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2018 LPN/VN Practice Analysis: Linking the NCLEX-PN® Examination to Practice

2018 LPN/VN Practice Analysis: Linking the NCLEX-PN® Examination to Practice

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

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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 examinations. Because the U.S. health care industry is rapidly changing, practice analysis studies are traditionally conducted by NCSBN on a three-year cycle.

A number of steps are necessary to perform a practice analysis of newly licensed LPN/VN practice. A panel of subject matter experts (SMEs) was assembled, a list of LPN/VN activities was created and incorporated into a survey that was sent to a randomly drawn sample of newly licensed LPN/VNs, and data was 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 Subject Matter Experts (SMEs)

A panel of 11 SMEs was assembled to assist with the practice analysis. Ten panel members worked with, educated and/or supervised LPN/VNs who were within their first twelve months of practice; one panel member was 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.

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 151 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. The other half of the sample received a Web-based survey. Two forms of the paper survey and three forms of the Web survey were created to reduce the number of activity statements on each survey. For the paper survey, Form 1 and Form 2 contained 76 and 75 unique activity statements, respectively. For the three Web versions of the survey, two of the surveys contained 50 activity statements and one of the Web surveys contained 51 activity statements. Utilizing such a design ensured that every activity statement appeared on two survey forms. Except for the activity statements unique to each survey form, the surveys (paper and Web) were identical.

Survey Process

Sample Selection

Two samples were randomly selected from the candidates who successfully passed the NCLEX-PN® examination from April 15, 2017 through March 15, 2018.

A sample of 6,000 LPN/VNs was randomly selected for the paper survey. A second sample of 6,000 LPN/VNs was also randomly selected for the Web survey. For the paper survey, a search of the national change of address verification database was performed to minimize the number of incorrect addresses to which the survey would be sent. A total of 1,014 surveys were removed from the initial sample due to incorrect addresses. A second sample was selected to replace those surveys that were removed.

Representativeness

The sample selected for this study was proportionally equivalent to the population from which the sample was drawn with respect to each NCSBN jurisdiction.

Mailing Procedure

Two forms of the paper survey were distributed evenly among 6,000 newly licensed LPN/VNs. The Web survey had three forms that were distributed evenly among a second sample of 6,000 newly licensed LPN/VNs. 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 from April through June 2018.

Return Rates

Out of the 6,000 paper surveys mailed out, a total of 831 surveys were returned (423 were returned for Form 1 and 408 for Form 2). The return rate was 14.6% for the paper survey. Out of the 6,000 Web surveys delivered, a total of 1,395 were returned (437 for Form 1, 477 for Form 2 and 481 for Form 3). A total of 28 Web surveys were undeliverable due to incorrect email addresses. Therefore, the adjusted return rate was 23.4% for the Web survey. Of those who completed the survey, 635 individuals (265 paper, 370 Web) did not qualify for survey ratings based on one of the following reasons: (a) they did not indicate having an LPN/VN license; (b) they were not currently working in the U.S.; (c) they were working less than 20 hours per week providing direct care to clients as an LPN/VN; and/or (d) they failed to answer the previous three demographic questions. After adjusting for incorrect addresses and removals, the analyzable response rate was 9.9% for paper and 17.2% for Web.

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. The nonresponders rated the activity statements similar to the responders, which provides support to the validity of the survey results.

Demographics, Experiences and Practice Environments of Participants

Demographics/Past Experiences

The majority of survey responders (90.4%) indicated their gender as female. The average age of responders was 33.2 years (SD = 12.3 years). Responders indicated their racial/ethnic background as follows: 51.8% White, 24.9% African American, 11.8% Hispanic and 5.5% Asian Other.

Responders indicated working an average of 6.2 months as an LPN/VN in the U.S. and its territories. On average, LPN/VNs were 11.2 months postgraduation. Most of the responders (86.6%) were graduates of LPN/VN diploma programs and 9.8% graduated from LPN/VN associate degree programs. Approximately 1.5% of survey responders were educated outside of the U.S. Approximately 55.6% of survey responders reported experience working as a nurse aide with an average of 6.2 years.

Orientation

The majority of newly licensed LPN/VNs received some type of formal orientation; only 7.2% of responders indicated that they did not receive formal orientation. Among responders that had formal orientation, 2.8% reported having only classroom instruction or skills lab work for their orientation. The majority (66.2%) reported working with an assigned mentor or preceptor for an average of 3.9 weeks; 18.2% reported classroom and/or skills lab plus performing supervised work with clients for an average of 3.8 weeks. Nearly 1.9% reported having a formal internship that lasted an average of 4.5 weeks.

Certifications Earned

In the current study, Basic Life Support (52.9%), Intravenous Therapy (19.8%) and Advanced Cardiac Life Support (8.5%) were the most frequently reported certifications.

Facilities

The majority of newly licensed LPN/VNs in this study reported working in long-term care facilities (49.4%)

or community-based or ambulatory care facilities (26.6%), while 13.5% reported working in hospitals.

Overall, the number of beds reported in employing facilities was most commonly distributed among 100-299 beds (30.2%), less than 100 beds (30.6%) and 300-499 beds (5.0%).

Responders were roughly equally split between working in urban (37.5%) and suburban (35.5%) areas; 27.0% of the responders reported working in rural areas.

Practice Settings

Most frequently, LPN/VNs reported working in nursing homes (34.3%) and rehabilitation settings (14.6%). Some other commonly reported settings include other long-term care settings (10.2%), assisted living settings (9.6%) and medical-surgical unit (5.9%).

Client Health Conditions and Ages

Newly licensed LPN/VNs reported caring most frequently for clients with stabilized chronic conditions (52.9%), clients with behavioral/emotional conditions (42.5%) and well clients (32.4%). Survey responders could select more than one client condition category, resulting in a sum greater than 100%.

In terms of age, the majority of responders reported caring for older adult clients aged 65 to 85 (57.7%), older adult clients over age 85 (45.2%) and adult clients aged 18 to 64 (41.9%). Survey responders could select more than one client age category, resulting in a sum greater than 100%.

Shifts Worked

The shifts most commonly worked by newly licensed LPN/VNs were days (48.3%), nights (20.9%) and evenings (19.1%). Only a very small percentage of responders (3.1%) 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 activities related to pharmacological therapies (15.6%), safety and infection control (13.8%), and basic care and comfort (13.4%). There was a slight decrease in time spent on activities related to pharmacological therapies and a slight increase in time spent on activities related to physiological adaption as compared to the results of the 2015 study.

Administrative Responsibilities/Primary Administrative Position

Of the responders, 46.2% reported having administrative responsibilities and of those responders, 59.7% reported having a primary administrative position.

Enrollment in Registered Nurse (RN) Educational Programs

Of the responders, 16.8% reported enrollment in a registered nurse education program and 23.8% reported that they had applied to such a program but were not currently enrolled.

Of those currently enrolled, 80.5% were in associate degree programs, 15.7% in baccalaureate programs and 1.0% in diploma programs. Of those who had applied but were not enrolled, 36.0% were completing prerequisite courses, 19.5% could not afford the tuition, 17.0% were on waiting lists, 7.2% were turned away because programs were full and only 3.7% failed to meet the program requirements. There were 31.6% of responders that reported holding non-nursing college degrees.

Activity Performance Findings

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. The paper surveys had a reliability index of 0.98 for importance and 0.97 for frequency ratings, which is quite good. The Web surveys had a reliability index of 0.96 for importance and 0.95 for frequency ratings. These high reliability indices indicate the survey is reliably measuring the nursing activities necessary for competent LPN/VN practice.

SME Panel Validation of Survey Findings

The SME panel for the 2018 LPN/VN Practice Analysis survey was asked to provide independent ratings of the 151 activity statements. In general, the importance ratings of SMEs and survey responders were somewhat similar; however, SMEs regarded most of the activity statements as less important than the responders.

Representativeness of Activity Statements

Responders were asked whether the activities on their survey form represented what they actually did in their positions. A large majority of participants (89.6%) indicated that the survey covered the important nursing activities "well" or "very well."

Applicability of Activities to Practice Setting

Responders indicated if each of the activities was applicable to his or her work setting. The activities ranged from 16.5% applicability, where the responders reported that the activity was performed within their work settings, to 100.0%.

Frequency of Activity Performance

Responders were asked to rate the frequency of performance of all activities that were applicable to their work settings on a six-point scale: "0 times" to "5 or more times" on their last day of work. Average frequency statistics were calculated in two ways: setting-specific frequency of activity performance and total group frequency. Average setting-specific frequencies ranged from 1.02 to 4.92. Average total group frequencies ranged from 0.24 to 4.92.

Importance of Activity Performance

Responders were asked to rate the importance of performing each nursing activity in regards to the maintenance of client safety and/or threat of complications or distress using a five-point scale: "1" (not important) to "5" (critically important). Average setting-specific importance ratings ranged from 3.58 to 4.90. Average total group importance ratings ranged from 3.42 to 4.88.

Summary

Responders to the 2018 LPN/VN Practice Analysis survey found the activities listed in the survey to be representative of the work they performed in their practice settings. In general, the importance ratings of SMEs and newly licensed LPN/VNs were similar (correlation = 0.79), 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.

Conclusions

The 2018 LPN/VN Practice Analysis study used several methods to describe the practice of newly licensed LPN/VNs in the U.S.: (1) document reviews; (2) activity logs of newly licensed LPN/VNs; (3) subject matter experts' knowledge; and (4) a large-scale survey. In addition, there was evidence 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.

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 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, 2001). 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 study was conducted in 2015.

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 2018 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 rate 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 were interviewed regarding their opinions. These interviews were recorded and transcribed. After leaders' identifying information was removed to provide anonymity, a summary of the phone interviews was made available as a source document for the SME panel to consider when developing the activity statements. In addition, two NCSBN nursing staff reviewed the results of the interviews, noting any themes or trends. This information was then provided to the SME panel for consideration when developing activity statements.

Methodology Reviewers

Three methodology reviewers, chosen for their expertise in practice/job analysis and certification exam development, reviewed the methodology 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 11 LPN/VNs and registered nurses (RNs) was assembled to assist with the practice analysis. Ten panel members worked with, educated and/or supervised LPN/VNs who were within their first twelve months of practice; one panel member was newly licensed and represented newly licensed LPN/VNs. Panel members also represented the four NCSBN geographic areas in the U.S. as well as varied major nursing specialties and 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 each asked three newly licensed LPN/VNs whom they supervised to submit activity logs describing the activities they performed on the job. Additionally, SMEs were asked to submit job descriptions, orientation and professional evaluations from their work setting. 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 members worked to create a list of activities performed within each category of the current test plan category structure. Each activity was reviewed for applicability to newly licensed practice and the relationship to the delivery of safe nursing care to the public. Care was taken to create the activity

statements at approximately the same level of specificity and to avoid redundancy.

Survey Development

Several processes were used to create, evaluate and refine the survey instrument used for the 2018 LPN/VN Practice Analysis study. The activity statements created by the panel of experts were reviewed, edited and approved by the NCLEX Examination Committee (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-based (Web) versions were utilized.

There were 151 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. Half of the sample of newly licensed LPN/VNs received a paper version of the survey. Two forms of the paper survey were created to decrease the number of activity statements contained on each survey. The other half of the sample received one of three Web versions of the survey, created to reduce the number of activity statements on each survey.

For the paper survey, Form 1 and Form 2 contained 76 and 75 activity statements, respectively. In the three Web versions of the survey, two contained 50 activity statements and the third contained 51 activity statements. Except for the activity statements, the surveys (paper and Web) 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 included in this section. The second section contained questions about 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 responders' last day of work, including number of hours worked, number of clients for whom care was provided and the amount of time spent in various types of nursing activities. The fifth section pertained to basic demographic information. The sixth section provided space for responders to write comments or suggestions about the study. All forms of the Web and paper versions of the survey used in the 2018 LPN/VN Practice Analysis study may be found in Appendix C.

Survey Process

Sample Selection

Two samples were randomly selected from the candidates who successfully passed the NCLEX-PN® from April 15, 2017 through March 15, 2018. First, a sample of 6,000 practitioners was randomly selected to receive the paper survey. For the paper survey, a search of the national change of address verification database was performed to minimize the number of incorrect addresses to which the survey would be sent. A total of 1,014 surveys were removed from the initial sample due to incorrect addresses. A second sample was selected to replace those surveys that were removed.

Then, candidates with email addresses were extracted and another sample of 6,000 LPN/VNs 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 with respect to each NCSBN jurisdiction. Table 1 presents the correspondence between the population, the sample size and the responders by NCSBN jurisdiction.

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 6,000 newly licensed LPN/VNs; the three versions of the Web survey were distributed evenly among this 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 individual selected for the sample on April 12, 2018. One week later, the paper

Table 1. Correspondence of Population, Sample and Responders for the 2018 LPN/VN Practice Analysis									
	Population	2018 Paper Sample		2018 Paper Respondents		2018 Web Sample		2018 Web Respondents	
Jurisdiction	%	N	%	N	%	N	%	N	%
Alabama	1.8	108	1.8	21	2.5	111	1.9	24	1.7
Alaska	0.0	1	0.0	0	0.0	0	0.0	0	0.0
American Samoa	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Arizona	1.0	60	1.0	5	0.6	57	1.0	12	0.9
Arkansas	2.2	134	2.2	14	1.7	130	2.2	32	2.3
California	13.1	785	13.1	114	13.7	748	12.5	165	11.8
Colorado	0.7	41	0.7	8	1.0	39	0.7	9	0.6
Connecticut	1.1	65	1.1	1	0.1	64	1.1	21	1.5
Delaware	0.3	15	0.3	3	0.4	20	0.3	8	0.6
District Of Columbia	0.0	1	0.0	0	0.0	1	0.0	1	0.1
Florida	6.2	370	6.2	49	5.9	361	6.0	67	4.8
Georgia	2.0	119	2.0	14	1.7	117	2.0	32	2.3
Guam	0.0	2	0.0	0	0.0	2	0.0	0	0.0
Hawaii	0.2	11	0.2	4	0.5	29	0.5	13	0.9
Idaho	0.4	23	0.4	5	0.6	23	0.4	6	0.4
Illinois	3.0	178	3.0	34	4.1	171	2.9	45	3.2
Indiana	1.3	77	1.3	12	1.4	76	1.3	20	1.4
Iowa	1.6	96	1.6	14	1.7	94	1.6	21	1.5
Kansas	1.8	107	1.8	13	1.6	103	1.7	22	1.6
Kentucky	1.0	61	1.0	7	0.8	67	1.1	7	0.5
Louisiana	1.9	116	1.9	21	2.5	114	1.9	23	1.6
Maine	0.0	1	0.0	0	0.0	0	0.0	0	0.0
Maryland	0.6	38	0.6	6	0.7	39	0.7	13	0.9
Massachusetts	2.0	122	2.0	18	2.2	121	2.0	29	2.1
Michigan	2.2	133	2.2	21	2.5	127	2.1	32	2.3
Minnesota	2.2	133	2.2	25	3.0	137	2.3	32	2.3
Mississippi	1.7	102	1.7	15	1.8	98	1.6	29	2.1
Missouri	2.7	162	2.7	31	3.7	161	2.7	40	2.9
Montana	0.2	12	0.2	0	0.0	12	0.2	4	0.3
Nebraska	0.6	33	0.6	5	0.6	32	0.5	8	0.6
Nevada	0.2	9	0.2	0	0.0	11	0.2	2	0.1
New Hampshire	0.3	16	0.3	0	0.0	17	0.3	3	0.2
New Jersey	2.3	136	2.3	3	0.4	151	2.5	36	2.6
New Mexico	0.3	15	0.3	2	0.2	15	0.3	5	0.4
New York	5.9	351	5.9	46	5.5	366	6.1	84	6.0
North Carolina	2.0	119	2.0	15	1.8	116	1.9	23	1.6
North Dakota	0.7	42	0.7	8	1.0	46	0.8	7	0.5
Northern Mariana Islands	0.0	1	0.0	0	0.0	1	0.0	0	0.0
Ohio	6.1	366	6.1	50	6.0	373	6.2	90	6.5
Oklahoma	2.4	147	2.5	13	1.6	153	2.6	34	2.4
Oregon	0.8	45	0.8	4	0.5	48	0.8	15	1.1

Table 1. Correspondence of Population, Sample and Responders for the 2018 LPN/VN Practice Analysis

	Population	2018 Paper Sample		2018 Paper Respondents		2018 Web Sample		2018 Web Respondents	
Jurisdiction	**%**	**N**	**%**	**N**	**%**	**N**	**%**	**N**	**%**
Pennsylvania	4.7	279	4.7	41	4.9	276	4.6	66	4.7
Rhode Island	0.2	9	0.2	2	0.2	16	0.3	3	0.2
South Carolina	1.1	67	1.1	13	1.6	65	1.1	22	1.6
South Dakota	0.5	27	0.5	6	0.7	27	0.5	8	0.6
Tennessee	2.9	175	2.9	23	2.8	167	2.8	37	2.7
Texas	9.9	594	9.9	75	9.0	614	10.2	126	9.0
U.S. Virgin Islands	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Utah	1.2	71	1.2	9	1.1	68	1.1	19	1.4
Vermont	0.3	17	0.3	0	0.0	17	0.3	6	0.4
Virginia	2.2	133	2.2	22	2.6	129	2.2	27	1.9
Washington	1.1	67	1.1	13	1.6	66	1.1	18	1.3
West Virginia	1.0	60	1.0	6	0.7	62	1.0	13	0.9
Wisconsin	2.2	129	2.2	20	2.4	124	2.1	32	2.3
Wyoming	0.3	19	0.3	0	0.0	18	0.3	4	0.3
Total	**100**	**6,000**	**100**	**831**	**100**	**6,000**	**100**	**1,395**	**100**

survey, with a cover letter and postage-paid return envelope, was mailed. Web recipients were sent an email invitation with a log-in address and a unique access code. One week later, a reminder postcard/email was sent to all participants reiterating the importance of the study and urging participation. In the following two weeks, second and third reminders were sent to nonresponders. Finally, reminders were sent to Web survey nonresponders the fifth and sixth week after survey administration. The survey was conducted from April through June 2018.

Confidentiality

All potential participants were promised confidentiality regarding 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 Chief Executive Officer for compliance with organizational guidelines for research studies involving human subjects.

Return Rates

Out of the 6,000 paper surveys mailed, a total of 831 surveys were returned (423 for Form 1 and 408 for Form 2). The adjusted return rate was 14.6% for the paper survey. Out of the 6,000 Web surveys delivered, a total of 1,395 surveys were returned (437 for Form 1, 477 for Form 2 and 481 for Form 3). A total of 28 Web surveys were identified as undeliverable due to incorrect email addresses. Therefore, the adjusted return rate was 23.4% for the Web survey. Of those who completed the survey, 635 individuals (265 paper, 370 Web) did not qualify for survey ratings because of one or more of the following reasons. Either: (a) they did not indicate having an LPN/VN license; (b) they were not currently working in the U.S.; (c) they were working less than 20 hours per week providing direct care to clients as an LPN/VN and/or (d) they failed to answer the previous three demographic questions. After adjusting for incorrect addresses and removals, the analyzable response rate was 9.9% for paper and 17.2% for Web.

Table 2. Adjusted Return Rates

Survey Format	Sample	Bad Addresses	Surveys Sent	Adjusted Response	Adjusted Return Rate
Paper	6,000	302	5,698	831	14.6%
Web	6,000	28	5,972	1,395	23.4%
Total	12,000	330	11,670	2,226	19.1%

Table 3. Analyzable Return Rates

Survey Format	Surveys Sent	Invalid Responses	Analyzable Responses	Analyzable Return Rate
Paper	5,698	265	566	9.9%
Web	5,972	370	1,025	17.2%
Total	11,670	635	1,591	13.6%

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 not responding would have rated the survey activity statements differently than the responders. If there are no systematic differences in responders versus nonresponders, there would be further evidence signifying that the survey results are unbiased, which supports the validity of the 2018 LPN/VN Practice Analysis study 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 11 nurses, subject matter experts in the practice of newly licensed LPN/VNs, with one member representing newly licensed LPN/VNs, met and created a comprehensive list of LPN/VN activity statements. A survey was developed and revised before being sent to 12,000 newly licensed LPN/VNs selected from lists of candidates who passed the NCLEX-PN Examination between April 15, 2017 and March 15, 2018. The survey response rate was 9.9% for paper and 17.2% for Web. This practice analysis study contains the responses of 1,591 newly licensed LPN/VNs.

DEMOGRAPHICS, EXPERIENCES AND PRACTICE ENVIRONMENTS OF PARTICIPANTS

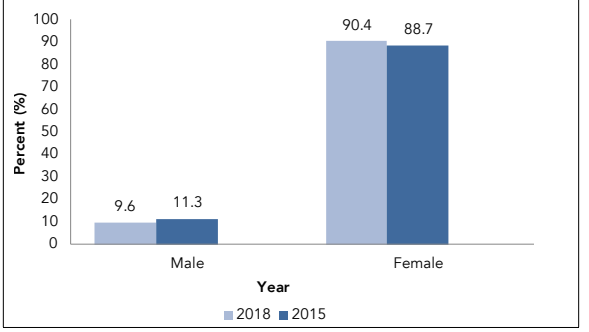
Demographics/Past Experiences

Demographic information, including racial and ethnic backgrounds, educational preparation and gender, are presented below, followed by descriptions of responders' work environments, including settings, shifts worked and client characteristics.

Age and Gender

The majority of newly licensed LPN/VNs (90.4%) indicated their gender as female, a slight increase from the percentage found in the 2015 survey. See Figure 1 for gender. The age of responder nurses averaged 33.2 years (SD = 12.3 years), similar to the average of 32.8 years from the 2015 survey.

Figure 1. Gender of Newly Licensed LPN/VNs



Race/Ethnicity of Newly Licensed LPN/VNs

51.8% of participants in the current study reported their race/ethnicity as White. Participants also reported their race/ethnicity as follows: 24.9% African American, 11.8% Hispanic and 5.5% Asian Other. See Figure 2 for race/ethnicity reported by newly licensed LPN/VNs.

Of the responders, 81.8% reported English as their primary language and 14.8% reported both English and another language as their primary languages.

Educational Background

Newly licensed LPN/VNs indicated obtaining an LPN/VN diploma/certificate in the U.S. most frequently (86.6%). The second most frequently chosen response was an LPN/VN associate degree in the U.S. (9.8%). 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 for the educational background of the responders.

