scan/ ultrasound or palpation)	69.0	1.61	4.04	77.8	2.00	4.11	-8.76	-0.39	-0.07
124	Insert, maintain and remove urinary catheter	76.8	2.04	4.16	88.9	1.44	4.44	-12.07	0.60	-0.28
125	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	89.3	2.91	4.19	88.9	2.11	4.11	0.41	0.80	0.08
126	Monitor diagnostic or laboratory test results	86.4	2.96	4.41	88.9	2.33	4.11	-2.46	0.63	0.30
127	Assist with the performance of a diagnostic or invasive procedure	54.2	0.98	3.88	88.9	1.44	4.00	-34.69	-0.46	-0.12
128	Provide care for client before surgical procedure and reinforce education	52.4	1.36	4.08	55.6	0.67	4.11	-3.20	0.69	-0.03
129	Monitor continuous or intermittent suction of nasogastric (NG) tube	44.9	0.77	3.94	55.6	0.44	3.22	-10.68	0.33	0.72
130	Insert, maintain and remove nasogastric (NG) tube	35.6	0.43	3.79	66.7	0.56	3.44	-31.05	-0.13	0.35
131	Apply and check proper use of compression stockings and/or sequential compression devices (SCD)	74.2	2.45	4.01	88.9	2.78	4.11	-14.68	-0.33	-0.10
132	Perform an electrocardiogram (EKG/ECG)	40.5	0.79	3.84	55.6	2.00	3.44	-15.09	-1.21	0.40
133	Perform blood glucose monitoring	92.3	3.90	4.57	100.0	3.00	4.56	-7.75	0.90	0.01
134	Perform venipuncture for blood draws	47.9	1.00	3.86	66.7	2.00	4.56	-18.74	-1.00	-0.69
135	Maintain central venous catheter	38.4	0.65	4.10	55.6	1.00	4.11	-17.12	-0.35	-0.01

Table 14. Average Frequency and Importance Ratings (Total Group) and Percent Performing from LPN/VN Practice Analysis Survey and LPN/VN Practice Analysis Survey SME Panel

		Newly Licensed LPN/VN Survey Ratings			SME Ratings Results			Rating Differences		
Activity Number	Activity	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting Difference	Total Group Frequency Difference	Total Group Importance Difference
136	Maintain and remove peripheral intravenous (IV) catheter	51.6	1.08	3.96	55.6	1.56	4.00	-3.98	-0.47	-0.04
137	Insert peripheral intravenous (IV) catheter	39.5	0.67	4.00	44.4	1.00	4.11	-4.91	-0.33	-0.11
138	Identify signs and symptoms related to acute or chronic illness	96.0	3.53	4.51	100.0	2.89	4.56	-4.03	0.64	-0.05
139	Recognize and report change in client condition	96.4	3.55	4.68	100.0	3.00	4.56	-3.57	0.55	0.13
140	Reinforce education to client regarding care and condition	93.9	3.73	4.31	88.9	2.89	4.22	5.02	0.84	0.09
141	Perform care for client after surgical procedure	68.9	1.91	4.25	55.6	1.11	3.78	13.39	0.80	0.47
142	Perform wound care and/or dressing change	91.2	3.26	4.38	100.0	2.33	4.44	-8.82	0.93	-0.06
143	Provide care for client drainage device (e.g., wound drain or chest tube)	60.2	1.39	4.17	55.6	0.89	3.67	4.69	0.51	0.50
144	Remove client wound drainage device	47.1	0.77	3.84	55.6	0.78	3.56	-8.41	-0.01	0.28
145	Remove wound sutures or staples	57.1	0.75	3.79	88.9	1.33	4.00	-31.75	-0.58	-0.21
146	Respond/intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	69.3	1.04	4.70	66.7	1.00	4.89	2.66	0.04	-0.19
147	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning or repositioning)	89.5	3.17	4.67	100.0	2.67	4.89	-10.49	0.50	-0.22
148	Recognize and report basic abnormalities on a client cardiac monitor strip	38.4	0.61	4.11	33.3	0.44	3.56	5.05	0.16	0.55
149	Identify and/or intervene to control signs of hypoglycemia or hyperglycemia	90.3	2.96	4.68	100.0	2.33	4.78	-9.73	0.62	-0.09
150	Provide cooling/warming measures to restore normal body temperature	74.1	1.74	4.21	66.7	1.00	4.22	7.46	0.74	-0.02
151	Provide care to client with an ostomy (e.g., colostomy, ileostomy or urostomy)	70.3	1.78	4.05	88.9	1.56	4.33	-18.58	0.22	-0.28
152	Provide care for a client with a tracheostomy	58.6	1.40	4.34	77.8	0.89	4.00	-19.17	0.51	0.34
153	Provide care to client on ventilator	38.5	0.71	4.21	44.4	0.44	3.67	-5.94	0.27	0.55
154	Perform check of client pacemaker	44.6	0.60	4.10	66.7	0.56	4.11	-22.05	0.05	-0.01

Table 15. Activity Applicability to Setting and Average Frequency of Performance and Importance

Activity Number	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)			Average Importance (Setting-Specific)		
		%	N	Avg	Std. Err	N	Avg	Std. Err	N	Avg	Std. Err
1	Apply evidence-based practice when providing care	97.3	608	4.13	0.05	625	4.02	0.06	471	4.29	0.04
2	Practice in a manner consistent with code of ethics for nurses	99.5	645	4.75	0.03	648	4.73	0.03	514	4.74	0.02
3	Provide care within the legal scope of practice	99.8	660	4.88	0.02	661	4.87	0.02	530	4.75	0.02
4	Maintain client confidentiality	99.8	642	4.80	0.03	643	4.79	0.03	497	4.83	0.02
5	Organize and prioritize care for assigned group of clients	94.9	600	4.43	0.05	632	4.20	0.06	473	4.49	0.03
6	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	88.9	593	3.87	0.07	667	3.44	0.08	472	4.14	0.04
7	Monitor activities of assistive personnel	88.6	553	4.07	0.06	624	3.61	0.07	424	4.11	0.04
8	Participate in client data collection	97.4	627	4.34	0.05	644	4.22	0.05	501	4.50	0.03
9	Participate in client referral process	74.9	490	2.32	0.09	654	1.74	0.08	377	3.63	0.06
10	Use data from various sources in making clinical decisions	96.9	620	3.68	0.06	640	3.56	0.07	484	4.21	0.04
11	Contribute to the development and/or update of the client plan of care	92.4	583	3.53	0.07	631	3.26	0.08	451	4.22	0.04
12	Receive and process health care provider orders	97.6	650	4.12	0.06	666	4.02	0.06	520	4.69	0.03
13	Provide and receive report	95.7	602	3.94	0.06	629	3.77	0.07	466	4.58	0.03
14	Advocate for client rights and needs	97.4	630	4.15	0.06	647	4.04	0.06	498	4.63	0.03
15	Provide for privacy needs	99.1	652	4.71	0.03	658	4.66	0.04	516	4.64	0.02
16	Promote client self-advocacy	95.1	606	3.75	0.07	637	3.57	0.07	469	4.31	0.04
17	Involve client in care decision making	94.8	599	4.04	0.06	632	3.83	0.07	469	4.42	0.03
18	Participate in client consent process	88.3	586	3.34	0.08	664	2.95	0.08	463	4.43	0.04
19	Provide information about advance directives	74.6	468	2.11	0.09	627	1.58	0.08	345	4.04	0.05
20	Participate in providing cost effective care	89.0	564	3.69	0.07	634	3.28	0.08	445	4.08	0.04
21	Use information technology in client care	94.0	611	4.09	0.06	650	3.85	0.07	486	4.16	0.04
22	Participate as a member of an interdisciplinary team	83.0	529	3.27	0.09	637	2.72	0.09	410	4.23	0.04
23	Recognize and report staff conflict	85.7	539	2.12	0.08	629	1.82	0.08	423	3.98	0.05
24	Recognize task/assignment you are not prepared to perform and seek assistance	95.5	636	2.68	0.07	666	2.56	0.07	504	4.52	0.04
25	Respond to the unsafe practice of a health care provider (e.g., intervene or report)	77.9	487	1.66	0.09	625	1.29	0.07	354	4.60	0.04

Table 15. Activity Applicability to Setting and Average Frequency of Performance and Importance

Activity Number	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)			Average Importance (Setting-Specific)		
		%	N	Avg	Std. Err	N	Avg	Std. Err	N	Avg	Std. Err
26	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound or communicable disease)	83.0	534	2.59	0.09	643	2.15	0.09	411	4.67	0.03
27	Participate in client discharge or transfer	81.4	530	2.51	0.09	651	2.05	0.08	409	4.04	0.05
28	Follow up with client after discharge	56.0	356	1.96	0.11	636	1.10	0.07	262	3.83	0.07
29	Participate in staff education (e.g., inservices and continued competency)	92.9	590	3.15	0.08	635	2.93	0.08	461	4.29	0.03
30	Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee)	71.1	473	2.59	0.09	665	1.85	0.08	360	4.03	0.05
31	Verify the identity of client	99.0	615	4.64	0.04	621	4.60	0.05	480	4.83	0.02
32	Identify client allergies and intervene as appropriate	95.8	611	3.47	0.08	638	3.32	0.08	486	4.73	0.03
33	Evaluate the appropriateness of health care provider's order for client	94.3	611	3.55	0.07	648	3.35	0.08	490	4.59	0.03
34	Acknowledge and document practice error (e.g., incident report)	87.4	557	2.27	0.09	637	1.98	0.08	423	4.60	0.03
35	Assist in and/or reinforce education to client about safety precautions	97.0	611	4.01	0.06	630	3.89	0.06	485	4.64	0.03
36	Use safe client handling techniques (e.g., body mechanics)	97.1	645	4.46	0.05	664	4.33	0.06	519	4.72	0.02
37	Use transfer assistive devices (e.g., gait/transfer belt, slide board or mechanical lift)	83.7	524	3.01	0.09	626	2.52	0.09	394	4.43	0.04
38	Assure availability and safe functioning of client care equipment	96.7	622	3.94	0.06	643	3.81	0.07	497	4.57	0.03
39	Implement least restrictive restraints or seclusion	62.1	404	2.52	0.11	651	1.56	0.08	316	4.19	0.06
40	Follow protocol for timed client monitoring (e.g., safety checks)	91.2	579	4.15	0.06	635	3.79	0.08	449	4.60	0.03
41	Initiate and participate in security alert (e.g., infant abduction or flight risk)	64.3	407	2.05	0.10	633	1.32	0.08	318	4.45	0.04
42	Identify and address unsafe conditions in health care environment (e.g., environmental, biohazard, fire)	92.2	611	2.78	0.08	663	2.56	0.08	486	4.60	0.03
43	Participate in preparation for internal and external disasters (e.g., fire or natural disaster)	84.6	526	1.77	0.08	622	1.49	0.07	392	4.33	0.04
44	Maintain standard/universal precautions	99.4	637	4.76	0.03	641	4.73	0.04	509	4.82	0.02
45	Use aseptic and sterile techniques	97.2	632	3.94	0.06	650	3.83	0.07	507	4.81	0.02
46	Identify the need for and implement appropriate isolation techniques	83.6	530	2.59	0.09	634	2.16	0.08	401	4.60	0.03

Table 15. Activity Applicability to Setting and Average Frequency of Performance and Importance

Activity Number	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)			Average Importance (Setting-Specific)		
		%	N	Avg	Std. Err	N	Avg	Std. Err	N	Avg	Std. Err
47	Assist with fetal heart monitoring for the antepartum client	21.0	133	1.44	0.18	634	0.30	0.04	92	4.10	0.13
48	Assist with monitoring a client in labor	18.2	119	0.97	0.17	654	0.18	0.03	82	3.71	0.17
49	Monitor recovery of stable postpartum client	24.5	153	1.31	0.15	624	0.32	0.04	102	3.99	0.12
50	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	27.3	175	2.34	0.17	642	0.64	0.06	125	4.23	0.09
51	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	41.9	275	2.83	0.13	656	1.19	0.08	202	4.03	0.08
52	Provide care that meets the needs of the adult client ages 18 through 64 years	88.7	563	4.39	0.06	635	3.89	0.08	442	4.42	0.03
53	Provide care that meets the needs of the adult client ages 65 through 85 years and over	89.1	563	4.60	0.05	632	4.10	0.07	443	4.51	0.03
54	Compare client to developmental norms	64.1	426	3.04	0.10	665	1.95	0.08	335	3.96	0.06
55	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	52.3	325	2.22	0.12	622	1.16	0.08	228	3.92	0.07
56	Provide care and resources for beginning of life and/or end of life issues and choices	73.5	472	3.15	0.09	642	2.32	0.09	362	4.36	0.04
57	Collect data for health history (e.g., client medical history, family medical history)	87.1	566	3.31	0.08	650	2.88	0.08	451	4.38	0.04
58	Collect baseline physical data (e.g., skin integrity, or height and weight)	98.1	621	4.15	0.06	633	4.07	0.06	478	4.51	0.03
59	Identify barriers to communication	96.5	607	3.51	0.07	629	3.38	0.07	483	4.32	0.03
60	Identify barriers to learning	81.6	542	2.95	0.08	664	2.41	0.08	421	4.18	0.04
61	Participate in health screening or health promotion programs	68.5	428	2.41	0.10	625	1.65	0.08	318	3.96	0.06
62	Provide information for prevention of high risk behaviors	85.6	546	3.32	0.08	638	2.84	0.08	432	4.34	0.04
63	Identify clients in need of immunizations (required and voluntary)	79.5	519	2.81	0.09	653	2.24	0.08	409	4.08	0.05
64	Identify community resources for clients	73.8	467	2.29	0.09	633	1.69	0.08	346	3.86	0.05
65	Use therapeutic communication techniques with client	97.6	614	4.25	0.05	629	4.15	0.06	489	4.34	0.03
66	Provide emotional support to client	97.6	640	4.08	0.06	656	3.98	0.06	517	4.44	0.03
67	Promote positive self-esteem of client	97.7	601	4.00	0.06	615	3.91	0.06	469	4.26	0.03
68	Assist in and/or reinforce education to caregivers/family on ways to manage client with behavioral disorders	83.0	531	3.13	0.08	640	2.60	0.08	420	4.26	0.04

Table 15. Activity Applicability to Setting and Average Frequency of Performance and Importance

Activity Number	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)			Average Importance (Setting-Specific)		
		%	N	Avg	Std. Err	N	Avg	Std. Err	N	Avg	Std. Err
69	Assist client to cope/adapt to stressful events and changes in health status (e.g., abuse, neglect, end of life, grief and loss, life changes or physical changes)	92.2	600	3.27	0.08	651	3.02	0.08	482	4.39	0.03
70	Participate in behavior management program by recognizing environmental stressors and/or providing a therapeutic environment	81.4	518	3.22	0.08	636	2.62	0.08	383	4.22	0.04
71	Identify stressors that may affect recovery or health maintenance (e.g., lifestyle, body changes, environmental)	93.8	593	3.38	0.07	632	3.18	0.08	473	4.20	0.04
72	Identify client use of effective and ineffective coping mechanisms	88.4	582	3.13	0.08	658	2.77	0.08	460	4.28	0.04
73	Explore why client is refusing or not following treatment plan	93.5	579	3.02	0.08	619	2.83	0.08	451	4.32	0.04
74	Collect data regarding client psychosocial functioning	87.8	561	3.41	0.08	639	3.00	0.08	436	4.28	0.04
75	Collect data on client's potential for violence to self and others	81.9	533	2.69	0.09	651	2.20	0.08	428	4.51	0.04
76	Identify signs and symptoms of substance abuse, chemical dependency, withdrawal or toxicity	73.0	463	2.56	0.10	634	1.87	0.08	344	4.42	0.04
77	Assist in the care of the cognitively impaired client	93.6	526	3.95	0.07	562	3.70	0.08	425	4.38	0.03
78	Assist in the care of a client experiencing sensory/perceptual alterations	84.9	505	3.06	0.08	595	2.60	0.08	414	4.26	0.04
79	Assist in managing the care of angry and/or agitated client (e.g., de-escalation techniques)	92.5	518	3.25	0.08	560	3.01	0.08	403	4.29	0.04
80	Plan care with consideration of client spiritual or cultural beliefs	82.4	473	2.77	0.09	574	2.28	0.09	372	4.18	0.05
81	Participate in reminiscence therapy, validation therapy or reality orientation	68.0	398	2.45	0.10	585	1.67	0.09	317	3.96	0.06
82	Participate in client group session	48.1	274	1.68	0.12	570	0.81	0.07	199	3.80	0.07
83	Monitor and provide for nutritional needs of client	89.7	507	4.07	0.07	565	3.65	0.08	404	4.45	0.03
84	Provide feeding for client with enteral tubes	72.1	430	3.30	0.10	596	2.38	0.09	344	4.59	0.04
85	Provide site care for client with enteral tubes	71.1	394	3.06	0.10	554	2.18	0.09	303	4.38	0.05
86	Provide care to client with bowel or bladder management protocol	86.3	493	3.96	0.07	571	3.42	0.09	396	4.41	0.03
87	Monitor client intake/output	84.2	492	3.84	0.08	584	3.23	0.09	411	4.43	0.04
88	Provide measures to promote sleep/rest	88.4	505	3.56	0.08	571	3.15	0.08	389	4.16	0.04
89	Assist with activities of daily living	85.1	481	4.15	0.07	565	3.53	0.09	387	4.24	0.04

Table 15. Activity Applicability to Setting and Average Frequency of Performance and Importance

Activity Number	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)			Average Importance (Setting-Specific)		
		%	N	Avg	Std. Err	N	Avg	Std. Err	N	Avg	Std. Err
90	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	89.5	536	4.07	0.07	599	3.64	0.08	442	4.39	0.04
91	Provide care to an immobilized client (e.g., traction, bedridden)	76.7	427	3.53	0.09	557	2.71	0.09	328	4.41	0.04
92	Assist in the care and comfort for a client with a visual and/or hearing impairment	88.7	509	3.74	0.08	574	3.32	0.08	411	4.34	0.04
93	Perform an irrigation of urinary catheter, bladder, wound, ear, nose or eye	81.0	476	2.42	0.09	588	1.96	0.09	383	4.19	0.04
94	Assist in providing postmortem care	55.8	317	1.61	0.11	568	0.90	0.07	238	3.99	0.06
95	Use measures to maintain or improve client skin integrity	90.4	509	4.19	0.07	563	3.79	0.08	414	4.55	0.03
96	Use alternative/complementary therapy in providing client care (e.g., music therapy)	68.6	409	2.50	0.10	596	1.71	0.08	331	3.86	0.06
97	Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning)	83.3	464	3.42	0.08	557	2.85	0.09	361	4.12	0.04
98	Evaluate pain using standardized rating scales	96.3	550	4.34	0.06	571	4.18	0.07	445	4.47	0.03
99	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	96.2	564	4.32	0.06	586	4.16	0.07	461	4.69	0.03
100	Maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)	98.8	564	4.58	0.05	571	4.52	0.05	439	4.78	0.03
101	Reinforce education to client regarding medications	96.1	538	4.01	0.07	560	3.85	0.07	437	4.48	0.03
102	Perform calculations needed for medication administration	89.6	534	3.24	0.08	596	2.90	0.09	439	4.78	0.03
103	Collect required data prior to medication administration	97.6	539	4.46	0.05	552	4.35	0.06	424	4.76	0.03
104	Follow the rights of medication administration	96.7	555	4.74	0.04	574	4.58	0.05	442	4.88	0.02
105	Administer medication by oral route	90.5	524	4.44	0.06	579	4.02	0.08	433	4.57	0.03
106	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button, j-tube)	72.6	413	3.41	0.10	569	2.48	0.10	314	4.56	0.04
107	Administer a subcutaneous, intradermal or intramuscular medication	92.4	521	3.97	0.07	564	3.67	0.08	419	4.45	0.03
108	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	92.8	555	3.98	0.07	598	3.69	0.08	453	4.55	0.03
109	Administer intravenous piggyback (secondary) medications	45.7	255	1.78	0.13	558	0.81	0.07	186	4.17	0.08
110	Calculate and monitor intravenous (IV) flow rate	57.4	328	2.48	0.12	571	1.42	0.09	260	4.56	0.05

Table 15. Activity Applicability to Setting and Average Frequency of Performance and Importance

Activity Number	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)			Average Importance (Setting-Specific)		
		%	N	Avg	Std. Err	N	Avg	Std. Err	N	Avg	Std. Err
111	Monitor transfusion of blood product	22.8	135	1.16	0.16	591	0.26	0.04	100	4.40	0.11
112	Maintain pain control devices (e.g., epidural, patient control analgesia, peripheral nerve catheter)	30.2	172	1.81	0.17	569	0.55	0.06	121	4.37	0.08
113	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	96.8	550	4.28	0.06	568	4.14	0.07	444	4.66	0.03
114	Count narcotics/controlled substances	84.7	502	4.09	0.07	593	3.46	0.08	417	4.72	0.03
115	Administer medications by intravenous (IV) route	45.3	253	2.20	0.14	559	1.00	0.08	181	4.36	0.06
116	Identify client risk and implement interventions	90.7	519	3.95	0.07	572	3.58	0.08	415	4.48	0.04
117	Implement measures to prevent complication of client condition or procedure (e.g., circulatory complication, seizure, aspiration or potential neurological disorder)	86.0	503	3.65	0.08	585	3.14	0.09	417	4.70	0.03
118	Identify signs or symptoms of potential prenatal complication	21.5	122	1.66	0.19	567	0.36	0.05	81	4.26	0.11
119	Check and monitor client vital signs	98.9	562	4.65	0.04	568	4.60	0.05	456	4.61	0.03
120	Evaluate client oxygen (O2) saturation	94.8	565	4.32	0.06	596	4.09	0.07	467	4.73	0.03
121	Perform neurological checks	86.9	484	3.17	0.09	557	2.76	0.09	366	4.52	0.04
122	Perform circulatory checks	89.3	508	3.86	0.07	569	3.45	0.08	411	4.58	0.03
123	Check for urinary retention (e.g., bladder scan/ultrasound or palpation)	69.0	401	2.33	0.10	581	1.61	0.08	320	4.26	0.05
124	Insert, maintain and remove urinary catheter	76.8	434	2.66	0.10	565	2.04	0.09	331	4.35	0.04
125	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	89.3	509	3.26	0.09	570	2.91	0.09	405	4.21	0.04
126	Monitor diagnostic or laboratory test results	86.4	516	3.42	0.08	597	2.96	0.09	414	4.56	0.03
127	Assist with the performance of a diagnostic or invasive procedure	54.2	303	1.81	0.12	559	0.98	0.07	216	4.08	0.07
128	Provide care for client before surgical procedure and reinforce education	52.4	300	2.59	0.12	573	1.36	0.08	225	4.35	0.06
129	Monitor continuous or intermittent suction of nasogastric (NG) tube	44.9	263	1.71	0.13	586	0.77	0.07	205	4.24	0.07
130	Insert, maintain and remove nasogastric (NG) tube	35.6	203	1.20	0.13	570	0.43	0.05	139	4.20	0.08
131	Apply and check proper use of compression stockings and/or sequential compression devices (SCD)	74.2	420	3.30	0.09	566	2.45	0.09	331	4.11	0.05

Table 15. Activity Applicability to Setting and Average Frequency of Performance and Importance

Activity Number	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)			Average Importance (Setting-Specific)		
		%	N	Avg	Std. Err	N	Avg	Std. Err	N	Avg	Std. Err
132	Perform an electrocardiogram (EKG/ECG)	40.5	242	1.95	0.13	598	0.79	0.07	190	4.17	0.08
133	Perform blood glucose monitoring	92.3	512	4.22	0.07	555	3.90	0.08	401	4.63	0.03
134	Perform venipuncture for blood draws	47.9	277	2.08	0.13	578	1.00	0.08	206	4.09	0.07
135	Maintain central venous catheter	38.4	226	1.69	0.14	588	0.65	0.06	180	4.45	0.07
136	Maintain and remove peripheral intravenous (IV) catheter	51.6	294	2.10	0.13	570	1.08	0.08	211	4.28	0.06
137	Insert peripheral intravenous (IV) catheter	39.5	223	1.69	0.14	564	0.67	0.06	167	4.25	0.07
138	Identify signs and symptoms related to acute or chronic illness	96.0	572	3.68	0.07	596	3.53	0.08	469	4.54	0.03
139	Recognize and report change in client condition	96.4	541	3.68	0.08	561	3.55	0.08	421	4.72	0.03
140	Reinforce education to client regarding care and condition	93.9	540	3.97	0.07	575	3.73	0.07	432	4.37	0.03
141	Perform care for client after surgical procedure	68.9	404	2.78	0.10	586	1.91	0.09	324	4.43	0.04
142	Perform wound care and/or dressing change	91.2	517	3.58	0.08	567	3.26	0.08	393	4.46	0.03
143	Provide care for client drainage device (e.g., wound drain or chest tube)	60.2	341	2.31	0.11	566	1.39	0.08	264	4.31	0.05
144	Remove client wound drainage device	47.1	281	1.63	0.12	596	0.77	0.07	218	4.23	0.07
145	Remove wound sutures or staples	57.1	320	1.31	0.10	560	0.75	0.06	225	3.86	0.06
146	Respond/intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	69.3	400	1.50	0.10	577	1.04	0.07	306	4.82	0.03
147	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning or repositioning)	89.5	529	3.54	0.08	591	3.17	0.08	432	4.74	0.03
148	Recognize and report basic abnormalities on a client cardiac monitor strip	38.4	218	1.58	0.13	568	0.61	0.06	146	4.48	0.07
149	Identify and/or intervene to control signs of hypoglycemia or hyperglycemia	90.3	510	3.27	0.09	565	2.96	0.09	407	4.74	0.03
150	Provide cooling/warming measures to restore normal body temperature	74.1	444	2.35	0.10	599	1.74	0.09	350	4.39	0.04
151	Provide care to client with an ostomy (e.g., colostomy, ileostomy or urostomy)	70.3	393	2.53	0.10	559	1.78	0.09	289	4.20	0.04
152	Provide care for a client with a tracheostomy	58.6	337	2.39	0.12	575	1.40	0.08	260	4.58	0.04
153	Provide care to client on ventilator	38.5	226	1.85	0.14	587	0.71	0.07	181	4.58	0.06
154	Perform check of client pacemaker	44.6	253	1.35	0.12	567	0.60	0.06	173	4.46	0.06