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

Responders reported working an average of 6.2 months as LPN/VNs in the U.S. and reported being an average of 11.2 months post-graduation. Figure 4 shows the months since graduation and months employed for the 2018 and 2015 surveys. Approximately 55.6% of newly licensed LPN/VNs reported previous experience as a nurse aide (NA), a 9.1% increase from the 2015 survey results. 2018 responders reported an average of 6.2 years of experience as a NA, a 0.8-year increase from 2015. See Table 4 for average years of NA experience.

Orientation

The majority of newly licensed LPN/VNs indicated receiving some form of formal orientation (92.8%). No formal orientation was reported by 7.2% and 2.8% reported having only classroom instruction or skills lab work for their orientation. Newly licensed LPN/VNs (66.2%) reported working with an assigned preceptor or mentor for an average of 3.9 weeks and 18.2% reported classroom and/or skills lab plus performing supervised work with clients for an average of approximately 3.8 weeks. Only 1.9% reported having a formal internship that lasted an average of 4.5 weeks. See Table 5 for type and length of orientation.

Certifications Earned

In the current study, 85.9% of responders reported earning additional certifications or completing coursework compared to 83.2% of 2015 responders. Basic Life Support (52.9%), Intravenous Therapy (19.8%) and Advanced Cardiac Life Support (8.5%) were the most frequently reported certifications. See Table 6 for a complete listing of additional coursework and/or certifications completed. Survey

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

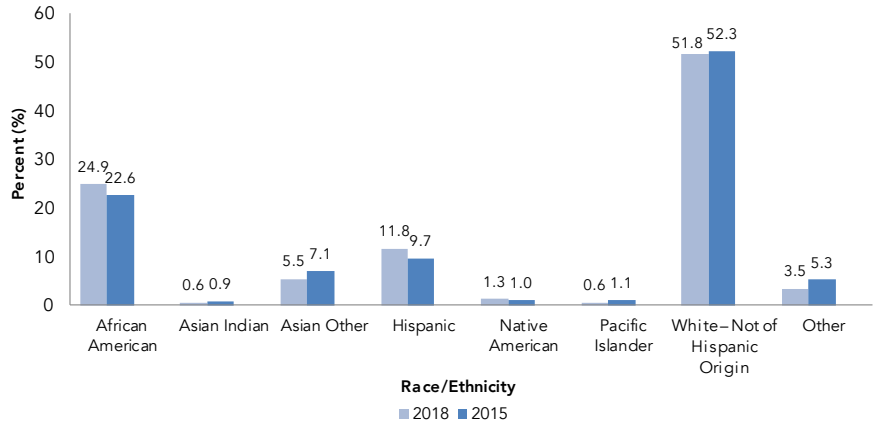


Figure 3. Educational Programs of Newly Licensed LPN/VNs

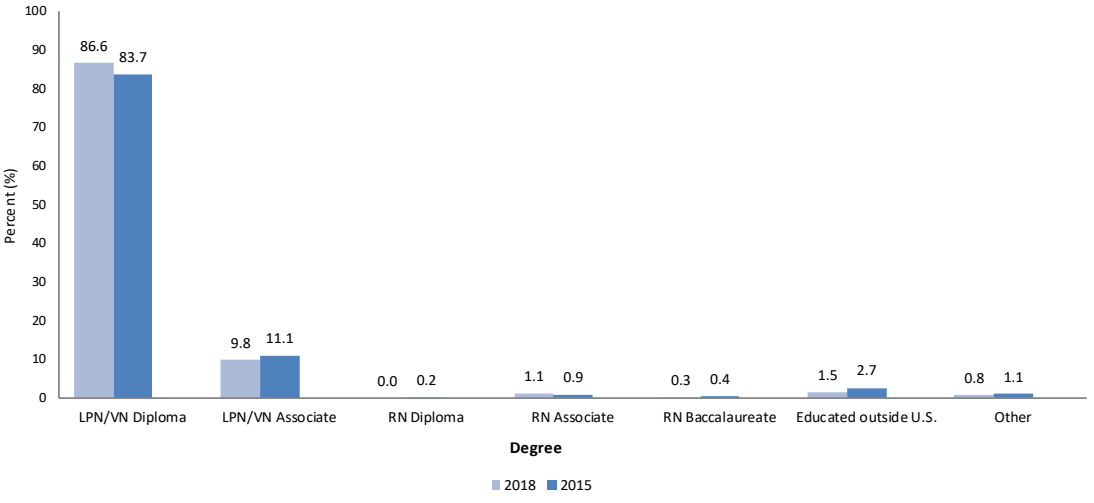


Figure 4. Average Months Since Graduation and Months Employed

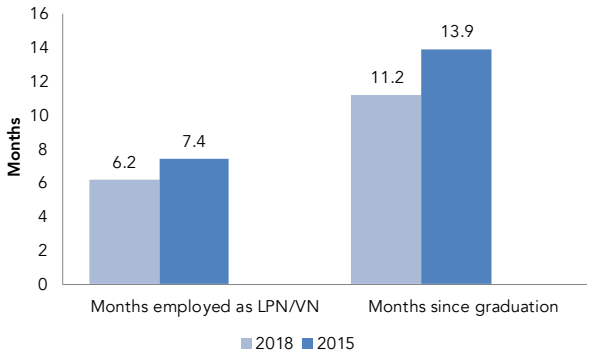


Table 4. Average Years of Nurse Aide (NA) Experience

2018	
Years of experience	6.2
Percent (%)	55.6
2015	
Years of experience	5.4
Percent (%)	46.5

Table 5. Type and Length of Orientation

Type of Orientation	2018		2015	
	%	Avg Weeks	%	Avg Weeks
No formal orientation	7.2	N/A	8.3	N/A
Classroom instruction/ skills lab work only	2.8	1.9	3.1	1.3
Classroom and/or skills lab plus supervised work with clients	18.2	3.8	18.1	3.1
Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work	66.2	3.9	64.0	3.2
A formal internship with or without additional classroom or skills lab work	1.9	4.5	2.2	3.5
Other	3.8	3.1	4.3	2.6

responders could select more than one certification, resulting in a sum greater than 100%.

Table 6. Additional Coursework/Certifications*

Type of Additional Coursework Certification	2018 (n=1,591) %	2015 (n=2,213) %
Advanced Cardiac Life Support	8.5	9.8
Basic Life Support	52.9	44.7
Behavioral Management	4.8	3.9
Chemotherapy	0.3	0.2
Conscious/Moderate Sedation	0.2	0.4
Coronary Care	0.3	0.6
Critical Care	1.4	1.5
Intravenous Therapy	19.8	20.7
Neonatal Advanced Life Support	0.8	0.7
Neonatal Resuscitation	2.0	1.8
Pediatric Advanced Life Support	2.9	2.4
Phlebotomy	7.4	9.3
Peritoneal Dialysis	0.8	0.9
Rehabilitation	3.1	3.1
None	14.1	16.8
Other	5.7	6.0

*Responders could select all that apply

Table 7. Employment Facilities

Type of Facility/Organization	2018 (n=1,591) %	2015 (n=2,213) %
Hospital	13.5	10.3
Long-term care	49.4	50.4
Community-based or ambulatory care facility/organization	26.6	28.6
Other	10.5	10.7

Work Settings

Facilities

The majority of newly licensed LPN/VNs (49.4%) reported working in long-term care facilities, while 26.6% reported working in community-based or ambulatory care facilities/organizations. Only 13.5% reported working in a hospital. Compared to the 2015 survey, there was a small decrease in the percentage of newly licensed LPN/VNs working in long-term care and community-based settings, but an increase in hospital settings. See Table 7 for employment facilities.

Overall, the number of beds reported in hospitals or nursing homes was most commonly distributed among 100-299 beds (30.2%) and 50-99 beds (22.5%). Similar to the results from the 2015 survey, a small percentage of responders worked in facilities with 300 or more beds; 5.0% worked in facilities with 300-499 beds and only 2.8% worked in facilities with 500 beds or more.

About the same amount of newly licensed LPN/VNs reported working in urban or metropolitan areas (37.5%) and suburban areas (35.5%), while 27.0% of responders work in rural areas. Data for the size and location of the facilities where responders reported working is shown in Table 8.

Practice Settings

Newly licensed LPN/VNs reported working in nursing homes most frequently (34.3%), which is a slight increase from the 2015 findings. Rehabilitation was reported by 14.6% of responders, 10.2% reported

Table 8. Employment Setting Characteristics		
	2018	2015
	(n=1,591)	(n=2,213)
Type of Facility/Organization	%	%
Number of Hospital or Nursing Home Beds		
Under 50 Beds	8.1	8.6
50 – 99 Beds	22.5	19.8
100 – 299 Beds	30.2	30.6
300 – 499 Beds	5.0	4.2
500 or More Beds	2.8	2.3
Don't Know	2.9	2.0
Other Work Setting	28.5	32.5
Location of Employment Setting		
Urban/Metropolitan area	37.5	35.0
Suburban	35.5	35.7
Rural	27.0	29.3

working in other long-term care, 9.6% reported working in assisted living settings and 5.9% in medical-surgical units. This represents approximately a 5% increase in employment in rehabilitation and slight increases in other long-term care and assisted living. See Table 9 for practice settings.

Client Health Conditions

Newly licensed LPN/VNs reported caring for clients with stabilized chronic conditions (52.9%), clients with behavioral/emotional conditions (42.5%), well clients (32.4%), clients at end of life (29.3%), and clients with acute conditions (29.3%). These results are similar to those from the 2015 survey. See Figure 5 for client conditions. Survey responders could select more than one client condition, resulting in a sum greater than 100%.

Client Ages

The majority of newly licensed LPN/VNs reported that on their last day of work prior to completing the survey they were caring for older adult clients aged 65 to 85 (57.7%), followed by older adult clients over age 85 (45.2%) and adult clients aged 18 to 64 (41.9%). See Figure 6 for client ages. Survey responders could select more than one client age, resulting in a sum greater than 100%.

On average, the responders were responsible for about 11 clients on their last workday with a standard deviation of 6.7.

Table 9. Practice Settings*		
	2018	2015
	(n=1,591)	(n=2,213)
Practice Setting	%	%
Assisted living	9.6	7.2
Critical care (e.g., ICU, CCU, stepdown units, pediatric/neonatal intensive care, emergency department, postanesthesia recovery unit)	1.6	1.4
Home health, including visiting nurses associations	5.8	7.4
Hospice care	3.4	3.7
Labor and delivery	0.3	0.2
Medical-surgical unit or any of its subspecialties (e.g., oncology, orthopedics, neurology)	5.9	5.5
Nursery	0.2	0.1
Nursing home, skilled or intermediate care	34.3	32.1
Occupational health	0.4	0.5
Operating room, including outpatient surgery and surgicenters	0.6	0.5
Other	5.1	3.2
Other long-term care (e.g., residential care, developmental disability)	10.2	9.6
Outpatient clinic	5.8	6.0
Pediatrics	5.2	5.2
Physician/APRN/Dentist office	4.1	4.6
Postpartum unit	0.4	0.1
Prison/correctional facility/jail	1.9	1.7
Psychiatry or any of its subspecialties (e.g., detox)	3.8	3.7
Public health	0.5	1.0
Rehabilitation	14.6	9.9
Short stay/observational	0.5	0.6
Step-down/progressive care	0.3	0.3
Student/school health	0.9	1.5
Subacute unit	1.9	1.6
Transitional care unit	1.3	0.8

*Responders could select all that apply

Shifts Worked

The shifts most commonly worked by newly licensed LPN/VNs were days (48.3%), nights (20.9%) and evenings (19.1%). Only 8.6% of responders reported working rotating shifts. See Figure 7 for shifts reported. Note that 3.1% selected "other" for shifts worked.

Figure 5. Client Health Conditions

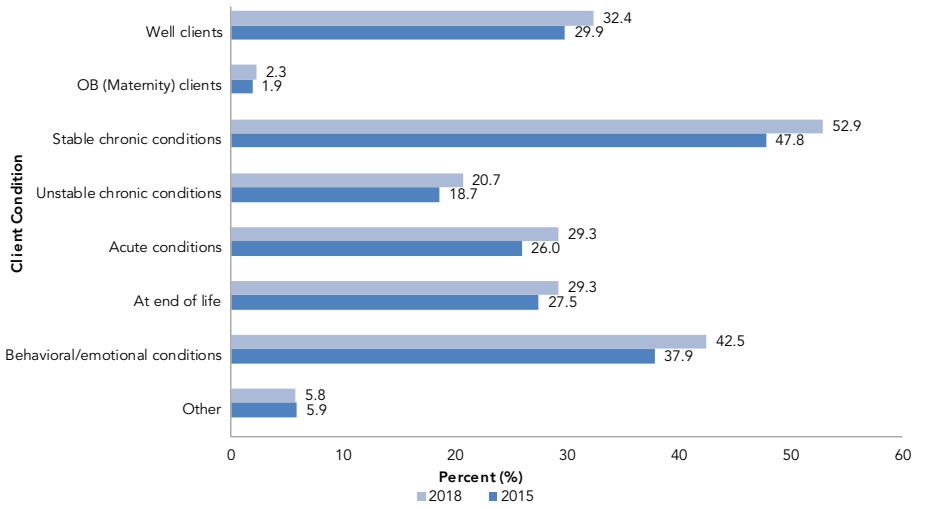


Figure 6. Client Ages

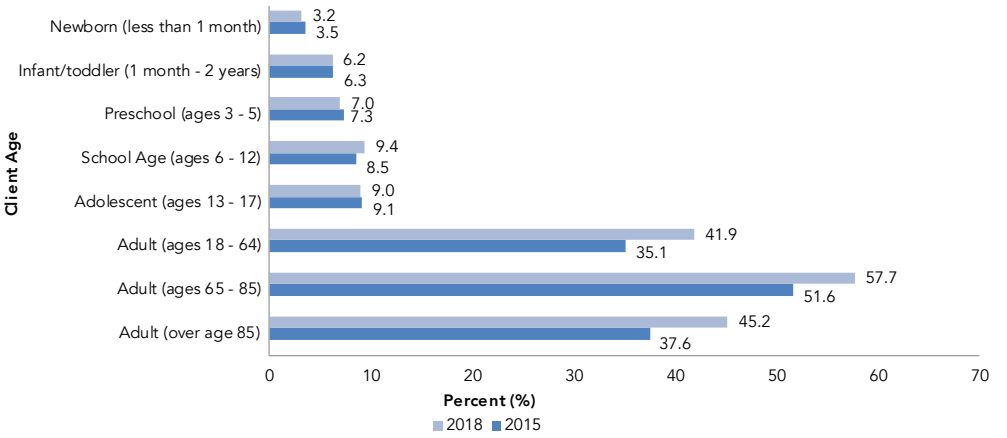
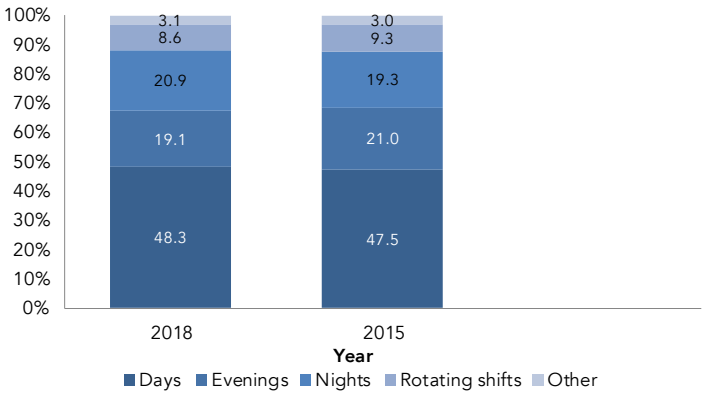


Figure 7. Shifts Worked by Newly Licensed LPN/VNs



Time Spent in Different Categories of Nursing Activities

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 hours spent on each activity by the number of hours spent working. Because nurses often perform multiple activities simultaneously, such as reinforcing teaching while giving medications or providing emotional support while providing routine care, the sum of proportions was greater than one. 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 spent in all the activities. These standardized proportions have the advantage of adding up to one. Newly licensed LPN/VNs reported spending the greatest amount of time in pharmacological therapies (15.6%), safety and infection control (13.8%), basic care and comfort (13.4%) and physiological adaptation (12.9%). The least amount of time was reportedly spent on health promotion and maintenance (11.1%), reduction of risk potential (11.3%) and psychosocial integrity (12.1%). Compared to the 2015 study, there were only slight variations in time spent for 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, 46.2% 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; 30.2% in long-term care reported having administrative responsibilities. Only 2.7% in hospitals, 8.9% of those working in community-based settings and 4.4% of responders working in other facilities had administrative responsibilities.

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

Categories of Activities		2018 Average Hours	2018 Proportion of Work Hours	2018 Standardized Proportion (%)	2015 Standardized Proportion (%)
Coordinated Care	Collaborate with health care team members to facilitate effective client care.	3.4	34.5	10.6	10.8
Safety and Infection Control	Contribute to the protection of client and health care personnel from health and environmental hazards.	4.6	47.4	13.8	13.7
Health Promotion and Maintenance	Provide nursing care for clients that incorporates knowledge of expected stages of growth and development and prevention and/or early detection of health problems.	3.9	39.6	11.1	11.2
Psychosocial Integrity	Provide care that assists with promotion and support of the emotional, mental and social well-being of the client.	4.2	42.4	12.1	12.0
Basic Care and Comfort	Provide comfort to clients and assistance in the performance of activities of daily living.	4.6	45.5	13.4	13.6
Pharmacological Therapies	Provide care related to the administration of medications and monitor clients who are receiving parenteral therapies.	4.6	46.0	15.6	16.4
Reduction of Risk Potential	Reduce the potential for clients to develop complications or health problems related to treatments, procedures or existing conditions.	4.2	42.0	11.3	11.4
Physiological Adaptation	Participate in providing care for clients with acute, chronic or life threatening physical health conditions.	4.6	45.4	12.9	12.1

Out of the responders with administrative responsibilities, 59.7% reported performing those responsibilities as their primary position. See Table 11 for detailed results of administrative responsibilities.

Table 11. Administrative Responsibilities

	2018					2015
	Hospital	Long-term Care	Community-based	Other	Total	Total
	%	%	%	%	%	%
Have Administrative Responsibilities	2.7	30.2	8.9	4.4	46.2	34.3
As Primary Position*	34.3	64.7	49.5	62.0	59.7	59.6

*Percent of all relevant responders

Enrollment in RN Educational Programs

Responders were asked about enrollment in further nursing education. Approximately 16.8% of responders reported enrollment in a registered nurse educational program and 23.8% reported that they had applied to such a program, but were not currently enrolled. Of those currently enrolled, 80.5% were in associate degree programs, 15.7% were in baccalaureate programs and 1.0% were in diploma programs. Of those who applied, but were not enrolled, 36.0% were completing prerequisite courses, 19.5% were unable to afford tuition, 17.0% were on waiting lists, 7.2% were turned away because the programs were full and 3.7% failed to meet program requirements. Approximately 31.6% of responders reported holding non-nursing college degrees. See Table 12 for education program enrollment.

Table 12. Registered Nurse Education Program Enrollment

	2018		2015	
	Frequency	%	Frequency	%
Enrolled in a registered nurse education program				
Yes	194	16.8	272	18.0
No	688	59.4	899	59.4
I have applied, but am not currently enrolled	276	23.8	343	22.6
Program enrollment				
Registered Nurse–Diploma program	2	1.0	8	2.8
Registered Nurse–Associate degree program	169	80.5	213	74.7
Registered Nurse–Bachelor's degree program	33	15.7	55	19.3
Other	6	2.9	9	3.2
Reason for nonenrollment				
Currently completing prerequisite courses	146	36.0	179	37.6
Turned away because nursing program is full	29	7.2	37	7.8
Unable to afford tuition	79	19.5	93	19.5
Did not meet admission requirements	15	3.7	19	4.0
On a waiting list for admission	69	17.0	74	15.5
Other	67	16.5	74	15.5
Non-nursing college degree				
Yes	368	31.6	455	30.2
No	798	68.4	1052	69.8

Summary

The newly licensed LPN/VNs responding to the 2018 LPN/VN Practice Analysis survey were primarily female with an average age of 33.0. The majority worked day, 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 3.9 weeks. The responders cared mostly for clients with stabilized chronic conditions who were 65-85 years of age.

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 are discussed. A validation of survey findings with estimates provided by the subject matter expert panel is also provided.

Overview of Methods

The 2018 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 times" to "5 or more times," 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 1 being "Not Important" and 5 being "Critically Important." Applicability of the activity statement to practice setting was assessed by analyzing the number of responders having performed each activity, 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 generally considered adequate. Table 13 shows that the data suggests strong evidence for the reliability of the measured outcomes in this survey.

SME Panel Validation of Survey Findings

The SME panel for the 2018 LPN/VN Practice Analysis was asked to provide independent ratings of the 151 activity statements. SMEs estimated the percentage of newly licensed LPN/VNs performing the activities within their practice setting, the average setting-specific frequency with which the activities were performed during one day, and the average importance of the activities. After the ratings were obtained, average total group frequency estimates were calculated by prorating the setting-specific frequencies 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 panel members were compared to the average importance ratings from the practice analysis survey. Table 14 illustrates that there were no differences greater than 0.57 with

Table 13. Reliability Estimates

	Importance			Frequency		
	N Items	N Cases	Scale Reliability	N Items	N Cases	Scale Reliability
Paper Form 1	76	298	0.98	76	298	0.97
Paper Form 2	75	268	0.98	75	268	0.97
Web Form 1	51	320	0.95	51	320	0.95
Web Form 2	50	362	0.97	50	362	0.96
Web Form 3	50	343	0.95	50	343	0.95

respect to importance between the SME ratings and the newly licensed LPN/VNs. In general, the importance ratings of SMEs and survey responders were somewhat similar; however, SMEs rated most of the activity statements as less important than the responders.

Representativeness of Activity Statements

Responders were asked whether the activities on their survey form represented what they actually did in their positions. A large majority of responders (89.6%) indicated that the survey covered the important nursing activities "well" or "very well."

Applicability of Activities to Practice Setting

The percentages of newly licensed LPN/VNs indicating that the activities were applicable are included in Table 15. The activities ranged from 16.5% applicability (16.5% of the responders reported that the activity was performed within their work setting) to 100% (100% of the responders reported the activity was performed within their work setting). The activities with the lowest percentage of applicability were "Assist with fetal heart monitoring for the antepartum client" (16.5%), "Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years" (20.1%) and "Assist with monitoring a client in labor" (20.3%). The activities with the highest percentage of applicability for responders were "Practice in a manner consistent with code of ethics for nurses" (100.0%), "Provide care within the legal scope of practice" (100.0%), "Maintain client confidentiality" (100.0%), "Verify the identity of client" (99.8%) and "Recognize self-limitations of task/assignments and seek assistance when needed" (99.6%).

Frequency of Activity Performance

Responders were asked to rate the frequency of performance of all activities that were applicable to their work setting. Newly licensed LPN/VNs reported how frequently they performed the activity on the last day they worked using a six-point scale: "0 times" to "5 or more times." Average frequency statistics were calculated in two ways: setting-specific and total group. The setting-specific frequency was calculated by averaging the frequency ratings of those responders providing ratings (i.e., responders indicating that the activity applied to their work setting). The total group frequency was calculated by including the missing frequency ratings (i.e., responders indicating that the activity did not apply to their work setting) before averaging the rating. To perform this calculation, 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 1.02 to 4.92. The activities performed with the lowest frequencies were "Insert, maintain and remove nasogastric (NG) tube" (1.02); "Assist in providing postmortem care" (1.29); and "Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)" (1.29). The activities with the highest setting-specific average frequencies of performance were "Provide care within the legal scope of practice" (4.92); "Maintain client confidentiality" (4.89); and "Practice in a manner consistent with code of ethics for nurses" (4.85). Appendix D presents activity statements rank ordered by average setting-specific frequency.

Total Group

Average total group frequencies ranged from 0.24 to 4.92. The activities performed with the lowest total group frequency were "Assist with fetal heart monitoring for the antepartum client" (0.24); "Assist with monitoring a client in labor" (0.28); and "Insert, maintain and remove nasogastric (NG) tube" (0.39). Those activities performed with the overall highest frequencies were "Provide care within the legal scope of practice" (4.92); "Maintain client confidentiality" (4.89); and "Practice in a manner consistent with code of ethics for nurses" (4.85). 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 terms of client safety, namely risk of unnecessary complications, impairment of function or serious distress to clients. Importance ratings were recorded using a five-point scale of "1" (Not Important) to "5" (Critically Important). Average importance ratings were calculated in two ways: setting-specific and total group. Setting-specific importance was calculated by averaging only the ratings of responders providing frequency ratings for the activity statement (LPN/VNs indicating that the activity applied to their work setting). The total group importance was calculated by including all importance ratings regardless of applicability to work setting. The average importance ratings for each of the 151 activities is included in Table 16.

Setting-Specific

Average setting-specific importance ratings ranged from 3.58 to 4.90. The activities with the lowest importance ratings were "Participate in client referral process" (3.58); "Participate in client group session" (3.80); and "Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)" (3.85). The activities with the highest importance ratings were "Follow the rights of medication administration" (4.90); "Maintain client confidentiality" (4.88); and "Apply principles of infection control (e.g., aseptic technique, isolation, sterile technique, universal/standard precautions)" (4.88). Appendix F presents activity statements rank ordered by average setting-specific importance ratings.

Total Group

Average total group importance ratings ranged from 3.42 to 4.88. The activities with the lowest importance ratings were "Participate in client referral process" (3.42); "Participate in client group session" (3.58); and "Implement least restrictive restraints or seclusion" (3.65). The activities with the highest overall importance ratings were "Follow the rights of medication administration" (4.88); "Apply principles of infection control (e.g., aseptic technique, isolation, sterile technique, universal/standard precautions)" (4.88); and "Maintain client confidentiality" (4.88). Appendix G presents activity statements rank ordered by average total group importance ratings.

SUMMARY

Responders to the 2018 LPN/VN Practice Analysis survey found the activities listed in the survey to be representative of the work they performed in their practice setting. In general, the importance ratings of SMEs and responders were similar (correlation = 0.79), 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.

CONCLUSIONS

The 2018 LPN/VN Practice Analysis study used several methods to describe the practice of newly licensed LPN/VNs in the U.S.: (1) document reviews; (2) activity logs of newly licensed LPN/VNs; (3) subject matter experts' knowledge; and (4) a large-scale survey. There was evidence 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.

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	98.3	4.22	4.41	100	4.36	4.64	-1.70	-0.14	-0.23
2	Practice in a manner consistent with code of ethics for nurses	100	4.85	4.78	100	4.55	4.64	0	0.30	0.14
3	Provide care within the legal scope of practice	100	4.92	4.79	100	4.82	4.82	0	0.10	-0.03
4	Maintain client confidentiality	100	4.89	4.88	100	4.55	4.82	0	0.34	0.06
5	Organize and prioritize care based on client needs	98.3	4.57	4.63	100	4.27	4.55	-1.70	0.30	0.08
6	Assign client care and/or related tasks (e.g., assistive personnel, LPN/VN)	89.3	3.64	4.11	100	3.45	3.73	-10.70	0.19	0.38
7	Monitor activities of assistive personnel	89.5	3.65	3.98	100	4.09	4.00	-10.50	-0.44	-0.02
8	Participate in client data collection	97.9	4.19	4.44	100	4.27	4.18	-2.10	-0.08	0.26
9	Participate in client referral process	77.7	1.79	3.42	90.9	2.64	3.55	-13.20	-0.85	-0.13
10	Use data from various credible sources in making clinical decisions	95.8	3.55	4.32	100	3.55	4.36	-4.20	0	-0.04
11	Contribute to the development of and/or update the client plan of care	91.0	3.13	4.16	100	3.00	4.00	-9.00	0.13	0.16
12	Verify and process health care provider orders	97.7	4.20	4.79	100	4.27	4.82	-2.30	-0.07	-0.03
13	Provide and receive report	95.8	3.88	4.62	100	3.36	4.55	-4.20	0.52	0.07
14	Advocate for client rights and needs	99.2	4.22	4.70	100	3.27	4.64	-0.80	0.95	0.06
15	Provide for privacy needs	99.5	4.67	4.59	100	4.82	4.45	-0.50	-0.15	0.14
16	Promote client self-advocacy	97.8	3.89	4.44	100	3.64	4.09	-2.20	0.25	0.35
17	Involve client in care decision making	96.1	3.83	4.35	100	4.36	4.45	-3.90	-0.53	-0.10
18	Participate in client consent process	90.4	3.04	4.40	100	2.91	4.27	-9.60	0.13	0.13
19	Provide information about advance directives	70.6	1.55	3.76	100	1.27	4.00	-29.40	0.28	-0.24
20	Participate in providing cost effective care	87.1	3.18	3.99	100	3.09	3.64	-12.90	0.09	0.35
21	Use information technology in client care	95.6	3.91	4.04	100	4.55	4.00	-4.40	-0.64	0.04
22	Participate as a member of an interdisciplinary team	84.5	3.03	4.15	90.9	4.36	4.45	-6.40	-1.33	-0.30
23	Recognize and report staff conflict	84.3	1.81	3.94	100	1.82	3.82	-15.70	-0.01	0.12
24	Recognize self-limitations of task/assignments and seek assistance when needed	99.6	4.78	3.99	100	1.82	4.18	-0.40	2.96	-0.19

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
25	Respond to the unsafe practice of a health care provider (e.g., intervene, report)	78.4	1.32	4.55	72.7	0.82	4.36	5.70	0.50	0.19
26	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)	89.1	2.63	4.72	90.9	1.64	4.45	-1.80	0.99	0.27
27	Participate in client discharge or transfer	84.1	2.12	3.93	100	2.55	4.09	-15.90	-0.43	-0.16
28	Follow up with client after discharge	56.3	1.19	3.67	72.7	0.91	3.64	-16.40	0.28	0.03
29	Participate in staff education (e.g., in-services, continued competency)	90.5	2.76	4.13	100	2.55	4.00	-9.50	0.21	0.13
30	Participate in quality improvement (QI) activities (e.g., collecting data, serving on QI committee)	69.5	1.67	3.76	90.9	2.00	3.64	-21.40	-0.33	0.12
31	Verify the identity of client	99.8	4.64	4.86	100	4.82	4.82	-0.20	-0.18	0.04
32	Identify client allergies and intervene as appropriate	95.8	3.39	4.74	100	4.00	4.91	-4.20	-0.61	-0.17
33	Evaluate the appropriateness of health care provider order for client	95.0	3.48	4.60	100	3.45	4.64	-5.00	0.03	-0.04
34	Acknowledge and document practice error (e.g., incident report)	90.5	1.95	4.66	90.9	1.73	4.27	-0.40	0.22	0.39
35	Assist in and/or reinforce education to client about safety precautions	98.7	3.99	4.59	100	3.55	4.64	-1.30	0.44	-0.05
36	Use safe client handling techniques (e.g., body mechanics)	99.2	4.49	4.74	100	3.45	4.64	-0.80	1.04	0.10
37	Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)	83.7	2.61	4.31	81.8	1.45	4.45	1.90	1.16	-0.14
38	Assure availability and safe functioning of client care equipment	97.5	3.85	4.60	81.8	2.36	4.09	15.70	1.49	0.51
39	Implement least restrictive restraints or seclusion	57.6	1.33	3.65	54.5	0.27	4.00	3.10	1.06	-0.35
40	Follow protocol for timed client monitoring (e.g., safety checks)	95.0	4.02	4.58	81.8	2.55	4.36	13.20	1.47	0.22
41	Initiate and participate in security alert (e.g., infant abduction, flight risk)	66.2	1.38	4.30	80.0	1.40	4.50	-13.80	-0.02	-0.20
42	Identify and address unsafe conditions in health care environment (e.g., environmental, biohazard, fire)	92.6	2.67	4.63	100	1.80	4.60	-7.40	0.87	0.03

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
43	Participate in preparation for internal and external disasters (e.g., fire, natural disaster)	85.2	1.51	4.39	100	1.50	4.20	-14.80	0.01	0.19
44	Apply principles of infection control (e.g., aseptic technique, isolation, sterile technique, universal/ standard precautions)	98.6	4.55	4.88	100	4.30	4.70	-1.40	0.25	0.18
45	Assist with fetal heart monitoring for the antepartum client	16.5	0.24	3.79	30.0	0.30	4.20	-13.50	-0.06	-0.41
46	Assist with monitoring a client in labor	20.3	0.28	3.70	40.0	0.40	4.00	-19.70	-0.12	-0.30
47	Monitor recovery of stable postpartum client	25.3	0.56	3.95	40.0	0.50	4.20	-14.70	0.06	-0.25
48	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	20.1	0.43	3.84	50.0	1.00	3.90	-29.90	-0.57	-0.06
49	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	38.3	1.04	3.75	50.0	1.10	4.00	-11.70	-0.06	-0.25
50	Provide care that meets the needs of the adult client ages 18 through 64 years	90.3	4.07	4.40	90.0	3.80	4.40	0.30	0.27	0
51	Provide care that meets the needs of the adult client ages 65 and over	91.1	4.22	4.40	90.0	3.80	4.40	1.10	0.42	0
52	Compare client to developmental milestones	55.5	1.46	3.78	80.0	2.10	4.20	-24.50	-0.64	-0.42
53	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	53.6	1.27	3.77	90.0	1.70	3.80	-36.40	-0.43	-0.03
54	Collect data for health history (e.g., client medical history, family medical history)	86.8	2.90	4.33	90.0	3.10	4.40	-3.20	-0.20	-0.07
55	Collect baseline physical data (e.g., skin integrity, height and weight)	98.7	4.04	4.54	100	4.10	4.40	-1.30	-0.06	0.14
56	Identify barriers to communication	95.2	3.25	4.38	90.0	2.50	4.30	5.20	0.75	0.08
57	Identify barriers to learning	88.2	2.65	4.07	90.0	2.50	4.20	-1.80	0.15	-0.13
58	Participate in health screening or health promotion programs	63.0	1.53	3.87	80.0	2.10	3.90	-17.00	-0.57	-0.03

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	Provide information for prevention of high risk behaviors (e.g., substance abuse, sexual practices, smoking cessation)	75.0	2.12	4.01	90.0	2.50	4.10	-15.00	-0.38	-0.09
60	Identify clients in need of immunizations (required and voluntary)	82.0	2.33	4.13	80.0	1.90	3.70	2.00	0.43	0.43
61	Identify community resources for clients	76.7	1.66	3.68	80.0	2.20	3.70	-3.30	-0.54	-0.02
62	Use therapeutic communication techniques with client	98.6	4.34	4.46	100	4.10	4.10	-1.40	0.24	0.36
63	Provide emotional support to client	98.2	4.06	4.39	100	3.90	4.40	-1.80	0.16	-0.01
64	Promote positive self-esteem of client	98.6	4.17	4.42	100	3.50	4.30	-1.40	0.67	0.12
65	Reinforce education to caregivers/family on ways to manage client with behavioral disorders	81.5	2.41	4.02	90.0	2.40	4.20	-8.50	0.01	-0.18
66	Assist client to cope/adapt to stressful events and changes in health status	95.4	3.38	4.38	100	2.60	4.40	-4.60	0.78	-0.02
67	Recognize stressors that affect client care	97.1	3.63	4.29	100	3.40	4.20	-2.90	0.23	0.09
68	Promote a therapeutic environment	97.5	4.19	4.37	100	3.60	3.80	-2.50	0.59	0.57
69	Incorporate behavioral management techniques when caring for a client	91.6	2.99	4.09	100	2.50	4.00	-8.40	0.49	0.09
70	Identify client use of effective and ineffective coping mechanisms	93.8	3.23	4.25	100	3.00	4.00	-6.20	0.23	0.25
71	Explore reasons for client non-compliance with treatment plan	91.3	2.77	4.21	100	3.00	4.20	-8.70	-0.23	0.01
72	Collect data regarding client psychosocial functioning	87.9	2.69	4.24	100	3.10	4.00	-12.10	-0.41	0.24
73	Collect data on client potential for violence to self and others	82.4	2.18	4.38	90.0	2.20	4.70	-7.60	-0.02	-0.32
74	Identify signs and symptoms of substance abuse, chemical dependency, withdrawal or toxicity	76.8	2.03	4.31	100	2.10	4.30	-23.20	-0.07	0.01
75	Assist in the care of the cognitively impaired client	94.3	3.62	4.33	100	3.20	4.40	-5.70	0.42	-0.07
76	Assist in the care of a client experiencing sensory/ perceptual alterations	87.8	2.77	4.18	100	2.70	4.30	-12.20	0.07	-0.12
77	Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	93.6	3.10	4.29	100	2.40	4.30	-6.40	0.70	-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
78	Plan care with consideration of client spiritual or cultural beliefs	82.9	2.06	4.09	100	2.30	4.00	-17.10	-0.24	0.09
79	Participate in reminiscence therapy, validation therapy or reality orientation	73.3	1.81	3.74	70.0	1.40	3.60	3.30	0.41	0.14
80	Participate in client group session	51.4	1.02	3.58	70.0	1.20	3.90	-18.60	-0.18	-0.32
81	Provide end-of-life care and education to clients	69.0	1.47	4.10	90.0	1.70	3.80	-21.00	-0.23	0.30
82	Monitor and provide for client nutritional needs	89.0	3.48	4.39	90.0	2.90	4.30	-1.00	0.58	0.09
83	Provide feeding for client with enteral tubes	70.4	2.14	4.32	50.0	1.20	4.10	20.40	0.94	0.22
84	Provide site care for client with enteral tubes	69.4	2.14	4.32	50.0	1.30	4.00	19.40	0.84	0.32
85	Provide care to client with bowel or bladder management protocol	84.0	2.88	4.21	80.0	2.30	4.10	4.00	0.58	0.11
86	Monitor client intake/output	83.6	3.32	4.42	70.0	2.20	4.30	13.60	1.12	0.12
87	Provide measures to promote sleep/rest	87.9	3.16	4.04	80.0	2.30	3.80	7.90	0.86	0.24
88	Assist with activities of daily living	84.3	3.40	4.24	80.0	3.00	4.00	4.30	0.40	0.24
89	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	90.4	3.47	4.26	80.0	2.70	3.90	10.40	0.77	0.36
90	Provide care to an immobilized client based on need	86.8	3.18	4.34	70.0	2.20	3.90	16.80	0.98	0.44
91	Assist in the care and comfort for a client with a visual and/or hearing impairment	91.2	3.10	4.18	80.0	2.20	3.90	11.20	0.90	0.28
92	Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)	81.2	2.11	4.22	70.0	1.50	3.90	11.20	0.61	0.32
93	Assist in providing postmortem care	53.0	0.69	3.72	70.0	0.40	3.20	-17.00	0.29	0.52
94	Use measures to maintain or improve client skin integrity	90.6	3.79	4.56	80.0	2.80	4.10	10.60	0.99	0.46
95	Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	73.5	1.77	3.68	80.0	1.80	3.50	-6.50	-0.03	0.18
96	Provide non-pharmacological measures for pain relief (e.g., imagery, massage, repositioning)	86.4	3.14	4.21	80.0	2.00	3.70	6.40	1.14	0.51
97	Evaluate pain using standardized rating scales	96.7	4.18	4.48	90.0	3.40	4.20	6.70	0.78	0.28

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
98	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	96.0	4.27	4.71	90.0	3.40	4.70	6.00	0.87	0.01
99	Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)	99.2	4.61	4.82	90.0	4.00	4.80	9.20	0.61	0.02
100	Reinforce education to client regarding medications	95.2	3.79	4.60	90.0	3.50	4.30	5.20	0.29	0.30
101	Perform calculations needed for medication administration	92.0	2.98	4.71	80.0	2.10	4.80	12.00	0.88	-0.09
102	Collect required data prior to medication administration (e.g., contraindications, desired therapeutic effects, current medications)	97.3	4.24	4.76	90.0	3.20	4.70	7.30	1.04	0.06
103	Follow the rights of medication administration	98.8	4.61	4.88	80.0	3.60	4.80	18.80	1.01	0.08
104	Administer medication by oral route	93.8	4.26	4.60	80.0	3.30	4.50	13.80	0.96	0.10
105	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button, j-tube)	71.1	2.23	4.36	50.0	1.10	4.10	21.10	1.13	0.26
106	Administer a subcutaneous, intradermal or intramuscular medication	94.1	3.68	4.61	80.0	2.50	4.60	14.10	1.18	0.01
107	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	91.4	3.60	4.42	70.0	1.80	4.00	21.40	1.80	0.42
108	Administer intravenous piggyback (secondary) medications	41.9	0.80	4.07	60.0	1.80	3.90	-18.10	-1.00	0.17
109	Calculate and monitor intravenous (IV) flow rate	59.8	1.25	4.36	70.0	2.20	4.30	-10.20	-0.95	0.06
110	Monitor transfusion of blood product	25.8	0.42	4.30	60.0	0.40	4.40	-34.20	0.02	-0.10
111	Maintain pain control devices (e.g., epidural, patient controlled analgesia, peripheral nerve catheter)	34.6	0.48	3.88	50.0	0.90	3.70	-15.40	-0.42	0.18
112	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	98.0	4.27	4.79	90.0	3.20	4.60	8.00	1.07	0.19
113	Count narcotics/controlled substances and report discrepancies	87.7	3.35	4.66	90.0	2.30	4.20	-2.30	1.05	0.46
114	Identify client risk and implement interventions	93.9	3.47	4.56	100	3.30	4.30	-6.10	0.17	0.26

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	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	94.7	3.88	4.57	90.0	3.00	4.30	4.70	0.88	0.27
116	Identify signs or symptoms of potential prenatal complications	24.5	0.56	4.12	60.0	1.40	4.50	-35.50	-0.84	-0.38
117	Check and monitor client vital signs	99.2	4.58	4.68	100	4.30	4.50	-0.80	0.28	0.18
118	Evaluate client oxygen (O2) saturation	95.1	4.12	4.72	80.0	3.50	4.40	15.10	0.62	0.32
119	Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)	94.9	3.35	4.59	90.0	3.60	4.70	4.90	-0.25	-0.11
120	Check for urinary retention (e.g., bladder scan, ultrasound, palpation)	68.0	1.62	4.24	70.0	1.30	4.10	-2.00	0.32	0.14
121	Insert, maintain and remove urinary catheter	76.0	1.71	4.15	70.0	1.40	4.00	6.00	0.31	0.15
122	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	91.1	2.91	4.32	70.0	1.60	4.00	21.10	1.31	0.32
123	Monitor diagnostic or laboratory test results	86.1	2.84	4.42	100	3.70	4.40	-13.90	-0.86	0.02
124	Assist with the performance of a diagnostic or invasive procedure	57.8	1.21	4.02	80.0	1.70	3.90	-22.20	-0.49	0.12
125	Assist with care for client before and after surgical procedure	61.7	1.40	4.15	70.0	1.30	4.20	-8.30	0.10	-0.05
126	Monitor client responses to procedures and treatments	91.2	3.46	4.44	90.0	2.10	4.10	1.20	1.36	0.34
127	Reinforce client education about procedures and treatments	89.9	2.87	4.25	90.0	1.90	4.00	-0.10	0.97	0.25
128	Monitor continuous or intermittent suction of nasogastric (NG) tube	45.1	0.82	4.11	50.0	1.10	3.80	-4.90	-0.28	0.31
129	Insert, maintain and remove nasogastric (NG) tube	38.1	0.39	3.81	50.0	0.30	3.80	-11.90	0.09	0.01
130	Apply and check proper use of compression stockings and/or sequential compression device (SCD)	77.5	2.51	4.16	80.0	2.40	3.60	-2.50	0.11	0.56
131	Perform an electrocardiogram (EKG/ECG)	41.4	0.85	3.97	70.0	1.40	4.00	-28.60	-0.55	-0.03
132	Perform blood glucose monitoring	89.3	3.72	4.63	100	2.60	4.30	-10.70	1.12	0.33
133	Perform venipuncture for blood draws	48.1	0.87	3.87	90.0	2.30	3.80	-41.90	-1.43	0.07
134	Maintain central venous catheter	41.2	0.77	4.25	60.0	0.40	4.40	-18.80	0.37	-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
135	Maintain and remove peripheral intravenous (IV) catheter	46.7	0.91	3.97	70.0	1.50	4.00	-23.30	-0.59	-0.03
136	Identify signs and symptoms related to acute or chronic illness	93.2	3.51	4.61	100	4.40	4.70	-6.80	-0.89	-0.09
137	Recognize and report change in client condition	97.4	3.58	4.73	90.0	3.30	4.70	7.40	0.28	0.03
138	Reinforce education to client regarding care and condition	95.8	3.70	4.38	90.0	3.50	4.00	5.80	0.20	0.38
139	Perform wound care and/or dressing change	91.8	3.06	4.43	80.0	1.90	3.90	11.80	1.16	0.53
140	Provide care for client drainage device (e.g., wound drain, chest tube)	58.2	1.40	4.20	60.0	1.20	4.00	-1.80	0.20	0.20
141	Assist with client wound drainage device removal	55.3	0.89	3.91	60.0	1.10	3.90	-4.70	-0.21	0.01
142	Remove wound sutures or staples	56.9	0.78	3.84	70.0	1.60	3.80	-13.10	-0.82	0.04
143	Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	72.9	0.94	4.73	90.0	1.10	4.50	-17.10	-0.16	0.23
144	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)	90.8	3.34	4.70	90.0	1.20	4.60	0.80	2.14	0.10
145	Recognize and report basic abnormalities on a client cardiac monitor strip	44.4	0.69	4.25	80.0	0.90	4.50	-35.60	-0.21	-0.25
146	Provide care for a client with a fluid and electrolyte imbalance	79.5	2.19	4.46	90.0	1.70	4.50	-10.50	0.49	-0.04
147	Provide cooling/warming measures to restore normal body temperature	74.1	1.61	4.15	80.0	0.70	4.40	-5.90	0.91	-0.25
148	Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)	72.7	1.93	4.16	60.0	0.60	3.70	12.70	1.33	0.46
149	Provide care for a client with a tracheostomy	58.6	1.12	4.26	60.0	0.20	4.10	-1.40	0.92	0.16
150	Provide care to client on ventilator	33.3	0.52	4.17	50.0	0.30	4.00	-16.70	0.22	0.17
151	Assist in the care of a client with a pacing device	68.0	1.42	4.15	60.0	0.90	3.70	8.00	0.52	0.45