Table 16. Average Total Group and Setting-Specific Importance Ratings

Activity Number	Activity	Total Group Importance			Setting-Specific Importance		
		N	Avg	Std Err	N	Avg	Std Err
1	Apply evidence-based practice when providing care	484	4.26	0.04	471	4.29	0.04
2	Practice in a manner consistent with code of ethics for nurses	515	4.74	0.02	514	4.74	0.02
3	Provide care within the legal scope of practice	531	4.74	0.03	530	4.75	0.02
4	Maintain client confidentiality	497	4.83	0.02	497	4.83	0.02
5	Organize and prioritize care for assigned group of clients	500	4.43	0.03	473	4.49	0.03
6	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	525	4.01	0.05	472	4.14	0.04
7	Monitor activities of assistive personnel	470	4.00	0.05	424	4.11	0.04
8	Participate in client data collection	512	4.47	0.03	501	4.50	0.03
9	Participate in client referral process	498	3.39	0.06	377	3.63	0.06
10	Use data from various sources in making clinical decisions	497	4.19	0.04	484	4.21	0.04
11	Contribute to the development and/or update of the client plan of care	488	4.19	0.04	451	4.22	0.04
12	Receive and process health care provider orders	532	4.67	0.03	520	4.69	0.03
13	Provide and receive report	485	4.50	0.04	466	4.58	0.03
14	Advocate for client rights and needs	510	4.62	0.03	498	4.63	0.03
15	Provide for privacy needs	522	4.63	0.03	516	4.64	0.02
16	Promote client self-advocacy	494	4.27	0.04	469	4.31	0.04
17	Involve client in care decision making	495	4.40	0.03	469	4.42	0.03
18	Participate in client consent process	522	4.33	0.04	463	4.43	0.04
19	Provide information about advance directives	457	3.84	0.05	345	4.04	0.05
20	Participate in providing cost effective care	494	3.95	0.05	445	4.08	0.04
21	Use information technology in client care	515	4.11	0.04	486	4.16	0.04
22	Participate as a member of an interdisciplinary team	481	4.04	0.05	410	4.23	0.04
23	Recognize and report staff conflict	488	3.92	0.05	423	3.98	0.05
24	Recognize task/assignment you are not prepared to perform and seek assistance	527	4.48	0.04	504	4.52	0.04
25	Respond to the unsafe practice of a health care provider (e.g., intervene or report)	455	4.53	0.04	354	4.60	0.04
26	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound or communicable disease)	502	4.61	0.03	411	4.67	0.03
27	Participate in client discharge or transfer	489	3.82	0.05	409	4.04	0.05
28	Follow up with client after discharge	462	3.55	0.06	262	3.83	0.07
29	Participate in staff education (e.g., inservices and continued competency)	492	4.22	0.04	461	4.29	0.03

Table 16. Average Total Group and Setting-Specific Importance Ratings							
Activity Number	Activity	Total Group Importance			Setting-Specific Importance		
		N	Avg	Std Err	N	Avg	Std Err
30	Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee)	508	3.75	0.05	360	4.03	0.05
31	Verify the identity of client	485	4.82	0.02	480	4.83	0.02
32	Identify client allergies and intervene as appropriate	506	4.73	0.03	486	4.73	0.03
33	Evaluate the appropriateness of health care provider's order for client	513	4.53	0.03	490	4.59	0.03
34	Acknowledge and document practice error (e.g., incident report)	482	4.53	0.03	423	4.60	0.03
35	Assist in and/or reinforce education to client about safety precautions	500	4.62	0.03	485	4.64	0.03
36	Use safe client handling techniques (e.g., body mechanics)	533	4.67	0.03	519	4.72	0.02
37	Use transfer assistive devices (e.g., gait/ transfer belt, slide board or mechanical lift)	466	4.30	0.04	394	4.43	0.04
38	Assure availability and safe functioning of client care equipment	510	4.53	0.03	497	4.57	0.03
39	Implement least restrictive restraints or seclusion	480	3.85	0.06	316	4.19	0.06
40	Follow protocol for timed client monitoring (e.g., safety checks)	486	4.51	0.04	449	4.60	0.03
41	Initiate and participate in security alert (e.g., infant abduction or flight risk)	468	4.29	0.05	318	4.45	0.04
42	Identify and address unsafe conditions in health care environment (e.g., environmental, biohazard, fire)	524	4.55	0.03	486	4.60	0.03
43	Participate in preparation for internal and external disasters (e.g., fire or natural disaster)	465	4.23	0.04	392	4.33	0.04
44	Maintain standard/universal precautions	510	4.82	0.02	509	4.82	0.02
45	Use aseptic and sterile techniques	518	4.77	0.03	507	4.81	0.02
46	Identify the need for and implement appropriate isolation techniques	478	4.49	0.04	401	4.60	0.03
47	Assist with fetal heart monitoring for the antepartum client	423	3.95	0.07	92	4.10	0.13
48	Assist with monitoring a client in labor	447	3.46	0.08	82	3.71	0.17
49	Monitor recovery of stable postpartum client	410	3.74	0.07	102	3.99	0.12
50	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	442	3.97	0.06	125	4.23	0.09
51	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	443	3.70	0.07	202	4.03	0.08
52	Provide care that meets the needs of the adult client ages 18 through 64 years	486	4.30	0.04	442	4.42	0.03

Table 16. Average Total Group and Setting-Specific Importance Ratings

Activity Number	Activity	Total Group Importance			Setting-Specific Importance		
		N	Avg	Std Err	N	Avg	Std Err
53	Provide care that meets the needs of the adult client ages 65 through 85 years and over	488	4.42	0.04	443	4.51	0.03
54	Compare client to developmental norms	482	3.72	0.06	335	3.96	0.06
55	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	430	3.69	0.06	228	3.92	0.07
56	Provide care and resources for beginning of life and/or end of life issues and choices	480	4.14	0.05	362	4.36	0.04
57	Collect data for health history (e.g., client medical history, family medical history)	501	4.27	0.04	451	4.38	0.04
58	Collect baseline physical data (e.g., skin integrity, or height and weight)	487	4.48	0.03	478	4.51	0.03
59	Identify barriers to communication	493	4.31	0.04	483	4.32	0.03
60	Identify barriers to learning	502	4.00	0.05	421	4.18	0.04
61	Participate in health screening or health promotion programs	441	3.78	0.05	318	3.96	0.06
62	Provide information for prevention of high risk behaviors	496	4.24	0.04	432	4.34	0.04
63	Identify clients in need of immunizations (required and voluntary)	491	3.97	0.05	409	4.08	0.05
64	Identify community resources for clients	463	3.69	0.05	346	3.86	0.05
65	Use therapeutic communication techniques with client	496	4.32	0.03	489	4.34	0.03
66	Provide emotional support to client	523	4.44	0.03	517	4.44	0.03
67	Promote positive self-esteem of client	479	4.24	0.04	469	4.26	0.03
68	Assist in and/or reinforce education to caregivers/family on ways to manage client with behavioral disorders	493	4.16	0.04	420	4.26	0.04
69	Assist client to cope/adapt to stressful events and changes in health status (e.g., abuse, neglect, end of life, grief and loss, life changes or physical changes)	509	4.34	0.04	482	4.39	0.03
70	Participate in behavior management program by recognizing environmental stressors and/or providing a therapeutic environment	471	4.08	0.04	383	4.22	0.04
71	Identify stressors that may affect recovery or health maintenance (e.g., lifestyle, body changes, environmental)	495	4.17	0.04	473	4.20	0.04
72	Identify client use of effective and ineffective coping mechanisms	505	4.16	0.04	460	4.28	0.04
73	Explore why client is refusing or not following treatment plan	476	4.30	0.04	451	4.32	0.04
74	Collect data regarding client psychosocial functioning	492	4.20	0.04	436	4.28	0.04
75	Collect data on client's potential for violence to self and others	501	4.38	0.04	428	4.51	0.04

Table 16. Average Total Group and Setting-Specific Importance Ratings							
Activity Number	Activity	Total Group Importance			Setting-Specific Importance		
		N	Avg	Std Err	N	Avg	Std Err
76	Identify signs and symptoms of substance abuse, chemical dependency, withdrawal or toxicity	467	4.25	0.05	344	4.42	0.04
77	Assist in the care of the cognitively impaired client	446	4.32	0.04	425	4.38	0.03
78	Assist in the care of a client experiencing sensory/perceptual alterations	467	4.13	0.05	414	4.26	0.04
79	Assist in managing the care of angry and/or agitated client (e.g., de-escalation techniques)	429	4.25	0.04	403	4.29	0.04
80	Plan care with consideration of client spiritual or cultural beliefs	439	4.08	0.05	372	4.18	0.05
81	Participate in reminiscence therapy, validation therapy or reality orientation	430	3.72	0.06	317	3.96	0.06
82	Participate in client group session	402	3.38	0.06	199	3.80	0.07
83	Monitor and provide for nutritional needs of client	438	4.39	0.04	404	4.45	0.03
84	Provide feeding for client with enteral tubes	449	4.33	0.05	344	4.59	0.04
85	Provide site care for client with enteral tubes	408	4.19	0.05	303	4.38	0.05
86	Provide care to client with bowel or bladder management protocol	449	4.31	0.04	396	4.41	0.03
87	Monitor client intake/output	460	4.29	0.05	411	4.43	0.04
88	Provide measures to promote sleep/rest	428	4.07	0.04	389	4.16	0.04
89	Assist with activities of daily living	438	4.17	0.04	387	4.24	0.04
90	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	477	4.29	0.04	442	4.39	0.04
91	Provide care to an immobilized client (e.g., traction, bedridden)	414	4.24	0.05	328	4.41	0.04
92	Assist in the care and comfort for a client with a visual and/or hearing impairment	453	4.28	0.04	411	4.34	0.04
93	Perform an irrigation of urinary catheter, bladder, wound, ear, nose or eye	459	4.05	0.05	383	4.19	0.04
94	Assist in providing postmortem care	399	3.72	0.06	238	3.99	0.06
95	Use measures to maintain or improve client skin integrity	444	4.51	0.04	414	4.55	0.03
96	Use alternative/complementary therapy in providing client care (e.g., music therapy)	449	3.58	0.06	331	3.86	0.06
97	Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning)	417	4.00	0.05	361	4.12	0.04
98	Evaluate pain using standardized rating scales	454	4.47	0.03	445	4.47	0.03
99	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	477	4.64	0.03	461	4.69	0.03

Table 16. Average Total Group and Setting-Specific Importance Ratings

Activity Number	Activity	Total Group Importance			Setting-Specific Importance		
		N	Avg	Std Err	N	Avg	Std Err
100	Maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)	443	4.77	0.03	439	4.78	0.03
101	Reinforce education to client regarding medications	453	4.46	0.04	437	4.48	0.03
102	Perform calculations needed for medication administration	475	4.71	0.03	439	4.78	0.03
103	Collect required data prior to medication administration	434	4.75	0.03	424	4.76	0.03
104	Follow the rights of medication administration	454	4.86	0.02	442	4.88	0.02
105	Administer medication by oral route	467	4.48	0.04	433	4.57	0.03
106	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button, j-tube)	418	4.31	0.05	314	4.56	0.04
107	Administer a subcutaneous, intradermal or intramuscular medication	450	4.39	0.04	419	4.45	0.03
108	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	477	4.46	0.04	453	4.55	0.03
109	Administer intravenous piggyback (secondary) medications	382	4.03	0.06	186	4.17	0.08
110	Calculate and monitor intravenous (IV) flow rate	427	4.29	0.06	260	4.56	0.05
111	Monitor transfusion of blood product	397	4.09	0.07	100	4.40	0.11
112	Maintain pain control devices (e.g., epidural, patient control analgesia, peripheral nerve catheter)	379	3.94	0.07	121	4.37	0.08
113	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	453	4.65	0.03	444	4.66	0.03
114	Count narcotics/controlled substances	473	4.58	0.04	417	4.72	0.03
115	Administer medications by intravenous (IV) route	378	4.19	0.06	181	4.36	0.06
116	Identify client risk and implement interventions	450	4.41	0.04	415	4.48	0.04
117	Implement measures to prevent complication of client condition or procedure (e.g., circulatory complication, seizure, aspiration or potential neurological disorder)	459	4.59	0.04	417	4.70	0.03
118	Identify signs or symptoms of potential prenatal complication	374	3.89	0.07	81	4.26	0.11
119	Check and monitor client vital signs	459	4.61	0.03	456	4.61	0.03
120	Evaluate client oxygen (O2) saturation	482	4.69	0.03	467	4.73	0.03
121	Perform neurological checks	417	4.46	0.04	366	4.52	0.04
122	Perform circulatory checks	445	4.50	0.04	411	4.58	0.03
123	Check for urinary retention (e.g., bladder scan/ultrasound or palpation)	443	4.04	0.05	320	4.26	0.05
124	Insert, maintain and remove urinary catheter	420	4.16	0.05	331	4.35	0.04

Table 16. Average Total Group and Setting-Specific Importance Ratings

Activity Number	Activity	Total Group Importance			Setting-Specific Importance		
		N	Avg	Std Err	N	Avg	Std Err
125	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	448	4.19	0.04	405	4.21	0.04
126	Monitor diagnostic or laboratory test results	467	4.41	0.04	414	4.56	0.03
127	Assist with the performance of a diagnostic or invasive procedure	391	3.88	0.06	216	4.08	0.07
128	Provide care for client before surgical procedure and reinforce education	422	4.08	0.06	225	4.35	0.06
129	Monitor continuous or intermittent suction of nasogastric (NG) tube	407	3.94	0.07	205	4.24	0.07
130	Insert, maintain and remove nasogastric (NG) tube	378	3.79	0.07	139	4.20	0.08
131	Apply and check proper use of compression stockings and/or sequential compression devices (SCD)	432	4.01	0.05	331	4.11	0.05
132	Perform an electrocardiogram (EKG/ ECG)	425	3.84	0.07	190	4.17	0.08
133	Perform blood glucose monitoring	430	4.57	0.04	401	4.63	0.03
134	Perform venipuncture for blood draws	417	3.86	0.06	206	4.09	0.07
135	Maintain central venous catheter	411	4.10	0.07	180	4.45	0.07
136	Maintain and remove peripheral intravenous (IV) catheter	399	3.96	0.06	211	4.28	0.06
137	Insert peripheral intravenous (IV) catheter	401	4.00	0.06	167	4.25	0.07
138	Identify signs and symptoms related to acute or chronic illness	478	4.51	0.04	469	4.54	0.03
139	Recognize and report change in client condition	432	4.68	0.03	421	4.72	0.03
140	Reinforce education to client regarding care and condition	453	4.31	0.04	432	4.37	0.03
141	Perform care for client after surgical procedure	440	4.25	0.05	324	4.43	0.04
142	Perform wound care and/or dressing change	429	4.38	0.04	393	4.46	0.03
143	Provide care for client drainage device (e.g., wound drain or chest tube)	412	4.17	0.05	264	4.31	0.05
144	Remove client wound drainage device	424	3.84	0.06	218	4.23	0.07
145	Remove wound sutures or staples	384	3.79	0.06	225	3.86	0.06
146	Respond/intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	431	4.70	0.04	306	4.82	0.03
147	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning or repositioning)	471	4.67	0.03	432	4.74	0.03
148	Recognize and report basic abnormalities on a client cardiac monitor strip	383	4.11	0.07	146	4.48	0.07
149	Identify and/or intervene to control signs of hypoglycemia or hyperglycemia	443	4.68	0.03	407	4.74	0.03
150	Provide cooling/warming measures to restore normal body temperature	451	4.21	0.05	350	4.39	0.04

Table 16. Average Total Group and Setting-Specific Importance Ratings

Activity Number	Activity	Total Group Importance			Setting-Specific Importance		
		N	Avg	Std Err	N	Avg	Std Err
151	Provide care to client with an ostomy (e.g., colostomy, ileostomy or urostomy)	404	4.05	0.05	289	4.20	0.04
152	Provide care for a client with a tracheostomy	424	4.34	0.05	260	4.58	0.04
153	Provide care to client on ventilator	409	4.21	0.07	181	4.58	0.06
154	Perform check of client pacemaker	390	4.10	0.06	173	4.46	0.06

CONCLUSION

The 2015 LPN/VN Practice Analysis Survey used several methods to describe the practice of newly licensed LPN/VNs in the U.S.: (1) document reviews; (2) daily logs of newly licensed LPN/VNs; (3) SME's knowledge; and (4) a large scale survey. The reliability of the survey instrument was quite good. In addition, there was evidence from SMEs and the nonresponder survey to support the validity of the activity statement ratings. Based on evidence, the findings of this study can be used to evaluate and support an LPN/VN test plan.

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APPENDIX A: 2015 LPN/VN PRACTICE ANALYSIS METHODOLOGY EXPERT

Stephanie Stanard, PhD, is a Senior Human capital Strategist at the Central Intelligence Agency's (CIA), Office of Inspector General. In her role at the CIA Dr. Stanard has worked on job analysis projects, employee recruitment, training development, change management projects, training gap identification projects and employee assessment development for the CIA. Her work in the area of workforce development help to recommendations for improvement in training and development programs. Dr. Stanard is also an adjunct professor at Bowie State University, where she teaches performance management, research and report writing and research advisory.

Noelle K. Newhouse, PhD, is an Associate professor at The Chicago School of Professional Psychology. In her role as a professor Dr. Newhouse teaches Masters and Doctoral level courses in the areas of performance management, human resource management, survey design and development, and employee selection. Dr. Newhouse also has worked for Vagent Inc. where she conducted cross-validation studies for tests, conducted criterion related validity studies for employment assessments. Dr. Newhouse has presented at various professional conferences on the topics of self-awareness, personality assessments, and assessment as a foundation of talent management.

Alan Mead, PhD, is the president of Talent Algorithms Inc. In his role as president Dr. Mead has an extensive work history in the areas of psychometrics and test development. He has numerous outreach efforts and grant activities related to the field of test and assessment development. Dr. Mead has authored peer-reviewed articles on item writing, the effects of culture on reasoning, multistage testing, ethical decision-making process, item response theories, and computerized testing. He has also written numerous book chapters on item analysis, computerized assessment, technology based selection and assessment reliability. Dr. Mead also teaches Industrial Organizational Psychology at Illinois Institute of technology and at Roosevelt University in Chicago, IL.

APPENDIX B: SUBJECT MATTER EXPERT PANEL

Area I

Member: Debbie M. Barrett-Bryson, MSN/MHA, RNC-OB, CCE

Regulatory Board: Arizona State Board of Nursing

Nursing Specialty: OB/GYN, Medical-Surgical, Case Management

Type of Facility: College, University, Insurance

Barrett-Bryson has nearly 30 years of nursing experience. She currently serves as a nursing faculty member at Maricopa GateWay Community College and the University of Phoenix, where she teaches physical assessment courses to LPNs students. Barrett-Bryson holds another position in the insurance industry at United Healthcare, where she works directly with LPNs just beginning their careers and acts as a mentor to help them succeed.

Member: Ralph C. Pittman, LPN

Regulatory Board: Utah State Board of Nursing

Nursing Specialty: Primary Care

Type of Facility: Hospital/Community Clinics

Pittman has 23 years of nursing experience and works in hospital and community clinics, including the George E. Wahlen Department of Veterans Affairs Medical Center, where he orients new LPNs on their role and duties in providing quality care in while optimizing the involvement of the patient. He mentors entry-level LPNs and ensures that they understand how to perform the common nursing skills they learned in school.

Area II

Member: Deborah Meyer, LPN

Regulatory Board: Minnesota Board of Nursing

Nursing Specialty: Skilled Nursing

Type of Facility: Skilled Nursing Home

Meyer has 24 years of nursing experience. She currently works as a LPN at Essentia Health – Virginia Care Center, where she orients and trains new LPNs on the facility's procedures and protocols as they are hired. She also serves as a mentor by making herself available to answer questions and address concerns that new LPNs encounter on the job

Member: Tina Tennis, MSN, BA, RN

Regulatory Board: Iowa Board of Nursing

Nursing Specialty: Education

Type of Facility: Community College

Tennis has 19 years of nursing experience and presently serves as a Clinical Instructor at Indian Hills Community College, where she teaches LPN and RN students in clinical, simulation, and online settings. She oversees the LPN preceptorship program and mentors students throughout their educational career at the college. Tennis also assists with the development of nursing curriculum and clinical skills competencies, and volunteers with students in a local nursing club known as the "Scrub Club."

Area III

Member: Cheryle Traish, MSN, RN

Regulatory Board: North Carolina State Board of Nursing

Nursing Specialty: Medical-Surgical

Type of Facility: Community College

Traish has 35 years of nursing experience and currently serves as the Director of Nursing Programs at Nash Community College. She educates LPN students in the classroom and clinical settings, and serves as a preceptor for LPN students. Traish also works with entry-level LPNs in a clinical agency where she facilitates the transition of student nurses into entry-level LPNs.

Member: Mellissa Bess, MSN, RN

Regulatory Board: Tennessee State Board of Nursing

Nursing Specialty: Medical-Surgical, Nursing Education

Type of Facility: College

Bess has six years of nursing experience and serves as the Director of the Practical Nursing Program as well as a Clinical Instructor at Chattanooga College. She also works as a Staff Nurse within Erlanger Health System, where she precepts entry-level RNs, and supervises and mentors entry-level LPNs

Member: Erika Frederick, LPN

Regulatory Board: Florida Board of Nursing

Nursing Specialty: Practical Nursing

Type of Facility: Assisted Living

Frederick is an entry-level LPN who obtained her license in April 2014. She works with other entry-level nurses, and provides general nursing care in an assisted living setting.

Member: Anne Withrow, MSN, RN

Regulatory Board: Texas Board of Nursing

Nursing Specialty: Nursing Education, Pediatrics, Public Health

Type of Facility: Community Health

Withrow has 15 years of nursing experience and currently serves as an Associate Professor at Austin Community College in the Vocational Nursing Program. She educates vocational nursing students in clinical and simulation settings, and facilitates student learning objectives specifically around the care of pediatric clients.

Area IV

Member: Jeanne Bennett-Russo, RN

Regulatory Board: Connecticut Board of Examiners for Nursing

Nursing Specialty: Pediatrics, NICU

Type of Facility: Home Health Care

Bennett-Russo has 26 years of nursing experience and currently orients and educates new LPNs on the home health care routine at Pediatric Services of America, a pediatric home health care agency. Bennett-Russo holds an active role in the interview and hiring process for new nurses in the agency, while also overseeing the skills of entry-level LPNs in the field including assessment of clients, medication administration, and other required skills. Bennett-Russo serves as a source of guidance and education for entry-level LPNs within the agency.

Member: Sheila Davis, LPN

Regulatory Board: Vermont State Board of Nursing

Nursing Specialty: Geriatrics

Type of Facility: Nursing Home/Residential Care

Davis has 23 years of nursing experience. She currently serves as Staff Development Coordinator at Mayo Healthcare, a residential care facility where she oversees the orientation of new employees, including entry-level LPNs. Her position involves tracking quality of care issues, and reviewing and revising facility policies and nursing competencies. Davis regularly serves as a mentor to entry-level LPNs.

APPENDIX C: 2015 LPN/VN PRACTICE ANALYSIS SURVEY

Paper Form 1

NCSBN
National Council of State Boards of Nursing

National Council of State Boards of Nursing

LICENSED PRACTICAL/VOCATIONAL (LPN/VN) NURSING SURVEY

This survey is being performed by the National Council of State Boards of Nursing (NCSBN) on behalf of your board of nursing. The survey is part of a comprehensive study of the practice of newly licensed practical/vocational nurses (LPN/VNs) in the NCSBN areas using the NCLEX® examination for primary licensure decisions. Please complete and return this form as soon as possible. This is your opportunity to contribute to the development of the NCLEX® examination that future candidates will take.

INSTRUCTIONS

Please read each question carefully and respond by filling in the oval of the response that most closely represents your answer. Choose the answer that **best** applies to your practice and fill in the appropriate oval(s). A few questions ask you to write in information. Print your answer legibly in the space provided.

You will notice that many questions ask you to report what you did on your **last day of work**. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your **last** day of work even if that day was not typical.

As used in this survey, the "**client**" can be an individual, family, or group which includes significant others and population. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.

Correct marks

Incorrect marks

- **Use a No. 2 pencil.**
- **Make heavy dark marks that fill the oval completely.**
- **If you want to change an answer, erase completely.**

1. What type(s) of nursing license do you hold? *(Select ALL that apply)*

- ○ LPN/VN
- ○ RN

2. Are you currently working as an LPN/VN in the U.S. or a Member Board jurisdiction?

- ○ Yes
- ○ No → **Skip to Section 5: Demographic Information**

3. In your current position, do you provide direct care to clients?
Note: Faculty supervision of student clinical experiences is not considered "direct care."