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	98.3	515	4.30	0.05	524	4.22	0.06	391	4.44	0.04
2	Practice in a manner consistent with code of ethics for nurses	100	523	4.85	0.03	523	4.85	0.03	390	4.78	0.03
3	Provide care within the legal scope of practice	100	552	4.92	0.02	552	4.92	0.02	417	4.79	0.02
4	Maintain client confidentiality	100	505	4.89	0.02	505	4.89	0.02	389	4.88	0.02
5	Organize and prioritize care based on client needs	98.3	536	4.64	0.04	545	4.57	0.05	400	4.64	0.03
6	Assign client care and/or related tasks (e.g., assistive personnel, LPN/VN)	89.3	466	4.08	0.07	522	3.64	0.08	346	4.24	0.05
7	Monitor activities of assistive personnel	89.5	470	4.07	0.07	525	3.65	0.08	354	4.11	0.05
8	Participate in client data collection	97.9	510	4.28	0.06	521	4.19	0.06	380	4.47	0.04
9	Participate in client referral process	77.7	424	2.31	0.09	546	1.79	0.08	307	3.58	0.06
10	Use data from various credible sources in making clinical decisions	95.8	484	3.70	0.07	505	3.55	0.08	369	4.37	0.04
11	Contribute to the development of and/or update the client plan of care	91.0	496	3.44	0.08	545	3.13	0.08	361	4.26	0.04
12	Verify and process health care provider orders	97.7	514	4.30	0.06	526	4.20	0.06	387	4.79	0.02
13	Provide and receive report	95.8	506	4.04	0.07	528	3.88	0.07	384	4.66	0.03
14	Advocate for client rights and needs	99.2	519	4.25	0.06	523	4.22	0.06	387	4.70	0.03
15	Provide for privacy needs	99.5	545	4.69	0.04	548	4.67	0.04	410	4.60	0.03
16	Promote client self-advocacy	97.8	492	3.98	0.07	503	3.89	0.07	375	4.47	0.04
17	Involve client in care decision making	96.1	520	3.98	0.07	541	3.83	0.07	384	4.41	0.04
18	Participate in client consent process	90.4	473	3.37	0.09	523	3.04	0.09	349	4.47	0.04
19	Provide information about advance directives	70.6	370	2.19	0.10	524	1.55	0.09	275	3.97	0.06
20	Participate in providing cost effective care	87.1	452	3.65	0.08	519	3.18	0.09	328	4.13	0.05
21	Use information technology in client care	95.6	521	4.09	0.07	545	3.91	0.07	387	4.11	0.05
22	Participate as a member of an interdisciplinary team	84.5	426	3.59	0.09	504	3.03	0.10	318	4.34	0.05
23	Recognize and report staff conflict	84.3	455	2.14	0.09	540	1.81	0.08	337	3.98	0.05
24	Recognize self-limitations of task/assignments and seek assistance when needed	99.6	523	4.80	0.08	525	4.78	0.08	388	3.99	0.06
25	Respond to the unsafe practice of a health care provider (e.g., intervene, report)	78.4	415	1.68	0.10	529	1.32	0.08	304	4.63	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, communicable disease)	89.1	466	2.95	0.10	523	2.63	0.10	341	4.76	0.03
27	Participate in client discharge or transfer	84.1	460	2.52	0.10	547	2.12	0.09	345	4.02	0.05
28	Follow up with client after discharge	56.3	285	2.12	0.13	506	1.19	0.08	198	4.05	0.07
29	Participate in staff education (e.g., in-services, continued competency)	90.5	494	3.05	0.09	546	2.76	0.09	367	4.21	0.05
30	Participate in quality improvement (QI) activities (e.g., collecting data, serving on QI committee)	69.5	365	2.40	0.11	525	1.67	0.09	256	4.02	0.07
31	Verify the identity of client	99.8	520	4.64	0.05	521	4.64	0.05	400	4.87	0.02
32	Identify client allergies and intervene as appropriate	95.8	499	3.54	0.09	521	3.39	0.09	367	4.78	0.03
33	Evaluate the appropriateness of health care provider order for client	95.0	517	3.66	0.08	544	3.48	0.08	392	4.63	0.03
34	Acknowledge and document practice error (e.g., incident report)	90.5	456	2.16	0.10	504	1.95	0.09	343	4.68	0.03
35	Assist in and/or reinforce education to client about safety precautions	98.7	532	4.04	0.06	539	3.99	0.07	399	4.60	0.03
36	Use safe client handling techniques (e.g., body mechanics)	99.2	521	4.53	0.05	525	4.49	0.05	388	4.74	0.03
37	Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)	83.7	441	3.12	0.10	527	2.61	0.09	327	4.40	0.05
38	Assure availability and safe functioning of client care equipment	97.5	505	3.95	0.07	518	3.85	0.07	374	4.63	0.03
39	Implement least restrictive restraints or seclusion	57.6	316	2.31	0.12	549	1.33	0.09	220	3.99	0.08
40	Follow protocol for timed client monitoring (e.g., safety checks)	95.0	267	4.23	0.09	281	4.02	0.10	153	4.62	0.06
41	Initiate and participate in security alert (e.g., infant abduction, flight risk)	66.2	356	2.08	0.11	538	1.38	0.08	258	4.45	0.05
42	Identify and address unsafe conditions in health care environment (e.g., environmental, biohazard, fire)	92.6	487	2.89	0.09	526	2.67	0.09	361	4.68	0.03
43	Participate in preparation for internal and external disasters (e.g., fire, natural disaster)	85.2	448	1.77	0.09	526	1.51	0.08	334	4.46	0.04
44	Apply principles of infection control (e.g., aseptic technique, isolation, sterile technique, universal/standard precautions)	98.6	506	4.61	0.04	513	4.55	0.05	380	4.88	0.02
45	Assist with fetal heart monitoring for the antepartum client	16.5	90	1.47	0.22	547	0.24	0.04	55	4.22	0.15
46	Assist with monitoring a client in labor	20.3	102	1.38	0.20	502	0.28	0.05	51	3.94	0.18

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	Monitor recovery of stable postpartum client	25.3	137	2.23	0.19	542	0.56	0.06	78	4.24	0.12
48	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	20.1	105	2.16	0.23	522	0.43	0.06	64	4.39	0.11
49	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	38.3	202	2.71	0.16	528	1.04	0.08	127	4.25	0.08
50	Provide care that meets the needs of the adult client ages 18 through 64 years	90.3	465	4.51	0.05	515	4.07	0.08	349	4.49	0.03
51	Provide care that meets the needs of the adult client ages 65 and over	91.1	501	4.63	0.05	550	4.22	0.07	373	4.51	0.04
52	Compare client to developmental milestones	55.5	278	2.63	0.13	501	1.46	0.09	195	4.05	0.08
53	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	53.6	291	2.37	0.12	543	1.27	0.08	196	4.07	0.06
54	Collect data for health history (e.g., client medical history, family medical history)	86.8	453	3.35	0.09	522	2.90	0.10	333	4.41	0.04
55	Collect baseline physical data (e.g., skin integrity, height and weight)	98.7	523	4.10	0.07	530	4.04	0.07	399	4.56	0.03
56	Identify barriers to communication	95.2	491	3.41	0.08	516	3.25	0.08	363	4.41	0.04
57	Identify barriers to learning	88.2	470	3.00	0.09	533	2.65	0.09	345	4.15	0.05
58	Participate in health screening or health promotion programs	63.0	317	2.44	0.12	503	1.53	0.09	226	4.11	0.07
59	Provide information for prevention of high risk behaviors (e.g., substance abuse, sexual practices, smoking cessation)	75.0	408	2.83	0.10	544	2.12	0.09	291	4.23	0.05
60	Identify clients in need of immunizations (required and voluntary)	82.0	428	2.84	0.10	522	2.33	0.10	310	4.27	0.05
61	Identify community resources for clients	76.7	404	2.16	0.10	527	1.66	0.08	297	3.89	0.06
62	Use therapeutic communication techniques with client	98.6	508	4.40	0.05	515	4.34	0.06	382	4.46	0.03
63	Provide emotional support to client	98.2	534	4.13	0.06	544	4.06	0.06	403	4.40	0.04
64	Promote positive self-esteem of client	98.6	494	4.23	0.06	501	4.17	0.06	378	4.43	0.04
65	Reinforce education to caregivers/family on ways to manage client with behavioral disorders	81.5	442	2.96	0.10	542	2.41	0.09	323	4.19	0.05
66	Assist client to cope/adapt to stressful events and changes in health status	95.4	497	3.54	0.08	521	3.38	0.08	370	4.41	0.04
67	Recognize stressors that affect client care	97.1	511	3.74	0.07	526	3.63	0.07	392	4.30	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.
68	Promote a therapeutic environment	97.5	504	4.29	0.06	517	4.19	0.06	374	4.41	0.04
69	Incorporate behavioral management techniques when caring for a client	91.6	501	3.27	0.08	547	2.99	0.08	371	4.18	0.05
70	Identify client use of effective and ineffective coping mechanisms	93.8	470	3.44	0.08	501	3.23	0.09	356	4.30	0.04
71	Explore reasons for client non-compliance with treatment plan	91.3	496	3.03	0.08	543	2.77	0.08	366	4.28	0.04
72	Collect data regarding client psychosocial functioning	87.9	457	3.06	0.09	520	2.69	0.09	334	4.27	0.04
73	Collect data on client potential for violence to self and others	82.4	434	2.65	0.10	527	2.18	0.09	319	4.47	0.05
74	Identify signs and symptoms of substance abuse, chemical dependency, withdrawal or toxicity	76.8	398	2.64	0.11	518	2.03	0.09	290	4.50	0.04
75	Assist in the care of the cognitively impaired client	94.3	509	3.84	0.07	540	3.62	0.08	383	4.39	0.04
76	Assist in the care of a client experiencing sensory/perceptual alterations	87.8	441	3.15	0.09	502	2.77	0.09	326	4.31	0.04
77	Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	93.6	511	3.31	0.08	546	3.10	0.08	377	4.36	0.04
78	Plan care with consideration of client spiritual or cultural beliefs	82.9	435	2.49	0.10	525	2.06	0.09	314	4.18	0.05
79	Participate in reminiscence therapy, validation therapy or reality orientation	73.3	387	2.47	0.10	528	1.81	0.09	274	3.97	0.06
80	Participate in client group session	51.4	266	1.99	0.13	518	1.02	0.08	180	3.80	0.08
81	Provide end-of-life care and education to clients	69.0	380	2.13	0.11	551	1.47	0.09	274	4.34	0.05
82	Monitor and provide for client nutritional needs	89.0	412	3.92	0.08	463	3.48	0.09	315	4.50	0.04
83	Provide feeding for client with enteral tubes	70.4	352	3.04	0.11	500	2.14	0.10	260	4.51	0.05
84	Provide site care for client with enteral tubes	69.4	338	3.08	0.11	487	2.14	0.10	252	4.55	0.04
85	Provide care to client with bowel or bladder management protocol	84.0	408	3.44	0.09	486	2.88	0.10	314	4.34	0.05
86	Monitor client intake/output	83.6	397	3.97	0.08	475	3.32	0.10	301	4.55	0.04
87	Provide measures to promote sleep/rest	87.9	445	3.59	0.08	506	3.16	0.09	338	4.16	0.04
88	Assist with activities of daily living	84.3	387	4.03	0.08	459	3.40	0.10	299	4.37	0.04
89	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	90.4	454	3.83	0.08	502	3.47	0.09	345	4.34	0.04
90	Provide care to an immobilized client based on need	86.8	421	3.66	0.09	485	3.18	0.09	319	4.46	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.
91	Assist in the care and comfort for a client with a visual and/or hearing impairment	91.2	443	3.40	0.09	486	3.10	0.09	345	4.28	0.04
92	Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)	81.2	388	2.60	0.10	478	2.11	0.10	293	4.31	0.05
93	Assist in providing postmortem care	53.0	270	1.29	0.11	509	0.69	0.07	201	4.03	0.07
94	Use measures to maintain or improve client skin integrity	90.6	414	4.18	0.07	457	3.79	0.09	322	4.66	0.03
95	Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	73.5	369	2.41	0.11	502	1.77	0.09	272	3.85	0.06
96	Provide non-pharmacological measures for pain relief (e.g., imagery, massage, repositioning)	86.4	418	3.64	0.09	484	3.14	0.09	321	4.31	0.04
97	Evaluate pain using standardized rating scales	96.7	471	4.32	0.06	487	4.18	0.07	368	4.53	0.04
98	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	96.0	460	4.45	0.06	479	4.27	0.07	354	4.75	0.03
99	Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)	99.2	504	4.65	0.04	508	4.61	0.05	392	4.83	0.02
100	Reinforce education to client regarding medications	95.2	440	3.98	0.07	462	3.79	0.08	343	4.64	0.03
101	Perform calculations needed for medication administration	92.0	457	3.25	0.09	497	2.98	0.09	358	4.76	0.03
102	Collect required data prior to medication administration (e.g., contraindications, desired therapeutic effects, current medications)	97.3	472	4.36	0.06	485	4.24	0.07	363	4.78	0.02
103	Follow the rights of medication administration	98.8	474	4.67	0.05	480	4.61	0.05	375	4.90	0.02
104	Administer medication by oral route	93.8	442	4.54	0.06	471	4.26	0.07	337	4.64	0.03
105	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button, j-tube)	71.1	362	3.13	0.11	509	2.23	0.10	272	4.57	0.04
106	Administer a subcutaneous, intradermal or intramuscular medication	94.1	430	3.91	0.08	457	3.68	0.09	334	4.65	0.03
107	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	91.4	459	3.93	0.07	502	3.60	0.08	353	4.50	0.04
108	Administer intravenous piggyback (secondary) medications	41.9	201	1.91	0.15	480	0.80	0.08	143	4.35	0.08
109	Calculate and monitor intravenous (IV) flow rate	59.8	140	2.09	0.18	234	1.25	0.12	69	4.65	0.08
110	Monitor transfusion of blood product	25.8	121	1.61	0.20	469	0.42	0.06	76	4.55	0.11

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	Maintain pain control devices (e.g., epidural, patient controlled analgesia, peripheral nerve catheter)	34.6	176	1.39	0.15	509	0.48	0.06	120	4.23	0.10
112	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	98.0	448	4.35	0.06	457	4.27	0.07	345	4.79	0.03
113	Count narcotics/controlled substances and report discrepancies	87.7	442	3.82	0.08	504	3.35	0.09	337	4.72	0.03
114	Identify client risk and implement interventions	93.9	447	3.70	0.08	476	3.47	0.09	342	4.58	0.04
115	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	94.7	462	4.10	0.07	488	3.88	0.08	357	4.64	0.03
116	Identify signs or symptoms of potential prenatal complications	24.5	116	2.29	0.21	473	0.56	0.07	69	4.36	0.11
117	Check and monitor client vital signs	99.2	505	4.62	0.04	509	4.58	0.05	394	4.70	0.03
118	Evaluate client oxygen (O2) saturation	95.1	431	4.33	0.07	453	4.12	0.08	334	4.75	0.03
119	Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)	94.9	479	3.53	0.08	505	3.35	0.09	367	4.62	0.04
120	Check for urinary retention (e.g., bladder scan, ultrasound, palpation)	68.0	327	2.38	0.11	481	1.62	0.09	245	4.45	0.04
121	Insert, maintain and remove urinary catheter	76.0	370	2.25	0.11	487	1.71	0.09	288	4.28	0.05
122	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	91.1	430	3.20	0.10	472	2.91	0.10	324	4.42	0.04
123	Monitor diagnostic or laboratory test results	86.1	440	3.30	0.09	511	2.84	0.09	342	4.53	0.04
124	Assist with the performance of a diagnostic or invasive procedure	57.8	264	2.10	0.13	457	1.21	0.09	189	4.30	0.07
125	Assist with care for client before and after surgical procedure	61.7	311	2.27	0.12	504	1.40	0.09	230	4.33	0.06
126	Monitor client responses to procedures and treatments	91.2	437	3.79	0.08	479	3.46	0.09	331	4.54	0.04
127	Reinforce client education about procedures and treatments	89.9	438	3.19	0.09	487	2.87	0.09	340	4.35	0.04
128	Monitor continuous or intermittent suction of nasogastric (NG) tube	45.1	212	1.82	0.15	470	0.82	0.08	139	4.38	0.07
129	Insert, maintain and remove nasogastric (NG) tube	38.1	196	1.02	0.13	514	0.39	0.05	144	4.11	0.08
130	Apply and check proper use of compression stockings and/or sequential compression device (SCD)	77.5	354	3.24	0.10	457	2.51	0.10	266	4.32	0.05
131	Perform an electrocardiogram (EKG/ECG)	41.4	208	2.05	0.15	503	0.85	0.08	145	4.41	0.07
132	Perform blood glucose monitoring	89.3	427	4.17	0.08	478	3.72	0.09	329	4.68	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.
133	Perform venipuncture for blood draws	48.1	235	1.80	0.14	489	0.87	0.08	168	4.27	0.06
134	Maintain central venous catheter	41.2	194	1.88	0.15	471	0.77	0.08	127	4.50	0.08
135	Maintain and remove peripheral intravenous (IV) catheter	46.7	240	1.96	0.13	514	0.91	0.08	176	4.31	0.07
136	Identify signs and symptoms related to acute or chronic illness	93.2	423	3.77	0.08	454	3.51	0.09	328	4.64	0.03
137	Recognize and report change in client condition	97.4	487	3.68	0.08	500	3.58	0.08	374	4.75	0.03
138	Reinforce education to client regarding care and condition	95.8	459	3.86	0.08	479	3.70	0.08	347	4.42	0.04
139	Perform wound care and/or dressing change	91.8	446	3.33	0.09	486	3.06	0.09	345	4.51	0.04
140	Provide care for client drainage device (e.g., wound drain, chest tube)	58.2	276	2.40	0.13	474	1.40	0.09	188	4.39	0.06
141	Assist with client wound drainage device removal	55.3	281	1.60	0.12	508	0.89	0.07	211	4.08	0.07
142	Remove wound sutures or staples	56.9	256	1.37	0.12	450	0.78	0.07	183	4.02	0.08
143	Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	72.9	369	1.29	0.10	506	0.94	0.07	267	4.85	0.03
144	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)	90.8	435	3.68	0.08	479	3.34	0.09	335	4.79	0.03
145	Recognize and report basic abnormalities on a client cardiac monitor strip	44.4	217	1.56	0.14	489	0.69	0.07	147	4.61	0.06
146	Provide care for a client with a fluid and electrolyte imbalance	79.5	376	2.75	0.11	473	2.19	0.10	273	4.59	0.04
147	Provide cooling/warming measures to restore normal body temperature	74.1	380	2.17	0.10	513	1.61	0.09	282	4.31	0.05
148	Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)	72.7	330	2.66	0.11	454	1.93	0.10	245	4.33	0.06
149	Provide care for a client with a tracheostomy	58.6	295	1.91	0.12	503	1.12	0.08	217	4.42	0.06
150	Provide care to client on ventilator	33.3	161	1.55	0.17	483	0.52	0.06	106	4.54	0.09
151	Assist in the care of a client with a pacing device	68.0	176	2.09	0.15	259	1.42	0.12	102	4.36	0.08

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	396	4.41	0.04	391	4.44	0.04
2	Practice in a manner consistent with code of ethics for nurses	390	4.78	0.03	390	4.78	0.03
3	Provide care within the legal scope of practice	417	4.79	0.02	417	4.79	0.02
4	Maintain client confidentiality	389	4.88	0.02	389	4.88	0.02
5	Organize and prioritize care based on client needs	406	4.63	0.03	400	4.64	0.03
6	Assign client care and/or related tasks (e.g., assistive personnel, LPN/VN)	389	4.11	0.05	346	4.24	0.05
7	Monitor activities of assistive personnel	398	3.98	0.05	354	4.11	0.05
8	Participate in client data collection	388	4.44	0.04	380	4.47	0.04
9	Participate in client referral process	400	3.42	0.06	307	3.58	0.06
10	Use data from various credible sources in making clinical decisions	382	4.32	0.05	369	4.37	0.04
11	Contribute to the development of and/or update the client plan of care	401	4.16	0.05	361	4.26	0.04
12	Verify and process health care provider orders	394	4.79	0.02	387	4.79	0.02
13	Provide and receive report	399	4.62	0.04	384	4.66	0.03
14	Advocate for client rights and needs	390	4.70	0.03	387	4.70	0.03
15	Provide for privacy needs	412	4.59	0.03	410	4.60	0.03
16	Promote client self-advocacy	382	4.44	0.04	375	4.47	0.04
17	Involve client in care decision making	401	4.35	0.04	384	4.41	0.04
18	Participate in client consent process	387	4.40	0.04	349	4.47	0.04
19	Provide information about advance directives	389	3.76	0.06	275	3.97	0.06
20	Participate in providing cost effective care	376	3.99	0.06	328	4.13	0.05
21	Use information technology in client care	403	4.04	0.05	387	4.11	0.05
22	Participate as a member of an interdisciplinary team	374	4.15	0.05	318	4.34	0.05
23	Recognize and report staff conflict	400	3.94	0.05	337	3.98	0.05
24	Recognize self-limitations of task/ assignments and seek assistance when needed	390	3.99	0.06	388	3.99	0.06
25	Respond to the unsafe practice of a health care provider (e.g., intervene, report)	389	4.55	0.04	304	4.63	0.04
26	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)	382	4.72	0.03	341	4.76	0.03
27	Participate in client discharge or transfer	405	3.93	0.05	345	4.02	0.05
28	Follow up with client after discharge	366	3.67	0.07	198	4.05	0.07
29	Participate in staff education (e.g., in-services, continued competency)	404	4.13	0.05	367	4.21	0.05

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) activities (e.g., collecting data, serving on QI committee)	373	3.76	0.07	256	4.02	0.07
31	Verify the identity of client	401	4.86	0.02	400	4.87	0.02
32	Identify client allergies and intervene as appropriate	384	4.74	0.03	367	4.78	0.03
33	Evaluate the appropriateness of health care provider order for client	410	4.60	0.03	392	4.63	0.03
34	Acknowledge and document practice error (e.g., incident report)	379	4.66	0.03	343	4.68	0.03
35	Assist in and/or reinforce education to client about safety precautions	404	4.59	0.03	399	4.60	0.03
36	Use safe client handling techniques (e.g., body mechanics)	392	4.74	0.03	388	4.74	0.03
37	Use transfer assistive devices (e.g., gait/ transfer belt, slide board, mechanical lift)	393	4.31	0.05	327	4.40	0.05
38	Assure availability and safe functioning of client care equipment	387	4.60	0.04	374	4.63	0.03
39	Implement least restrictive restraints or seclusion	388	3.65	0.07	220	3.99	0.08
40	Follow protocol for timed client monitoring (e.g., safety checks)	162	4.58	0.06	153	4.62	0.06
41	Initiate and participate in security alert (e.g., infant abduction, flight risk)	387	4.30	0.05	258	4.45	0.05
42	Identify and address unsafe conditions in health care environment (e.g., environmental, biohazard, fire)	387	4.63	0.04	361	4.68	0.03
43	Participate in preparation for internal and external disasters (e.g., fire, natural disaster)	386	4.39	0.04	334	4.46	0.04
44	Apply principles of infection control (e.g., aseptic technique, isolation, sterile technique, universal/standard precautions)	385	4.88	0.02	380	4.88	0.02
45	Assist with fetal heart monitoring for the antepartum client	364	3.79	0.08	55	4.22	0.15
46	Assist with monitoring a client in labor	325	3.70	0.09	51	3.94	0.18
47	Monitor recovery of stable postpartum client	362	3.95	0.07	78	4.24	0.12
48	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	333	3.84	0.08	64	4.39	0.11
49	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	364	3.75	0.07	127	4.25	0.08
50	Provide care that meets the needs of the adult client ages 18 through 64 years	381	4.40	0.04	349	4.49	0.03
51	Provide care that meets the needs of the adult client ages 65 and over	401	4.40	0.04	373	4.51	0.04
52	Compare client to developmental milestones	344	3.78	0.07	195	4.05	0.08

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	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	375	3.77	0.06	196	4.07	0.06
54	Collect data for health history (e.g., client medical history, family medical history)	377	4.33	0.05	333	4.41	0.04
55	Collect baseline physical data (e.g., skin integrity, height and weight)	405	4.54	0.04	399	4.56	0.03
56	Identify barriers to communication	381	4.38	0.04	363	4.41	0.04
57	Identify barriers to learning	395	4.07	0.05	345	4.15	0.05
58	Participate in health screening or health promotion programs	359	3.87	0.06	226	4.11	0.07
59	Provide information for prevention of high risk behaviors (e.g., substance abuse, sexual practices, smoking cessation)	395	4.01	0.06	291	4.23	0.05
60	Identify clients in need of immunizations (required and voluntary)	378	4.13	0.05	310	4.27	0.05
61	Identify community resources for clients	392	3.68	0.06	297	3.89	0.06
62	Use therapeutic communication techniques with client	385	4.46	0.03	382	4.46	0.03
63	Provide emotional support to client	410	4.39	0.04	403	4.40	0.04
64	Promote positive self-esteem of client	383	4.42	0.04	378	4.43	0.04
65	Reinforce education to caregivers/family on ways to manage client with behavioral disorders	397	4.02	0.05	323	4.19	0.05
66	Assist client to cope/adapt to stressful events and changes in health status	384	4.38	0.04	370	4.41	0.04
67	Recognize stressors that affect client care	400	4.29	0.04	392	4.30	0.04
68	Promote a therapeutic environment	385	4.37	0.04	374	4.41	0.04
69	Incorporate behavioral management techniques when caring for a client	402	4.09	0.05	371	4.18	0.05
70	Identify client use of effective and ineffective coping mechanisms	376	4.25	0.04	356	4.30	0.04
71	Explore reasons for client non-compliance with treatment plan	400	4.21	0.05	366	4.28	0.04
72	Collect data regarding client psychosocial functioning	377	4.24	0.04	334	4.27	0.04
73	Collect data on client potential for violence to self and others	390	4.38	0.05	319	4.47	0.05
74	Identify signs and symptoms of substance abuse, chemical dependency, withdrawal or toxicity	366	4.31	0.05	290	4.50	0.04
75	Assist in the care of the cognitively impaired client	405	4.33	0.04	383	4.39	0.04
76	Assist in the care of a client experiencing sensory/perceptual alterations	369	4.18	0.05	326	4.31	0.04
77	Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	403	4.29	0.04	377	4.36	0.04
78	Plan care with consideration of client spiritual or cultural beliefs	375	4.09	0.05	314	4.18	0.05

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.
79	Participate in reminiscence therapy, validation therapy or reality orientation	379	3.74	0.06	274	3.97	0.06
80	Participate in client group session	350	3.58	0.07	180	3.80	0.08
81	Provide end-of-life care and education to clients	391	4.10	0.06	274	4.34	0.05
82	Monitor and provide for client nutritional needs	349	4.39	0.05	315	4.50	0.04
83	Provide feeding for client with enteral tubes	367	4.32	0.05	260	4.51	0.05
84	Provide site care for client with enteral tubes	351	4.32	0.05	252	4.55	0.04
85	Provide care to client with bowel or bladder management protocol	373	4.21	0.05	314	4.34	0.05
86	Monitor client intake/output	354	4.42	0.05	301	4.55	0.04
87	Provide measures to promote sleep/rest	381	4.04	0.05	338	4.16	0.04
88	Assist with activities of daily living	345	4.24	0.05	299	4.37	0.04
89	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	382	4.26	0.05	345	4.34	0.04
90	Provide care to an immobilized client based on need	364	4.34	0.05	319	4.46	0.04
91	Assist in the care and comfort for a client with a visual and/or hearing impairment	375	4.18	0.05	345	4.28	0.04
92	Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)	353	4.22	0.05	293	4.31	0.05
93	Assist in providing postmortem care	366	3.72	0.07	201	4.03	0.07
94	Use measures to maintain or improve client skin integrity	351	4.56	0.04	322	4.66	0.03
95	Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	374	3.68	0.06	272	3.85	0.06
96	Provide non-pharmacological measures for pain relief (e.g., imagery, massage, repositioning)	363	4.21	0.05	321	4.31	0.04
97	Evaluate pain using standardized rating scales	380	4.48	0.04	368	4.53	0.04
98	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	367	4.71	0.03	354	4.75	0.03
99	Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)	395	4.82	0.02	392	4.83	0.02
100	Reinforce education to client regarding medications	358	4.60	0.04	343	4.64	0.03
101	Perform calculations needed for medication administration	386	4.71	0.03	358	4.76	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.
102	Collect required data prior to medication administration (e.g., contraindications, desired therapeutic effects, current medications)	371	4.76	0.03	363	4.78	0.02
103	Follow the rights of medication administration	380	4.88	0.02	375	4.90	0.02
104	Administer medication by oral route	358	4.60	0.04	337	4.64	0.03
105	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button, j-tube)	373	4.36	0.06	272	4.57	0.04
106	Administer a subcutaneous, intradermal or intramuscular medication	352	4.61	0.04	334	4.65	0.03
107	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	383	4.42	0.04	353	4.50	0.04
108	Administer intravenous piggyback (secondary) medications	331	4.07	0.07	143	4.35	0.08
109	Calculate and monitor intravenous (IV) flow rate	122	4.36	0.11	69	4.65	0.08
110	Monitor transfusion of blood product	312	4.30	0.07	76	4.55	0.11
111	Maintain pain control devices (e.g., epidural, patient controlled analgesia, peripheral nerve catheter)	352	3.88	0.07	120	4.23	0.10
112	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	350	4.79	0.03	345	4.79	0.03
113	Count narcotics/controlled substances and report discrepancies	383	4.66	0.04	337	4.72	0.03
114	Identify client risk and implement interventions	357	4.56	0.04	342	4.58	0.04
115	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	377	4.57	0.04	357	4.64	0.03
116	Identify signs or symptoms of potential prenatal complications	309	4.12	0.08	69	4.36	0.11
117	Check and monitor client vital signs	398	4.68	0.03	394	4.70	0.03
118	Evaluate client oxygen (O2) saturation	348	4.72	0.04	334	4.75	0.03
119	Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)	388	4.59	0.04	367	4.62	0.04
120	Check for urinary retention (e.g., bladder scan, ultrasound, palpation)	342	4.24	0.06	245	4.45	0.04
121	Insert, maintain and remove urinary catheter	369	4.15	0.05	288	4.28	0.05
122	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	356	4.32	0.05	324	4.42	0.04
123	Monitor diagnostic or laboratory test results	388	4.42	0.05	342	4.53	0.04
124	Assist with the performance of a diagnostic or invasive procedure	322	4.02	0.07	189	4.30	0.07
125	Assist with care for client before and after surgical procedure	359	4.15	0.06	230	4.33	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.
126	Monitor client responses to procedures and treatments	358	4.44	0.05	331	4.54	0.04
127	Reinforce client education about procedures and treatments	377	4.25	0.05	340	4.35	0.04
128	Monitor continuous or intermittent suction of nasogastric (NG) tube	312	4.11	0.07	139	4.38	0.07
129	Insert, maintain and remove nasogastric (NG) tube	362	3.81	0.07	144	4.11	0.08
130	Apply and check proper use of compression stockings and/or sequential compression device (SCD)	339	4.16	0.06	266	4.32	0.05
131	Perform an electrocardiogram (EKG/ ECG)	355	3.97	0.07	145	4.41	0.07
132	Perform blood glucose monitoring	358	4.63	0.04	329	4.68	0.03
133	Perform venipuncture for blood draws	357	3.87	0.07	168	4.27	0.06
134	Maintain central venous catheter	308	4.25	0.07	127	4.50	0.08
135	Maintain and remove peripheral intravenous (IV) catheter	367	3.97	0.07	176	4.31	0.07
136	Identify signs and symptoms related to acute or chronic illness	344	4.61	0.04	328	4.64	0.03
137	Recognize and report change in client condition	385	4.73	0.03	374	4.75	0.03
138	Reinforce education to client regarding care and condition	357	4.38	0.04	347	4.42	0.04
139	Perform wound care and/or dressing change	375	4.43	0.04	345	4.51	0.04
140	Provide care for client drainage device (e.g., wound drain, chest tube)	326	4.20	0.07	188	4.39	0.06
141	Assist with client wound drainage device removal	370	3.91	0.06	211	4.08	0.07
142	Remove wound sutures or staples	321	3.84	0.07	183	4.02	0.08
143	Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	364	4.73	0.04	267	4.85	0.03
144	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)	360	4.70	0.04	335	4.79	0.03
145	Recognize and report basic abnormalities on a client cardiac monitor strip	351	4.25	0.07	147	4.61	0.06
146	Provide care for a client with a fluid and electrolyte imbalance	338	4.46	0.05	273	4.59	0.04
147	Provide cooling/warming measures to restore normal body temperature	373	4.15	0.06	282	4.31	0.05
148	Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)	326	4.16	0.06	245	4.33	0.06
149	Provide care for a client with a tracheostomy	351	4.26	0.06	217	4.42	0.06
150	Provide care to client on ventilator	311	4.17	0.08	106	4.54	0.09
151	Assist in the care of a client with a pacing device	149	4.15	0.09	102	4.36	0.08

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APPENDIX A: 2018 LPN/VN PRACTICE ANALYSIS METHODOLOGY EXPERT

Michael C. Edwards, PhD, is an associate professor at Arizona State University, department of psychology. In his role as professor, Edwards teaches courses in quantitative psychology, measurement and statistics. In addition, he consults on grants researching self-reporting methods of data collection and validation of assessments. Edwards has authored numerous articles related to measurement models and analysis of inventories. He has served as a manuscript reviewer for journals in psychology, statistics and assessment, including *Applied Psychological Measurement, Educational Assessment* and *Psychological Assessment*. He has served on advisory committees for the College Board and the American Institute of Certified Public Accountants.

Jerome V. D'Agostino, PhD, is a professor at The Ohio State University, department of educational studies. In his role as professor, D'Agostino teaches courses in statistics, research design and tests and measurement. In addition, he works as principal investigator on grants researching program evaluation and assessment development. D'Agostino has authored numerous articles related to assessment validation, item response analysis and reading recovery. He has also written numerous book chapters on formative assessment, achievement testing, and reliability and validity issues. He has served as an editor for *Journal of Education for Students Placed at Risk* and a reviewer for *Educational Evaluation and Policy Analysis*, *American Educational Research Journal*, *Applied Measurement in Education*, and *Educational Measurement: Issues & Practice*.

Ying (Alison) Cheng, PhD, is an associate professor at University of Notre Dame, department of psychology. In her role as professor, Dr. Cheng teaches courses in psychological measurement and statistics. In addition, she works as principal investigator on grants researching computerized adaptive testing and assessment development. Cheng has authored numerous articles related to item response theory and computerized adaptive testing. She has also written a book and numerous book chapters on formative assessment and cognitive diagnostic assessment. She has served as an associate editor for *American Educational Research Journal* and *British Journal of Mathematical and Statistical Psychology*. She has served on advisory committees for American Institute of Certified Public Accountants and GRE.

APPENDIX B: 2018 SUBJECT MATTER EXPERT (SME) PANEL

Member: Jean Caffrey, RN

Board: Kansas State Board of Nursing (Area II)

Specialty: Family Practice, Rural Health Care, Medical-Surgical, Emergency Room

Caffrey has over 33 years of nursing experience and currently serves as the Lead Clinic Nurse for Community Healthcare System. She provides orientation and serves as a mentor for entry-level LPNs at the system facilities. Caffrey also provides education for the local Emergency Medical Services (EMS), which employs LPNs in addition to Emergency Medical Technicians (EMTs).

Member: Patrice Fontenot, MSN, RN

Board: Louisiana State Board of Nursing (Area III)

Specialty: Medical-Surgical

Fontenot has 23 years of nursing experience and presently serves as an Assistant Professor of Nursing at Sowela Technical Community College, where she teaches undergraduate PN students in the classroom and clinical settings. Fontenot also works as a staff nurse at a local facility where she trains and supervises entry-level nurses in medical-surgical or long-term care settings.

Member: Erika Hall, MSN, ARNP-C

Board: Florida Board of Nursing (Area III)

Specialty: Adult Medicine, Primary Care, Correctional Health

Hall has eight years of nursing experience and currently works in the infirmary and clinic at a correctional facility. She works alongside at least two entry-level LPNs on a daily basis, where she is involved in the supervision and delegation of their work and helps to train and reinforce their clinical skills and education.

Member: Jeffrey S. Hillis, MSN, RN

Board: Georgia Board of Nursing (Area III)

Specialty: Medical-Surgical

Hillis has 16 years of nursing experience and presently works as a Clinical Nurse Specialist at the U.S. Army Womack Army Medical Center. Hillis mentors and trains entry-level military LPNs and RNs who provide care for military personnel and their adult family members.

Member: Mary Jones, LPN

Board: North Carolina Board of Nursing (Area III)

Specialty: Psychiatry

Jones has over eight years of nursing experience and currently serves as an LPN for the North Carolina Department of Public Safety. She orients entry-level LPNs to the work environment and provides training in several areas, including the health electronic records used in the correctional environment, medication administration and wound care.

Member: Olivia Kim, LPN, RN, BSN

Board: Hawaii Board of Nursing (Area I)

Specialty: Geriatric Nursing

Kim has 10 years of nursing experience. She is currently the RN Care Coordinator at One Kalakaua Senior Living. She frequently works alongside entry-level LPNs and RNs, and helps to build their skill sets by providing new nurses with training and opportunities to shadow experienced nurses.

Member: Krystal Martell, LPN

Board: Vermont State Board of Nursing (Area IV)

Specialty: Family Medicine, Home Health

Martell has 11 years of nursing experience and presently serves as a Long-term Care Manager at

Central Vermont Home Health and Hospice. She works alongside entry-level LPNs and provides new nurses with an opportunity to shadow her work.

Member: Tiffany Randich, LPN, RN

Board: Washington State Nursing Care Quality Assurance Commission (Area I)

Specialty: Family Medicine

Randich has 18 years of experience as an LPN and recently became an RN in 2017. She currently works as a Clinical Nurse at Providence West Olympia Family Medicine, where she has worked in family medicine for the last four years. Prior to that, she worked in the areas of OB/GYN, endocrinology and oncology.

Member: Melissa (Missy) Shupe, RN

Board: Pennsylvania State Board of Nursing (Area IV)

Specialty: Home Health, Hospice

Shupe has four years of nursing experience and works as an RN Supervisor at Spiritrust Lutheran Home Care and Hospice. She has experience supervising entry-level LPNs and nursing assistants, and in case management overseeing the work performed by new nurses in the home health setting.

Member: Irene Treadwell, LPN

Board: New York State Board of Nursing (Area IV)

Specialty: Behavioral Health

Treadwell has six years of nursing experience and currently works as an LPN at Urban Pathways, where she is responsible for precepting and mentoring newly hired nurses, including entry-level LPNs. She also ensures that newly hired nurses in her facility receive training on and consistently follow organizational policies and procedures.

Member: Kulvinder K. Virk, LPN

Board: North Carolina Board of Nursing (Area III)

Specialty: Mental Health

Virk is an entry-level LPN who obtained her license in August 2017. She currently works for Acadia Healthcare at a residential facility focused on the treatment of eating disorders, where she works alongside other entry-level and experienced nurses.

APPENDIX C: 2018 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.

- **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 based on client needs	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 of and/or update 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, 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, 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, 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, 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, natural disaster)	N	0	1	2	3	4	5+	1	2	3	4	5
23. Assist with fetal heart monitoring for the antepartum client	N	0	1	2	3	4	5+	1	2	3	4	5
24. Monitor recovery of stable postpartum client	N	0	1	2	3	4	5+	1	2	3	4	5
25. 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

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
26. Provide care that meets the needs of the adult client ages 65 and over	N	0	1	2	3	4	5+	1	2	3	4	5
27. 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
28. Collect baseline physical data (e.g., skin integrity, height and weight)	N	0	1	2	3	4	5+	1	2	3	4	5
29. Identify barriers to learning	N	0	1	2	3	4	5+	1	2	3	4	5
30. Provide information for prevention of high risk behaviors (e.g., substance abuse, sexual practices, smoking cessation)	N	0	1	2	3	4	5+	1	2	3	4	5
31. Identify community resources for clients	N	0	1	2	3	4	5+	1	2	3	4	5
32. Provide emotional support to client	N	0	1	2	3	4	5+	1	2	3	4	5
33. 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
34. Recognize stressors that affect client care	N	0	1	2	3	4	5+	1	2	3	4	5
35. Incorporate behavioral management techniques when caring for a client	N	0	1	2	3	4	5+	1	2	3	4	5
36. Explore reasons for client non-compliance with treatment plan	N	0	1	2	3	4	5+	1	2	3	4	5
37. Collect data on client's potential for violence to self and others	N	0	1	2	3	4	5+	1	2	3	4	5
38. Assist in the care of the cognitively impaired client	N	0	1	2	3	4	5+	1	2	3	4	5
39. Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	N	0	1	2	3	4	5+	1	2	3	4	5
40. Participate in reminiscence therapy, validation therapy or reality orientation	N	0	1	2	3	4	5+	1	2	3	4	5
41. Provide end of life care and education to clients	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. Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet 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, 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												
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

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
57. Count narcotics/controlled substances and report discrepancies	N	0	1	2	3	4	5+	1	2	3	4	5
58. Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	N	0	1	2	3	4	5+	1	2	3	4	5
59. Check and monitor client vital signs	N	0	1	2	3	4	5+	1	2	3	4	5
60. Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)	N	0	1	2	3	4	5+	1	2	3	4	5
61. Insert, maintain and remove urinary catheter	N	0	1	2	3	4	5+	1	2	3	4	5
62. Monitor diagnostic or laboratory test results	N	0	1	2	3	4	5+	1	2	3	4	5
63. Assist with care for client before and after surgical procedure	N	0	1	2	3	4	5+	1	2	3	4	5
64. Reinforce client education about procedures and treatments	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. Recognize and report change in client condition	N	0	1	2	3	4	5+	1	2	3	4	5
70. Perform wound care and/or dressing change	N	0	1	2	3	4	5+	1	2	3	4	5
71. Assist with client wound drainage device removal	N	0	1	2	3	4	5+	1	2	3	4	5
72. Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	N	0	1	2	3	4	5+	1	2	3	4	5
73. Recognize and report basic abnormalities on a client cardiac monitor strip	N	0	1	2	3	4	5+	1	2	3	4	5
74. Provide cooling/warming measures to restore normal body temperature	N	0	1	2	3	4	5+	1	2	3	4	5
75. Provide care for a client with a tracheostomy	N	0	1	2	3	4	5+	1	2	3	4	5
76. Assist in the care of a client with a pacing device												

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?

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

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?