- ○ Yes, 20 or more hours per week, on average → **Continue to Section 1: Nursing Activities**
- ○ Yes, less than 20 hours per week, on average → **Skip to Section 5: Demographic Information**
- ○ No → **Skip to Section 5: Demographic Information**

FOR OFFICE USE ONLY

SECTION 1: NURSING ACTIVITIES

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, two questions are asked. Please answer both questions.

QUESTION A - FREQUENCY: If the activity is performed in your work setting, how often (0 Times, 1 Time, 2 Times, 3 Times, 4 Times, or 5+ Times) did you personally perform the activity on the last day you worked? If it is never performed in your work setting or is not applicable, then select "NEVER performed in work setting" and then respond to Question B - Importance.

QUESTION B - IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the LPN/VN scope of practice defined by any specific jurisdiction. You must refer to your local board of nursing for information about your scope of practice.

QUESTION A – If an activity does not apply to your work setting, mark "NEVER performed in work setting", still select the importance rating as noted in Question B and then move on to the next activity. If an activity is performed in your work setting, mark 0-5+ reflecting the frequency of performing the activity on your **last day of work**, then complete Question B.

QUESTION B – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Minimally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

	A - FREQUENCY							B - IMPORTANCE				
	NEVER performed in work setting	0 Times	1 Time	2 Times	3 Times	4 Times	5 or more Times	1 = Not Important	2 = Minimally Important	3 = Moderately Important	4 = Important	5 = Critically Important
1. Apply evidence-based practice when providing care	N	0	1	2	3	4	5+	1	2	3	4	5
2. Provide care within the legal scope of practice	N	0	1	2	3	4	5+	1	2	3	4	5
3. Organize and prioritize care for assigned group of clients	N	0	1	2	3	4	5+	1	2	3	4	5
4. Monitor activities of assistive personnel	N	0	1	2	3	4	5+	1	2	3	4	5
5. Participate in client referral process	N	0	1	2	3	4	5+	1	2	3	4	5
6. Contribute to the development and/or update of the client plan of care	N	0	1	2	3	4	5+	1	2	3	4	5
7. Provide and receive report	N	0	1	2	3	4	5+	1	2	3	4	5
8. Provide for privacy needs	N	0	1	2	3	4	5+	1	2	3	4	5
9. Involve client in care decision making	N	0	1	2	3	4	5+	1	2	3	4	5
10. Provide information about advance directives	N	0	1	2	3	4	5+	1	2	3	4	5
11. Use information technology in client care	N	0	1	2	3	4	5+	1	2	3	4	5
12. Recognize and report staff conflict	N	0	1	2	3	4	5+	1	2	3	4	5
13. Respond to the unsafe practice of a health care provider (e.g., intervene or report)	N	0	1	2	3	4	5+	1	2	3	4	5
14. Participate in client discharge or transfer	N	0	1	2	3	4	5+	1	2	3	4	5
15. Participate in staff education (e.g., inservices and continued competency)	N	0	1	2	3	4	5+	1	2	3	4	5
16. Verify the identity of client	N	0	1	2	3	4	5+	1	2	3	4	5
17. Evaluate the appropriateness of health care provider's order for client	N	0	1	2	3	4	5+	1	2	3	4	5
18. Assist in and/or reinforce education to client about safety precautions	N	0	1	2	3	4	5+	1	2	3	4	5
19. Use transfer assistive devices (e.g., gait/transfer belt, slide board or mechanical lift)	N	0	1	2	3	4	5+	1	2	3	4	5
20. Implement least restrictive restraints or seclusion	N	0	1	2	3	4	5+	1	2	3	4	5
21. Initiate and participate in security alert (e.g., infant abduction or flight risk)	N	0	1	2	3	4	5+	1	2	3	4	5
22. Participate in preparation for internal and external disasters (e.g., fire or natural disaster)	N	0	1	2	3	4	5+	1	2	3	4	5
23. Use aseptic and sterile techniques	N	0	1	2	3	4	5+	1	2	3	4	5

SECTION 1: NURSING ACTIVITIES *(continued)*

QUESTION A – If an activity does not apply to your work setting, mark "NEVER performed in work setting", still select the importance rating as noted in Question B and then move on to the next activity. If an activity is performed in your work setting, mark 0-5 + reflecting the frequency of performing the activity **on your last day of work**, then complete Question B.

QUESTION B – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with
1 = Not Important, 2 = Marginally Important, 3 = Moderately Important,
4 = Important, 5 = Critically Important.

	A - FREQUENCY							B - IMPORTANCE				
	NEVER performed in work setting	0 Times	1 Time	2 Times	3 Times	4 Times	5 or more Times	1 = Not Important	2 = Marginally Important	3 = Moderately Important	4 = Important	5 = Critically Important
24. Assist with fetal heart monitoring for the antepartum client	N	0	1	2	3	4	5+	1	2	3	4	5
25. Monitor recovery of stable postpartum client	N	0	1	2	3	4	5+	1	2	3	4	5
26. Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	N	0	1	2	3	4	5+	1	2	3	4	5
27. Provide care that meets the needs of the adult client ages 65 through 85 years and over	N	0	1	2	3	4	5+	1	2	3	4	5
28. Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	N	0	1	2	3	4	5+	1	2	3	4	5
29. Collect data for health history (e.g., client medical history, family medical history)	N	0	1	2	3	4	5+	1	2	3	4	5
30. Identify barriers to communication	N	0	1	2	3	4	5+	1	2	3	4	5
31. Participate in health screening or health promotion programs	N	0	1	2	3	4	5+	1	2	3	4	5
32. Identify clients in need of immunizations (required and voluntary)	N	0	1	2	3	4	5+	1	2	3	4	5
33. Use therapeutic communication techniques with client	N	0	1	2	3	4	5+	1	2	3	4	5
34. Promote positive self-esteem of client	N	0	1	2	3	4	5+	1	2	3	4	5
35. Assist client to cope/adapt to stressful events and changes in health status (e.g., abuse, neglect, end of life, grief and loss, life changes or physical changes)	N	0	1	2	3	4	5+	1	2	3	4	5
36. Identify stressors that may affect recovery or health maintenance (e.g., lifestyle, body changes, environmental)	N	0	1	2	3	4	5+	1	2	3	4	5
37. Explore why client is refusing or not following treatment plan	N	0	1	2	3	4	5+	1	2	3	4	5
38. Collect data on client's potential for violence to self and others	N	0	1	2	3	4	5+	1	2	3	4	5
39. Assist in the care of the cognitively impaired client	N	0	1	2	3	4	5+	1	2	3	4	5
40. Assist in managing the care of angry and/or agitated client (e.g., de-escalation techniques)	N	0	1	2	3	4	5+	1	2	3	4	5
41. Participate in reminiscence therapy, validation therapy or reality orientation	N	0	1	2	3	4	5+	1	2	3	4	5
42. Monitor and provide for nutritional needs of client	N	0	1	2	3	4	5+	1	2	3	4	5
43. Provide site care for client with enteral tubes	N	0	1	2	3	4	5+	1	2	3	4	5
44. Monitor client intake/output	N	0	1	2	3	4	5+	1	2	3	4	5
45. Assist with activities of daily living	N	0	1	2	3	4	5+	1	2	3	4	5
46. Provide care to an immobilized client (e.g., traction, bedridden)	N	0	1	2	3	4	5+	1	2	3	4	5
47. Perform an irrigation of urinary catheter, bladder, wound, ear, nose or eye	N	0	1	2	3	4	5+	1	2	3	4	5
48. Use measures to maintain or improve client skin integrity	N	0	1	2	3	4	5+	1	2	3	4	5
49. Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning)	N	0	1	2	3	4	5+	1	2	3	4	5
50. Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	N	0	1	2	3	4	5+	1	2	3	4	5
51. Reinforce education to client regarding medications	N	0	1	2	3	4	5+	1	2	3	4	5
52. Collect required data prior to medication administration	N	0	1	2	3	4	5+	1	2	3	4	5
53. Administer medication by oral route	N	0	1	2	3	4	5+	1	2	3	4	5
54. Administer a subcutaneous, intradermal or intramuscular medication	N	0	1	2	3	4	5+	1	2	3	4	5
55. Administer intravenous piggyback (secondary) medications	N	0	1	2	3	4	5+	1	2	3	4	5

SECTION 1: NURSING ACTIVITIES *(continued)*

QUESTION A – If an activity does not apply to your work setting, mark "NEVER performed in work setting", still select the importance rating as noted in Question B and then move on to the next activity. If an activity is performed in your work setting, mark 0-5+ reflecting the frequency of performing the activity **on your last day of work**, then complete Question B.

QUESTION B – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Marginally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

	A - FREQUENCY							B - IMPORTANCE				
	NEVER performed in work setting	0 Times	1 Time	2 Times	3 Times	4 Times	5 or more Times	1 = Not Important	2 = Marginally Important	3 = Moderately Important	4 = Important	5 = Critically Important
56. Monitor transfusion of blood product	N	0	1	2	3	4	5+	1	2	3	4	5
57. Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	N	0	1	2	3	4	5+	1	2	3	4	5
58. Administer medications by intravenous (IV) route	N	0	1	2	3	4	5+	1	2	3	4	5
59. Implement measures to prevent complication of client condition or procedure (e.g., circulatory complication, seizure, aspiration or potential neurological disorder)	N	0	1	2	3	4	5+	1	2	3	4	5
60. Check and monitor client vital signs	N	0	1	2	3	4	5+	1	2	3	4	5
61. Perform neurological checks	N	0	1	2	3	4	5+	1	2	3	4	5
62. Check for urinary retention (e.g., bladder scan/ultrasound or palpation)	N	0	1	2	3	4	5+	1	2	3	4	5
63. Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	N	0	1	2	3	4	5+	1	2	3	4	5
64. Assist with the performance of a diagnostic or invasive procedure	N	0	1	2	3	4	5+	1	2	3	4	5
65. Monitor continuous or intermittent suction of nasogastric (NG) tube	N	0	1	2	3	4	5+	1	2	3	4	5
66. Apply and check proper use of compression stockings and/or sequential compression devices (SCD)	N	0	1	2	3	4	5+	1	2	3	4	5
67. Perform blood glucose monitoring	N	0	1	2	3	4	5+	1	2	3	4	5
68. Maintain central venous catheter	N	0	1	2	3	4	5+	1	2	3	4	5
69. Insert peripheral intravenous (IV) catheter	N	0	1	2	3	4	5+	1	2	3	4	5
70. Recognize and report change in client condition	N	0	1	2	3	4	5+	1	2	3	4	5
71. Perform care for client after surgical procedure	N	0	1	2	3	4	5+	1	2	3	4	5
72. Provide care for client drainage device (e.g., wound drain or chest tube)	N	0	1	2	3	4	5+	1	2	3	4	5
73. Remove wound sutures or staples	N	0	1	2	3	4	5+	1	2	3	4	5
74. Intervene to improve client respiratory status (e.g., breathing treatment, suctioning or repositioning)	N	0	1	2	3	4	5+	1	2	3	4	5
75. Identify and/or intervene to control signs of hypoglycemia or hyperglycemia	N	0	1	2	3	4	5+	1	2	3	4	5
76. Provide care to client with an ostomy (e.g., colostomy, ileostomy or urostomy)	N	0	1	2	3	4	5+	1	2	3	4	5
77. Provide care to client on ventilator	N	0	1	2	3	4	5+	1	2	3	4	5

78. How well did the survey cover the important activities a newly licensed LPN/VN should be able to perform, regardless of the practice setting?

○ Very well ○ Well ○ Adequately ○ Poorly

Please list any important activities you believe are missing from the survey.

_____

_____

_____

_____

SECTION 2: EXPERIENCE AND ORIENTATION

INSTRUCTIONS FOR SECTIONS 2-5: Please record your responses by marking the appropriate ovals. For questions concerning numbers, mark ovals in both the first and second columns so that the numbers associated with the selected ovals represent your answer. For example, if your answer is 24, you will mark the following:

1. What is the total number of months you have worked as an LPN/VN in the U.S. or its territories?

MONTHS

2. Have you ever worked outside the U.S. or its territories as an LPN/VN?

- ○ Yes → **If yes, what is the total number of months you worked outside the U.S. or its territories as an LPN/VN?**
- ○ No

MONTHS

3. Which of the following best describes the orientation you received for your current position? *(Select only ONE)*

- ○ No formal orientation → ***Skip to Question 5***
- ○ Classroom instruction/skills lab work only
- ○ Classroom and/or skills lab plus supervised work with clients
- ○ Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work
- ○ A formal internship/residency with or without additional classroom or skills lab work
- ○ Other (please specify): _____

4. If you had an orientation period, how many weeks was it?

NUMBER OF WEEKS IN ORIENTATION

5. Which of the following types of certificates have you earned or courses completed since you have concluded your nursing course requirements? *(Select ALL that apply)*

- ○ Advanced Cardiac Life Support
- ○ Basic Life Support
- ○ Behavioral Management
- ○ Chemotherapy
- ○ Conscious/Moderate Sedation
- ○ Coronary Care
- ○ Critical Care
- ○ Intravenous Therapy
- ○ Neonatal Advanced Life Support
- ○ Neonatal Resuscitation
- ○ PediatricAdvanced Life Support
- ○ Phlebotomy
- ○ Peritoneal Dialysis
- ○ Rehabilitation
- ○ None
- ○ Other (please specify): _____

6. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- ○ Yes → **If yes, is this your primary position?** ○ Yes ○ No
- ○ No

SECTION 3: WORK ENVIRONMENT

1. Which of the following best describes most of your clients on the last day you worked? *(Select ALL that apply)*

- ○ Well clients, possibly with minor illnesses
- ○ OB (Maternity) clients
- ○ Clients with stabilized chronic conditions
- ○ Clients with unstabilized chronic conditions
- ○ Clients with acute conditions, including clients with medical, surgical or critical conditions
- ○ Clients at end-of-life
- ○ Clients with behavioral/emotional conditions
- ○ Other (please specify): _____

2. Which of the following best describes the ages of most of your clients on the last day you worked? *(Select ALL that apply)*

- ○ Newborn (less than 1 month)
- ○ Infant/toddler (1 month-2 years)
- ○ Preschool (ages 3-5)
- ○ School age (ages 6-12)
- ○ Adolescent (ages 13-17)
- ○ Adult (ages 18-64)
- ○ Adult (ages 65-85)
- ○ Adult (over age 85)

3. Which of the following choices best describes your employment setting/specialty area on the last day you worked? If you worked mainly in one setting, fill in the appropriate oval for that one setting. If you worked in more than one setting, fill in the appropriate oval for all settings where you spent at least one-half of your time. *(Select no more than TWO answers)*

- ○ Critical care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, post-anesthesia recovery unit)
- ○ Medical-surgical unit or any of its sub-specialties (e.g., oncology, orthopedics, neurology)
- ○ Pediatrics
- ○ Nursery
- ○ Labor and delivery
- ○ Postpartum unit
- ○ Psychiatry or any of its sub-specialties (e.g., detox)
- ○ Assisted living
- ○ Operating room, including outpatient surgery and surgicenters
- ○ Nursing home, skilled or intermediate care
- ○ Other long-term care (e.g., residential care, developmental disability)
- ○ Rehabilitation
- ○ Subacute unit
- ○ Transitional care unit
- ○ Physician/Advanced Practice RN/Nurse Practitioner (NP)/Dentist office
- ○ Occupational health
- ○ Outpatient clinic
- ○ Home health, including visiting nurses associations
- ○ Public health
- ○ Student/school health
- ○ Hospice care
- ○ Prison/Correctional facility/Jail
- ○ Short stay/Observational
- ○ Step-down/Progressive care
- ○ Other (please specify): _____

4. Which of the following best describes the type of facility/organization where your employment setting/specialty area is located? *(Select only ONE)*

- ○ Hospital
- ○ Long-term care facility
- ○ Community-based or ambulatory care facility/organization (including public health department, visiting nurses association, home health, physician/Advanced Practice RN/Nurse Practitioner (NP)/dentist office, clinic, school, prison, etc.)
- ○ Other (please specify): _____

5. If you work in a hospital or nursing home, how large is it? *(Select only ONE)*

- ○ Less than 50 beds
- ○ 50-99 beds
- ○ 100-299 beds
- ○ 300-499 beds
- ○ 500 or more beds
- ○ I do not know
- ○ I do not work in a hospital or nursing home

6. Which of the following best describes your shift on a typical work day? *(Select only ONE)*

- ○ Days
- ○ Evenings
- ○ Nights
- ○ Rotating shifts
- ○ Other (please specify): _____

7. What is the length of your shift on a typical work day? *(Select only ONE)*

- ○ 8 hours
- ○ 10 hours
- ○ 12 hours
- ○ Varied 8 hours and 12 hours
- ○ Other (please specify): _____

8. Which best describes the location of your employment setting? *(Select only ONE)*

- ○ Urban/Metropolitan area
- ○ Suburban
- ○ Rural

SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

1. How many hours did you work on the last shift you worked?

HOURS

0	0
1	1
2	2
	3
	4
	5
	6
	7
	8
	9

2. How many clients were you responsible for on the last day you worked? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as unlicensed assistive personnel), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting.

NUMBER OF CLIENTS

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

3. How much of your time was spent performing each of the following types of activities on the last day you worked? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity on the last day you worked rounded to the nearest hour. For example, if you spent about 2 and ¼ hours on a set of activities, select the option "2." If you spent 3 and ¾ hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours of shift worked.

Set of Activities	Approximate Amount of Time (Hours) Spent on Set of Activities									
	0	1	2	3	4	5	6	7	8	>8
1. **Coordinated Care:** Collaborate with health care team members to facilitate effective client care.	0	1	2	3	4	5	6	7	8	>8
2. **Safety and Infection Control:** Contribute to the protection of client and health care personnel from health and environmental hazards.	0	1	2	3	4	5	6	7	8	>8
3. **Health Promotion and Maintenance:** Provide nursing care for clients that incorporate knowledge of expected stages of growth and development, and prevention and/or early detection of health problems.	0	1	2	3	4	5	6	7	8	>8
4. **Psychosocial Integrity:** Provide care that assists with promotion and support of the emotional, mental and social well-being of the client.	0	1	2	3	4	5	6	7	8	>8
5. **Basic Care and Comfort:** Provide comfort to clients and assistance in the performance of activities of daily living.	0	1	2	3	4	5	6	7	8	>8
6. **Pharmacological Therapies:** Provide care related to the administration of medications and monitors clients who are receiving parenteral therapies.	0	1	2	3	4	5	6	7	8	>8
7. **Reduction of Risk Potential:** Reduce the potential for clients to develop complications or health problems related to treatments, procedures or existing conditions.	0	1	2	3	4	5	6	7	8	>8
8. **Physiological Adaptation:** Participate in providing care for clients with acute, chronic or life-threatening physical health conditions.	0	1	2	3	4	5	6	7	8	>8

SECTION 5: DEMOGRAPHIC INFORMATION

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

1. Did you work as an unlicensed assistive personnel prior to becoming an LPN/VN?

- ○ Yes → **If "yes", for how many years and months?**
- ○ No

YEARS 0 1 2 3 4 5 6 7 8 9 | MONTHS 0 1 2 3 4 5 6 7 8 9

2. What is your gender?

- ○ Male
- ○ Female

3. What is your age in years?

YEARS 0 1 2 3 4 5 6 7 8 9

4. Which of the following best describes your racial/ethnic background? *(Select only ONE)*

- ○ African American
- ○ Asian Indian
- ○ Asian Other
- ○ Hispanic
- ○ Native American
- ○ Pacific Islander
- ○ White–not of Hispanic origin
- ○ Other

5. What is your primary language?

- ○ English
- ○ English and another language
- ○ Another language

6. What type of basic nursing education program qualified you to take the NCLEX-PN? *(Select only ONE)*

- ○ LPN/VN - Diploma/Certificate in U.S.
- ○ LPN/VN - Associate degree in U.S.
- ○ RN - Diploma in U.S.
- ○ RN - Associate Degree in U.S.
- ○ RN - Baccalaureate Degree in U.S.
- ○ Any nursing program NOT located in the U.S.
- ○ Other program (please specify):_____

7. How many months has it been since you completed course requirements from the nursing education program in question 6?

MONTHS 0 1 2 3 4 5 6 7 8 9

8a. Are you currently enrolled in a registered nurse education program?

- ○ Yes → **Answer Question 8b then Skip to Question 10**
- ○ No → **Skip to Question 10**
- ○ I have applied, but am not currently enrolled → **Skip to Question 9**

8b. If yes, in which of the following programs are you enrolled? *(Select only ONE)*

- ○ Registered Nurse - Diploma program
- ○ Registered Nurse - Associate degree program
- ○ Registered Nurse - Bachelor's degree program
- ○ Other (please specify):_____

9. If you have applied to a registered nurse education program, please indicate the reason or reasons you are not currently enrolled? *(Select ALL that apply)*

- ○ Currently completing pre-requisite courses
- ○ Turned away because nursing program is full
- ○ Unable to afford tuition
- ○ Did not meet admission requirements
- ○ On a waiting list for admission
- ○ Other (please specify):_____

10. Do you have a non-nursing college degree?

- ○ Yes
- ○ No

SECTION 6: COMMENTS

If we need additional information in order to clarify the results of this study, we may call and/or e-mail some participants. If you would be willing to answer a few additional questions by phone or e-mail, please provide a number where you can be reached during the day or early evening.

Daytime or Early Evening Phone Number with Area Code:

( ) - -

Name: _____

E-mail Address: _____

You may write any comments or suggestions that you have in the space below.

_____

_____

Thank you for participating in this important work!

Paper Form 2

NCSBN
National Council of State Boards of Nursing

National Council of State Boards of Nursing

LICENSED PRACTICAL/VOCATIONAL (LPN/VN) NURSING SURVEY

This survey is being performed by the National Council of State Boards of Nursing (NCSBN) on behalf of your board of nursing. The survey is part of a comprehensive study of the practice of newly licensed practical/vocational nurses (LPN/VNs) in the NCSBN areas using the NCLEX® examination for primary licensure decisions. Please complete and return this form as soon as possible. This is your opportunity to contribute to the development of the NCLEX® examination that future candidates will take.

INSTRUCTIONS

Please read each question carefully and respond by filling in the oval of the response that most closely represents your answer. Choose the answer that **best** applies to your practice and fill in the appropriate oval(s). A few questions ask you to write in information. Print your answer legibly in the space provided.

You will notice that many questions ask you to report what you did on your **last day of work**. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your **last** day of work even if that day was not typical.

As used in this survey, the "**client**" can be an individual, family, or group which includes significant others and population. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.

- **Use a No. 2 pencil.**
- **Make heavy dark marks that fill the oval completely.**
- **If you want to change an answer, erase completely.**

1. What type(s) of nursing license do you hold? *(Select ALL that apply)*

- ○ LPN/VN
- ○ RN

2. Are you currently working as an LPN/VN in the U.S. or a Member Board jurisdiction?

- ○ Yes
- ○ No → **Skip to Section 5: Demographic Information**

3. In your current position, do you provide direct care to clients?
Note: Faculty supervision of student clinical experiences is not considered "direct care."

- ○ Yes, 20 or more hours per week, on average → **Continue to Section 1: Nursing Activities**
- ○ Yes, less than 20 hours per week, on average → **Skip to Section 5: Demographic Information**
- ○ No → **Skip to Section 5: Demographic Information**

FOR OFFICE USE ONLY

SECTION 1: NURSING ACTIVITIES

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, two questions are asked. Please answer both questions.

QUESTION A - FREQUENCY: If the activity is performed in your work setting, how often (0 Times, 1 Time, 2 Times, 3 Times, 4 Times, or 5+ Times) did you personally perform the activity on the last day you worked? If it is never performed in your work setting or is not applicable, then select "NEVER performed in work setting" and then respond to Question B - Importance.

QUESTION B - IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the LPN/VN scope of practice defined by any specific jurisdiction. You must refer to your local board of nursing for information about your scope of practice.

QUESTION A – If an activity does not apply to your work setting, mark "NEVER performed in work setting", still select the importance rating as noted in Question B and then move on to the next activity. If an activity is performed in your work setting, mark 0-5+ reflecting the frequency of performing the activity on your **last day of work**, then complete Question B.

QUESTION B – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Minimally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

	A - FREQUENCY							B - IMPORTANCE				
	NEVER performed in work setting	0 Times	1 Time	2 Times	3 Times	4 Times	5 or more Times	1 = Not Important	2 = Minimally Important	3 = Moderately Important	4 = Important	5 = Critically Important
1. Practice in a manner consistent with code of ethics for nurses	N	0	1	2	3	4	5+	1	2	3	4	5
2. Maintain client confidentiality	N	0	1	2	3	4	5+	1	2	3	4	5
3. Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	N	0	1	2	3	4	5+	1	2	3	4	5
4. Participate in client data collection	N	0	1	2	3	4	5+	1	2	3	4	5
5. Use data from various sources in making clinical decisions	N	0	1	2	3	4	5+	1	2	3	4	5
6. Receive and process health care provider orders	N	0	1	2	3	4	5+	1	2	3	4	5
7. Advocate for client rights and needs	N	0	1	2	3	4	5+	1	2	3	4	5
8. Promote client self-advocacy	N	0	1	2	3	4	5+	1	2	3	4	5
9. Participate in client consent process	N	0	1	2	3	4	5+	1	2	3	4	5
10. Participate in providing cost effective care	N	0	1	2	3	4	5+	1	2	3	4	5
11. Participate as a member of an interdisciplinary team	N	0	1	2	3	4	5+	1	2	3	4	5
12. Recognize task/assignment you are not prepared to perform and seek assistance	N	0	1	2	3	4	5+	1	2	3	4	5
13. Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound or communicable disease)	N	0	1	2	3	4	5+	1	2	3	4	5
14. Follow up with client after discharge	N	0	1	2	3	4	5+	1	2	3	4	5
15. Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee)	N	0	1	2	3	4	5+	1	2	3	4	5
16. Identify client allergies and intervene as appropriate	N	0	1	2	3	4	5+	1	2	3	4	5
17. Acknowledge and document practice error (e.g., incident report)	N	0	1	2	3	4	5+	1	2	3	4	5
18. Use safe client handling techniques (e.g., body mechanics)	N	0	1	2	3	4	5+	1	2	3	4	5
19. Assure availability and safe functioning of client care equipment	N	0	1	2	3	4	5+	1	2	3	4	5
20. Follow protocol for timed client monitoring (e.g., safety checks)	N	0	1	2	3	4	5+	1	2	3	4	5
21. Identify and address unsafe conditions in health care environment (e.g., environmental, biohazard, fire)	N	0	1	2	3	4	5+	1	2	3	4	5
22. Maintain standard/universal precautions	N	0	1	2	3	4	5+	1	2	3	4	5
23. Identify the need for and implement appropriate isolation techniques	N	0	1	2	3	4	5+	1	2	3	4	5

SECTION 1: NURSING ACTIVITIES *(continued)*

QUESTION A – If an activity does not apply to your work setting, mark "NEVER performed in work setting", still select the importance rating as noted in Question B and then move on to the next activity. If an activity is performed in your work setting, mark 0-5+ reflecting the frequency of performing the activity **on your last day of work**, then complete Question B.