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): _____

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 clients.	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?** YEARS ____ 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

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

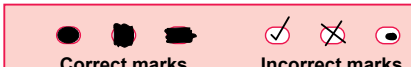
This survey is being performed by the National Council of State Boards of Nursing (NCSBN®) on behalf of your board of nursing. The survey is part of a comprehensive study of the practice of newly licensed practical/vocational nurses (LPN/VNs) in the NCSBN areas using the NCLEX® examination for primary 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, 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 credible sources in making clinical decisions	N	0	1	2	3	4	5+	1	2	3	4	5
6. Verify 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 self-limitations of task/assignments and seek assistance when needed	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, 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)												
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

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
22. Apply principles of infection control (e.g., aseptic technique, isolation, sterile technique, universal/standard precautions)	N	0	1	2	3	4	5+	1	2	3	4	5
23. Assist with monitoring a client in labor	N	0	1	2	3	4	5+	1	2	3	4	5
24. 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
25. 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
26. Compare client to developmental milestones	N	0	1	2	3	4	5+	1	2	3	4	5
27. 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
28. Identify barriers to communication	N	0	1	2	3	4	5+	1	2	3	4	5
29. Participate in health screening or health promotion programs	N	0	1	2	3	4	5+	1	2	3	4	5
30. Identify clients in need of immunizations (required and voluntary)	N	0	1	2	3	4	5+	1	2	3	4	5
31. Use therapeutic communication techniques with client	N	0	1	2	3	4	5+	1	2	3	4	5
32. Promote positive self-esteem of client	N	0	1	2	3	4	5+	1	2	3	4	5
33. Assist client to cope/adapt to stressful events and changes in health status	N	0	1	2	3	4	5+	1	2	3	4	5
34. Promote a therapeutic environment	N	0	1	2	3	4	5+	1	2	3	4	5
35. Identify client use of effective and ineffective coping mechanisms	N	0	1	2	3	4	5+	1	2	3	4	5
36. Collect data regarding client psychosocial functioning	N	0	1	2	3	4	5+	1	2	3	4	5
37. Identify signs and symptoms of substance abuse, chemical dependency, withdrawal or toxicity	N	0	1	2	3	4	5+	1	2	3	4	5
38. Assist in the care of a client experiencing sensory/perceptual alterations	N	0	1	2	3	4	5+	1	2	3	4	5
39. Plan care with consideration of client spiritual or cultural beliefs	N	0	1	2	3	4	5+	1	2	3	4	5
40. Participate in client group session	N	0	1	2	3	4	5+	1	2	3	4	5
41. Monitor and provide for nutritional needs of client	N	0	1	2	3	4	5+	1	2	3	4	5
42. Provide site care for client with enteral tubes	N	0	1	2	3	4	5+	1	2	3	4	5
43. Monitor client intake/output	N	0	1	2	3	4	5+	1	2	3	4	5
44. Assist with activities of daily living	N	0	1	2	3	4	5+	1	2	3	4	5
45. Provide care to an immobilized client based on need	N	0	1	2	3	4	5+	1	2	3	4	5
46. Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)	N	0	1	2	3	4	5+	1	2	3	4	5
47. Use measures to maintain or improve client skin integrity	N	0	1	2	3	4	5+	1	2	3	4	5
48. Provide non-pharmacological measures for pain relief (e.g., imagery, massage, repositioning)	N	0	1	2	3	4	5+	1	2	3	4	5
49. 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
50. Reinforce education to client regarding medications	N	0	1	2	3	4	5+	1	2	3	4	5
51. Collect required data prior to medication administration (e.g., contraindications, desired therapeutic effects, current 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
52. Administer medication by oral route	N	0	1	2	3	4	5+	1	2	3	4	5
53. Administer a subcutaneous, intradermal or intramuscular medication	N	0	1	2	3	4	5+	1	2	3	4	5
54. Administer intravenous piggyback (secondary) medications	N	0	1	2	3	4	5+	1	2	3	4	5
55. Monitor transfusion of blood product	N	0	1	2	3	4	5+	1	2	3	4	5
56. Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	N	0	1	2	3	4	5+	1	2	3	4	5
57. Identify client risk and implement interventions	N	0	1	2	3	4	5+	1	2	3	4	5
58. Identify signs or symptoms of potential prenatal complications	N	0	1	2	3	4	5+	1	2	3	4	5
59. Evaluate client oxygen (O2) saturation	N	0	1	2	3	4	5+	1	2	3	4	5
60. Check for urinary retention (e.g., bladder scan, ultrasound, palpation)	N	0	1	2	3	4	5+	1	2	3	4	5
61. Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	N	0	1	2	3	4	5+	1	2	3	4	5
62. Assist with the performance of a diagnostic or invasive procedure	N	0	1	2	3	4	5+	1	2	3	4	5
63. Monitor client responses to procedures and treatments	N	0	1	2	3	4	5+	1	2	3	4	5
64. Monitor continuous or intermittent suction of nasogastric (NG) tube	N	0	1	2	3	4	5+	1	2	3	4	5
65. 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
66. Perform blood glucose monitoring	N	0	1	2	3	4	5+	1	2	3	4	5
67. Maintain central venous catheter	N	0	1	2	3	4	5+	1	2	3	4	5
68. Identify signs and symptoms related to acute or chronic illness	N	0	1	2	3	4	5+	1	2	3	4	5
69. Reinforce education to client regarding care and condition	N	0	1	2	3	4	5+	1	2	3	4	5
70. Provide care for client drainage device (e.g., wound drain, chest tube)	N	0	1	2	3	4	5+	1	2	3	4	5
71. Remove wound sutures or staples	N	0	1	2	3	4	5+	1	2	3	4	5
72. Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)	N	0	1	2	3	4	5+	1	2	3	4	5
73. Provide care for a client with a fluid and electrolyte imbalance	N	0	1	2	3	4	5+	1	2	3	4	5
74. Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)	N	0	1	2	3	4	5+	1	2	3	4	5
75. 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?

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

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?

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): _____

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?**
- ○ No ○ 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, 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 clients.	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 00 11 22 33 44 55 66 77 88 99
MONTHS 00 11 22 33 44 55 66 77 88 99

2. What is your gender?
- ○ Male
- ○ Female

3. What is your age in years?

YEARS 00 11 22 33 44 55 66 77 88 99

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 00 11 22 33 44 55 66 77 88 99

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.

Name: _____

E-mail Address: _____

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

_____

_____

Daytime or Early Evening Phone Number with Area Code:

( ) - -

Thank you for participating in this important work!

8

Web Form 1

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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 survey 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.

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INTRODUCTION

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

- [ ] LPN/VN
- [ ] RN

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INTRODUCTION

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

- ◯ Yes
- ◯ No

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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

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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 credible sources in making clinical decisions		

	A - Frequency	B - Importance
5 Provide and receive report		
6 Promote client self-advocacy		
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, 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, 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, natural disaster)		
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 milestones		
19 Collect baseline physical data (e.g., skin integrity, height and weight)		
20 Participate in health screening or health promotion programs		
21 Identify community resources for clients		
22 Promote positive self-esteem of client		
23 Recognize stressors that affect client care		
24 Identify client use of effective and ineffective coping mechanisms		
25 Collect data on client's potential for violence to self and others		

	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		

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SECTION 1: NURSING ACTIVITIES

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
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)		

	A - Frequency	B - Importance
39 Use precautions to prevent injury and/or complications associated with a procedure or diagnosis		
40 Evaluate client oxygen (O_2) saturation		
41 Insert, maintain and remove urinary catheter		
42 Assist with the performance of a diagnostic or invasive procedure		
43 Reinforce client education about procedures and treatments		
44 Apply and check proper use of compression stockings and/or sequential compression devices (SCD)		
45 Perform venipuncture for blood draws		
46 Identify signs and symptoms related to acute or chronic illness		
47 Perform wound care and/or dressing change		
48 Remove wound sutures or staples		
49 Recognize and report basic abnormalities on a client cardiac monitor strip		
50 Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)		
51 Assist in the care of a client with a pacing device		

52. 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

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

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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

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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:

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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):

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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:

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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)

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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

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SECTION 2: EXPERIENCE AND ORIENTATION

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

- ◯ Yes
- ◯ No

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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

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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 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.	○	○	○	○	○	○	○	○	○	○

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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

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SECTION 5: DEMOGRAPHIC INFORMATION

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

Years:

Months:

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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

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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)

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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)

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SECTION 5: DEMOGRAPHIC INFORMATION

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

- ◯ Yes
- ◯ No

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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.

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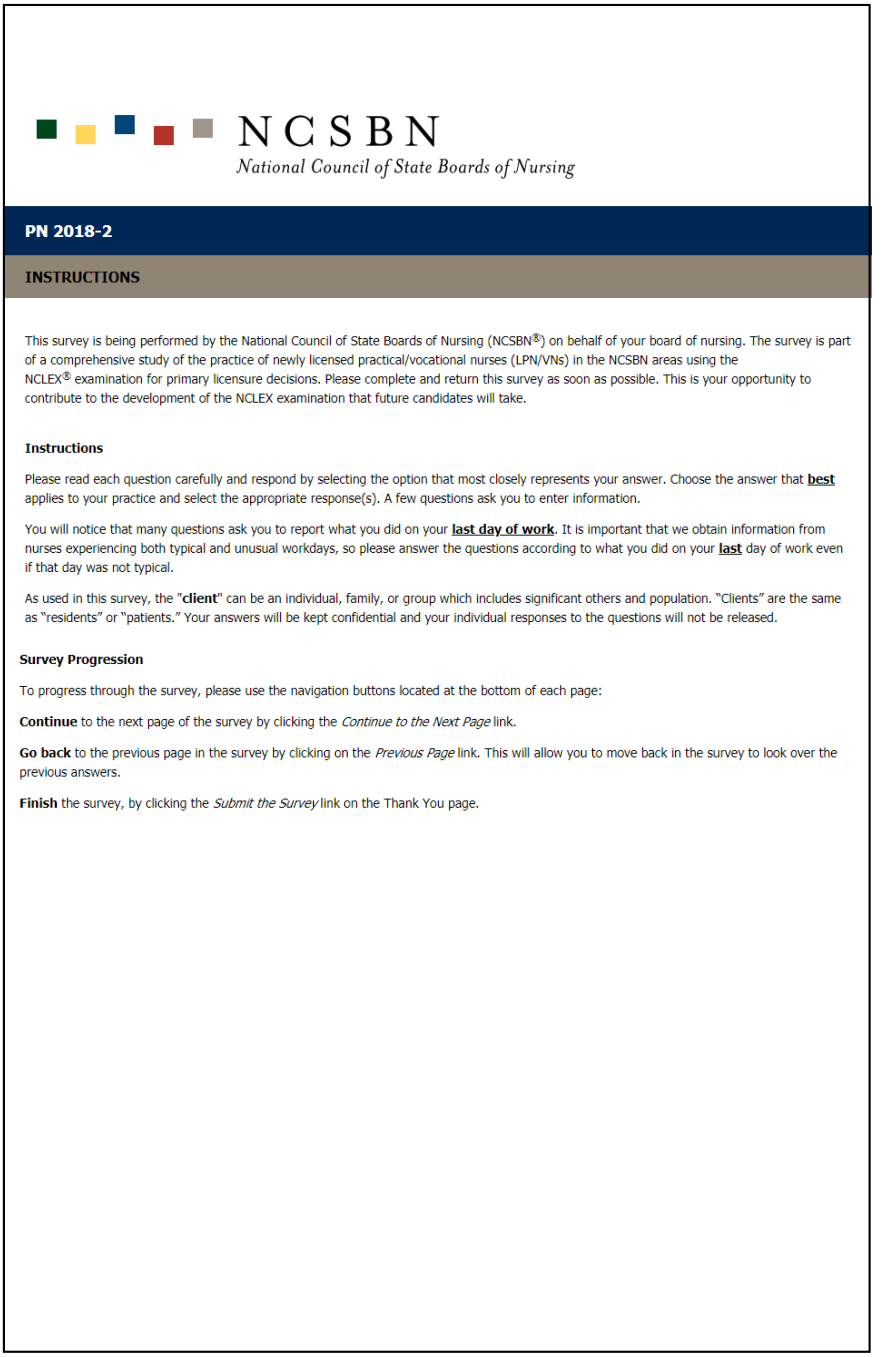
Thank you!

Thank you for your participation in this important study.

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

Web Form 2



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PN 2018-2

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 survey as soon as possible. This is your opportunity to contribute to the development of the NCLEX examination that future candidates will take.

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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.

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PN 2018-2

INTRODUCTION

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

- [ ] LPN/VN
- [ ] RN

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PN 2018-2

INTRODUCTION

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

- ○ Yes
- ○ No

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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

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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 based on client needs		
3 Participate in client data collection		
4 Contribute to the development of and/or update the client plan of care		

	A - Frequency	B - Importance
5 Advocate for client rights and needs		
6 Involve client in care decision making		
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, communicable disease)		
10 Participate in staff education (e.g., inservices, 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, flight risk)		
15 Apply principles of infection control (e.g., aseptic technique, isolation, sterile technique, universal/standard precautions)		
16 Monitor recovery of stable postpartum client		
17 Provide care that meets the needs of the adult client ages 18 through 64 years		
18 Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)		
19 Identify barriers to communication		
20 Provide information for prevention of high risk behaviors (e.g., substance abuse, sexual practices, smoking cessation)		
21 Use therapeutic communication techniques with client		
22 Reinforce education to caregivers/family on ways to manage client with behavioral disorders		
23 Promote a therapeutic environment		

	A - Frequency	B - Importance
24 Explore reasons for client non-compliance with treatment plan		
25 Identify signs and symptoms of substance abuse, chemical dependency, withdrawal or toxicity		
26 Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)		
27 Participate in client group session		

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SECTION 1: NURSING ACTIVITIES

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
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 irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)		
32 Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet 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		

	A - Frequency	B - Importance
37 Monitor transfusion of blood product		
38 Count narcotics/controlled substances and report discrepancies		
39 Identify signs or symptoms of potential prenatal complications		
40 Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)		
41 Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)		
42 Assist with care for client before and after surgical procedure		
43 Monitor continuous or intermittent suction of nasogastric (NG) tube		
44 Perform an electrocardiogram (EKG/ECG)		
45 Maintain central venous catheter		
46 Recognize and report change in client condition		
47 Provide care for client drainage device (e.g., wound drain, chest tube)		
48 Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)		
49 Provide care for a client with a fluid and electrolyte imbalance		
50 Provide care for a client with a tracheostomy		

51. 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

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

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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

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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:

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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):

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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:

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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)

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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

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SECTION 2: EXPERIENCE AND ORIENTATION

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

- ◯ Yes
- ◯ No

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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

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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 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.	○	○	○	○	○	○	○	○	○	○

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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

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SECTION 5: DEMOGRAPHIC INFORMATION

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

Years:

Months:

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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

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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)

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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)

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SECTION 5: DEMOGRAPHIC INFORMATION

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

- ◯ Yes
- ◯ No

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PN 2018-2

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.

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PN 2018-2

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

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PN 2018-3

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 survey as soon as possible. This is your opportunity to contribute to the development of the NCLEX examination that future candidates will take.

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PN 2018-3

INTRODUCTION

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

- [ ] LPN/VN
- [ ] RN

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PN 2018-3

INTRODUCTION

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

- ◯ Yes
- ◯ No

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PN 2018-3

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

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PN 2018-3

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, LPN/VN)		
3 Participate in client referral process		
4 Verify and process health care provider orders		

	A - Frequency	B - Importance
5 Provide for privacy needs		
6 Participate in client consent process		
7 Use information technology in client care		
8 Recognize self-limitations of task/assignments and seek assistance when needed		
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 Assist with fetal heart monitoring for the antepartum client		
16 Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years		
17 Provide care that meets the needs of the adult client ages 65 and over		
18 Collect data for health history (e.g., client medical history, family medical history)		
19 Identify barriers to learning		
20 Identify clients in need of immunizations (required and voluntary)		
21 Provide emotional support to client		
22 Assist client to cope/adapt to stressful events and changes in health status		
23 Incorporate behavioral management techniques when caring for a client		
24 Collect data regarding client psychosocial functioning		
25 Assist in the care of the cognitively impaired client		
26 Plan care with consideration of client spiritual or cultural beliefs		

	A - Frequency	B - Importance
27 Provide end of life care and education to clients		

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PN 2018-3

SECTION 1: NURSING ACTIVITIES

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
28 Provide site care for client with enteral tubes		
29 Provide measures to promote sleep/rest		
30 Provide care to an immobilized client based on need		
31 Assist in providing postmortem care		
32 Provide non-pharmacological measures for pain relief (e.g., imagery, massage, repositioning)		
33 Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)		
34 Collect required data prior to medication administration (e.g., contraindications, desired therapeutic effects, current medications)		
35 Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button, j-tube)		
36 Administer intravenous piggyback (secondary) medications		
37 Maintain pain control devices (e.g., epidural, patient control analgesia, peripheral nerve catheter)		

	A - Frequency	B - Importance
38 Identify client risk and implement interventions		
39 Check and monitor client vital signs		
40 Check for urinary retention (e.g., bladder scan, ultrasound, palpation)		
41 Monitor diagnostic or laboratory test results		
42 Monitor client responses to procedures and treatments		
43 Insert, maintain and remove nasogastric (NG) tube		
44 Perform blood glucose monitoring		
45 Maintain and remove peripheral intravenous (IV) catheter		
46 Reinforce education to client regarding care and condition		
47 Assist with client wound drainage device removal		
48 Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)		
49 Provide cooling/warming measures to restore normal body temperature		
50 Provide care to client on ventilator		

51. 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

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

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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

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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:

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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):

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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:

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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)

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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

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SECTION 2: EXPERIENCE AND ORIENTATION

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

- ◯ Yes
- ◯ No

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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

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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 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.	○	○	○	○	○	○	○	○	○	○

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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

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SECTION 5: DEMOGRAPHIC INFORMATION

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

Years:

Months:

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SECTION 5: DEMOGRAPHIC INFORMATION

2. What is your gender?

- ◯ Male
- ◯ Female

3. What is your age in years? Please answer with a positive, whole number (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

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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)

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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)

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SECTION 5: DEMOGRAPHIC INFORMATION

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

- ◯ Yes
- ◯ No

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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.

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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.**
129	Insert, maintain and remove nasogastric (NG) tube	196	1.02	0.13
93	Assist in providing postmortem care	270	1.29	0.11
143	Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	369	1.29	0.10
142	Remove wound sutures or staples	256	1.37	0.12
46	Assist with monitoring a client in labor	102	1.38	0.20
111	Maintain pain control devices (e.g., epidural, patient controlled analgesia, peripheral nerve catheter)	176	1.39	0.15
45	Assist with fetal heart monitoring for the antepartum client	90	1.47	0.22
150	Provide care to client on ventilator	161	1.55	0.17
145	Recognize and report basic abnormalities on a client cardiac monitor strip	217	1.56	0.14
141	Assist with client wound drainage device removal	281	1.60	0.12
110	Monitor transfusion of blood product	121	1.61	0.20
25	Respond to the unsafe practice of a health care provider (e.g., intervene, report)	415	1.68	0.10
43	Participate in preparation for internal and external disasters (e.g., fire, natural disaster)	448	1.77	0.09
133	Perform venipuncture for blood draws	235	1.80	0.14
128	Monitor continuous or intermittent suction of nasogastric (NG) tube	212	1.82	0.15
134	Maintain central venous catheter	194	1.88	0.15
108	Administer intravenous piggyback (secondary) medications	201	1.91	0.15
149	Provide care for a client with a tracheostomy	295	1.91	0.12
135	Maintain and remove peripheral intravenous (IV) catheter	240	1.96	0.13
80	Participate in client group session	266	1.99	0.13
131	Perform an electrocardiogram (EKG/ECG)	208	2.05	0.15
41	Initiate and participate in security alert (e.g., infant abduction, flight risk)	356	2.08	0.11
109	Calculate and monitor intravenous (IV) flow rate	140	2.09	0.18
151	Assist in the care of a client with a pacing device	176	2.09	0.15
124	Assist with the performance of a diagnostic or invasive procedure	264	2.10	0.13
28	Follow-up with client after discharge	285	2.12	0.13
81	Provide end-of-life care and education to clients	380	2.13	0.11
23	Recognize and report staff conflict	455	2.14	0.09
34	Acknowledge and document practice error (e.g., incident report)	456	2.16	0.10
48	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	105	2.16	0.23
61	Identify community resources for clients	404	2.16	0.10
147	Provide cooling/warming measures to restore normal body temperature	380	2.17	0.10
19	Provide information about advance directives	370	2.19	0.10
47	Monitor recovery of stable postpartum client	137	2.23	0.19
121	Insert, maintain and remove urinary catheter	370	2.25	0.11
125	Assist with care for client before and after surgical procedure	311	2.27	0.12
116	Identify signs or symptoms of potential prenatal complications	116	2.29	0.21

Activities Rank Ordered by Average Setting-Specific Frequency				
Activity Number	**Activity**	**N**	**Avg**	**Std. Err.**
9	Participate in client referral process	424	2.31	0.09
39	Implement least restrictive restraints or seclusion	316	2.31	0.12
53	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	291	2.37	0.12
120	Check for urinary retention (e.g., bladder scan, ultrasound, palpation)	327	2.38	0.11
30	Participate in quality improvement (QI) activities (e.g., collecting data, serving on QI committee)	365	2.40	0.11
140	Provide care for client drainage device (e.g., wound drain, chest tube)	276	2.40	0.13
95	Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	369	2.41	0.11
58	Participate in health screening or health promotion programs	317	2.44	0.12
79	Participate in reminiscence therapy, validation therapy or reality orientation	387	2.47	0.10
78	Plan care with consideration of client spiritual or cultural beliefs	435	2.49	0.10
27	Participate in client discharge or transfer	460	2.52	0.10
92	Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)	388	2.60	0.10
52	Compare client to developmental milestones	278	2.63	0.13
74	Identify signs and symptoms of substance abuse, chemical dependency, withdrawal or toxicity	398	2.64	0.11
73	Collect data on client potential for violence to self and others	434	2.65	0.10
148	Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)	330	2.66	0.11
49	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	202	2.71	0.16
146	Provide care for a client with a fluid and electrolyte imbalance	376	2.75	0.11
59	Provide information for prevention of high risk behaviors (e.g., substance abuse, sexual practices, smoking cessation)	408	2.83	0.10
60	Identify clients in need of immunizations (required and voluntary)	428	2.84	0.10
42	Identify and address unsafe conditions in health care environment (e.g., environmental, biohazard, fire)	487	2.89	0.09
26	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)	466	2.95	0.10
65	Reinforce education to caregivers/family on ways to manage client with behavioral disorders	442	2.96	0.10
57	Identify barriers to learning	470	3.00	0.09
71	Explore reasons for client non-compliance with treatment plan	496	3.03	0.08
83	Provide feeding for client with enteral tubes	352	3.04	0.11
29	Participate in staff education (e.g., in-services, continued competency)	494	3.05	0.09
72	Collect data regarding client psychosocial functioning	457	3.06	0.09
84	Provide site care for client with enteral tubes	338	3.08	0.11
37	Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)	441	3.12	0.10
105	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button, j-tube)	362	3.13	0.11
76	Assist in the care of a client experiencing sensory/perceptual alterations	441	3.15	0.09
127	Reinforce client education about procedures and treatments	438	3.19	0.09
122	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	430	3.20	0.10
130	Apply and check proper use of compression stockings and/or sequential compression device (SCD)	354	3.24	0.10