QUESTION B – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Marginally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

	A - FREQUENCY							B - IMPORTANCE				
	NEVER performed in work setting	0 Times	1 Time	2 Times	3 Times	4 Times	5 or more Times	1 = Not Important	2 = Marginally Important	3 = Moderately Important	4 = Important	5 = Critically Important
24. Assist with monitoring a client in labor	N	0	1	2	3	4	5+	1	2	3	4	5
25. Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	N	0	1	2	3	4	5+	1	2	3	4	5
26. Provide care that meets the needs of the adult client ages 18 through 64 years	N	0	1	2	3	4	5+	1	2	3	4	5
27. Compare client to developmental norms	N	0	1	2	3	4	5+	1	2	3	4	5
28. Provide care and resources for beginning of life and/or end of life issues and choices	N	0	1	2	3	4	5+	1	2	3	4	5
29. Collect baseline physical data (e.g., skin integrity, or height and weight)	N	0	1	2	3	4	5+	1	2	3	4	5
30. Identify barriers to learning	N	0	1	2	3	4	5+	1	2	3	4	5
31. Provide information for prevention of high risk behaviors	N	0	1	2	3	4	5+	1	2	3	4	5
32. Identify community resources for clients	N	0	1	2	3	4	5+	1	2	3	4	5
33. Provide emotional support to client	N	0	1	2	3	4	5+	1	2	3	4	5
34. Assist in and/or reinforce education to caregivers/family on ways to manage client with behavioral disorders	N	0	1	2	3	4	5+	1	2	3	4	5
35. Participate in behavior management program by recognizing environmental stressors and/or providing a therapeutic environment	N	0	1	2	3	4	5+	1	2	3	4	5
36. Identify client use of effective and ineffective coping mechanisms	N	0	1	2	3	4	5+	1	2	3	4	5
37. Collect data regarding client psychosocial functioning	N	0	1	2	3	4	5+	1	2	3	4	5
38. Identify signs and symptoms of substance abuse, chemical dependency, withdrawal or toxicity	N	0	1	2	3	4	5+	1	2	3	4	5
39. Assist in the care of a client experiencing sensory/perceptual alterations	N	0	1	2	3	4	5+	1	2	3	4	5
40. Plan care with consideration of client spiritual or cultural beliefs	N	0	1	2	3	4	5+	1	2	3	4	5
41. Participate in client group session	N	0	1	2	3	4	5+	1	2	3	4	5
42. Provide feeding for client with enteral tubes	N	0	1	2	3	4	5+	1	2	3	4	5
43. Provide care to client with bowel or bladder management protocol	N	0	1	2	3	4	5+	1	2	3	4	5
44. Provide measures to promote sleep/rest	N	0	1	2	3	4	5+	1	2	3	4	5
45. Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	N	0	1	2	3	4	5+	1	2	3	4	5
46. Assist in the care and comfort for a client with a visual and/or hearing impairment	N	0	1	2	3	4	5+	1	2	3	4	5
47. Assist in providing postmortem care	N	0	1	2	3	4	5+	1	2	3	4	5
48. Use alternative/complementary therapy in providing client care (e.g., music therapy)	N	0	1	2	3	4	5+	1	2	3	4	5
49. Evaluate pain using standardized rating scales	N	0	1	2	3	4	5+	1	2	3	4	5
50. Maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)	N	0	1	2	3	4	5+	1	2	3	4	5
51. Perform calculations needed for medication administration	N	0	1	2	3	4	5+	1	2	3	4	5
52. Follow the rights of medication administration	N	0	1	2	3	4	5+	1	2	3	4	5
53. Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button, j-tube)	N	0	1	2	3	4	5+	1	2	3	4	5
54. Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	N	0	1	2	3	4	5+	1	2	3	4	5
55. Calculate and monitor intravenous (IV) flow rate	N	0	1	2	3	4	5+	1	2	3	4	5

SECTION 1: NURSING ACTIVITIES *(continued)*

QUESTION A – If an activity does not apply to your work setting, mark "NEVER performed in work setting", still select the importance rating as noted in Question B and then move on to the next activity. If an activity is performed in your work setting, mark 0-5 + reflecting the frequency of performing the activity **on your last day of work**, then complete Question B.

QUESTION B – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Marginally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

	A - FREQUENCY							B - IMPORTANCE				
	NEVER performed in work setting	0 Times	1 Time	2 Times	3 Times	4 Times	5 or more Times	1 = Not Important	2 = Marginally Important	3 = Moderately Important	4 = Important	5 = Critically Important
56. Maintain pain control devices (e.g., epidural, patient control analgesia, peripheral nerve catheter)	N	0	1	2	3	4	5+	1	2	3	4	5
57. Count narcotics/controlled substances	N	0	1	2	3	4	5+	1	2	3	4	5
58. Identify client risk and implement interventions	N	0	1	2	3	4	5+	1	2	3	4	5
59. Identify signs or symptoms of potential prenatal complication	N	0	1	2	3	4	5+	1	2	3	4	5
60. Evaluate client oxygen (O2) saturation	N	0	1	2	3	4	5+	1	2	3	4	5
61. Perform circulatory checks	N	0	1	2	3	4	5+	1	2	3	4	5
62. Insert, maintain and remove urinary catheter	N	0	1	2	3	4	5+	1	2	3	4	5
63. Monitor diagnostic or laboratory test results	N	0	1	2	3	4	5+	1	2	3	4	5
64. Provide care for client before surgical procedure and reinforce education	N	0	1	2	3	4	5+	1	2	3	4	5
65. Insert, maintain and remove nasogastric (NG) tube	N	0	1	2	3	4	5+	1	2	3	4	5
66. Perform an electrocardiogram (EKG/ECG)	N	0	1	2	3	4	5+	1	2	3	4	5
67. Perform venipuncture for blood draws	N	0	1	2	3	4	5+	1	2	3	4	5
68. Maintain and remove peripheral intravenous (IV) catheter	N	0	1	2	3	4	5+	1	2	3	4	5
69. Identify signs and symptoms related to acute or chronic illness	N	0	1	2	3	4	5+	1	2	3	4	5
70. Reinforce education to client regarding care and condition	N	0	1	2	3	4	5+	1	2	3	4	5
71. Perform wound care and/or dressing change	N	0	1	2	3	4	5+	1	2	3	4	5
72. Remove client wound drainage device	N	0	1	2	3	4	5+	1	2	3	4	5
73. Respond/intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	N	0	1	2	3	4	5+	1	2	3	4	5
74. Recognize and report basic abnormalities on a client cardiac monitor strip	N	0	1	2	3	4	5+	1	2	3	4	5
75. Provide cooling/warming measures to restore normal body temperature	N	0	1	2	3	4	5+	1	2	3	4	5
76. Provide care for a client with a tracheostomy	N	0	1	2	3	4	5+	1	2	3	4	5
77. Perform check of client pacemaker	N	0	1	2	3	4	5+	1	2	3	4	5

78. How well did the survey cover the important activities a newly licensed LPN/VN should be able to perform, regardless of the practice setting?

○ Very well ○ Well ○ Adequately ○ Poorly

Please list any important activities you believe are missing from the survey.

SECTION 2: EXPERIENCE AND ORIENTATION

INSTRUCTIONS FOR SECTIONS 2-5: Please record your responses by marking the appropriate ovals. For questions concerning numbers, mark ovals in both the first and second columns so that the numbers associated with the selected ovals represent your answer. For example, if your answer is 24, you will mark the following:

1. What is the total number of months you have worked as an LPN/VN in the U.S. or its territories?

MONTHS

2. Have you ever worked outside the U.S. or its territories as an LPN/VN?

- ○ Yes → **If yes, what is the total number of months you worked outside the U.S. or its territories as an LPN/VN?**
- ○ No

MONTHS

3. Which of the following best describes the orientation you received for your current position? *(Select only ONE)*

- ○ No formal orientation → ***Skip to Question 5***
- ○ Classroom instruction/skills lab work only
- ○ Classroom and/or skills lab plus supervised work with clients
- ○ Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work
- ○ A formal internship/residency with or without additional classroom or skills lab work
- ○ Other (please specify): _____

4. If you had an orientation period, how many weeks was it?

NUMBER OF WEEKS IN ORIENTATION

5. Which of the following types of certificates have you earned or courses completed since you have concluded your nursing course requirements? *(Select ALL that apply)*

- ○ Advanced Cardiac Life Support
- ○ Basic Life Support
- ○ Behavioral Management
- ○ Chemotherapy
- ○ Conscious/Moderate Sedation
- ○ Coronary Care
- ○ Critical Care
- ○ Intravenous Therapy
- ○ Neonatal Advanced Life Support
- ○ Neonatal Resuscitation
- ○ PediatricAdvanced Life Support
- ○ Phlebotomy
- ○ Peritoneal Dialysis
- ○ Rehabilitation
- ○ None
- ○ Other (please specify): _____

6. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- ○ Yes → **If yes, is this your primary position?** ○ Yes ○ No
- ○ No

SECTION 3: WORK ENVIRONMENT

1. Which of the following best describes most of your clients on the last day you worked? *(Select ALL that apply)*

- ○ Well clients, possibly with minor illnesses
- ○ OB (Maternity) clients
- ○ Clients with stabilized chronic conditions
- ○ Clients with unstabilized chronic conditions
- ○ Clients with acute conditions, including clients with medical, surgical or critical conditions
- ○ Clients at end-of-life
- ○ Clients with behavioral/emotional conditions
- ○ Other (please specify): _____

2. Which of the following best describes the ages of most of your clients on the last day you worked? *(Select ALL that apply)*

- ○ Newborn (less than 1 month)
- ○ Infant/toddler (1 month-2 years)
- ○ Preschool (ages 3-5)
- ○ School age (ages 6-12)
- ○ Adolescent (ages 13-17)
- ○ Adult (ages 18-64)
- ○ Adult (ages 65-85)
- ○ Adult (over age 85)

3. Which of the following choices best describes your employment setting/specialty area on the last day you worked? If you worked mainly in one setting, fill in the appropriate oval for that one setting. If you worked in more than one setting, fill in the appropriate oval for all settings where you spent at least one-half of your time. *(Select no more than TWO answers)*

- ○ Critical care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, post-anesthesia recovery unit)
- ○ Medical-surgical unit or any of its sub-specialties (e.g., oncology, orthopedics, neurology)
- ○ Pediatrics
- ○ Nursery
- ○ Labor and delivery
- ○ Postpartum unit
- ○ Psychiatry or any of its sub-specialties (e.g., detox)
- ○ Assisted living
- ○ Operating room, including outpatient surgery and surgicenters
- ○ Nursing home, skilled or intermediate care
- ○ Other long-term care (e.g., residential care, developmental disability)
- ○ Rehabilitation
- ○ Subacute unit
- ○ Transitional care unit
- ○ Physician/Advanced Practice RN/Nurse Practitioner (NP)/Dentist office
- ○ Occupational health
- ○ Outpatient clinic
- ○ Home health, including visiting nurses associations
- ○ Public health
- ○ Student/school health
- ○ Hospice care
- ○ Prison/Correctional facility/Jail
- ○ Short stay/Observational
- ○ Step-down/Progressive care
- ○ Other (please specify): _____

4. Which of the following best describes the type of facility/organization where your employment setting/specialty area is located? *(Select only ONE)*

- ○ Hospital
- ○ Long-term care facility
- ○ Community-based or ambulatory care facility/organization (including public health department, visiting nurses association, home health, physician/Advanced Practice RN/Nurse Practitioner (NP)/dentist office, clinic, school, prison, etc.)
- ○ Other (please specify): _____

5. If you work in a hospital or nursing home, how large is it? *(Select only ONE)*

- ○ Less than 50 beds
- ○ 50-99 beds
- ○ 100-299 beds
- ○ 300-499 beds
- ○ 500 or more beds
- ○ I do not know
- ○ I do not work in a hospital or nursing home

6. Which of the following best describes your shift on a typical work day? *(Select only ONE)*

- ○ Days
- ○ Evenings
- ○ Nights
- ○ Rotating shifts
- ○ Other (please specify): _____

7. What is the length of your shift on a typical work day? *(Select only ONE)*

- ○ 8 hours
- ○ 10 hours
- ○ 12 hours
- ○ Varied 8 hours and 12 hours
- ○ Other (please specify): _____

8. Which best describes the location of your employment setting? *(Select only ONE)*

- ○ Urban/Metropolitan area
- ○ Suburban
- ○ Rural

SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

1. How many hours did you work on the last shift you worked?

HOURS

0	0
1	1
2	2
	3
	4
	5
	6
	7
	8
	9

2. How many clients were you responsible for on the last day you worked? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as unlicensed assistive personnel), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting.

NUMBER OF CLIENTS

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

3. How much of your time was spent performing each of the following types of activities on the last day you worked? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity on the last day you worked rounded to the nearest hour. For example, if you spent about 2 and ¼ hours on a set of activities, select the option "2." If you spent 3 and ¾ hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours of shift worked.

Set of Activities	Approximate Amount of Time (Hours) Spent on Set of Activities									
	0	1	2	3	4	5	6	7	8	>8
1. **Coordinated Care:** Collaborate with health care team members to facilitate effective client care.	0	1	2	3	4	5	6	7	8	>8
2. **Safety and Infection Control:** Contribute to the protection of client and health care personnel from health and environmental hazards.	0	1	2	3	4	5	6	7	8	>8
3. **Health Promotion and Maintenance:** Provide nursing care for clients that incorporate knowledge of expected stages of growth and development, and prevention and/or early detection of health problems.	0	1	2	3	4	5	6	7	8	>8
4. **Psychosocial Integrity:** Provide care that assists with promotion and support of the emotional, mental and social well-being of the client.	0	1	2	3	4	5	6	7	8	>8
5. **Basic Care and Comfort:** Provide comfort to clients and assistance in the performance of activities of daily living.	0	1	2	3	4	5	6	7	8	>8
6. **Pharmacological Therapies:** Provide care related to the administration of medications and monitors clients who are receiving parenteral therapies.	0	1	2	3	4	5	6	7	8	>8
7. **Reduction of Risk Potential:** Reduce the potential for clients to develop complications or health problems related to treatments, procedures or existing conditions.	0	1	2	3	4	5	6	7	8	>8
8. **Physiological Adaptation:** Participate in providing care for clients with acute, chronic or life-threatening physical health conditions.	0	1	2	3	4	5	6	7	8	>8

SECTION 5: DEMOGRAPHIC INFORMATION

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

1. Did you work as an unlicensed assistive personnel prior to becoming an LPN/VN? → YEARS MONTHS

- ○ Yes → **If "yes", for how many years and months?**
- ○ No

2. What is your gender?

- ○ Male
- ○ Female

3. What is your age in years?

YEARS

4. Which of the following best describes your racial/ethnic background? *(Select only ONE)*

- ○ African American
- ○ Asian Indian
- ○ Asian Other
- ○ Hispanic
- ○ Native American
- ○ Pacific Islander
- ○ White–not of Hispanic origin
- ○ Other

5. What is your primary language?

- ○ English
- ○ English and another language
- ○ Another language

6. What type of basic nursing education program qualified you to take the NCLEX-PN? *(Select only ONE)*

- ○ LPN/VN - Diploma/Certificate in U.S.
- ○ LPN/VN - Associate degree in U.S.
- ○ RN - Diploma in U.S.
- ○ RN - Associate Degree in U.S.
- ○ RN - Baccalaureate Degree in U.S.
- ○ Any nursing program NOT located in the U.S.
- ○ Other program (please specify): _____

7. How many months has it been since you completed course requirements from the nursing education program in question 6? → MONTHS

8a. Are you currently enrolled in a registered nurse education program?

- ○ Yes → **Answer Question 8b then Skip to Question 10**
- ○ No → **Skip to Question 10**
- ○ I have applied, but am not currently enrolled → **Skip to Question 9**

8b. If yes, in which of the following programs are you enrolled? *(Select only ONE)*

- ○ Registered Nurse - Diploma program
- ○ Registered Nurse - Associate degree program
- ○ Registered Nurse - Bachelor's degree program
- ○ Other (please specify): _____

9. If you have applied to a registered nurse education program, please indicate the reason or reasons you are not currently enrolled? *(Select ALL that apply)*

- ○ Currently completing pre-requisite courses
- ○ Turned away because nursing program is full
- ○ Unable to afford tuition
- ○ Did not meet admission requirements
- ○ On a waiting list for admission
- ○ Other (please specify): _____

10. Do you have a non-nursing college degree?

- ○ Yes
- ○ No

SECTION 6: COMMENTS

If we need additional information in order to clarify the results of this study, we may call and/or e-mail some participants. If you would be willing to answer a few additional questions by phone or e-mail, please provide a number where you can be reached during the day or early evening.

Daytime or Early Evening Phone Number with Area Code:

( ) - -

Name: _____

E-mail Address: _____

You may write any comments or suggestions that you have in the space below.

_____

_____

Thank you for participating in this important work!

8

Web Form 1

INSTRUCTIONS

This survey is being performed by the National Council of State Boards of Nursing (NCSBN) on behalf of your board of nursing. The survey is part of a comprehensive study of the practice of newly licensed practical/vocational nurses (LPN/VNs) in the NCSBN areas using the NCLEX® examination for primary licensure decisions. Please complete and return this form as soon as possible. This is your opportunity to contribute to the development of the NCLEX® examination that future candidates will take.

Instructions

Please read each question carefully and respond by selecting the option that most closely represents your answer. Choose the answer that best applies to your practice and select the appropriate response(s). A few questions ask you to enter information.

You will notice that many questions ask you to report what you did on your last day of work. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your last day of work even if that day was not typical.

As used in this survey, the "client" can be an individual, family, or group which includes significant others and population. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.

Survey Progression

To progress through the survey, please use the navigation buttons located at the bottom of each page:

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Finish the survey, by clicking the *Submit the Survey* link on the Thank You page.

INTRODUCTION

1. What type(s) of nursing license do you hold?**(Select ALL that apply)**

- [ ] LPN/VN
- [ ] RN

INTRODUCTION

2. Are you currently working as an LPN/VN in the U.S. or a Member Board jurisdiction?

- ◯ Yes
- ◯ No

INTRODUCTION

3. In your current position, do you provide direct care to clients? *(Note: Faculty supervision of student clinical experiences is not considered "direct care.")*

- ◯ Yes, 20 or more hours per week, on average
- ◯ Yes, less than 20 hours per week, on average
- ◯ No

SECTION 1: NURSING ACTIVITIES

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, two questions are asked. Please answer both questions.

QUESTION A - FREQUENCY: If the activity is performed in your work setting, how often (0 Times, 1 Time, 2 Times, 3 Times, 4 Times, or 5+ Times) did you personally perform the activity on the last day you worked? If it is never performed in your work setting or is not applicable, then select "NEVER performed in work setting" and then respond to Question B - Importance.

QUESTION B - IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the LPN/VN scope of practice defined by any specific jurisdiction. You must refer to your local board of nursing/regulatory body for information about your scope of practice.

Question A – FREQUENCY - If an activity does not apply to your work setting choose "Never performed in work setting", still select the importance rating as noted in Question B and then move on to the next activity. If an activity is performed in your work setting select 0-5+ reflecting the frequency of performing the activity on your **last day of work**, then complete Question B.

Question B – IMPORTANCE - Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Minimally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

	A - Frequency	B - Importance
1 Apply evidence-based practice when providing care		
2 Maintain client confidentiality		
3 Monitor activities of assistive personnel		
4 Use data from various sources in making clinical decisions		
5 Provide and receive report		
6 Promote client self-advocacy		

	A - Frequency	B - Importance
7 Provide information about advance directives		
8 Participate as a member of an interdisciplinary team		
9 Respond to the unsafe practice of a health care provider (e.g., intervene or report)		
10 Follow up with client after discharge		
11 Verify the identity of client		
12 Acknowledge and document practice error (e.g., incident report)		
13 Use transfer assistive devices (e.g., gait/transfer belt, slide board or mechanical lift)		
14 Follow protocol for timed client monitoring (e.g., safety checks)		
15 Participate in preparation for internal and external disasters (e.g., fire or natural disaster)		
16 Identify the need for and implement appropriate isolation techniques		
17 Monitor recovery of stable postpartum client		
18 Provide care that meets the needs of the adult client ages 18 through 64 years		
19 Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)		
20 Collect baseline physical data (e.g., skin integrity, or height and weight)		
21 Participate in health screening or health promotion programs		
22 Identify community resources for clients		
23 Promote positive self-esteem of client		
24 Participate in behavior management program by recognizing environmental stressors and/or providing a therapeutic environment		
25 Explore why client is refusing or not following treatment plan		

	A - Frequency	B - Importance
26 Identify signs and symptoms of substance abuse, chemical dependency, withdrawal or toxicity		

SECTION 1: NURSING ACTIVITIES

	A - Frequency	B - Importance
27 Assist in managing the care of angry and/or agitated client (e.g., de-escalation techniques)		
28 Participate in client group session		
29 Provide site care for client with enteral tubes		
30 Provide measures to promote sleep/rest		
31 Provide care to an immobilized client (e.g., traction, bedridden)		
32 Assist in providing postmortem care		
33 Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning)		
34 Maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)		
35 Collect required data prior to medication administration		
36 Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button, j-tube)		
37 Administer intravenous piggyback (secondary) medications		
38 Maintain pain control devices (e.g., epidural, patient control analgesia, peripheral nerve catheter)		
39 Administer medications by intravenous (IV) route		
40 Identify signs or symptoms of potential prenatal complication		
41 Perform neurological checks		
42 Insert, maintain and remove urinary catheter		
43 Assist with the performance of a diagnostic or invasive procedure		

	A - Frequency	B - Importance
44 Insert, maintain and remove nasogastric (NG) tube		
45 Perform blood glucose monitoring		
46 Maintain and remove peripheral intravenous (IV) catheter		
47 Recognize and report change in client condition		
48 Perform wound care and/or dressing change		
49 Remove wound sutures or staples		
50 Recognize and report basic abnormalities on a client cardiac monitor strip		
51 Provide care to client with an ostomy (e.g., colostomy, ileostomy or urostomy)		
52 Perform check of client pacemaker		

53. How well did the survey cover the important activities a newly licensed LPN/VN should be able to perform, regardless of the practice setting?

- ◯ Very well
- ◯ Well
- ◯ Adequately
- ◯ Poorly

54. Please list any important activities you believe are missing from the survey.

SECTION 2: EXPERIENCE AND ORIENTATION

1.What is the total number of months you have worked as an LPN/VN in the U.S or its territories? Please enter a positive, whole number only (e.g., 20).

Months:

2a. Have you ever worked outside the U.S. or its territories as an LPN/VN?

- ◯ Yes
- ◯ No

SECTION 2: EXPERIENCE AND ORIENTATION

2b. If yes, what is the total number of months you worked outside the U.S. or its territories as an LPN/VN? Please enter a positive, whole number only (e.g., 7).

Months:

SECTION 2: EXPERIENCE AND ORIENTATION

3. Which of the following **best** describes the orientation you received for your current position? **(Select only ONE)**

- ◯ No formal orientation
- ◯ Classroom instruction/skills lab work only
- ◯ Classroom and/or skills lab plus supervised work with clients
- ◯ Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work
- ◯ A formal internship/residency with or without additional classroom or skills lab work
- ◯ Other (please specify):

SECTION 2: EXPERIENCE AND ORIENTATION

4. If you had an orientation period, how many**weeks** was it? Please enter a positive, whole number only (e.g., 10).

Weeks:

SECTION 2: EXPERIENCE AND ORIENTATION

5. Which of the following types of certificates have you earned or courses completed since you have concluded your nursing course requirements? **(Select ALL that apply)**

- [ ] Advanced Cardiac Life Support
- [ ] Basic Life Support
- [ ] Behavioral Management
- [ ] Chemotherapy
- [ ] Conscious/Moderate Sedation
- [ ] Coronary Care
- [ ] Critical Care
- [ ] Intravenous Therapy
- [ ] Neonatal Advanced Life Support
- [ ] Neonatal Resuscitation
- [ ] Pediatric Advanced Life Support
- [ ] Phlebotomy
- [ ] Peritoneal Dialysis
- [ ] Rehabilitation
- [ ] None
- [ ] Other (please specify)

SECTION 2: EXPERIENCE AND ORIENTATION

6a. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- ◯ Yes
- ◯ No

SECTION 2: EXPERIENCE AND ORIENTATION

6b. If yes, is this your primary position?

- ◯ Yes
- ◯ No

SECTION 3: WORK ENVIRONMENT

1. Which of the following **best** describes **most** of your clients on the last day you worked? **(Select ALL that apply)**

- [ ] Well clients, possibly with minor illnesses
- [ ] OB (Maternity) clients
- [ ] Clients with stabilized chronic conditions
- [ ] Clients with unstabilized chronic conditions
- [ ] Clients with acute conditions, including clients with medical, surgical or critical conditions
- [ ] Clients at end-of-life
- [ ] Clients with behavioral/emotional conditions
- [ ] Other (please specify)

2. Which of the following **best** describes the ages of **most** of your clients on the last day you worked? **(Select ALL that apply)**

- [ ] Newborn (less than 1 month)
- [ ] Infant/toddler (1 month-2 years)
- [ ] Preschool (ages 3-5)
- [ ] School Age (ages 6-12)
- [ ] Adolescent (ages 13-17)
- [ ] Adult (ages 18-64)
- [ ] Adult (ages 65-85)
- [ ] Adult (over age 85)

3. Which of the following choices **best** describes your employment setting/specialty area **on the last day you worked**? If you worked mainly in one setting, select the appropriate choice for that one setting. If you worked in more than one setting, select the appropriate choices for all settings where you spent at least one-half of your time. **(Select no more than TWO answers)**

- ☐ Critical care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, post-anesthesia recovery unit)
- ☐ Medical-surgical unit or any of its sub-specialties (e.g., oncology, orthopedics, neurology)
- ☐ Pediatrics
- ☐ Nursery
- ☐ Labor and delivery
- ☐ Postpartum unit
- ☐ Psychiatry or any of its sub-specialties (e.g., detox)
- ☐ Assisted living
- ☐ Operating room, including outpatient surgery and surgicenters
- ☐ Nursing home, skilled or intermediate care
- ☐ Other long-term care (e.g., residential care, developmental disability)
- ☐ Rehabilitation
- ☐ Other (please specify)
- ☐ Subacute unit
- ☐ Transitional care unit
- ☐ Physician/Advanced Practice RN/Nurse Practitioner (NP)/Dentist office
- ☐ Occupational health
- ☐ Outpatient clinic
- ☐ Home health, including visiting nurses associations
- ☐ Public health
- ☐ Student/school health
- ☐ Hospice care
- ☐ Prison/Correctional facility/Jail
- ☐ Short stay/Observational
- ☐ Step-down/Progressive care

4. Which of the following **best** describes the type of facility/organization where your employment setting/specialty area is located? **(Select only ONE)**

- ○ Hospital
- ○ Long-term care facility
- ○ Community-based or ambulatory care facility/organization (including public health department, visiting nurses association, home health, physician/Advanced Practice RN/Nurse Practitioner (NP)/dentist office, clinic, school, prison, etc.)
- ○ Other (please specify)

5. If you work in a hospital or nursing home, how large is it?**(Select only ONE)**

- ◯ Less than 50 beds
- ◯ 50-99 beds
- ◯ 100-299 beds
- ◯ 300-499 beds
- ◯ 500 or more beds
- ◯ I do not know
- ◯ I do not work in a hospital or nursing home

6. Which of the following **best** describes your shift **on a typical work day**? **(Select only ONE)**

- ◯ Days
- ◯ Evenings
- ◯ Nights
- ◯ Rotating shifts
- ◯ Other (please specify)

7. What is the length of your shift **on a typical work day**? **(Select only ONE)**

- ◯ 8 hours
- ◯ 10 hours
- ◯ 12 hours
- ◯ Varied 8 hours and 12 hours
- ◯ Other (please specify)

8. Which **best** describes the location of your employment setting?**(Select only ONE)**

- ◯ Urban/Metropolitan area
- ◯ Suburban
- ◯ Rural

SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

1. How many hours did you work on the**last shift you worked**? Please enter a positive, whole number only and round up (e.g., 20).

Hours: ☐

2. How many clients were you responsible for on the**last day you worked**? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or unlicensed assistive personnel), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting. Please enter a positive, whole number only and round up (e.g., 5).

Number of clients: ☐

3. How much of your time was spent performing each of the following types of activities on the **last day you worked**? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity **on the last day you worked** rounded to the nearest hour. For example, if you spent about 2 and ¼ hours on a set of activities, select the option "2". If you spent 3 and ¾ hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours or shift worked.

Sets of Activities

Approximate Amount of Time (Hours) Spent on Set of Activities

	0	1	2	3	4	5	6	7	8	>8
1. **Coordinated Care:** Collaborate with health care team members to facilitate effective client care.	○	○	○	○	○	○	○	○	○	○
2. **Safety and Infection Control:** Contribute to the protection of client and health care personnel from health and environmental hazards.	○	○	○	○	○	○	○	○	○	○
3. **Health Promotion and Maintenance:** Provide nursing care for clients that incorporate the knowledge of expected stages of growth and development, and prevention and/or early detection of health problems.	○	○	○	○	○	○	○	○	○	○
4. **Psychosocial Integrity:** Provide care that assists with promotion and support of the emotional, mental and social well-being of clients.	○	○	○	○	○	○	○	○	○	○
5. **Basic Care and Comfort:** Provide comfort to clients and assistance in the performance of activities of daily living.	○	○	○	○	○	○	○	○	○	○
6. **Pharmacological Therapies:** Provide care related to the administration of medications and monitors clients who are receiving parenteral therapies.	○	○	○	○	○	○	○	○	○	○
7. **Reduction of Risk Potential:** Reduce the potential for clients to develop complications or health problems related to treatments, procedures or existing conditions.	○	○	○	○	○	○	○	○	○	○
8. **Physiological Adaptation:** Participate in providing care for clients with acute, chronic or life-threatening physical health conditions.	○	○	○	○	○	○	○	○	○	○

SECTION 5: DEMOGRAPHIC INFORMATION

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

1a. Did you work as an unlicensed assistive personnel prior to becoming an LPN/VN?

- ◯ Yes
- ◯ No

SECTION 5: DEMOGRAPHIC INFORMATION

1b. If yes, for how many years and months? Please enter positive, whole numbers (e.g., 10).

Years:

Months:

SECTION 5: DEMOGRAPHIC INFORMATION

2. What is your gender?

- ◯ Male
- ◯ Female

3. What is your age in years? Please answer with a positive, whole numbers (e.g., 35).

Age: ☐

4. Which of the following **best** describes your racial/ethnic background? **(Select only ONE)**

- ◯ African American
- ◯ Asian Indian
- ◯ Asian Other
- ◯ Hispanic
- ◯ Native American
- ◯ Pacific Islander
- ◯ White – Not of Hispanic Origin
- ◯ Other

5. What is your primary language?

- ◯ English
- ◯ English and another language
- ◯ Another language

6. What type of **basic** nursing education program qualified you to take the NCLEX-PN®? **(Select only ONE)**

- ◯ LPN/VN – Diploma/Certificate in U.S.
- ◯ LPN/VN – Associate degree in U.S.
- ◯ RN – Diploma in U.S.
- ◯ RN – Associate degree in U.S.
- ◯ RN – Baccalaureate degree in U.S.
- ◯ Any nursing program NOT located in the U.S.
- ◯ Other program (please specify)

7. How many months has it been since you completed course requirements from the above nursing education program? Please enter a positive, whole number (e.g., 15)

Months:

8a. Are you currently enrolled in a registered nurse education program?

- ◯ Yes
- ◯ No
- ◯ I have applied, but am currently not enrolled

SECTION 5: DEMOGRAPHIC INFORMATION

8b. If yes, in which of the following programs are you enrolled? **(Select only ONE)**

- ◯ Registered Nurse – Diploma program
- ◯ Registered Nurse – Associate degree program
- ◯ Registered Nurse – Bachelor's degree program
- ◯ Other (please specify)

SECTION 5: DEMOGRAPHIC INFORMATION

9. If you have applied to a registered nurse education program, please indicate the reason or reasons you are not currently enrolled: **(Select ALL that apply)**

- [ ] Currently completing pre-requisite courses
- [ ] Turned away because nursing program is full
- [ ] Unable to afford tuition
- [ ] Did not meet admission requirements
- [ ] On a waiting list for admission
- [ ] Other (please specify)

SECTION 5: DEMOGRAPHIC INFORMATION

10. Do you have a non-nursing college degree?

- ◯ Yes
- ◯ No

SECTIONS 6: COMMENTS

If we need additional information in order to clarify the results of this study, we may call and/or e-mail some participants. If you would be willing to answer a few additional questions by phone or e-mail, please provide a number where you can be reached during the day or early evening.

Name:

Daytime or Early Evening Phone Number with Area Code:

E-mail address:

You may write any comments or suggestions that you have in the space below.

Thank you!

Thank you for your participation in this important study.

To finalize your survey, please click the Submit Survey button below.

Web Form 2

INSTRUCTIONS

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Finish the survey, by clicking the *Submit the Survey* link on the Thank You page.

INTRODUCTION

1. What type(s) of nursing license do you hold?**(Select ALL that apply)**

- [ ] LPN/VN
- [ ] RN

INTRODUCTION

2. Are you currently working as an LPN/VN in the U.S. or a Member Board jurisdiction?

- ◯ Yes
- ◯ No

INTRODUCTION

3. In your current position, do you provide direct care to clients? *(Note: Faculty supervision of student clinical experiences is not considered "direct care.")*

- ◯ Yes, 20 or more hours per week, on average
- ◯ Yes, less than 20 hours per week, on average
- ◯ No

SECTION 1: NURSING ACTIVITIES

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, two questions are asked. Please answer both questions.

QUESTION A - FREQUENCY: If the activity is performed in your work setting, how often (0 Times, 1 Time, 2 Times, 3 Times, 4 Times, or 5+ Times) did you personally perform the activity on the last day you worked? If it is never performed in your work setting or is not applicable, then select "NEVER performed in work setting" and then respond to Question B - Importance.

QUESTION B - IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

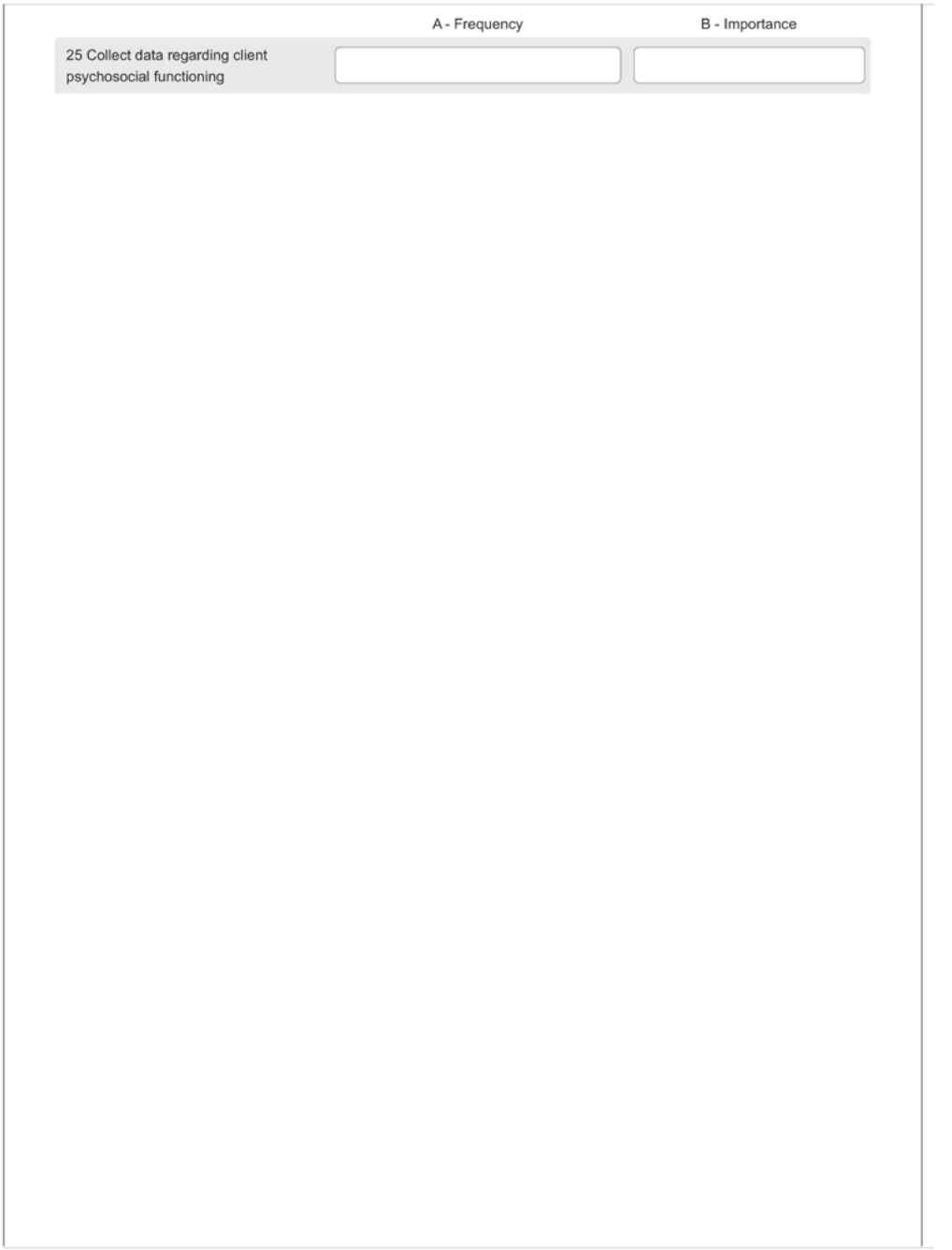
NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the LPN/VN scope of practice defined by any specific jurisdiction. You must refer to your local board of nursing/regulatory body for information about your scope of practice.

Question A – FREQUENCY - If an activity does not apply to your work setting choose "Never performed in work setting", still select the importance rating as noted in Question B and then move on to the next activity. If an activity is performed in your work setting select 0-5+ reflecting the frequency of performing the activity on your **last day of work**, then complete Question B.

Question B – IMPORTANCE - Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Minimally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

	A - Frequency	B - Importance
1 Practice in a manner consistent with code of ethics for nurses		
2 Organize and prioritize care for assigned group of clients		
3 Participate in client data collection		
4 Contribute to the development and/or update of the client plan of care		
5 Advocate for client rights and needs		
6 Involve client in care decision making		

	A - Frequency	B - Importance
7 Participate in providing cost effective care		
8 Recognize and report staff conflict		
9 Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound or communicable disease)		
10 Participate in staff education (e.g., inservices and continued competency)		
11 Identify client allergies and intervene as appropriate		
12 Assist in and/or reinforce education to client about safety precautions		
13 Assure availability and safe functioning of client care equipment		
14 Initiate and participate in security alert (e.g., infant abduction or flight risk)		
15 Maintain standard/universal precautions		
16 Assist with fetal heart monitoring for the antepartum client		
17 Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years		
18 Provide care that meets the needs of the adult client ages 65 through 85 years and over		
19 Provide care and resources for beginning of life and/or end of life issues and choices		
20 Identify barriers to communication		
21 Provide information for prevention of high risk behaviors		
22 Use therapeutic communication techniques with client		
23 Assist in and/or reinforce education to caregivers/family on ways to manage client with behavioral disorders		
24 Identify stressors that may affect recovery or health maintenance (e.g., lifestyle, body changes, environmental)		


A - Frequency
B - Importance
25 Collect data regarding client psychosocial functioning

SECTION 1: NURSING ACTIVITIES

	A - Frequency	B - Importance
26 Assist in the care of the cognitively impaired client		
27 Plan care with consideration of client spiritual or cultural beliefs		
28 Monitor and provide for nutritional needs of client		
29 Provide care to client with bowel or bladder management protocol		
30 Assist with activities of daily living		
31 Assist in the care and comfort for a client with a visual and/or hearing impairment		
32 Use measures to maintain or improve client skin integrity		
33 Evaluate pain using standardized rating scales		
34 Reinforce education to client regarding medications		
35 Follow the rights of medication administration		
36 Administer a subcutaneous, intradermal or intramuscular medication		
37 Calculate and monitor intravenous (IV) flow rate		
38 Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)		
39 Identify client risk and implement interventions		
40 Check and monitor client vital signs		
41 Perform circulatory checks		
42 Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)		
43 Provide care for client before surgical procedure and reinforce education		

	A - Frequency	B - Importance
44 Apply and check proper use of compression stockings and/or sequential compression devices (SCD)		
45 Perform venipuncture for blood draws		
46 Insert peripheral intravenous (IV) catheter		
47 Reinforce education to client regarding care and condition		
48 Provide care for client drainage device (e.g., wound drain or chest tube)		
49 Respond/intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)		
50 Identify and/or intervene to control signs of hypoglycemia or hyperglycemia		
51 Provide care for a client with a tracheostomy		

53. How well did the survey cover the important activities a newly licensed LPN/VN should be able to perform, regardless of the practice setting?

- ◯ Very well
- ◯ Well
- ◯ Adequately
- ◯ Poorly

54. Please list any important activities you believe are missing from the survey.

SECTION 2: EXPERIENCE AND ORIENTATION

1.What is the total number of months you have worked as an LPN/VN in the U.S or its territories? Please enter a positive, whole number only (e.g., 20).

Months:

2a. Have you ever worked outside the U.S. or its territories as an LPN/VN?

- ◯ Yes
- ◯ No

SECTION 2: EXPERIENCE AND ORIENTATION

2b. If yes, what is the total number of months you worked outside the U.S. or its territories as an LPN/VN? Please enter a positive, whole number only (e.g., 7).

Months:

SECTION 2: EXPERIENCE AND ORIENTATION

3. Which of the following **best** describes the orientation you received for your current position? **(Select only ONE)**

- ◯ No formal orientation
- ◯ Classroom instruction/skills lab work only
- ◯ Classroom and/or skills lab plus supervised work with clients
- ◯ Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work
- ◯ A formal internship/residency with or without additional classroom or skills lab work
- ◯ Other (please specify):

SECTION 2: EXPERIENCE AND ORIENTATION

4. If you had an orientation period, how many**weeks** was it? Please enter a positive, whole number only (e.g., 10).

Weeks:

SECTION 2: EXPERIENCE AND ORIENTATION

5. Which of the following types of certificates have you earned or courses completed since you have concluded your nursing course requirements? **(Select ALL that apply)**

- [ ] Advanced Cardiac Life Support
- [ ] Basic Life Support
- [ ] Behavioral Management
- [ ] Chemotherapy
- [ ] Conscious/Moderate Sedation
- [ ] Coronary Care
- [ ] Critical Care
- [ ] Intravenous Therapy
- [ ] Neonatal Advanced Life Support
- [ ] Neonatal Resuscitation
- [ ] Pediatric Advanced Life Support
- [ ] Phlebotomy
- [ ] Peritoneal Dialysis
- [ ] Rehabilitation
- [ ] None
- [ ] Other (please specify)

SECTION 2: EXPERIENCE AND ORIENTATION

6a. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- ◯ Yes
- ◯ No

SECTION 2: EXPERIENCE AND ORIENTATION

6b. If yes, is this your primary position?

- ◯ Yes
- ◯ No

SECTION 3: WORK ENVIRONMENT

1. Which of the following **best** describes **most** of your clients on the last day you worked? **(Select ALL that apply)**

- [ ] Well clients, possibly with minor illnesses
- [ ] OB (Maternity) clients
- [ ] Clients with stabilized chronic conditions
- [ ] Clients with unstabilized chronic conditions
- [ ] Clients with acute conditions, including clients with medical, surgical or critical conditions
- [ ] Clients at end-of-life
- [ ] Clients with behavioral/emotional conditions
- [ ] Other (please specify)

2. Which of the following **best** describes the ages of **most** of your clients on the last day you worked? **(Select ALL that apply)**

- [ ] Newborn (less than 1 month)
- [ ] Infant/toddler (1 month-2 years)
- [ ] Preschool (ages 3-5)
- [ ] School Age (ages 6-12)
- [ ] Adolescent (ages 13-17)
- [ ] Adult (ages 18-64)
- [ ] Adult (ages 65-85)
- [ ] Adult (over age 85)

3. Which of the following choices **best** describes your employment setting/specialty area **on the last day you worked**? If you worked mainly in one setting, select the appropriate choice for that one setting. If you worked in more than one setting, select the appropriate choices for all settings where you spent at least one-half of your time. **(Select no more than TWO answers)**

- ☐ Critical care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, post-anesthesia recovery unit)
- ☐ Medical-surgical unit or any of its sub-specialties (e.g., oncology, orthopedics, neurology)
- ☐ Pediatrics
- ☐ Nursery
- ☐ Labor and delivery
- ☐ Postpartum unit
- ☐ Psychiatry or any of its sub-specialties (e.g., detox)
- ☐ Assisted living
- ☐ Operating room, including outpatient surgery and surgicenters
- ☐ Nursing home, skilled or intermediate care
- ☐ Other long-term care (e.g., residential care, developmental disability)
- ☐ Rehabilitation
- ☐ Other (please specify)
- ☐ Subacute unit
- ☐ Transitional care unit
- ☐ Physician/Advanced Practice RN/Nurse Practitioner (NP)/Dentist office
- ☐ Occupational health
- ☐ Outpatient clinic
- ☐ Home health, including visiting nurses associations
- ☐ Public health
- ☐ Student/school health
- ☐ Hospice care
- ☐ Prison/Correctional facility/Jail
- ☐ Short stay/Observational
- ☐ Step-down/Progressive care

4. Which of the following **best** describes the type of facility/organization where your employment setting/specialty area is located? **(Select only ONE)**

- ○ Hospital
- ○ Long-term care facility
- ○ Community-based or ambulatory care facility/organization (including public health department, visiting nurses association, home health, physician/Advanced Practice RN/Nurse Practitioner (NP)/dentist office, clinic, school, prison, etc.)
- ○ Other (please specify)

5. If you work in a hospital or nursing home, how large is it?**(Select only ONE)**

- ◯ Less than 50 beds
- ◯ 50-99 beds
- ◯ 100-299 beds
- ◯ 300-499 beds
- ◯ 500 or more beds
- ◯ I do not know
- ◯ I do not work in a hospital or nursing home

6. Which of the following **best** describes your shift **on a typical work day**? **(Select only ONE)**

- ◯ Days
- ◯ Evenings
- ◯ Nights
- ◯ Rotating shifts
- ◯ Other (please specify)

7. What is the length of your shift **on a typical work day**? **(Select only ONE)**

- ◯ 8 hours
- ◯ 10 hours
- ◯ 12 hours
- ◯ Varied 8 hours and 12 hours
- ◯ Other (please specify)

8. Which **best** describes the location of your employment setting?**(Select only ONE)**

- ◯ Urban/Metropolitan area
- ◯ Suburban
- ◯ Rural

SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

1. How many hours did you work on the**last shift you worked**? Please enter a positive, whole number only and round up (e.g., 20).

Hours: ☐

2. How many clients were you responsible for on the**last day you worked**? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or unlicensed assistive personnel), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting. Please enter a positive, whole number only and round up (e.g., 5).

Number of clients: ☐

3. How much of your time was spent performing each of the following types of activities on the **last day you worked**? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity **on the last day you worked** rounded to the nearest hour. For example, if you spent about 2 and ¼ hours on a set of activities, select the option "2". If you spent 3 and ¾ hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours or shift worked.

Sets of Activities

Approximate Amount of Time (Hours) Spent on Set of Activities

	0	1	2	3	4	5	6	7	8	>8
1. **Coordinated Care:** Collaborate with health care team members to facilitate effective client care.	○	○	○	○	○	○	○	○	○	○
2. **Safety and Infection Control:** Contribute to the protection of client and health care personnel from health and environmental hazards.	○	○	○	○	○	○	○	○	○	○
3. **Health Promotion and Maintenance:** Provide nursing care for clients that incorporate the knowledge of expected stages of growth and development, and prevention and/or early detection of health problems.	○	○	○	○	○	○	○	○	○	○
4. **Psychosocial Integrity:** Provide care that assists with promotion and support of the emotional, mental and social well-being of clients.	○	○	○	○	○	○	○	○	○	○
5. **Basic Care and Comfort:** Provide comfort to clients and assistance in the performance of activities of daily living.	○	○	○	○	○	○	○	○	○	○
6. **Pharmacological Therapies:** Provide care related to the administration of medications and monitors clients who are receiving parenteral therapies.	○	○	○	○	○	○	○	○	○	○
7. **Reduction of Risk Potential:** Reduce the potential for clients to develop complications or health problems related to treatments, procedures or existing conditions.	○	○	○	○	○	○	○	○	○	○
8. **Physiological Adaptation:** Participate in providing care for clients with acute, chronic or life-threatening physical health conditions.	○	○	○	○	○	○	○	○	○	○

SECTION 5: DEMOGRAPHIC INFORMATION

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

1a. Did you work as an unlicensed assistive personnel prior to becoming an LPN/VN?

- ◯ Yes
- ◯ No

SECTION 5: DEMOGRAPHIC INFORMATION

1b. If yes, for how many years and months? Please enter positive, whole numbers (e.g., 10).