Activities Rank Ordered by Average Setting-Specific Frequency				
Activity Number	**Activity**	**N**	**Avg**	**Std. Err.**
101	Perform calculations needed for medication administration	457	3.25	0.09
69	Incorporate behavioral management techniques when caring for a client	501	3.27	0.08
123	Monitor diagnostic or laboratory test results	440	3.30	0.09
77	Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	511	3.31	0.08
139	Perform wound care and/or dressing change	446	3.33	0.09
54	Collect data for health history (e.g., client medical history, family medical history)	453	3.35	0.09
18	Participate in client consent process	473	3.37	0.09
91	Assist in the care and comfort for a client with a visual and/or hearing impairment	443	3.40	0.09
56	Identify barriers to communication	491	3.41	0.08
11	Contribute to the development of and/or update the client plan of care	496	3.44	0.08
70	Identify client use of effective and ineffective coping mechanisms	470	3.44	0.08
85	Provide care to client with bowel or bladder management protocol	408	3.44	0.09
119	Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)	479	3.53	0.08
32	Identify client allergies and intervene as appropriate	499	3.54	0.09
66	Assist client to cope/adapt to stressful events and changes in health status	497	3.54	0.08
22	Participate as a member of an interdisciplinary team	426	3.59	0.09
87	Provide measures to promote sleep/rest	445	3.59	0.08
96	Provide non-pharmacological measures for pain relief (e.g., imagery, massage, repositioning)	418	3.64	0.09
20	Participate in providing cost effective care	452	3.65	0.08
33	Evaluate the appropriateness of health care provider order for client	517	3.66	0.08
90	Provide care to an immobilized client based on need	421	3.66	0.09
137	Recognize and report change in client condition	487	3.68	0.08
144	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)	435	3.68	0.08
10	Use data from various credible sources in making clinical decisions	484	3.70	0.07
114	Identify client risk and implement interventions	447	3.70	0.08
67	Recognize stressors that affect client care	511	3.74	0.07
136	Identify signs and symptoms related to acute or chronic illness	423	3.77	0.08
126	Monitor client responses to procedures and treatments	437	3.79	0.08
113	Count narcotics/controlled substances and report discrepancies	442	3.82	0.08
89	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	454	3.83	0.08
75	Assist in the care of the cognitively impaired client	509	3.84	0.07
138	Reinforce education to client regarding care and condition	459	3.86	0.08
106	Administer a subcutaneous, intradermal or intramuscular medication	430	3.91	0.08
82	Monitor and provide for client nutritional needs	412	3.92	0.08
107	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	459	3.93	0.07
38	Assure availability and safe functioning of client care equipment	505	3.95	0.07
86	Monitor client intake/output	397	3.97	0.08
16	Promote client self-advocacy	492	3.98	0.07
17	Involve client in care decision making	520	3.98	0.07
100	Reinforce education to client regarding medications	440	3.98	0.07

Activities Rank Ordered by Average Setting-Specific Frequency				
Activity Number	**Activity**	**N**	**Avg**	**Std. Err.**
88	Assist with activities of daily living	387	4.03	0.08
13	Provide and receive report	506	4.04	0.07
35	Assist in and/or reinforce education to client about safety precautions	532	4.04	0.06
7	Monitor activities of assistive personnel	470	4.07	0.07
6	Assign client care and/or related tasks (e.g., assistive personnel, LPN/VN)	466	4.08	0.07
21	Use information technology in client care	521	4.09	0.07
55	Collect baseline physical data (e.g., skin integrity, height and weight)	523	4.10	0.07
115	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	462	4.10	0.07
63	Provide emotional support to client	534	4.13	0.06
132	Perform blood glucose monitoring	427	4.17	0.08
94	Use measures to maintain or improve client skin integrity	414	4.18	0.07
40	Follow protocol for timed client monitoring (e.g., safety checks)	267	4.23	0.09
64	Promote positive self-esteem of client	494	4.23	0.06
14	Advocate for client rights and needs	519	4.25	0.06
8	Participate in client data collection	510	4.28	0.06
68	Promote a therapeutic environment	504	4.29	0.06
1	Apply evidence-based practice when providing care	515	4.30	0.05
12	Verify and process health care provider orders	514	4.30	0.06
97	Evaluate pain using standardized rating scales	471	4.32	0.06
118	Evaluate client oxygen (O2) saturation	431	4.33	0.07
112	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	448	4.35	0.06
102	Collect required data prior to medication administration (e.g., contraindications, desired therapeutic effects, current medications)	472	4.36	0.06
62	Use therapeutic communication techniques with client	508	4.40	0.05
98	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	460	4.45	0.06
50	Provide care that meets the needs of the adult client ages 18 through 64 years	465	4.51	0.05
36	Use safe client handling techniques (e.g., body mechanics)	521	4.53	0.05
104	Administer medication by oral route	442	4.54	0.06
44	Apply principles of infection control (e.g., aseptic technique, isolation, sterile technique, universal/standard precautions)	506	4.61	0.04
117	Check and monitor client vital signs	505	4.62	0.04
51	Provide care that meets the needs of the adult client ages 65 and over	501	4.63	0.05
5	Organize and prioritize care based on client needs	536	4.64	0.04
31	Verify the identity of client	520	4.64	0.05
99	Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)	504	4.65	0.04
103	Follow the rights of medication administration	474	4.67	0.05
15	Provide for privacy needs	545	4.69	0.04
24	Recognize self-limitations of task/assignments and seek assistance when needed	523	4.80	0.08
2	Practice in a manner consistent with code of ethics for nurses	523	4.85	0.03
4	Maintain client confidentiality	505	4.89	0.02
3	Provide care within the legal scope of practice	552	4.92	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.
45	Assist with fetal heart monitoring for the antepartum client	547	0.24	0.04
46	Assist with monitoring a client in labor	502	0.28	0.05
129	Insert, maintain and remove nasogastric (NG) tube	514	0.39	0.05
110	Monitor transfusion of blood product	469	0.42	0.06
48	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	522	0.43	0.06
111	Maintain pain control devices (e.g., epidural, patient controlled analgesia, peripheral nerve catheter)	509	0.48	0.06
150	Provide care to client on ventilator	483	0.52	0.06
47	Monitor recovery of stable postpartum client	542	0.56	0.06
116	Identify signs or symptoms of potential prenatal complications	473	0.56	0.07
93	Assist in providing postmortem care	509	0.69	0.07
145	Recognize and report basic abnormalities on a client cardiac monitor strip	489	0.69	0.07
134	Maintain central venous catheter	471	0.77	0.08
142	Remove wound sutures or staples	450	0.78	0.07
108	Administer intravenous piggyback (secondary) medications	480	0.80	0.08
128	Monitor continuous or intermittent suction of nasogastric (NG) tube	470	0.82	0.08
131	Perform an electrocardiogram (EKG/ECG)	503	0.85	0.08
133	Perform venipuncture for blood draws	489	0.87	0.08
141	Assist with client wound drainage device removal	508	0.89	0.07
135	Maintain and remove peripheral intravenous (IV) catheter	514	0.91	0.08
143	Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	506	0.94	0.07
80	Participate in client group session	518	1.02	0.08
49	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	528	1.04	0.08
149	Provide care for a client with a tracheostomy	503	1.12	0.08
28	Follow-up with client after discharge	506	1.19	0.08
124	Assist with the performance of a diagnostic or invasive procedure	457	1.21	0.09
109	Calculate and monitor intravenous (IV) flow rate	234	1.25	0.12
53	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	543	1.27	0.08
25	Respond to the unsafe practice of a health care provider (e.g., intervene, report)	529	1.32	0.08
39	Implement least restrictive restraints or seclusion	549	1.33	0.09
41	Initiate and participate in security alert (e.g., infant abduction, flight risk)	538	1.38	0.08
125	Assist with care for client before and after surgical procedure	504	1.40	0.09
140	Provide care for client drainage device (e.g., wound drain, chest tube)	474	1.40	0.09
151	Assist in the care of a client with a pacing device	259	1.42	0.12
52	Compare client to developmental milestones	501	1.46	0.09
81	Provide end-of-life care and education to clients	551	1.47	0.09

Activities Rank Ordered by Average Total Group Frequency				
Activity Number	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
43	Participate in preparation for internal and external disasters (e.g., fire, natural disaster)	526	1.51	0.08
58	Participate in health screening or health promotion programs	503	1.53	0.09
19	Provide information about advance directives	524	1.55	0.09
147	Provide cooling/warming measures to restore normal body temperature	513	1.61	0.09
120	Check for urinary retention (e.g., bladder scan, ultrasound, palpation)	481	1.62	0.09
61	Identify community resources for clients	527	1.66	0.08
30	Participate in quality improvement (QI) activities (e.g., collecting data, serving on QI committee)	525	1.67	0.09
121	Insert, maintain and remove urinary catheter	487	1.71	0.09
95	Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	502	1.77	0.09
9	Participate in client referral process	546	1.79	0.08
23	Recognize and report staff conflict	540	1.81	0.08
79	Participate in reminiscence therapy, validation therapy or reality orientation	528	1.81	0.09
148	Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)	454	1.93	0.10
34	Acknowledge and document practice error (e.g., incident report)	504	1.95	0.09
74	Identify signs and symptoms of substance abuse, chemical dependency, withdrawal or toxicity	518	2.03	0.09
78	Plan care with consideration of client spiritual or cultural beliefs	525	2.06	0.09
92	Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)	478	2.11	0.10
27	Participate in client discharge or transfer	547	2.12	0.09
59	Provide information for prevention of high risk behaviors (e.g., substance abuse, sexual practices, smoking cessation)	544	2.12	0.09
83	Provide feeding for client with enteral tubes	500	2.14	0.10
84	Provide site care for client with enteral tubes	487	2.14	0.10
73	Collect data on client potential for violence to self and others	527	2.18	0.09
146	Provide care for a client with a fluid and electrolyte imbalance	473	2.19	0.10
105	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button, j-tube)	509	2.23	0.10
60	Identify clients in need of immunizations (required and voluntary)	522	2.33	0.10
65	Reinforce education to caregivers/family on ways to manage client with behavioral disorders	542	2.41	0.09
130	Apply and check proper use of compression stockings and/or sequential compression device (SCD)	457	2.51	0.10
37	Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)	527	2.61	0.09
26	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)	523	2.63	0.10
57	Identify barriers to learning	533	2.65	0.09
42	Identify and address unsafe conditions in health care environment (e.g., environmental, biohazard, fire)	526	2.67	0.09
72	Collect data regarding client psychosocial functioning	520	2.69	0.09
29	Participate in staff education (e.g., in-services, continued competency)	546	2.76	0.09
71	Explore reasons for client non-compliance with treatment plan	543	2.77	0.08
76	Assist in the care of a client experiencing sensory/perceptual alterations	502	2.77	0.09

Activities Rank Ordered by Average Total Group Frequency				
Activity Number	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
123	Monitor diagnostic or laboratory test results	511	2.84	0.09
127	Reinforce client education about procedures and treatments	487	2.87	0.09
85	Provide care to client with bowel or bladder management protocol	486	2.88	0.10
54	Collect data for health history (e.g., client medical history, family medical history)	522	2.90	0.10
122	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	472	2.91	0.10
101	Perform calculations needed for medication administration	497	2.98	0.09
69	Incorporate behavioral management techniques when caring for a client	547	2.99	0.08
22	Participate as a member of an interdisciplinary team	504	3.03	0.10
18	Participate in client consent process	523	3.04	0.09
139	Perform wound care and/or dressing change	486	3.06	0.09
77	Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	546	3.10	0.08
91	Assist in the care and comfort for a client with a visual and/or hearing impairment	486	3.10	0.09
11	Contribute to the development of and/or update the client plan of care	545	3.13	0.08
96	Provide non-pharmacological measures for pain relief (e.g., imagery, massage, repositioning)	484	3.14	0.09
87	Provide measures to promote sleep/rest	506	3.16	0.09
20	Participate in providing cost effective care	519	3.18	0.09
90	Provide care to an immobilized client based on need	485	3.18	0.09
70	Identify client use of effective and ineffective coping mechanisms	501	3.23	0.09
56	Identify barriers to communication	516	3.25	0.08
86	Monitor client intake/output	475	3.32	0.10
144	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)	479	3.34	0.09
113	Count narcotics/controlled substances and report discrepancies	504	3.35	0.09
119	Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)	505	3.35	0.09
66	Assist client to cope/adapt to stressful events and changes in health status	521	3.38	0.08
32	Identify client allergies and intervene as appropriate	521	3.39	0.09
88	Assist with activities of daily living	459	3.40	0.10
126	Monitor client responses to procedures and treatments	479	3.46	0.09
89	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	502	3.47	0.09
114	Identify client risk and implement interventions	476	3.47	0.09
33	Evaluate the appropriateness of health care provider order for client	544	3.48	0.08
82	Monitor and provide for client nutritional needs	463	3.48	0.09
136	Identify signs and symptoms related to acute or chronic illness	454	3.51	0.09
10	Use data from various credible sources in making clinical decisions	505	3.55	0.08
137	Recognize and report change in client condition	500	3.58	0.08
107	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	502	3.60	0.08
75	Assist in the care of the cognitively impaired client	540	3.62	0.08
67	Recognize stressors that affect client care	526	3.63	0.07
6	Assign client care and/or related tasks (e.g., assistive personnel, LPN/VN)	522	3.64	0.08

Activities Rank Ordered by Average Total Group Frequency				
Activity Number	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
7	Monitor activities of assistive personnel	525	3.65	0.08
106	Administer a subcutaneous, intradermal or intramuscular medication	457	3.68	0.09
138	Reinforce education to client regarding care and condition	479	3.70	0.08
132	Perform blood glucose monitoring	478	3.72	0.09
94	Use measures to maintain or improve client skin integrity	457	3.79	0.09
100	Reinforce education to client regarding medications	462	3.79	0.08
17	Involve client in care decision making	541	3.83	0.07
38	Assure availability and safe functioning of client care equipment	518	3.85	0.07
13	Provide and receive report	528	3.88	0.07
115	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	488	3.88	0.08
16	Promote client self-advocacy	503	3.89	0.07
21	Use information technology in client care	545	3.91	0.07
35	Assist in and/or reinforce education to client about safety precautions	539	3.99	0.07
40	Follow protocol for timed client monitoring (e.g., safety checks)	281	4.02	0.10
55	Collect baseline physical data (e.g., skin integrity, height and weight)	530	4.04	0.07
63	Provide emotional support to client	544	4.06	0.06
50	Provide care that meets the needs of the adult client ages 18 through 64 years	515	4.07	0.08
118	Evaluate client oxygen (O2) saturation	453	4.12	0.08
64	Promote positive self-esteem of client	501	4.17	0.06
97	Evaluate pain using standardized rating scales	487	4.18	0.07
8	Participate in client data collection	521	4.19	0.06
68	Promote a therapeutic environment	517	4.19	0.06
12	Verify and process health care provider orders	526	4.20	0.06
1	Apply evidence-based practice when providing care	524	4.22	0.06
14	Advocate for client rights and needs	523	4.22	0.06
51	Provide care that meets the needs of the adult client ages 65 and over	550	4.22	0.07
102	Collect required data prior to medication administration (e.g., contraindications, desired therapeutic effects, current medications)	485	4.24	0.07
104	Administer medication by oral route	471	4.26	0.07
98	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	479	4.27	0.07
112	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	457	4.27	0.07
62	Use therapeutic communication techniques with client	515	4.34	0.06
36	Use safe client handling techniques (e.g., body mechanics)	525	4.49	0.05
44	Apply principles of infection control (e.g., aseptic technique, isolation, sterile technique, universal/standard precautions)	513	4.55	0.05
5	Organize and prioritize care based on client needs	545	4.57	0.05
117	Check and monitor client vital signs	509	4.58	0.05
99	Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)	508	4.61	0.05
103	Follow the rights of medication administration	480	4.61	0.05

Activities Rank Ordered by Average Total Group Frequency				
Activity Number	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
31	Verify the identity of client	521	4.64	0.05
15	Provide for privacy needs	548	4.67	0.04
24	Recognize self-limitations of task/assignments and seek assistance when needed	525	4.78	0.08
2	Practice in a manner consistent with code of ethics for nurses	523	4.85	0.03
4	Maintain client confidentiality	505	4.89	0.02
3	Provide care within the legal scope of practice	552	4.92	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	307	3.58	0.06
80	Participate in client group session	180	3.80	0.08
95	Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	272	3.85	0.06
61	Identify community resources for clients	297	3.89	0.06
46	Assist with monitoring a client in labor	51	3.94	0.18
19	Provide information about advance directives	275	3.97	0.06
79	Participate in reminiscence therapy, validation therapy or reality orientation	274	3.97	0.06
23	Recognize and report staff conflict	337	3.98	0.05
24	Recognize self-limitations of task/assignments and seek assistance when needed	388	3.99	0.06
39	Implement least restrictive restraints or seclusion	220	3.99	0.08
27	Participate in client discharge or transfer	345	4.02	0.05
30	Participate in quality improvement (QI) activities (e.g., collecting data, serving on QI committee)	256	4.02	0.07
142	Remove wound sutures or staples	183	4.02	0.08
93	Assist in providing postmortem care	201	4.03	0.07
28	Follow-up with client after discharge	198	4.05	0.07
52	Compare client to developmental milestones	195	4.05	0.08
53	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	196	4.07	0.06
141	Assist with client wound drainage device removal	211	4.08	0.07
7	Monitor activities of assistive personnel	354	4.11	0.05
21	Use information technology in client care	387	4.11	0.05
58	Participate in health screening or health promotion programs	226	4.11	0.07
129	Insert, maintain and remove nasogastric (NG) tube	144	4.11	0.08
20	Participate in providing cost effective care	328	4.13	0.05
57	Identify barriers to learning	345	4.15	0.05
87	Provide measures to promote sleep/rest	338	4.16	0.04
69	Incorporate behavioral management techniques when caring for a client	371	4.18	0.05
78	Plan care with consideration of client spiritual or cultural beliefs	314	4.18	0.05
65	Reinforce education to caregivers/family on ways to manage client with behavioral disorders	323	4.19	0.05
29	Participate in staff education (e.g., in-services, continued competency)	367	4.21	0.05
45	Assist with fetal heart monitoring for the antepartum client	55	4.22	0.15
59	Provide information for prevention of high risk behaviors (e.g., substance abuse, sexual practices, smoking cessation)	291	4.23	0.05
111	Maintain pain control devices (e.g., epidural, patient controlled analgesia, peripheral nerve catheter)	120	4.23	0.10
6	Assign client care and/or related tasks (e.g., assistive personnel, LPN/VN)	346	4.24	0.05
47	Monitor recovery of stable postpartum client	78	4.24	0.12

Activities Rank Ordered by Average Setting-Specific Importance				
Activity Number	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
49	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	127	4.25	0.08
11	Contribute to the development of and/or update the client plan of care	361	4.26	0.04
60	Identify clients in need of immunizations (required and voluntary)	310	4.27	0.05
72	Collect data regarding client psychosocial functioning	334	4.27	0.04
133	Perform venipuncture for blood draws	168	4.27	0.06
71	Explore reasons for client non-compliance with treatment plan	366	4.28	0.04
91	Assist in the care and comfort for a client with a visual and/or hearing impairment	345	4.28	0.04
121	Insert, maintain and remove urinary catheter	288	4.28	0.05
67	Recognize stressors that affect client care	392	4.30	0.04
70	Identify client use of effective and ineffective coping mechanisms	356	4.30	0.04
124	Assist with the performance of a diagnostic or invasive procedure	189	4.30	0.07
76	Assist in the care of a client experiencing sensory/perceptual alterations	326	4.31	0.04
92	Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)	293	4.31	0.05
96	Provide non-pharmacological measures for pain relief (e.g., imagery, massage, repositioning)	321	4.31	0.04
135	Maintain and remove peripheral intravenous (IV) catheter	176	4.31	0.07
147	Provide cooling/warming measures to restore normal body temperature	282	4.31	0.05
130	Apply and check proper use of compression stockings and/or sequential compression device (SCD)	266	4.32	0.05
125	Assist with care for client before and after surgical procedure	230	4.33	0.06
148	Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)	245	4.33	0.06
22	Participate as a member of an interdisciplinary team	318	4.34	0.05
81	Provide end-of-life care and education to clients	274	4.34	0.05
85	Provide care to client with bowel or bladder management protocol	314	4.34	0.05
89	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	345	4.34	0.04
108	Administer intravenous piggyback (secondary) medications	143	4.35	0.08
127	Reinforce client education about procedures and treatments	340	4.35	0.04
77	Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	377	4.36	0.04
116	Identify signs or symptoms of potential prenatal complications	69	4.36	0.11
151	Assist in the care of a client with a pacing device	102	4.36	0.08
10	Use data from various credible sources in making clinical decisions	369	4.37	0.04
88	Assist with activities of daily living	299	4.37	0.04
128	Monitor continuous or intermittent suction of nasogastric (NG) tube	139	4.38	0.07
48	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	64	4.39	0.11
75	Assist in the care of the cognitively impaired client	383	4.39	0.04
140	Provide care for client drainage device (e.g., wound drain, chest tube)	188	4.39	0.06
37	Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)	327	4.40	0.05
63	Provide emotional support to client	403	4.40	0.04
17	Involve client in care decision making	384	4.41	0.04
54	Collect data for health history (e.g., client medical history, family medical history)	333	4.41	0.04