Years:

Months:

SECTION 5: DEMOGRAPHIC INFORMATION

2. What is your gender?

- ◯ Male
- ◯ Female

3. What is your age in years? Please answer with a positive, whole numbers (e.g., 35).

Age: ☐

4. Which of the following **best** describes your racial/ethnic background? **(Select only ONE)**

- ◯ African American
- ◯ Asian Indian
- ◯ Asian Other
- ◯ Hispanic
- ◯ Native American
- ◯ Pacific Islander
- ◯ White – Not of Hispanic Origin
- ◯ Other

5. What is your primary language?

- ◯ English
- ◯ English and another language
- ◯ Another language

6. What type of **basic** nursing education program qualified you to take the NCLEX-PN®? **(Select only ONE)**

- ◯ LPN/VN – Diploma/Certificate in U.S.
- ◯ LPN/VN – Associate degree in U.S.
- ◯ RN – Diploma in U.S.
- ◯ RN – Associate degree in U.S.
- ◯ RN – Baccalaureate degree in U.S.
- ◯ Any nursing program NOT located in the U.S.
- ◯ Other program (please specify)

7. How many months has it been since you completed course requirements from the above nursing education program? Please enter a positive, whole number (e.g., 15)

Months:

8a. Are you currently enrolled in a registered nurse education program?

- ◯ Yes
- ◯ No
- ◯ I have applied, but am currently not enrolled

SECTION 5: DEMOGRAPHIC INFORMATION

8b. If yes, in which of the following programs are you enrolled? **(Select only ONE)**

- ◯ Registered Nurse – Diploma program
- ◯ Registered Nurse – Associate degree program
- ◯ Registered Nurse – Bachelor's degree program
- ◯ Other (please specify)

SECTION 5: DEMOGRAPHIC INFORMATION

9. If you have applied to a registered nurse education program, please indicate the reason or reasons you are not currently enrolled: **(Select ALL that apply)**

- [ ] Currently completing pre-requisite courses
- [ ] Turned away because nursing program is full
- [ ] Unable to afford tuition
- [ ] Did not meet admission requirements
- [ ] On a waiting list for admission
- [ ] Other (please specify)

SECTION 5: DEMOGRAPHIC INFORMATION

10. Do you have a non-nursing college degree?

- ◯ Yes
- ◯ No

SECTIONS 6: COMMENTS

If we need additional information in order to clarify the results of this study, we may call and/or e-mail some participants. If you would be willing to answer a few additional questions by phone or e-mail, please provide a number where you can be reached during the day or early evening.

Name:

Daytime or Early Evening Phone Number with Area Code:

E-mail address:

You may write any comments or suggestions that you have in the space below.

Thank you!

Thank you for your participation in this important study.

To finalize your survey, please click the Submit Survey button below.

Web Form 3

INSTRUCTIONS

This survey is being performed by the National Council of State Boards of Nursing (NCSBN) on behalf of your board of nursing. The survey is part of a comprehensive study of the practice of newly licensed practical/vocational nurses (LPN/VNs) in the NCSBN areas using the NCLEX® examination for primary licensure decisions. Please complete and return this form as soon as possible. This is your opportunity to contribute to the development of the NCLEX® examination that future candidates will take.

Instructions

Please read each question carefully and respond by selecting the option that most closely represents your answer. Choose the answer that best applies to your practice and select the appropriate response(s). A few questions ask you to enter information.

You will notice that many questions ask you to report what you did on your last day of work. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your last day of work even if that day was not typical.

As used in this survey, the "client" can be an individual, family, or group which includes significant others and population. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.

Survey Progression

To progress through the survey, please use the navigation buttons located at the bottom of each page:

Continue to the next page of the survey by clicking the *Continue to the Next Page* link.

Go back to the previous page in the survey by clicking on the *Previous Page* link. This will allow you to move back in the survey to look over the previous answers.

Finish the survey, by clicking the *Submit the Survey* link on the Thank You page.

INTRODUCTION

1. What type(s) of nursing license do you hold?**(Select ALL that apply)**

- [ ] LPN/VN
- [ ] RN

INTRODUCTION

2. Are you currently working as an LPN/VN in the U.S. or a Member Board jurisdiction?

- ◯ Yes
- ◯ No

INTRODUCTION

3. In your current position, do you provide direct care to clients? *(Note: Faculty supervision of student clinical experiences is not considered "direct care.")*

- ◯ Yes, 20 or more hours per week, on average
- ◯ Yes, less than 20 hours per week, on average
- ◯ No

SECTION 1: NURSING ACTIVITIES

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, two questions are asked. Please answer both questions.

QUESTION A - FREQUENCY: If the activity is performed in your work setting, how often (0 Times, 1 Time, 2 Times, 3 Times, 4 Times, or 5+ Times) did you personally perform the activity on the last day you worked? If it is never performed in your work setting or is not applicable, then select "NEVER performed in work setting" and then respond to Question B - Importance.

QUESTION B - IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

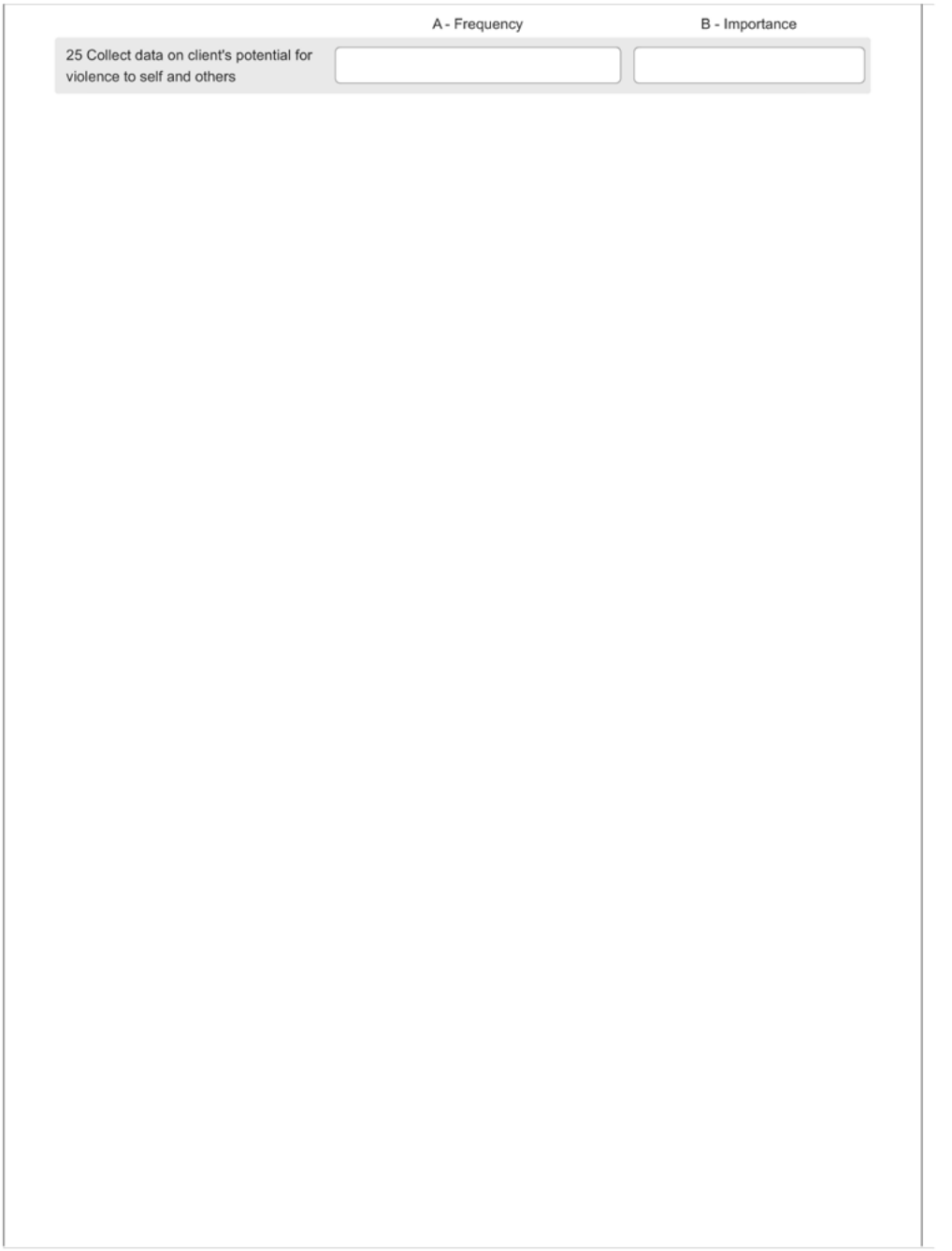
NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the LPN/VN scope of practice defined by any specific jurisdiction. You must refer to your local board of nursing/regulatory body for information about your scope of practice.

Question A – FREQUENCY - If an activity does not apply to your work setting choose "Never performed in work setting", still select the importance rating as noted in Question B and then move on to the next activity. If an activity is performed in your work setting select 0-5+ reflecting the frequency of performing the activity on your **last day of work**, then complete Question B.

Question B – IMPORTANCE - Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Minimally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

	A - Frequency	B - Importance
1 Provide care within the legal scope of practice		
2 Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)		
3 Participate in client referral process		
4 Receive and process health care provider orders		
5 Provide for privacy needs		
6 Participate in client consent process		

	A - Frequency	B - Importance
7 Use information technology in client care		
8 Recognize task/assignment you are not prepared to perform and seek assistance		
9 Participate in client discharge or transfer		
10 Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee)		
11 Evaluate the appropriateness of health care provider's order for client		
12 Use safe client handling techniques (e.g., body mechanics)		
13 Implement least restrictive restraints or seclusion		
14 Identify and address unsafe conditions in health care environment (e.g., environmental, biohazard, fire)		
15 Use aseptic and sterile techniques		
16 Assist with monitoring a client in labor		
17 Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years		
18 Compare client to developmental norms		
19 Collect data for health history (e.g., client medical history, family medical history)		
20 Identify barriers to learning		
21 Identify clients in need of immunizations (required and voluntary)		
22 Provide emotional support to client		
23 Assist client to cope/adapt to stressful events and changes in health status (e.g., abuse, neglect, end of life, grief and loss, life changes or physical changes)		
24 Identify client use of effective and ineffective coping mechanisms		


A - Frequency
B - Importance
25 Collect data on client's potential for violence to self and others

SECTION 1: NURSING ACTIVITIES

	A - Frequency	B - Importance
26 Assist in the care of a client experiencing sensory/perceptual alterations		
27 Participate in reminiscence therapy, validation therapy or reality orientation		
28 Provide feeding for client with enteral tubes		
29 Monitor client intake/output		
30 Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)		
31 Perform an irrigation of urinary catheter, bladder, wound, ear, nose or eye		
32 Use alternative/complementary therapy in providing client care (e.g., music therapy)		
33 Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)		
34 Perform calculations needed for medication administration		
35 Administer medication by oral route		
36 Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route		
37 Monitor transfusion of blood product		
38 Count narcotics/controlled substances		
39 Implement measures to prevent complication of client condition or procedure (e.g., circulatory complication, seizure, aspiration or potential neurological disorder)		

	A - Frequency	B - Importance
40 Evaluate client oxygen (O2) saturation		
41 Check for urinary retention (e.g., bladder scan/ultrasound or palpation)		
42 Monitor diagnostic or laboratory test results		
43 Monitor continuous or intermittent suction of nasogastric (NG) tube		
44 Perform an electrocardiogram (EKG/ECG)		
45 Maintain central venous catheter		
46 Identify signs and symptoms related to acute or chronic illness		
47 Perform care for client after surgical procedure		
48 Remove client wound drainage device		
49 Intervene to improve client respiratory status (e.g., breathing treatment, suctioning or repositioning)		
50 Provide cooling/warming measures to restore normal body temperature		
51 Provide care to client on ventilator		

53. How well did the survey cover the important activities a newly licensed LPN/VN should be able to perform, regardless of the practice setting?

- ◯ Very well
- ◯ Well
- ◯ Adequately
- ◯ Poorly

54. Please list any important activities you believe are missing from the survey.

SECTION 2: EXPERIENCE AND ORIENTATION

1.What is the total number of months you have worked as an LPN/VN in the U.S or its territories? Please enter a positive, whole number only (e.g., 20).

Months:

2a. Have you ever worked outside the U.S. or its territories as an LPN/VN?

- ◯ Yes
- ◯ No

SECTION 2: EXPERIENCE AND ORIENTATION

2b. If yes, what is the total number of months you worked outside the U.S. or its territories as an LPN/VN? Please enter a positive, whole number only (e.g., 7).

Months:

SECTION 2: EXPERIENCE AND ORIENTATION

3. Which of the following **best** describes the orientation you received for your current position? **(Select only ONE)**

- ◯ No formal orientation
- ◯ Classroom instruction/skills lab work only
- ◯ Classroom and/or skills lab plus supervised work with clients
- ◯ Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work
- ◯ A formal internship/residency with or without additional classroom or skills lab work
- ◯ Other (please specify):

SECTION 2: EXPERIENCE AND ORIENTATION

4. If you had an orientation period, how many**weeks** was it? Please enter a positive, whole number only (e.g., 10).

Weeks:

SECTION 2: EXPERIENCE AND ORIENTATION

5. Which of the following types of certificates have you earned or courses completed since you have concluded your nursing course requirements? **(Select ALL that apply)**

- [ ] Advanced Cardiac Life Support
- [ ] Basic Life Support
- [ ] Behavioral Management
- [ ] Chemotherapy
- [ ] Conscious/Moderate Sedation
- [ ] Coronary Care
- [ ] Critical Care
- [ ] Intravenous Therapy
- [ ] Neonatal Advanced Life Support
- [ ] Neonatal Resuscitation
- [ ] Pediatric Advanced Life Support
- [ ] Phlebotomy
- [ ] Peritoneal Dialysis
- [ ] Rehabilitation
- [ ] None
- [ ] Other (please specify)

SECTION 2: EXPERIENCE AND ORIENTATION

6a. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- ◯ Yes
- ◯ No

SECTION 2: EXPERIENCE AND ORIENTATION

6b. If yes, is this your primary position?

- ◯ Yes
- ◯ No

SECTION 3: WORK ENVIRONMENT

1. Which of the following **best** describes **most** of your clients on the last day you worked? **(Select ALL that apply)**

- [ ] Well clients, possibly with minor illnesses
- [ ] OB (Maternity) clients
- [ ] Clients with stabilized chronic conditions
- [ ] Clients with unstabilized chronic conditions
- [ ] Clients with acute conditions, including clients with medical, surgical or critical conditions
- [ ] Clients at end-of-life
- [ ] Clients with behavioral/emotional conditions
- [ ] Other (please specify)

2. Which of the following **best** describes the ages of **most** of your clients on the last day you worked? **(Select ALL that apply)**

- [ ] Newborn (less than 1 month)
- [ ] Infant/toddler (1 month-2 years)
- [ ] Preschool (ages 3-5)
- [ ] School Age (ages 6-12)
- [ ] Adolescent (ages 13-17)
- [ ] Adult (ages 18-64)
- [ ] Adult (ages 65-85)
- [ ] Adult (over age 85)

3. Which of the following choices **best** describes your employment setting/specialty area **on the last day you worked**? If you worked mainly in one setting, select the appropriate choice for that one setting. If you worked in more than one setting, select the appropriate choices for all settings where you spent at least one-half of your time. **(Select no more than TWO answers)**

- ☐ Critical care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, post-anesthesia recovery unit)
- ☐ Medical-surgical unit or any of its sub-specialties (e.g., oncology, orthopedics, neurology)
- ☐ Pediatrics
- ☐ Nursery
- ☐ Labor and delivery
- ☐ Postpartum unit
- ☐ Psychiatry or any of its sub-specialties (e.g., detox)
- ☐ Assisted living
- ☐ Operating room, including outpatient surgery and surgicenters
- ☐ Nursing home, skilled or intermediate care
- ☐ Other long-term care (e.g., residential care, developmental disability)
- ☐ Rehabilitation
- ☐ Other (please specify)
- ☐ Subacute unit
- ☐ Transitional care unit
- ☐ Physician/Advanced Practice RN/Nurse Practitioner (NP)/Dentist office
- ☐ Occupational health
- ☐ Outpatient clinic
- ☐ Home health, including visiting nurses associations
- ☐ Public health
- ☐ Student/school health
- ☐ Hospice care
- ☐ Prison/Correctional facility/Jail
- ☐ Short stay/Observational
- ☐ Step-down/Progressive care

4. Which of the following **best** describes the type of facility/organization where your employment setting/specialty area is located? **(Select only ONE)**

- ○ Hospital
- ○ Long-term care facility
- ○ Community-based or ambulatory care facility/organization (including public health department, visiting nurses association, home health, physician/Advanced Practice RN/Nurse Practitioner (NP)/dentist office, clinic, school, prison, etc.)
- ○ Other (please specify)

5. If you work in a hospital or nursing home, how large is it?**(Select only ONE)**

- ◯ Less than 50 beds
- ◯ 50-99 beds
- ◯ 100-299 beds
- ◯ 300-499 beds
- ◯ 500 or more beds
- ◯ I do not know
- ◯ I do not work in a hospital or nursing home

6. Which of the following **best** describes your shift **on a typical work day**? **(Select only ONE)**

- ◯ Days
- ◯ Evenings
- ◯ Nights
- ◯ Rotating shifts
- ◯ Other (please specify)

7. What is the length of your shift **on a typical work day**? **(Select only ONE)**

- ◯ 8 hours
- ◯ 10 hours
- ◯ 12 hours
- ◯ Varied 8 hours and 12 hours
- ◯ Other (please specify)

8. Which **best** describes the location of your employment setting?**(Select only ONE)**

- ◯ Urban/Metropolitan area
- ◯ Suburban
- ◯ Rural

SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

1. How many hours did you work on the**last shift you worked**? Please enter a positive, whole number only and round up (e.g., 20).

Hours: ☐

2. How many clients were you responsible for on the**last day you worked**? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or unlicensed assistive personnel), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting. Please enter a positive, whole number only and round up (e.g., 5).

Number of clients: ☐

3. How much of your time was spent performing each of the following types of activities on the **last day you worked**? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity **on the last day you worked** rounded to the nearest hour. For example, if you spent about 2 and ¼ hours on a set of activities, select the option "2". If you spent 3 and ¾ hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours or shift worked.

Sets of Activities

Approximate Amount of Time (Hours) Spent on Set of Activities

	0	1	2	3	4	5	6	7	8	>8
1. **Coordinated Care:** Collaborate with health care team members to facilitate effective client care.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
2. **Safety and Infection Control:** Contribute to the protection of client and health care personnel from health and environmental hazards.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
3. **Health Promotion and Maintenance:** Provide nursing care for clients that incorporate the knowledge of expected stages of growth and development, and prevention and/or early detection of health problems.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
4. **Psychosocial Integrity:** Provide care that assists with promotion and support of the emotional, mental and social well-being of clients.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
5. **Basic Care and Comfort:** Provide comfort to clients and assistance in the performance of activities of daily living.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
6. **Pharmacological Therapies:** Provide care related to the administration of medications and monitors clients who are receiving parenteral therapies.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
7. **Reduction of Risk Potential:** Reduce the potential for clients to develop complications or health problems related to treatments, procedures or existing conditions.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
8. **Physiological Adaptation:** Participate in providing care for clients with acute, chronic or life-threatening physical health conditions.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯

SECTION 5: DEMOGRAPHIC INFORMATION

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

1a. Did you work as an unlicensed assistive personnel prior to becoming an LPN/VN?

- ◯ Yes
- ◯ No

SECTION 5: DEMOGRAPHIC INFORMATION

1b. If yes, for how many years and months? Please enter positive, whole numbers (e.g., 10).

Years:

Months:

SECTION 5: DEMOGRAPHIC INFORMATION

2. What is your gender?

- ◯ Male
- ◯ Female

3. What is your age in years? Please answer with a positive, whole numbers (e.g., 35).

Age: ☐

4. Which of the following **best** describes your racial/ethnic background? **(Select only ONE)**

- ◯ African American
- ◯ Asian Indian
- ◯ Asian Other
- ◯ Hispanic
- ◯ Native American
- ◯ Pacific Islander
- ◯ White – Not of Hispanic Origin
- ◯ Other

5. What is your primary language?

- ◯ English
- ◯ English and another language
- ◯ Another language

6. What type of **basic** nursing education program qualified you to take the NCLEX-PN®? **(Select only ONE)**

- ◯ LPN/VN – Diploma/Certificate in U.S.
- ◯ LPN/VN – Associate degree in U.S.
- ◯ RN – Diploma in U.S.
- ◯ RN – Associate degree in U.S.
- ◯ RN – Baccalaureate degree in U.S.
- ◯ Any nursing program NOT located in the U.S.
- ◯ Other program (please specify)

7. How many months has it been since you completed course requirements from the above nursing education program? Please enter a positive, whole number (e.g., 15)

Months:

8a. Are you currently enrolled in a registered nurse education program?

- ◯ Yes
- ◯ No
- ◯ I have applied, but am currently not enrolled

SECTION 5: DEMOGRAPHIC INFORMATION

8b. If yes, in which of the following programs are you enrolled? **(Select only ONE)**

- ◯ Registered Nurse – Diploma program
- ◯ Registered Nurse – Associate degree program
- ◯ Registered Nurse – Bachelor's degree program
- ◯ Other (please specify)

SECTION 5: DEMOGRAPHIC INFORMATION

9. If you have applied to a registered nurse education program, please indicate the reason or reasons you are not currently enrolled: **(Select ALL that apply)**

- ☐ Currently completing pre-requisite courses
- ☐ Turned away because nursing program is full
- ☐ Unable to afford tuition
- ☐ Did not meet admission requirements
- ☐ On a waiting list for admission
- ☐ Other (please specify)

SECTION 5: DEMOGRAPHIC INFORMATION

10. Do you have a non-nursing college degree?

- ◯ Yes
- ◯ No

SECTIONS 6: COMMENTS

If we need additional information in order to clarify the results of this study, we may call and/or e-mail some participants. If you would be willing to answer a few additional questions by phone or e-mail, please provide a number where you can be reached during the day or early evening.

Name:

Daytime or Early Evening Phone Number with Area Code:

E-mail address:

You may write any comments or suggestions that you have in the space below.

Thank you!

Thank you for your participation in this important study.

To finalize your survey, please click the Submit Survey button below.

APPENDIX D: ACTIVITIES RANK ORDERED BY AVERAGE SETTING-SPECIFIC FREQUENCY

Activities Rank Ordered by Average Setting-Specific Frequency				
Activity Number	**Activity**	**N**	**Avg**	**Std. Err.**
48	Assist with monitoring a client in labor	119	0.97	0.17
111	Monitor transfusion of blood product	135	1.16	0.16
130	Insert, maintain and remove nasogastric (NG) tube	203	1.20	0.13
145	Remove wound sutures or staples	320	1.31	0.10
49	Monitor recovery of stable postpartum client	153	1.31	0.15
154	Perform check of client pacemaker	253	1.35	0.12
47	Assist with fetal heart monitoring for the antepartum client	133	1.44	0.18
146	Respond/intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	400	1.50	0.10
148	Recognize and report basic abnormalities on a client cardiac monitor strip	218	1.58	0.13
94	Assist in providing postmortem care	317	1.61	0.11
144	Remove client wound drainage device	281	1.63	0.12
118	Identify signs or symptoms of potential prenatal complication	122	1.66	0.19
25	Respond to the unsafe practice of a health care provider (e.g., intervene or report)	487	1.66	0.09
82	Participate in client group session	274	1.68	0.12
135	Maintain central venous catheter	226	1.69	0.14
137	Insert peripheral intravenous (IV) catheter	223	1.69	0.14
129	Monitor continuous or intermittent suction of nasogastric (NG) tube	263	1.71	0.13
43	Participate in preparation for internal and external disasters (e.g., fire or natural disaster)	526	1.77	0.08
109	Administer intravenous piggyback (secondary) medications	255	1.78	0.13
112	Maintain pain control devices (e.g., epidural, patient control analgesia, peripheral nerve catheter)	172	1.81	0.17
127	Assist with the performance of a diagnostic or invasive procedure	303	1.81	0.12
153	Provide care to client on ventilator	226	1.85	0.14
132	Perform an electrocardiogram (EKG/ECG)	242	1.95	0.13
28	Follow up with client after discharge	356	1.96	0.11
41	Initiate and participate in security alert (e.g., infant abduction or flight risk)	407	2.05	0.10
134	Perform venipuncture for blood draws	277	2.08	0.13
136	Maintain and remove peripheral intravenous (IV) catheter	294	2.10	0.13
19	Provide information about advance directives	468	2.11	0.09
23	Recognize and report staff conflict	539	2.12	0.08
115	Administer medications by intravenous (IV) route	253	2.20	0.14
55	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	325	2.22	0.12
34	Acknowledge and document practice error (e.g., incident report)	557	2.27	0.09
64	Identify community resources for clients	467	2.29	0.09
143	Provide care for client drainage device (e.g., wound drain or chest tube)	341	2.31	0.11
9	Participate in client referral process	490	2.32	0.09
123	Check for urinary retention (e.g., bladder scan/ultrasound or palpation)	401	2.33	0.10
50	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	175	2.34	0.17

Activities Rank Ordered by Average Setting-Specific Frequency				
Activity Number	**Activity**	**N**	**Avg**	**Std. Err.**
150	Provide cooling/warming measures to restore normal body temperature	444	2.35	0.10
152	Provide care for a client with a tracheostomy	337	2.39	0.12
61	Participate in health screening or health promotion programs	428	2.41	0.10
93	Perform an irrigation of urinary catheter, bladder, wound, ear, nose or eye	476	2.42	0.09
81	Participate in reminiscence therapy, validation therapy or reality orientation	398	2.45	0.10
110	Calculate and monitor intravenous (IV) flow rate	328	2.48	0.12
96	Use alternative/complementary therapy in providing client care (e.g., music therapy)	409	2.50	0.10
27	Participate in client discharge or transfer	530	2.51	0.09
39	Implement least restrictive restraints or seclusion	404	2.52	0.11
151	Provide care to client with an ostomy (e.g., colostomy, ileostomy or urostomy)	393	2.53	0.10
76	Identify signs and symptoms of substance abuse, chemical dependency, withdrawal or toxicity	463	2.56	0.10
46	Identify the need for and implement appropriate isolation techniques	530	2.59	0.09
26	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound or communicable disease)	534	2.59	0.09
128	Provide care for client before surgical procedure and reinforce education	300	2.59	0.12
30	Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee)	473	2.59	0.09
124	Insert, maintain and remove urinary catheter	434	2.66	0.10
24	Recognize task/assignment you are not prepared to perform and seek assistance	636	2.68	0.07
75	Collect data on client's potential for violence to self and others	533	2.69	0.09
80	Plan care with consideration of client spiritual or cultural beliefs	473	2.77	0.09
141	Perform care for client after surgical procedure	404	2.78	0.10
42	Identify and address unsafe conditions in health care environment (e.g., environmental, biohazard, fire)	611	2.78	0.08
63	Identify clients in need of immunizations (required and voluntary)	519	2.81	0.09
51	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	275	2.83	0.13
60	Identify barriers to learning	542	2.95	0.08
37	Use transfer assistive devices (e.g., gait/transfer belt, slide board or mechanical lift)	524	3.01	0.09
73	Explore why client is refusing or not following treatment plan	579	3.02	0.08
54	Compare client to developmental norms	426	3.04	0.10
85	Provide site care for client with enteral tubes	394	3.06	0.10
78	Assist in the care of a client experiencing sensory/perceptual alterations	505	3.06	0.08
72	Identify client use of effective and ineffective coping mechanisms	582	3.13	0.08
68	Assist in and/or reinforce education to caregivers/family on ways to manage client with behavioral disorders	531	3.13	0.08
56	Provide care and resources for beginning of life and/or end of life issues and choices	472	3.15	0.09
29	Participate in staff education (e.g., inservices and continued competency)	590	3.15	0.08
121	Perform neurological checks	484	3.17	0.09
70	Participate in behavior management program by recognizing environmental stressors and/or providing a therapeutic environment	518	3.22	0.08
102	Perform calculations needed for medication administration	534	3.24	0.08
79	Assist in managing the care of angry and/or agitated client (e.g., de-escalation techniques)	518	3.25	0.08

Activities Rank Ordered by Average Setting-Specific Frequency				
Activity Number	**Activity**	**N**	**Avg**	**Std. Err.**
125	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	509	3.26	0.09
22	Participate as a member of an interdisciplinary team	529	3.27	0.09
69	Assist client to cope/adapt to stressful events and changes in health status (e.g., abuse, neglect, end of life, grief and loss, life changes or physical changes)	600	3.27	0.08
149	Identify and/or intervene to control signs of hypoglycemia or hyperglycemia	510	3.27	0.09
84	Provide feeding for client with enteral tubes	430	3.30	0.10
131	Apply and check proper use of compression stockings and/or sequential compression devices (SCD)	420	3.30	0.09
57	Collect data for health history (e.g., client medical history, family medical history)	566	3.31	0.08
62	Provide information for prevention of high risk behaviors	546	3.32	0.08
18	Participate in client consent process	586	3.34	0.08
71	Identify stressors that may affect recovery or health maintenance (e.g., lifestyle, body changes, environmental)	593	3.38	0.07
106	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button, j-tube)	413	3.41	0.10
74	Collect data regarding client psychosocial functioning	561	3.41	0.08
97	Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning)	464	3.42	0.08
126	Monitor diagnostic or laboratory test results	516	3.42	0.08
32	Identify client allergies and intervene as appropriate	611	3.47	0.08
59	Identify barriers to communication	607	3.51	0.07
11	Contribute to the development and/or update of the client plan of care	583	3.53	0.07
91	Provide care to an immobilized client (e.g., traction, bedridden)	427	3.53	0.09
147	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning or repositioning)	529	3.54	0.08
33	Evaluate the appropriateness of health care provider's order for client	611	3.55	0.07
88	Provide measures to promote sleep/rest	505	3.56	0.08
142	Perform wound care and/or dressing change	517	3.58	0.08
117	Implement measures to prevent complication of client condition or procedure (e.g., circulatory complication, seizure, aspiration or potential neurological disorder)	503	3.65	0.08
139	Recognize and report change in client condition	541	3.68	0.08
138	Identify signs and symptoms related to acute or chronic illness	572	3.68	0.07
10	Use data from various sources in making clinical decisions	620	3.68	0.06
20	Participate in providing cost effective care	564	3.69	0.07
92	Assist in the care and comfort for a client with a visual and/or hearing impairment	509	3.74	0.08
16	Promote client self-advocacy	606	3.75	0.07
87	Monitor client intake/output	492	3.84	0.08
122	Perform circulatory checks	508	3.86	0.07
6	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	593	3.87	0.07
13	Provide and receive report	602	3.94	0.06
38	Assure availability and safe functioning of client care equipment	622	3.94	0.06
45	Use aseptic and sterile techniques	632	3.94	0.06
116	Identify client risk and implement interventions	519	3.95	0.07
77	Assist in the care of the cognitively impaired client	526	3.95	0.07
86	Provide care to client with bowel or bladder management protocol	493	3.96	0.07

Activities Rank Ordered by Average Setting-Specific Frequency				
Activity Number	**Activity**	**N**	**Avg**	**Std. Err.**
107	Administer a subcutaneous, intradermal or intramuscular medication	521	3.97	0.07
140	Reinforce education to client regarding care and condition	540	3.97	0.07
108	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	555	3.98	0.07
67	Promote positive self-esteem of client	601	4.00	0.06
101	Reinforce education to client regarding medications	538	4.01	0.07
35	Assist in and/or reinforce education to client about safety precautions	611	4.01	0.06
17	Involve client in care decision making	599	4.04	0.06
83	Monitor and provide for nutritional needs of client	507	4.07	0.07
90	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	536	4.07	0.07
7	Monitor activities of assistive personnel	553	4.07	0.06
66	Provide emotional support to client	640	4.08	0.06
114	Count narcotics/controlled substances	502	4.09	0.07
21	Use information technology in client care	611	4.09	0.06
12	Receive and process health care provider orders	650	4.12	0.06
1	Apply evidence-based practice when providing care	608	4.13	0.05
89	Assist with activities of daily living	481	4.15	0.07
58	Collect baseline physical data (e.g., skin integrity, or height and weight)	621	4.15	0.06
14	Advocate for client rights and needs	630	4.15	0.06
40	Follow protocol for timed client monitoring (e.g., safety checks)	579	4.15	0.06
95	Use measures to maintain or improve client skin integrity	509	4.19	0.07
133	Perform blood glucose monitoring	512	4.22	0.07
65	Use therapeutic communication techniques with client	614	4.25	0.05
113	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	550	4.28	0.06
120	Evaluate client oxygen (O2) saturation	565	4.32	0.06
99	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	564	4.32	0.06
98	Evaluate pain using standardized rating scales	550	4.34	0.06
8	Participate in client data collection	627	4.34	0.05
52	Provide care that meets the needs of the adult client ages 18 through 64 years	563	4.39	0.06
5	Organize and prioritize care for assigned group of clients	600	4.43	0.05
105	Administer medication by oral route	524	4.44	0.06
103	Collect required data prior to medication administration	539	4.46	0.05
36	Use safe client handling techniques (e.g., body mechanics)	645	4.46	0.05
100	Maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)	564	4.58	0.05
53	Provide care that meets the needs of the adult client ages 65 through 85 years and over	563	4.60	0.05
31	Verify the identity of client	615	4.64	0.04
119	Check and monitor client vital signs	562	4.65	0.04
15	Provide for privacy needs	652	4.71	0.03
104	Follow the rights of medication administration	555	4.74	0.04
2	Practice in a manner consistent with code of ethics for nurses	645	4.75	0.03

Activities Rank Ordered by Average Setting-Specific Frequency				
Activity Number	**Activity**	**N**	**Avg**	**Std. Err.**
44	Maintain standard/universal precautions	637	4.76	0.03
4	Maintain client confidentiality	642	4.80	0.03
3	Provide care within the legal scope of practice	660	4.88	0.02

APPENDIX E: ACTIVITIES RANK ORDERED BY AVERAGE TOTAL GROUP FREQUENCY

Activities Rank Ordered by Average Total Group Frequency				
Activity Number	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
48	Assist with monitoring a client in labor	654	0.18	0.03
111	Monitor transfusion of blood product	591	0.26	0.04
47	Assist with fetal heart monitoring for the antepartum client	634	0.30	0.04
49	Monitor recovery of stable postpartum client	624	0.32	0.04
118	Identify signs or symptoms of potential prenatal complication	567	0.36	0.05
130	Insert, maintain and remove nasogastric (NG) tube	570	0.43	0.05
112	Maintain pain control devices (e.g., epidural, patient control analgesia, peripheral nerve catheter)	569	0.55	0.06
154	Perform check of client pacemaker	567	0.60	0.06
148	Recognize and report basic abnormalities on a client cardiac monitor strip	568	0.61	0.06
50	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	642	0.64	0.06
135	Maintain central venous catheter	588	0.65	0.06
137	Insert peripheral intravenous (IV) catheter	564	0.67	0.06
153	Provide care to client on ventilator	587	0.71	0.07
145	Remove wound sutures or staples	560	0.75	0.06
144	Remove client wound drainage device	596	0.77	0.07
129	Monitor continuous or intermittent suction of nasogastric (NG) tube	586	0.77	0.07
132	Perform an electrocardiogram (EKG/ECG)	598	0.79	0.07
82	Participate in client group session	570	0.81	0.07
109	Administer intravenous piggyback (secondary) medications	558	0.81	0.07
94	Assist in providing postmortem care	568	0.90	0.07
127	Assist with the performance of a diagnostic or invasive procedure	559	0.98	0.07
115	Administer medications by intravenous (IV) route	559	1.00	0.08
134	Perform venipuncture for blood draws	578	1.00	0.08
146	Respond/intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	577	1.04	0.07
136	Maintain and remove peripheral intravenous (IV) catheter	570	1.08	0.08
28	Follow up with client after discharge	636	1.10	0.07
55	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	622	1.16	0.08
51	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	656	1.19	0.08
25	Respond to the unsafe practice of a health care provider (e.g., intervene or report)	625	1.29	0.07
41	Initiate and participate in security alert (e.g., infant abduction or flight risk)	633	1.32	0.08
128	Provide care for client before surgical procedure and reinforce education	573	1.36	0.08
143	Provide care for client drainage device (e.g., wound drain or chest tube)	566	1.39	0.08
152	Provide care for a client with a tracheostomy	575	1.40	0.08
110	Calculate and monitor intravenous (IV) flow rate	571	1.42	0.09
43	Participate in preparation for internal and external disasters (e.g., fire or natural disaster)	622	1.49	0.07

Activities Rank Ordered by Average Total Group Frequency				
Activity Number	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
39	Implement least restrictive restraints or seclusion	651	1.56	0.08
19	Provide information about advance directives	627	1.58	0.08
123	Check for urinary retention (e.g., bladder scan/ultrasound or palpation)	581	1.61	0.08
61	Participate in health screening or health promotion programs	625	1.65	0.08
81	Participate in reminiscence therapy, validation therapy or reality orientation	585	1.67	0.09
64	Identify community resources for clients	633	1.69	0.08
96	Use alternative/complementary therapy in providing client care (e.g., music therapy)	596	1.71	0.08
9	Participate in client referral process	654	1.74	0.08
150	Provide cooling/warming measures to restore normal body temperature	599	1.74	0.09
151	Provide care to client with an ostomy (e.g., colostomy, ileostomy or urostomy)	559	1.78	0.09
23	Recognize and report staff conflict	629	1.82	0.08
30	Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee)	665	1.85	0.08
76	Identify signs and symptoms of substance abuse, chemical dependency, withdrawal or toxicity	634	1.87	0.08
141	Perform care for client after surgical procedure	586	1.91	0.09
54	Compare client to developmental norms	665	1.95	0.08
93	Perform an irrigation of urinary catheter, bladder, wound, ear, nose or eye	588	1.96	0.09
34	Acknowledge and document practice error (e.g., incident report)	637	1.98	0.08
124	Insert, maintain and remove urinary catheter	565	2.04	0.09
27	Participate in client discharge or transfer	651	2.05	0.08
26	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound or communicable disease)	643	2.15	0.09
46	Identify the need for and implement appropriate isolation techniques	634	2.16	0.08
85	Provide site care for client with enteral tubes	554	2.18	0.09
75	Collect data on client's potential for violence to self and others	651	2.20	0.08
63	Identify clients in need of immunizations (required and voluntary)	653	2.24	0.08
80	Plan care with consideration of client spiritual or cultural beliefs	574	2.28	0.09
56	Provide care and resources for beginning of life and/or end of life issues and choices	642	2.32	0.09
84	Provide feeding for client with enteral tubes	596	2.38	0.09
60	Identify barriers to learning	664	2.41	0.08
131	Apply and check proper use of compression stockings and/or sequential compression devices (SCD)	566	2.45	0.09
106	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button, j-tube)	569	2.48	0.10
37	Use transfer assistive devices (e.g., gait/transfer belt, slide board or mechanical lift)	626	2.52	0.09
24	Recognize task/assignment you are not prepared to perform and seek assistance	666	2.56	0.07
42	Identify and address unsafe conditions in health care environment (e.g., environmental, biohazard, fire)	663	2.56	0.08
68	Assist in and/or reinforce education to caregivers/family on ways to manage client with behavioral disorders	640	2.60	0.08
78	Assist in the care of a client experiencing sensory/perceptual alterations	595	2.60	0.08
70	Participate in behavior management program by recognizing environmental stressors and/or providing a therapeutic environment	636	2.62	0.08

Activities Rank Ordered by Average Total Group Frequency				
Activity Number	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
91	Provide care to an immobilized client (e.g., traction, bedridden)	557	2.71	0.09
22	Participate as a member of an interdisciplinary team	637	2.72	0.09
121	Perform neurological checks	557	2.76	0.09
72	Identify client use of effective and ineffective coping mechanisms	658	2.77	0.08
73	Explore why client is refusing or not following treatment plan	619	2.83	0.08
62	Provide information for prevention of high risk behaviors	638	2.84	0.08
97	Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning)	557	2.85	0.09
57	Collect data for health history (e.g., client medical history, family medical history)	650	2.88	0.08
102	Perform calculations needed for medication administration	596	2.90	0.09
125	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	570	2.91	0.09
29	Participate in staff education (e.g., inservices and continued competency)	635	2.93	0.08
18	Participate in client consent process	664	2.95	0.08
149	Identify and/or intervene to control signs of hypoglycemia or hyperglycemia	565	2.96	0.09
126	Monitor diagnostic or laboratory test results	597	2.96	0.09
74	Collect data regarding client psychosocial functioning	639	3.00	0.08
79	Assist in managing the care of angry and/or agitated client (e.g., de-escalation techniques)	560	3.01	0.08
69	Assist client to cope/adapt to stressful events and changes in health status (e.g., abuse, neglect, end of life, grief and loss, life changes or physical changes)	651	3.02	0.08
117	Implement measures to prevent complication of client condition or procedure (e.g., circulatory complication, seizure, aspiration or potential neurological disorder)	585	3.14	0.09
88	Provide measures to promote sleep/rest	571	3.15	0.08
147	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning or repositioning)	591	3.17	0.08
71	Identify stressors that may affect recovery or health maintenance (e.g., lifestyle, body changes, environmental)	632	3.18	0.08
87	Monitor client intake/output	584	3.23	0.09
11	Contribute to the development and/or update of the client plan of care	631	3.26	0.08
142	Perform wound care and/or dressing change	567	3.26	0.08
20	Participate in providing cost effective care	634	3.28	0.08
32	Identify client allergies and intervene as appropriate	638	3.32	0.08
92	Assist in the care and comfort for a client with a visual and/or hearing impairment	574	3.32	0.08
33	Evaluate the appropriateness of health care provider's order for client	648	3.35	0.08
59	Identify barriers to communication	629	3.38	0.07
86	Provide care to client with bowel or bladder management protocol	571	3.42	0.09
6	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	667	3.44	0.08
122	Perform circulatory checks	569	3.45	0.08
114	Count narcotics/controlled substances	593	3.46	0.08
89	Assist with activities of daily living	565	3.53	0.09
138	Identify signs and symptoms related to acute or chronic illness	596	3.53	0.08
139	Recognize and report change in client condition	561	3.55	0.08
10	Use data from various sources in making clinical decisions	640	3.56	0.07

Activities Rank Ordered by Average Total Group Frequency				
Activity Number	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
16	Promote client self-advocacy	637	3.57	0.07
116	Identify client risk and implement interventions	572	3.58	0.08
7	Monitor activities of assistive personnel	624	3.61	0.07
90	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	599	3.64	0.08
83	Monitor and provide for nutritional needs of client	565	3.65	0.08
107	Administer a subcutaneous, intradermal or intramuscular medication	564	3.67	0.08
108	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	598	3.69	0.08
77	Assist in the care of the cognitively impaired client	562	3.70	0.08
140	Reinforce education to client regarding care and condition	575	3.73	0.07
13	Provide and receive report	629	3.77	0.07
40	Follow protocol for timed client monitoring (e.g., safety checks)	635	3.79	0.08
95	Use measures to maintain or improve client skin integrity	563	3.79	0.08
38	Assure availability and safe functioning of client care equipment	643	3.81	0.07
17	Involve client in care decision making	632	3.83	0.07
45	Use aseptic and sterile techniques	650	3.83	0.07
21	Use information technology in client care	650	3.85	0.07
101	Reinforce education to client regarding medications	560	3.85	0.07
35	Assist in and/or reinforce education to client about safety precautions	630	3.89	0.06
52	Provide care that meets the needs of the adult client ages 18 through 64 years	635	3.89	0.08
133	Perform blood glucose monitoring	555	3.90	0.08
67	Promote positive self-esteem of client	615	3.91	0.06
66	Provide emotional support to client	656	3.98	0.06
1	Apply evidence-based practice when providing care	625	4.02	0.06
105	Administer medication by oral route	579	4.02	0.08
12	Receive and process health care provider orders	666	4.02	0.06
14	Advocate for client rights and needs	647	4.04	0.06
58	Collect baseline physical data (e.g., skin integrity, or height and weight)	633	4.07	0.06
120	Evaluate client oxygen (O2) saturation	596	4.09	0.07
53	Provide care that meets the needs of the adult client ages 65 through 85 years and over	632	4.10	0.07
113	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	568	4.14	0.07
65	Use therapeutic communication techniques with client	629	4.15	0.06
99	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	586	4.16	0.07
98	Evaluate pain using standardized rating scales	571	4.18	0.07
5	Organize and prioritize care for assigned group of clients	632	4.20	0.06
8	Participate in client data collection	644	4.22	0.05
36	Use safe client handling techniques (e.g., body mechanics)	664	4.33	0.06
103	Collect required data prior to medication administration	552	4.35	0.06
100	Maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)	571	4.52	0.05

Activities Rank Ordered by Average Total Group Frequency				
Activity Number	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
104	Follow the rights of medication administration	574	4.58	0.05
119	Check and monitor client vital signs	568	4.60	0.05
31	Verify the identity of client	621	4.60	0.05
15	Provide for privacy needs	658	4.66	0.04
2	Practice in a manner consistent with code of ethics for nurses	648	4.73	0.03
44	Maintain standard/universal precautions	641	4.73	0.04
4	Maintain client confidentiality	643	4.79	0.03
3	Provide care within the legal scope of practice	661	4.87	0.02

APPENDIX F: ACTIVITIES RANK ORDERED BY AVERAGE SETTING-SPECIFIC IMPORTANCE

Activities Rank Ordered by Average Setting-Specific Importance				
Activity Number	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
9	Participate in client referral process	377	3.63	0.06
48	Assist with monitoring a client in labor	82	3.71	0.17
82	Participate in client group session	199	3.80	0.07
28	Follow up with client after discharge	262	3.83	0.07
64	Identify community resources for clients	346	3.86	0.05
145	Remove wound sutures or staples	225	3.86	0.06
96	Use alternative/complementary therapy in providing client care (e.g., music therapy)	331	3.86	0.06
55	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	228	3.92	0.07
54	Compare client to developmental norms	335	3.96	0.06
61	Participate in health screening or health promotion programs	318	3.96	0.06
81	Participate in reminiscence therapy, validation therapy or reality orientation	317	3.96	0.06
23	Recognize and report staff conflict	423	3.98	0.05
49	Monitor recovery of stable postpartum client	102	3.99	0.12
94	Assist in providing postmortem care	238	3.99	0.06
51	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	202	4.03	0.08
30	Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee)	360	4.03	0.05
19	Provide information about advance directives	345	4.04	0.05
27	Participate in client discharge or transfer	409	4.04	0.05
20	Participate in providing cost effective care	445	4.08	0.04
63	Identify clients in need of immunizations (required and voluntary)	409	4.08	0.05
127	Assist with the performance of a diagnostic or invasive procedure	216	4.08	0.07
134	Perform venipuncture for blood draws	206	4.09	0.07
47	Assist with fetal heart monitoring for the antepartum client	92	4.10	0.13
7	Monitor activities of assistive personnel	424	4.11	0.04
131	Apply and check proper use of compression stockings and/or sequential compression devices (SCD)	331	4.11	0.05
97	Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning)	361	4.12	0.04
6	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	472	4.14	0.04
21	Use information technology in client care	486	4.16	0.04
88	Provide measures to promote sleep/rest	389	4.16	0.04
109	Administer intravenous piggyback (secondary) medications	186	4.17	0.08
132	Perform an electrocardiogram (EKG/ECG)	190	4.17	0.08
60	Identify barriers to learning	421	4.18	0.04
80	Plan care with consideration of client spiritual or cultural beliefs	372	4.18	0.05
93	Perform an irrigation of urinary catheter, bladder, wound, ear, nose or eye	383	4.19	0.04
39	Implement least restrictive restraints or seclusion	316	4.19	0.06
130	Insert, maintain and remove nasogastric (NG) tube	139	4.20	0.08

Activities Rank Ordered by Average Setting-Specific Importance				
Activity Number	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
71	Identify stressors that may affect recovery or health maintenance (e.g., lifestyle, body changes, environmental)	473	4.20	0.04
151	Provide care to client with an ostomy (e.g., colostomy, ileostomy or urostomy)	289	4.20	0.04
125	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	405	4.21	0.04
10	Use data from various sources in making clinical decisions	484	4.21	0.04
70	Participate in behavior management program by recognizing environmental stressors and/or providing a therapeutic environment	383	4.22	0.04
11	Contribute to the development and/or update of the client plan of care	451	4.22	0.04
144	Remove client wound drainage device	218	4.23	0.07
22	Participate as a member of an interdisciplinary team	410	4.23	0.04
50	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	125	4.23	0.09
129	Monitor continuous or intermittent suction of nasogastric (NG) tube	205	4.24	0.07
89	Assist with activities of daily living	387	4.24	0.04
137	Insert peripheral intravenous (IV) catheter	167	4.25	0.07
118	Identify signs or symptoms of potential prenatal complication	81	4.26	0.11
123	Check for urinary retention (e.g., bladder scan/ultrasound or palpation)	320	4.26	0.05
68	Assist in and/or reinforce education to caregivers/family on ways to manage client with behavioral disorders	420	4.26	0.04
67	Promote positive self-esteem of client	469	4.26	0.03
78	Assist in the care of a client experiencing sensory/perceptual alterations	414	4.26	0.04
72	Identify client use of effective and ineffective coping mechanisms	460	4.28	0.04
136	Maintain and remove peripheral intravenous (IV) catheter	211	4.28	0.06
74	Collect data regarding client psychosocial functioning	436	4.28	0.04
29	Participate in staff education (e.g., inservices and continued competency)	461	4.29	0.03
79	Assist in managing the care of angry and/or agitated client (e.g., de-escalation techniques)	403	4.29	0.04
1	Apply evidence-based practice when providing care	471	4.29	0.04
143	Provide care for client drainage device (e.g., wound drain or chest tube)	264	4.31	0.05
16	Promote client self-advocacy	469	4.31	0.04
59	Identify barriers to communication	483	4.32	0.03
73	Explore why client is refusing or not following treatment plan	451	4.32	0.04
43	Participate in preparation for internal and external disasters (e.g., fire or natural disaster)	392	4.33	0.04
92	Assist in the care and comfort for a client with a visual and/or hearing impairment	411	4.34	0.04
65	Use therapeutic communication techniques with client	489	4.34	0.03
62	Provide information for prevention of high risk behaviors	432	4.34	0.04
124	Insert, maintain and remove urinary catheter	331	4.35	0.04
128	Provide care for client before surgical procedure and reinforce education	225	4.35	0.06
115	Administer medications by intravenous (IV) route	181	4.36	0.06
56	Provide care and resources for beginning of life and/or end of life issues and choices	362	4.36	0.04
140	Reinforce education to client regarding care and condition	432	4.37	0.03
112	Maintain pain control devices (e.g., epidural, patient control analgesia, peripheral nerve catheter)	121	4.37	0.08