Activities Rank Ordered by Average Setting-Specific Importance				
Activity Number	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
56	Identify barriers to communication	363	4.41	0.04
66	Assist client to cope/adapt to stressful events and changes in health status	370	4.41	0.04
68	Promote a therapeutic environment	374	4.41	0.04
131	Perform an electrocardiogram (EKG/ECG)	145	4.41	0.07
122	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	324	4.42	0.04
138	Reinforce education to client regarding care and condition	347	4.42	0.04
149	Provide care for a client with a tracheostomy	217	4.42	0.06
64	Promote positive self-esteem of client	378	4.43	0.04
1	Apply evidence-based practice when providing care	391	4.44	0.04
41	Initiate and participate in security alert (e.g., infant abduction, flight risk)	258	4.45	0.05
120	Check for urinary retention (e.g., bladder scan, ultrasound, palpation)	245	4.45	0.04
43	Participate in preparation for internal and external disasters (e.g., fire, natural disaster)	334	4.46	0.04
62	Use therapeutic communication techniques with client	382	4.46	0.03
90	Provide care to an immobilized client based on need	319	4.46	0.04
8	Participate in client data collection	380	4.47	0.04
16	Promote client self-advocacy	375	4.47	0.04
18	Participate in client consent process	349	4.47	0.04
73	Collect data on client potential for violence to self and others	319	4.47	0.05
50	Provide care that meets the needs of the adult client ages 18 through 64 years	349	4.49	0.03
74	Identify signs and symptoms of substance abuse, chemical dependency, withdrawal or toxicity	290	4.50	0.04
82	Monitor and provide for client nutritional needs	315	4.50	0.04
107	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	353	4.50	0.04
134	Maintain central venous catheter	127	4.50	0.08
51	Provide care that meets the needs of the adult client ages 65 and over	373	4.51	0.04
83	Provide feeding for client with enteral tubes	260	4.51	0.05
139	Perform wound care and/or dressing change	345	4.51	0.04
97	Evaluate pain using standardized rating scales	368	4.53	0.04
123	Monitor diagnostic or laboratory test results	342	4.53	0.04
126	Monitor client responses to procedures and treatments	331	4.54	0.04
150	Provide care to client on ventilator	106	4.54	0.09
84	Provide site care for client with enteral tubes	252	4.55	0.04
86	Monitor client intake/output	301	4.55	0.04
110	Monitor transfusion of blood product	76	4.55	0.11
55	Collect baseline physical data (e.g., skin integrity, height and weight)	399	4.56	0.03
105	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button, j-tube)	272	4.57	0.04
114	Identify client risk and implement interventions	342	4.58	0.04
146	Provide care for a client with a fluid and electrolyte imbalance	273	4.59	0.04
15	Provide for privacy needs	410	4.60	0.03
35	Assist in and/or reinforce education to client about safety precautions	399	4.60	0.03
145	Recognize and report basic abnormalities on a client cardiac monitor strip	147	4.61	0.06

Activities Rank Ordered by Average Setting-Specific Importance				
Activity Number	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
40	Follow protocol for timed client monitoring (e.g., safety checks)	153	4.62	0.06
119	Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)	367	4.62	0.04
25	Respond to the unsafe practice of a health care provider (e.g., intervene, report)	304	4.63	0.04
33	Evaluate the appropriateness of health care provider order for client	392	4.63	0.03
38	Assure availability and safe functioning of client care equipment	374	4.63	0.03
5	Organize and prioritize care based on client needs	400	4.64	0.03
100	Reinforce education to client regarding medications	343	4.64	0.03
104	Administer medication by oral route	337	4.64	0.03
115	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	357	4.64	0.03
136	Identify signs and symptoms related to acute or chronic illness	328	4.64	0.03
106	Administer a subcutaneous, intradermal or intramuscular medication	334	4.65	0.03
109	Calculate and monitor intravenous (IV) flow rate	69	4.65	0.08
13	Provide and receive report	384	4.66	0.03
94	Use measures to maintain or improve client skin integrity	322	4.66	0.03
34	Acknowledge and document practice error (e.g., incident report)	343	4.68	0.03
42	Identify and address unsafe conditions in health care environment (e.g., environmental, biohazard, fire)	361	4.68	0.03
132	Perform blood glucose monitoring	329	4.68	0.03
14	Advocate for client rights and needs	387	4.70	0.03
117	Check and monitor client vital signs	394	4.70	0.03
113	Count narcotics/controlled substances and report discrepancies	337	4.72	0.03
36	Use safe client handling techniques (e.g., body mechanics)	388	4.74	0.03
98	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	354	4.75	0.03
118	Evaluate client oxygen (O2) saturation	334	4.75	0.03
137	Recognize and report change in client condition	374	4.75	0.03
26	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)	341	4.76	0.03
101	Perform calculations needed for medication administration	358	4.76	0.03
2	Practice in a manner consistent with code of ethics for nurses	390	4.78	0.03
32	Identify client allergies and intervene as appropriate	367	4.78	0.03
102	Collect required data prior to medication administration (e.g., contraindications, desired therapeutic effects, current medications)	363	4.78	0.02
3	Provide care within the legal scope of practice	417	4.79	0.02
12	Verify and process health care provider orders	387	4.79	0.02
112	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	345	4.79	0.03
144	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)	335	4.79	0.03
99	Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)	392	4.83	0.02
143	Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	267	4.85	0.03

Activities Rank Ordered by Average Setting-Specific Importance				
Activity Number	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
31	Verify the identity of client	400	4.87	0.02
4	Maintain client confidentiality	389	4.88	0.02
44	Apply principles of infection control (e.g., aseptic technique, isolation, sterile technique, universal/standard precautions)	380	4.88	0.02
103	Follow the rights of medication administration	375	4.90	0.02

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.
9	Participate in client referral process	400	3.42	0.06
80	Participate in client group session	350	3.58	0.07
39	Implement least restrictive restraints or seclusion	388	3.65	0.07
28	Follow-up with client after discharge	366	3.67	0.07
61	Identify community resources for clients	392	3.68	0.06
95	Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	374	3.68	0.06
46	Assist with monitoring a client in labor	325	3.70	0.09
93	Assist in providing postmortem care	366	3.72	0.07
79	Participate in reminiscence therapy, validation therapy or reality orientation	379	3.74	0.06
49	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	364	3.75	0.07
19	Provide information about advance directives	389	3.76	0.06
30	Participate in quality improvement (QI) activities (e.g., collecting data, serving on QI committee)	373	3.76	0.07
53	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	375	3.77	0.06
52	Compare client to developmental milestones	344	3.78	0.07
45	Assist with fetal heart monitoring for the antepartum client	364	3.79	0.08
129	Insert, maintain and remove nasogastric (NG) tube	362	3.81	0.07
48	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	333	3.84	0.08
142	Remove wound sutures or staples	321	3.84	0.07
58	Participate in health screening or health promotion programs	359	3.87	0.06
133	Perform venipuncture for blood draws	357	3.87	0.07
111	Maintain pain control devices (e.g., epidural, patient controlled analgesia, peripheral nerve catheter)	352	3.88	0.07
141	Assist with client wound drainage device removal	370	3.91	0.06
27	Participate in client discharge or transfer	405	3.93	0.05
23	Recognize and report staff conflict	400	3.94	0.05
47	Monitor recovery of stable postpartum client	362	3.95	0.07
131	Perform an electrocardiogram (EKG/ECG)	355	3.97	0.07
135	Maintain and remove peripheral intravenous (IV) catheter	367	3.97	0.07
7	Monitor activities of assistive personnel	398	3.98	0.05
20	Participate in providing cost effective care	376	3.99	0.06
24	Recognize self-limitations of task/assignments and seek assistance when needed	390	3.99	0.06
59	Provide information for prevention of high risk behaviors (e.g., substance abuse, sexual practices, smoking cessation)	395	4.01	0.06
65	Reinforce education to caregivers/family on ways to manage client with behavioral disorders	397	4.02	0.05
124	Assist with the performance of a diagnostic or invasive procedure	322	4.02	0.07
21	Use information technology in client care	403	4.04	0.05

Activities Rank Ordered by Average Total Group Importance				
Activity Number	Activity	Average Importance (Total Group)		
		N	Avg	Std. Err.
87	Provide measures to promote sleep/rest	381	4.04	0.05
57	Identify barriers to learning	395	4.07	0.05
108	Administer intravenous piggyback (secondary) medications	331	4.07	0.07
69	Incorporate behavioral management techniques when caring for a client	402	4.09	0.05
78	Plan care with consideration of client spiritual or cultural beliefs	375	4.09	0.05
81	Provide end-of-life care and education to clients	391	4.10	0.06
6	Assign client care and/or related tasks (e.g., assistive personnel, LPN/VN)	389	4.11	0.05
128	Monitor continuous or intermittent suction of nasogastric (NG) tube	312	4.11	0.07
116	Identify signs or symptoms of potential prenatal complications	309	4.12	0.08
29	Participate in staff education (e.g., in-services, continued competency)	404	4.13	0.05
60	Identify clients in need of immunizations (required and voluntary)	378	4.13	0.05
22	Participate as a member of an interdisciplinary team	374	4.15	0.05
121	Insert, maintain and remove urinary catheter	369	4.15	0.05
125	Assist with care for client before and after surgical procedure	359	4.15	0.06
147	Provide cooling/warming measures to restore normal body temperature	373	4.15	0.06
151	Assist in the care of a client with a pacing device	149	4.15	0.09
11	Contribute to the development of and/or update the client plan of care	401	4.16	0.05
130	Apply and check proper use of compression stockings and/or sequential compression device (SCD)	339	4.16	0.06
148	Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)	326	4.16	0.06
150	Provide care to client on ventilator	311	4.17	0.08
76	Assist in the care of a client experiencing sensory/perceptual alterations	369	4.18	0.05
91	Assist in the care and comfort for a client with a visual and/or hearing impairment	375	4.18	0.05
140	Provide care for client drainage device (e.g., wound drain, chest tube)	326	4.20	0.07
71	Explore reasons for client non-compliance with treatment plan	400	4.21	0.05
85	Provide care to client with bowel or bladder management protocol	373	4.21	0.05
96	Provide non-pharmacological measures for pain relief (e.g., imagery, massage, repositioning)	363	4.21	0.05
92	Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)	353	4.22	0.05
72	Collect data regarding client psychosocial functioning	377	4.24	0.04
88	Assist with activities of daily living	345	4.24	0.05
120	Check for urinary retention (e.g., bladder scan, ultrasound, palpation)	342	4.24	0.06
70	Identify client use of effective and ineffective coping mechanisms	376	4.25	0.04
127	Reinforce client education about procedures and treatments	377	4.25	0.05
134	Maintain central venous catheter	308	4.25	0.07
145	Recognize and report basic abnormalities on a client cardiac monitor strip	351	4.25	0.07
89	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	382	4.26	0.05
149	Provide care for a client with a tracheostomy	351	4.26	0.06
67	Recognize stressors that affect client care	400	4.29	0.04
77	Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	403	4.29	0.04
41	Initiate and participate in security alert (e.g., infant abduction, flight risk)	387	4.30	0.05

Activities Rank Ordered by Average Total Group Importance				
Activity Number	Activity	Average Importance (Total Group)		
		N	Avg	Std. Err.
110	Monitor transfusion of blood product	312	4.30	0.07
37	Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)	393	4.31	0.05
74	Identify signs and symptoms of substance abuse, chemical dependency, withdrawal or toxicity	366	4.31	0.05
10	Use data from various credible sources in making clinical decisions	382	4.32	0.05
83	Provide feeding for client with enteral tubes	367	4.32	0.05
84	Provide site care for client with enteral tubes	351	4.32	0.05
122	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	356	4.32	0.05
54	Collect data for health history (e.g., client medical history, family medical history)	377	4.33	0.05
75	Assist in the care of the cognitively impaired client	405	4.33	0.04
90	Provide care to an immobilized client based on need	364	4.34	0.05
17	Involve client in care decision making	401	4.35	0.04
105	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button, j-tube)	373	4.36	0.06
109	Calculate and monitor intravenous (IV) flow rate	122	4.36	0.11
68	Promote a therapeutic environment	385	4.37	0.04
56	Identify barriers to communication	381	4.38	0.04
66	Assist client to cope/adapt to stressful events and changes in health status	384	4.38	0.04
73	Collect data on client potential for violence to self and others	390	4.38	0.05
138	Reinforce education to client regarding care and condition	357	4.38	0.04
43	Participate in preparation for internal and external disasters (e.g., fire, natural disaster)	386	4.39	0.04
63	Provide emotional support to client	410	4.39	0.04
82	Monitor and provide for client nutritional needs	349	4.39	0.05
18	Participate in client consent process	387	4.40	0.04
50	Provide care that meets the needs of the adult client ages 18 through 64 years	381	4.40	0.04
51	Provide care that meets the needs of the adult client ages 65 and over	401	4.40	0.04
1	Apply evidence-based practice when providing care	396	4.41	0.04
64	Promote positive self-esteem of client	383	4.42	0.04
86	Monitor client intake/output	354	4.42	0.05
107	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	383	4.42	0.04
123	Monitor diagnostic or laboratory test results	388	4.42	0.05
139	Perform wound care and/or dressing change	375	4.43	0.04
8	Participate in client data collection	388	4.44	0.04
16	Promote client self-advocacy	382	4.44	0.04
126	Monitor client responses to procedures and treatments	358	4.44	0.05
62	Use therapeutic communication techniques with client	385	4.46	0.03
146	Provide care for a client with a fluid and electrolyte imbalance	338	4.46	0.05
97	Evaluate pain using standardized rating scales	380	4.48	0.04
55	Collect baseline physical data (e.g., skin integrity, height and weight)	405	4.54	0.04
25	Respond to the unsafe practice of a health care provider (e.g., intervene, report)	389	4.55	0.04
94	Use measures to maintain or improve client skin integrity	351	4.56	0.04
114	Identify client risk and implement interventions	357	4.56	0.04

Activities Rank Ordered by Average Total Group Importance				
Activity Number	Activity	Average Importance (Total Group)		
		N	Avg	Std. Err.
115	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	377	4.57	0.04
40	Follow protocol for timed client monitoring (e.g., safety checks)	162	4.58	0.06
15	Provide for privacy needs	412	4.59	0.03
35	Assist in and/or reinforce education to client about safety precautions	404	4.59	0.03
119	Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)	388	4.59	0.04
33	Evaluate the appropriateness of health care provider order for client	410	4.60	0.03
38	Assure availability and safe functioning of client care equipment	387	4.60	0.04
100	Reinforce education to client regarding medications	358	4.60	0.04
104	Administer medication by oral route	358	4.60	0.04
106	Administer a subcutaneous, intradermal or intramuscular medication	352	4.61	0.04
136	Identify signs and symptoms related to acute or chronic illness	344	4.61	0.04
13	Provide and receive report	399	4.62	0.04
5	Organize and prioritize care based on client needs	406	4.63	0.03
42	Identify and address unsafe conditions in health care environment (e.g., environmental, biohazard, fire)	387	4.63	0.04
132	Perform blood glucose monitoring	358	4.63	0.04
34	Acknowledge and document practice error (e.g., incident report)	379	4.66	0.03
113	Count narcotics/controlled substances and report discrepancies	383	4.66	0.04
117	Check and monitor client vital signs	398	4.68	0.03
14	Advocate for client rights and needs	390	4.70	0.03
144	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)	360	4.70	0.04
98	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	367	4.71	0.03
101	Perform calculations needed for medication administration	386	4.71	0.03
26	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)	382	4.72	0.03
118	Evaluate client oxygen (O2) saturation	348	4.72	0.04
137	Recognize and report change in client condition	385	4.73	0.03
143	Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	364	4.73	0.04
32	Identify client allergies and intervene as appropriate	384	4.74	0.03
36	Use safe client handling techniques (e.g., body mechanics)	392	4.74	0.03
102	Collect required data prior to medication administration (e.g., contraindications, desired therapeutic effects, current medications)	371	4.76	0.03
2	Practice in a manner consistent with code of ethics for nurses	390	4.78	0.03
3	Provide care within the legal scope of practice	417	4.79	0.02
12	Verify and process health care provider orders	394	4.79	0.02
112	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	350	4.79	0.03
99	Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)	395	4.82	0.02
31	Verify the identity of client	401	4.86	0.02

Activities Rank Ordered by Average Total Group Importance				
Activity Number	Activity	Average Importance (Total Group)		
		N	Avg	Std. Err.
4	Maintain client confidentiality	389	4.88	0.02
44	Apply principles of infection control (e.g., aseptic technique, isolation, sterile technique, universal/standard precautions)	385	4.88	0.02
103	Follow the rights of medication administration	380	4.88	0.02

APPENDIX H: 2018 LPN/VN PRACTICE ANALYSIS SURVEY NONRESPONDER STUDY

Introduction

The National Council of State Boards of Nursing (NCSBN®) conducts practice analysis studies every three years to assess the practice environment and emerging practice changes. Although the response rate for the 2018 LPN/VN Practice Analysis survey had an adequate return rate of approximately 19.1% (14.6% for the paper survey and 23.4% for the Web survey), many individuals did not respond to the survey. Out of the 12,000 newly licensed LPN/VNs who were invited to take the survey, 2,226 returned the survey. 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 2018 LPN/VN Practice Analysis 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 2018 LPN/VN Practice Analysis Nonresponder Study will provide possible reasons why individuals do not participate in surveys and 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 2018 LPN/VN Practice Analysis survey were contacted via telephone. The sample was derived from the 12,000 invitees who were mailed the paper form of the LPN/VN Practice Analysis survey or received an email invitation for the Web forms but did not return the survey. A total of 50 LPN/VNs from this sample completed the telephone interview.

Survey Instrument and Process

Nonresponders were contacted via telephone, using 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, individuals were asked demographic information in order to provide background on nonresponders, including 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 2018 LPN/VN Practice Analysis survey. Nonresponders were thanked for their time and the data was recorded.

Nonresponder Results

Reasons for Not Responding

Reasons provided by the nonresponder LPN/VNs included "too busy" (22 responses or 43.1%), "did not receive" (17 responses or 33.3%), "did not check email" (4 responses or 7.8%), "do not like/trust surveys" (3 responses or 5.9%), and "did not care" (3 responses or 5.9%).

Months Since Graduation

Nonresponders were asked how long it has been since they graduated from a nursing program. Nonresponders indicated an average of 9.3 months of work experience, while responders averaged 6.2 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 2018 LPN/VN Practice Analysis survey was completed.

Employment Setting/Specialty

Nonresponders were asked to provide their setting/specialty. The different nursing specialties/employment settings were well represented in this sample and are included in Table H1. The largest percentage (21.6% or 11 nonresponders) worked in assisted living. Other long-term care (e.g., residential care, developmental disability) setting was also frequently cited (13.7% or 7 nonresponders). These results are slightly different from the 2018 LPN/VN Practice Analysis survey, which identified that the largest percentage of responders worked in nursing homes (34.3%). See Table H1.

Importance Ratings

In general, the activity importance ratings between nonresponders and responders were very similar, with no activity statement importance rating differing by more than one point. See Table H2.

Frequency Ratings

Frequency ratings provided by the nonresponders were compared to the average response rating of the 2018 LPN/VN Practice Analysis survey responders. Overall, the frequency ratings were similar between nonresponders and responders. Only one activity, "Recognize self-limitations of task/assignments and seek assistance when needed", had a rating difference of more than one point. See Table H3.

Table H1. Employment Setting/Specialty*

	Nonresponders		Responders	
Employment Settings	**Frequency**	**%**	**Frequency**	**%**
Assisted living	11	21.6	153	9.6
Critical care (e.g., ICU, CCU, stepdown units, pediatric/neonatal intensive care, emergency department, postanesthesia recovery unit)	3	5.9	25	1.6
Home health, including visiting nurses associations	6	11.8	93	5.8
Hospice care	0	0.0	54	3.4
Labor and delivery	0	0.0	5	0.3
Medical-surgical unit or any of its subspecialties (e.g., oncology, orthopedics, neurology)	2	3.9	94	5.9
Nursery	1	2.0	3	0.2
Nursing home, skilled or intermediate care	6	11.8	545	34.3
Occupational health	0	0.0	6	0.4
Operating room, including outpatient surgery and surgicenters	0	0.0	9	0.6
Other	4	7.8	81	5.1
Other long-term care (e.g., residential care, developmental disability)	7	13.7	163	10.2
Outpatient clinic	3	5.9	93	5.8
Pediatrics	0	0.0	82	5.2
Physician/APRN/Dentist office	1	2.0	65	4.1
Postpartum unit	0	0.0	7	0.4
Prison/Correctional Facility/Jail	1	2.0	30	1.9
Psychiatry or any of its subspecialties (e.g., detox)	0	0.0	60	3.8
Public health	0	0.0	8	0.5
Rehabilitation	4	7.8	233	14.6
Short stay/Observational	0	0.0	8	0.5
Step-down/Progressive care	0	0.0	4	0.3
Student/school health	1	2.0	14	0.9
Subacute unit	1	2.0	31	1.9
Transitional care unit	0	0.0	20	1.3

*Individuals may have indicated multiple responses

Summary

The nonresponder study suggests that the main reasons individuals did not complete the 2018 LPN/VN Practice Analysis survey were they either were too busy or did not receive it. In summary, most of the activity statement ratings 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 2018 LPN/VN Practice Analysis results.

Table H2. Activity Statement Importance Ratings

Activity #	Activity Statement	Nonresponder Rating	Responder Rating
11	Contribute to the development of and/or update the client plan of care	4.68 (N=51)	4.16 (N=401)
24	Recognize self-limitations of task/assignments and seek assistance when needed	4.82 (N=51)	3.99 (N=390)
33	Evaluate the appropriateness of health care provider's order for client	4.86 (N=51)	4.60 (N=410)
54	Collect data for health history (e.g., client medical history, family medical history)	4.64 (N=51)	4.33 (N=377)
75	Assist in the care of the cognitively impaired client	4.86 (N=51)	4.33 (N=405)
89	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	4.74 (N=51)	4.26 (N=382)
98	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	4.86 (N=51)	4.71 (N=367)
112	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	4.90 (N=51)	4.79 (N=350)
126	Monitor client responses to procedures and treatments	4.86 (N=51)	4.44 (N=358)
146	Provide care for a client with a fluid and electrolyte imbalance	4.86 (N=51)	4.46 (N=338)

Table H3. Activity Statement Frequency Ratings

Activity #	Activity Statement	Nonresponder Rating	Responder Rating
11	Contribute to the development of and/or update the client plan of care	3.09 (N=45)	3.44 (N=496)
24	Recognize self-limitations of task/assignments and seek assistance when needed	3.26 (N=50)	4.80 (N=523)
33	Evaluate the appropriateness of health care provider's order for client	3.90 (N=49)	3.66 (N=517)
54	Collect data for health history (e.g., client medical history, family medical history)	3.00 (N=48)	3.35 (N=453)
75	Assist in the care of the cognitively impaired client	3.72 (N=47)	3.84 (N=509)
89	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	3.71 (N=45)	3.83 (N=454)
98	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	4.37 (N=46)	4.45 (N=460)
112	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	4.29 (N=48)	4.35 (N=448)
126	Monitor client responses to procedures and treatments	3.57 (N=49)	3.79 (N=437)
146	Provide care for a client with a fluid and electrolyte imbalance	2.93 (N=46)	2.75 (N=376)

NCSBN

111 E. Wacker Drive, Suite 2900
Chicago, IL 60601-4277
312.525.3600
312.279.1032 fax
www.ncsbn.org

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