Activities Rank Ordered by Average Setting-Specific Importance				
Activity Number	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
77	Assist in the care of the cognitively impaired client	425	4.38	0.03
85	Provide site care for client with enteral tubes	303	4.38	0.05
57	Collect data for health history (e.g., client medical history, family medical history)	451	4.38	0.04
150	Provide cooling/warming measures to restore normal body temperature	350	4.39	0.04
69	Assist client to cope/adapt to stressful events and changes in health status (e.g., abuse, neglect, end of life, grief and loss, life changes or physical changes)	482	4.39	0.03
90	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	442	4.39	0.04
111	Monitor transfusion of blood product	100	4.40	0.11
91	Provide care to an immobilized client (e.g., traction, bedridden)	328	4.41	0.04
86	Provide care to client with bowel or bladder management protocol	396	4.41	0.03
52	Provide care that meets the needs of the adult client ages 18 through 64 years	442	4.42	0.03
17	Involve client in care decision making	469	4.42	0.03
76	Identify signs and symptoms of substance abuse, chemical dependency, withdrawal or toxicity	344	4.42	0.04
37	Use transfer assistive devices (e.g., gait/transfer belt, slide board or mechanical lift)	394	4.43	0.04
87	Monitor client intake/output	411	4.43	0.04
141	Perform care for client after surgical procedure	324	4.43	0.04
18	Participate in client consent process	463	4.43	0.04
66	Provide emotional support to client	517	4.44	0.03
41	Initiate and participate in security alert (e.g., infant abduction or flight risk)	318	4.45	0.04
135	Maintain central venous catheter	180	4.45	0.07
83	Monitor and provide for nutritional needs of client	404	4.45	0.03
107	Administer a subcutaneous, intradermal or intramuscular medication	419	4.45	0.03
154	Perform check of client pacemaker	173	4.46	0.06
142	Perform wound care and/or dressing change	393	4.46	0.03
98	Evaluate pain using standardized rating scales	445	4.47	0.03
101	Reinforce education to client regarding medications	437	4.48	0.03
148	Recognize and report basic abnormalities on a client cardiac monitor strip	146	4.48	0.07
116	Identify client risk and implement interventions	415	4.48	0.04
5	Organize and prioritize care for assigned group of clients	473	4.49	0.03
8	Participate in client data collection	501	4.50	0.03
53	Provide care that meets the needs of the adult client ages 65 through 85 years and over	443	4.51	0.03
58	Collect baseline physical data (e.g., skin integrity, or height and weight)	478	4.51	0.03
75	Collect data on client's potential for violence to self and others	428	4.51	0.04
24	Recognize task/assignment you are not prepared to perform and seek assistance	504	4.52	0.04
121	Perform neurological checks	366	4.52	0.04
138	Identify signs and symptoms related to acute or chronic illness	469	4.54	0.03
95	Use measures to maintain or improve client skin integrity	414	4.55	0.03
108	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	453	4.55	0.03
110	Calculate and monitor intravenous (IV) flow rate	260	4.56	0.05
126	Monitor diagnostic or laboratory test results	414	4.56	0.03

Activities Rank Ordered by Average Setting-Specific Importance				
Activity Number	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
106	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button, j-tube)	314	4.56	0.04
38	Assure availability and safe functioning of client care equipment	497	4.57	0.03
105	Administer medication by oral route	433	4.57	0.03
13	Provide and receive report	466	4.58	0.03
153	Provide care to client on ventilator	181	4.58	0.06
122	Perform circulatory checks	411	4.58	0.03
152	Provide care for a client with a tracheostomy	260	4.58	0.04
33	Evaluate the appropriateness of health care provider's order for client	490	4.59	0.03
84	Provide feeding for client with enteral tubes	344	4.59	0.04
25	Respond to the unsafe practice of a health care provider (e.g., intervene or report)	354	4.60	0.04
42	Identify and address unsafe conditions in health care environment (e.g., environmental, biohazard, fire)	486	4.60	0.03
46	Identify the need for and implement appropriate isolation techniques	401	4.60	0.03
40	Follow protocol for timed client monitoring (e.g., safety checks)	449	4.60	0.03
34	Acknowledge and document practice error (e.g., incident report)	423	4.60	0.03
119	Check and monitor client vital signs	456	4.61	0.03
133	Perform blood glucose monitoring	401	4.63	0.03
14	Advocate for client rights and needs	498	4.63	0.03
35	Assist in and/or reinforce education to client about safety precautions	485	4.64	0.03
15	Provide for privacy needs	516	4.64	0.02
113	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	444	4.66	0.03
26	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound or communicable disease)	411	4.67	0.03
12	Receive and process health care provider orders	520	4.69	0.03
99	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	461	4.69	0.03
117	Implement measures to prevent complication of client condition or procedure (e.g., circulatory complication, seizure, aspiration or potential neurological disorder)	417	4.70	0.03
36	Use safe client handling techniques (e.g., body mechanics)	519	4.72	0.02
114	Count narcotics/controlled substances	417	4.72	0.03
139	Recognize and report change in client condition	421	4.72	0.03
120	Evaluate client oxygen (O2) saturation	467	4.73	0.03
32	Identify client allergies and intervene as appropriate	486	4.73	0.03
147	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning or repositioning)	432	4.74	0.03
2	Practice in a manner consistent with code of ethics for nurses	514	4.74	0.02
149	Identify and/or intervene to control signs of hypoglycemia or hyperglycemia	407	4.74	0.03
3	Provide care within the legal scope of practice	530	4.75	0.02
103	Collect required data prior to medication administration	424	4.76	0.03
100	Maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)	439	4.78	0.03
102	Perform calculations needed for medication administration	439	4.78	0.03

Activities Rank Ordered by Average Setting-Specific Importance				
Activity Number	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
45	Use aseptic and sterile techniques	507	4.81	0.02
146	Respond/intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	306	4.82	0.03
44	Maintain standard/universal precautions	509	4.82	0.02
4	Maintain client confidentiality	497	4.83	0.02
31	Verify the identity of client	480	4.83	0.02
104	Follow the rights of medication administration	442	4.88	0.02
45	Use aseptic and sterile techniques	638	4.82	0.02
4	Maintain client confidentiality	649	4.86	0.02
31	Verify the identity of client	656	4.88	0.02
100	Maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)	588	4.88	0.01
44	Use standard/universal precautions	658	4.90	0.01
104	Follow the rights of medication administration	596	4.92	0.01

APPENDIX G: ACTIVITIES RANK ORDERED BY AVERAGE TOTAL GROUP IMPORTANCE

Activities Rank Ordered by Average Total Group Importance				
Activity Number	Activity	Average Importance (Total Group)		
		N	Avg	Std. Err.
82	Participate in client group session	402	3.38	0.06
9	Participate in client referral process	498	3.39	0.06
48	Assist with monitoring a client in labor	447	3.46	0.08
28	Follow up with client after discharge	462	3.55	0.06
96	Use alternative/complementary therapy in providing client care (e.g., music therapy)	449	3.58	0.06
64	Identify community resources for clients	463	3.69	0.05
55	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	430	3.69	0.06
51	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	443	3.70	0.07
81	Participate in reminiscence therapy, validation therapy or reality orientation	430	3.72	0.06
94	Assist in providing postmortem care	399	3.72	0.06
54	Compare client to developmental norms	482	3.72	0.06
49	Monitor recovery of stable postpartum client	410	3.74	0.07
30	Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee)	508	3.75	0.05
61	Participate in health screening or health promotion programs	441	3.78	0.05
130	Insert, maintain and remove nasogastric (NG) tube	378	3.79	0.07
145	Remove wound sutures or staples	384	3.79	0.06
27	Participate in client discharge or transfer	489	3.82	0.05
144	Remove client wound drainage device	424	3.84	0.06
132	Perform an electrocardiogram (EKG/ECG)	425	3.84	0.07
19	Provide information about advance directives	457	3.84	0.05
39	Implement least restrictive restraints or seclusion	480	3.85	0.06
134	Perform venipuncture for blood draws	417	3.86	0.06
127	Assist with the performance of a diagnostic or invasive procedure	391	3.88	0.06
118	Identify signs or symptoms of potential prenatal complication	374	3.89	0.07
23	Recognize and report staff conflict	488	3.92	0.05
129	Monitor continuous or intermittent suction of nasogastric (NG) tube	407	3.94	0.07
112	Maintain pain control devices (e.g., epidural, patient control analgesia, peripheral nerve catheter)	379	3.94	0.07
47	Assist with fetal heart monitoring for the antepartum client	423	3.95	0.07
20	Participate in providing cost effective care	494	3.95	0.05
136	Maintain and remove peripheral intravenous (IV) catheter	399	3.96	0.06
50	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	442	3.97	0.06
63	Identify clients in need of immunizations (required and voluntary)	491	3.97	0.05
60	Identify barriers to learning	502	4.00	0.05
7	Monitor activities of assistive personnel	470	4.00	0.05
97	Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning)	417	4.00	0.05

Activities Rank Ordered by Average Total Group Importance				
Activity Number	Activity	Average Importance (Total Group)		
		N	Avg	Std. Err.
137	Insert peripheral intravenous (IV) catheter	401	4.00	0.06
6	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	525	4.01	0.05
131	Apply and check proper use of compression stockings and/or sequential compression devices (SCD)	432	4.01	0.05
109	Administer intravenous piggyback (secondary) medications	382	4.03	0.06
22	Participate as a member of an interdisciplinary team	481	4.04	0.05
123	Check for urinary retention (e.g., bladder scan/ultrasound or palpation)	443	4.04	0.05
151	Provide care to client with an ostomy (e.g., colostomy, ileostomy or urostomy)	404	4.05	0.05
93	Perform an irrigation of urinary catheter, bladder, wound, ear, nose or eye	459	4.05	0.05
88	Provide measures to promote sleep/rest	428	4.07	0.04
80	Plan care with consideration of client spiritual or cultural beliefs	439	4.08	0.05
128	Provide care for client before surgical procedure and reinforce education	422	4.08	0.06
70	Participate in behavior management program by recognizing environmental stressors and/or providing a therapeutic environment	471	4.08	0.04
111	Monitor transfusion of blood product	397	4.09	0.07
135	Maintain central venous catheter	411	4.10	0.07
154	Perform check of client pacemaker	390	4.10	0.06
148	Recognize and report basic abnormalities on a client cardiac monitor strip	383	4.11	0.07
21	Use information technology in client care	515	4.11	0.04
78	Assist in the care of a client experiencing sensory/perceptual alterations	467	4.13	0.05
56	Provide care and resources for beginning of life and/or end of life issues and choices	480	4.14	0.05
68	Assist in and/or reinforce education to caregivers/family on ways to manage client with behavioral disorders	493	4.16	0.04
72	Identify client use of effective and ineffective coping mechanisms	505	4.16	0.04
124	Insert, maintain and remove urinary catheter	420	4.16	0.05
71	Identify stressors that may affect recovery or health maintenance (e.g., lifestyle, body changes, environmental)	495	4.17	0.04
143	Provide care for client drainage device (e.g., wound drain or chest tube)	412	4.17	0.05
89	Assist with activities of daily living	438	4.17	0.04
10	Use data from various sources in making clinical decisions	497	4.19	0.04
125	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	448	4.19	0.04
115	Administer medications by intravenous (IV) route	378	4.19	0.06
11	Contribute to the development and/or update of the client plan of care	488	4.19	0.04
85	Provide site care for client with enteral tubes	408	4.19	0.05
74	Collect data regarding client psychosocial functioning	492	4.20	0.04
150	Provide cooling/warming measures to restore normal body temperature	451	4.21	0.05
153	Provide care to client on ventilator	409	4.21	0.07
29	Participate in staff education (e.g., inservices and continued competency)	492	4.22	0.04
43	Participate in preparation for internal and external disasters (e.g., fire or natural disaster)	465	4.23	0.04
62	Provide information for prevention of high risk behaviors	496	4.24	0.04
91	Provide care to an immobilized client (e.g., traction, bedridden)	414	4.24	0.05
67	Promote positive self-esteem of client	479	4.24	0.04

Activities Rank Ordered by Average Total Group Importance				
Activity Number	Activity	Average Importance (Total Group)		
		N	Avg	Std. Err.
79	Assist in managing the care of angry and/or agitated client (e.g., de-escalation techniques)	429	4.25	0.04
141	Perform care for client after surgical procedure	440	4.25	0.05
76	Identify signs and symptoms of substance abuse, chemical dependency, withdrawal or toxicity	467	4.25	0.05
1	Apply evidence-based practice when providing care	484	4.26	0.04
57	Collect data for health history (e.g., client medical history, family medical history)	501	4.27	0.04
16	Promote client self-advocacy	494	4.27	0.04
92	Assist in the care and comfort for a client with a visual and/or hearing impairment	453	4.28	0.04
87	Monitor client intake/output	460	4.29	0.05
90	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	477	4.29	0.04
110	Calculate and monitor intravenous (IV) flow rate	427	4.29	0.06
41	Initiate and participate in security alert (e.g., infant abduction or flight risk)	468	4.29	0.05
37	Use transfer assistive devices (e.g., gait/transfer belt, slide board or mechanical lift)	466	4.30	0.04
73	Explore why client is refusing or not following treatment plan	476	4.30	0.04
52	Provide care that meets the needs of the adult client ages 18 through 64 years	486	4.30	0.04
106	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button, j-tube)	418	4.31	0.05
59	Identify barriers to communication	493	4.31	0.04
86	Provide care to client with bowel or bladder management protocol	449	4.31	0.04
140	Reinforce education to client regarding care and condition	453	4.31	0.04
77	Assist in the care of the cognitively impaired client	446	4.32	0.04
65	Use therapeutic communication techniques with client	496	4.32	0.03
84	Provide feeding for client with enteral tubes	449	4.33	0.05
18	Participate in client consent process	522	4.33	0.04
152	Provide care for a client with a tracheostomy	424	4.34	0.05
69	Assist client to cope/adapt to stressful events and changes in health status (e.g., abuse, neglect, end of life, grief and loss, life changes or physical changes)	509	4.34	0.04
75	Collect data on client's potential for violence to self and others	501	4.38	0.04
142	Perform wound care and/or dressing change	429	4.38	0.04
83	Monitor and provide for nutritional needs of client	438	4.39	0.04
107	Administer a subcutaneous, intradermal or intramuscular medication	450	4.39	0.04
17	Involve client in care decision making	495	4.40	0.03
116	Identify client risk and implement interventions	450	4.41	0.04
126	Monitor diagnostic or laboratory test results	467	4.41	0.04
53	Provide care that meets the needs of the adult client ages 65 through 85 years and over	488	4.42	0.04
5	Organize and prioritize care for assigned group of clients	500	4.43	0.03
66	Provide emotional support to client	523	4.44	0.03
121	Perform neurological checks	417	4.46	0.04
101	Reinforce education to client regarding medications	453	4.46	0.04
108	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	477	4.46	0.04

Activities Rank Ordered by Average Total Group Importance				
Activity Number	Activity	Average Importance (Total Group)		
		N	Avg	Std. Err.
8	Participate in client data collection	512	4.47	0.03
98	Evaluate pain using standardized rating scales	454	4.47	0.03
105	Administer medication by oral route	467	4.48	0.04
24	Recognize task/assignment you are not prepared to perform and seek assistance	527	4.48	0.04
58	Collect baseline physical data (e.g., skin integrity, or height and weight)	487	4.48	0.03
46	Identify the need for and implement appropriate isolation techniques	478	4.49	0.04
122	Perform circulatory checks	445	4.50	0.04
13	Provide and receive report	485	4.50	0.04
138	Identify signs and symptoms related to acute or chronic illness	478	4.51	0.04
95	Use measures to maintain or improve client skin integrity	444	4.51	0.04
40	Follow protocol for timed client monitoring (e.g., safety checks)	486	4.51	0.04
25	Respond to the unsafe practice of a health care provider (e.g., intervene or report)	455	4.53	0.04
34	Acknowledge and document practice error (e.g., incident report)	482	4.53	0.03
33	Evaluate the appropriateness of health care provider's order for client	513	4.53	0.03
38	Assure availability and safe functioning of client care equipment	510	4.53	0.03
42	Identify and address unsafe conditions in health care environment (e.g., environmental, biohazard, fire)	524	4.55	0.03
133	Perform blood glucose monitoring	430	4.57	0.04
114	Count narcotics/controlled substances	473	4.58	0.04
117	Implement measures to prevent complication of client condition or procedure (e.g., circulatory complication, seizure, aspiration or potential neurological disorder)	459	4.59	0.04
119	Check and monitor client vital signs	459	4.61	0.03
26	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound or communicable disease)	502	4.61	0.03
14	Advocate for client rights and needs	510	4.62	0.03
35	Assist in and/or reinforce education to client about safety precautions	500	4.62	0.03
15	Provide for privacy needs	522	4.63	0.03
99	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	477	4.64	0.03
113	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	453	4.65	0.03
12	Receive and process health care provider orders	532	4.67	0.03
36	Use safe client handling techniques (e.g., body mechanics)	533	4.67	0.03
147	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning or repositioning)	471	4.67	0.03
139	Recognize and report change in client condition	432	4.68	0.03
149	Identify and/or intervene to control signs of hypoglycemia or hyperglycemia	443	4.68	0.03
120	Evaluate client oxygen (O2) saturation	482	4.69	0.03
146	Respond/intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	431	4.70	0.04
102	Perform calculations needed for medication administration	475	4.71	0.03
32	Identify client allergies and intervene as appropriate	506	4.73	0.03
2	Practice in a manner consistent with code of ethics for nurses	515	4.74	0.02
3	Provide care within the legal scope of practice	531	4.74	0.03

Activities Rank Ordered by Average Total Group Importance				
Activity Number	Activity	Average Importance (Total Group)		
		N	Avg	Std. Err.
103	Collect required data prior to medication administration	434	4.75	0.03
100	Maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)	443	4.77	0.03
45	Use aseptic and sterile techniques	518	4.77	0.03
31	Verify the identity of client	485	4.82	0.02
44	Maintain standard/universal precautions	510	4.82	0.02
4	Maintain client confidentiality	497	4.83	0.02
104	Follow the rights of medication administration	454	4.86	0.02

APPENDIX H: 2015 LPN/VN PRACTICE ANALYSIS SURVEY NONRESPONDER STUDY

Introduction

NCSBN conducts practice analysis studies every three years to assess the practice environment and emerging practice changes. Although the response rate for the 2015 LPN/VN Practice Analysis Survey had an adequate return rate of approximately 24.1%[2], many individuals did not respond to the survey. Out of the 24,000 newly licensed LPN/VNs who were invited to take the survey, only 5,665 were returned. NCSBN wanted to contact a sample of the invitees who chose not to participate in the survey and compare a sample of activity statements, as well as demographic information, against the LPN/VN practice survey responders.

Background of Study

NCSBN is responsible to its members, the boards of nursing in the U.S. and member board territories, for the preparation of psychometrically sound and legally defensible licensure examinations. The periodic performance of practice analysis (i.e., job analysis) studies assists NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure examination.

The findings from the 2015 LPN/VN Practice Analysis Nonresponder Study will provide possible reasons why individuals do not participate in surveys, and the differences between survey responders and nonresponders to determine if the nonresponders were systematically different in terms of demographics and ratings of the activity statements. This study was conducted to determine if the results for the practice analysis were somehow biased.

Methodology

Sample Selection

A random sample of newly licensed LPN/VNs who were invited, but did not respond to the LPN/VN practice survey were contacted via telephone. The sample was derived from the 24,000 invitees who were mailed the paper and pencil forms of the LPN/VN activity survey or received an email invitation for the Web forms but did not return the survey.

Survey Instrument and Process

A total of 50 nonresponders answered the survey questions via telephone numbers provided by NCSBN. First, nonresponders were asked about their reasons for not completing the survey. In order to facilitate the gathering of data from nonresponders, NCSBN developed a list of possible reasons why invitees may not have responded to the survey based on prior research. Possible reasons included too busy, did not care, do not like/trust surveys, did not receive or other. Second, nonresponders were asked for demographic information in order to provide background, such as employment setting/specialty and length of time since they graduated with a nursing degree. In addition, nonresponders were asked to rate the frequency of performance and importance of 10 activities that were listed in the LPN/VN practice analysis survey. Nonresponders were thanked for their time and their data was recorded in a Microsoft Excel 2010 spreadsheet.

Nonresponder Results

Reasons for Not Responding

Reasons for not responding included "too busy" (18 responses or 36.0%), "did not receive" (24 responses or 48.0%), "other" (6 responses or 12.0%), and "do not like/trust survey" (2 response or 4.0%). None of the nonresponders indicated "did not care" as a reason for not returning the survey.

Months Since Graduation

Nonresponders were asked how long it has been since they graduated from the nursing program. Nonresponders averaged 14.6 months of work experience, while responders averaged 7.4 months. Overall, nonresponders averaged a longer time in their position compared to original survey responders because they were contacted one month or more after the LPN/VN practice analysis was completed.

Employment Setting/Specialty

Nonresponders were asked to provide their setting/specialty area. The largest percentage (18.0% or 9 nonresponders) worked in nursing homes. "Physician/APRN/Dentist office" setting was also frequently cited by 14.0% or seven nonresponders. These results are similar to the LPN/VN practice survey responders, which found the largest percentage of responders worked in nursing homes (32.1%). See Table H-1.

Importance Ratings

In general, the importance ratings between nonresponders and responders were very similar, with no activity statement importance rating differing by more than one point. See Table H-2.

Frequency Ratings

Frequency ratings were provided by the nonresponders and compared to the average response rating of the practice survey responders. Overall, the frequency ratings were similar between nonresponders and responders. Four activities had a rating difference of more than one point, including "implement least restrictive restraints or seclusion", "participate in preparation for internal and external disasters", "provide care and resources for beginning of life and/or end of life issues and choices", and "assist in managing the care of angry and/or agitated client". See Table H-3.

Table H-1. Employment Setting/Specialty

	Nonresponders		Responders	
Employment Settings	**Frequency**	**%**	**Frequency**	**%**
Assisted living	4	8.0	160	7.2
Critical care (e.g., ICU, CCU, stepdown units, pediatric/neonatal intensive care, emergency department, postanesthesia recovery unit)	4	8.0	32	1.5
Home health, including visiting nurses associations	2	4.0	163	7.4
Hospice care	0	0.0	81	3.7
Labor and delivery	0	0.0	4	0.2
Medical-surgical unit or any of its subspecialties (e.g., oncology, orthopedics, neurology)	2	4.0	121	5.5
Nursery	0	0.0	2	0.1
Nursing home, skilled or intermediate care	9	18.0	711	32.1
Occupational health	0	0.0	12	0.5
Operating room, including outpatient surgery and surgicenters	1	2.0	12	0.5
Other	3	6.0	70	3.2
Other longterm care (e.g., residential care, developmental disability)	4	8.0	213	9.6
Outpatient clinic	2	4.0	132	6.0
Pediatrics	4	8.0	115	5.2
Physician/APRN/Dentist office	7	14.0	102	4.6
Postpartum unit	0	0.0	3	0.1
Prison/Correctional Facility/Jail	4	8.0	37	1.7
Psychiatry or any of its subspecialties (e.g., detox)	0	0.0	81	3.7
Public health	1	2.0	22	1.0
Rehabilitation	2	4.0	219	9.9
Short stay/Observational	0	0.0	13	0.6
Step-down/Progressive care	0	0.0	6	0.3
Student/school health	1	2.0	33	1.5
Subacute unit	0	0.0	36	1.6
Transitional care unit	0	0.0	17	0.8

Summary

The nonresponder study suggests that the main reasons individuals did not complete the study were they were either too busy or other situations. Overall, these results provide important information about why individuals do not complete surveys. More importantly, the ratings of the activity statements were quite similar, which indicates that the results of the survey are not systematically biased. The nonresponder study provides support for the validity of the 2015 LPN/VN practice analysis results.

Table H-2. Activity Statement Importance Ratings

Activity #	Activity Statement	Nonresponder Rating	Responder Rating
6	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	3.88 (N=50)	4.01 (N=525)
10	Use data from various sources in making clinical decisions	4.42 (N=50)	4.19 (N=497)
39	Implement least restrictive restraints or seclusion	3.44 (N=50)	3.85 (N=480)
43	Participate in preparation for internal and external disasters (e.g., fire or natural disaster)	4.34 (N=50)	4.23 (N=465)
56	Provide care and resources for beginning of life and/or end of life issues and choices	4.42 (N=50)	4.14 (N=480)
79	Assist in managing the care of angry and/or agitated client (e.g., de-escalation techniques)	4.52 (N=50)	4.25 (N=429)
96	Use alternative/complementary therapy in providing client care (e.g., music therapy)	3.96 (N=50)	3.58 (N=449)
115	Administer medications by intravenous (IV) route	4.46 (N=50)	4.19 (N=378)
137	Insert peripheral intravenous (IV) catheter	4.32 (N=50)	4.00 (N=401)
145	Remove wound sutures or staples	4.18 (N=50)	3.79 (N=384)

Table H-3. Activity Statement Frequency Ratings

Activity #	Activity Statement	Nonresponder Rating	Responder Rating
6	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	2.58 (N=50)	3.44 (N=667)
10	Use data from various sources in making clinical decisions	2.96 (N=50)	3.56 (N=640)
39	Implement least restrictive restraints or seclusion	0.36 (N=50)	1.56 (N=651)
43	Participate in preparation for internal and external disasters (e.g., fire or natural disaster)	0.24 (N=50)	1.49 (N=622)
56	Provide care and resources for beginning of life and/or end of life issues and choices	0.90 (N=50)	2.32 (N=642)
79	Assist in managing the care of angry and/or agitated client (e.g., de-escalation techniques)	1.80 (N=50)	3.01 (N=560)
96	Use alternative/complementary therapy in providing client care (e.g., music therapy)	1.12 (N=50)	1.71 (N=596)
115	Administer medications by intravenous (IV) route	0.56 (N=50)	1.00 (N=559)
137	Insert peripheral intravenous (IV) catheter	0.22 (N=50)	0.67 (N=564)
145	Remove wound sutures or staples	0.34 (N=50)	0.75 (N=560)

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ISBN# 978-0-9903603-3-9