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2012 LPN/VN Practice Analysis: Linking the NCLEX-PN® Examination to Practice

2012 LPN/VN Practice Analysis: Linking the NCLEX-PN® Examination to Practice

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

Mission Statement

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EXECUTIVE SUMMARY

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

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

Panel of SMEs

A panel of 11 SMEs was assembled to assist with the practice analysis. There were nine members on the panel who worked with, supervised and/or taught LPN/VNs who were within their first six months of practice; two panel members were newly licensed and represented newly licensed LPN/VNs. The panel members created a category structure describing the types of activities performed by LPN/VNs and developed LPN/VN activities performed within each category of the structure.

Survey Development

A total of 160 activity statements were incorporated into the practice analysis survey. The survey also included questions about the nurses' practice settings, past experiences and demographic information. Half of the sample of newly licensed LPN/VNs received a paper version of the survey. There were two forms of the paper survey created to decrease the number of activity statements contained on each survey. The other half of the sample received one of three Web-based (Web) versions of the survey.

For the paper survey, each form contained 80 unique activity statements. In the three Web versions of the survey, two contained 53 unique activity statements and the third contained 54 unique activity statements. Except for the activity statements, the surveys were identical.

Survey Process

Sample Selection

The sample for the current study was selected among NCLEX-PN® candidates that passed the examination between Dec. 20, 2011 and March 31, 2012, to ensure that no respondent was licensed for more than six months by the start of the survey process. This was consistent with the intention of sampling only newly licensed nurses. In addition, candidates were excluded from the sample if their mailing address was not within the jurisdiction in which they were seeking licensure. This was done to minimize the number of invalid addresses to which the survey would be sent. Of the available candidate pool, a sample of 12,000 LPN/VN candidates was randomly selected for either the paper or Web survey after being stratified by jurisdiction.

Representativeness

The sample reflected the 2011 population of NCLEX-PN candidates as stratified by their jurisdiction of licensure. In general, the percent of responders was similar to the percent in the sample.

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 the sample.

A seven-stage mailing process was used to engage participants in the study. All potential participants were promised confidentiality with regard to their participation and their responses. The survey was conducted April through June 2012.

Return Rates

Of the 12,000 total surveys sent, 88 paper and 97 Web surveys were returned due to incorrect addresses. A total of 3,665 surveys (1,828 for paper, 1,837 for Web) were completed and returned for adjusted return rates of 30.9% for paper and 31.1% for Web. A total of 1,844 individuals (978 paper, 866 Web) did not qualify for survey ratings based upon 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.; and/or (c) they were working less than 20 hours per week providing direct care to clients as an LPN/VN. After adjusting for incorrect addresses and removals, the analyzable response rates were 14.4% for paper and 16.4% 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. Based on the nonresponder data, the ratings for nonresponders were similar to the ratings of responders, which provides support to the validity of the survey results.

Demographics, Experiences and Practice Environments of Participants

Demographics/Past Experiences

The majority (87.9%) of survey responders reported being female. The average age of respondent nurses was 33.0 years (SD = 9.83). More than half (57.9%) of the responders reported being White/Non-Hispanic; 18.6% were African American; 11.2% were Latino or Hispanic; and 5.7% were Asian Other. Responders reported working an average of 2.8 months as an LPN/VN. On average, responders were 7.1 months postgraduation. Most (86.4%) of the responders were graduates of diploma LPN/VN programs and 10.6% graduated from associate degree LPN/VN programs. Approximately 0.6% of survey responders were educated outside of the U.S. Approximately 49.5% of survey responders reported working as a nurse aide for an average of 5.0 years.

Orientation

Most of the responders reported receiving some kind of orientation; only 7.7% of responders indicated that they did not receive formal orientation. Among responders that had orientation, 1.6% reported receiving only classroom instruction or skills lab work for their orientation. The majority (68.4%) reported working with an assigned mentor or preceptor for an average of 3.2 weeks, and 14.8% reported classroom and/or skills lab plus performing supervised work with clients for an average of 3.1 weeks. Nearly 3.3% reported having a formal internship that lasted an average of 4.9 weeks.

Certifications Earned

Of the responders, 36.2% reported that they had not earned certification or completed additional coursework. For the remaining responders, basic life support (30.3%), intravenous therapy (17.9%) and advanced cardiac life support (8.5%) were the most frequently reported certifications earned.

Facilities

The majority of newly licensed LPN/VNs in this study reported working in long-term care facilities (54.2%), or community-based or ambulatory care facilities (25.2%); 12.1% reported working in hospitals. The numbers of beds reported in employing facilities were mostly distributed among 100-299 beds (34.4%), less than 100 beds (27.7%) and 300-499 beds (5.5%). Responders were equally split between urban (35.8%) and suburban (35.4%) areas; 28.7% of the responders worked in rural areas.

Practice Settings

Overall, the highest percentage of responders reported working in nursing homes (39.2%). Rehabilitation was reported by 11.8% of responders, 9.8% reported working in other long-term care, 9.1% reported working in assisted living and 6.4% reported working in medical-surgical settings.

Types and Ages of Clients

Newly licensed LPN/VNs reported caring most frequently for clients with stabilized chronic conditions (49.7%), clients with behavioral/emotional

conditions (36.7%) and clients at the end of life (30.6%). The majority of responders reported caring for older adult clients aged 65 to 85 (57.9%), older adult clients aged 85 and older (39.8%) and adult clients aged 18-64 (36.9%). Responders were allowed to select multiple client categories on the survey; therefore, these percentages may equal more than 100%.

Shifts Worked

The shifts most commonly worked by newly licensed LPN/VNs continued to be days (42.0%), evenings (23.6%) and nights (18.6%). A very small percentage of responders (2.8%) indicated they worked "other" types of shifts.

Time Spent in Different Categories of Nursing Activities

Newly licensed LPN/VNs reported spending the greatest amount of time in pharmacological therapies (14.2%), safety and infection control (13.6%), physiological adaptation (13.3%), and basic care and comfort (13.2%). The least amount of time (9.9%) was spent on activities related to coordinated care.

Administrative Responsibilities/Primary Administrative Position

The majority of newly licensed LPN/VNs reported having administrative responsibilities within their nursing position (43.4%); 62.2% of these LPN/VNs performed these duties at a primary position.

Enrollment in Registered Nurse (RN) Educational Programs

Approximately 23.4% of responders reported enrollment in an RN education program and 21.5% reported that they had applied to such a program, but were not currently enrolled. Of those currently enrolled, 82.6% were in associate degree programs, 12.5% in baccalaureate programs and 3.1% in diploma programs. Of those who had applied but were not enrolled, 40.9% were completing prerequisite courses, 17.0% were on waiting lists, 14.9% could not afford the tuition, 5.3% were turned away because classes were full and 3.0% failed to meet the program requirements. There were 29.4% of responders that reported holding non-nursing college degrees.

Activity Performance Findings

Applicability of Activities to Practice Setting

Responders indicated whether each of the activities was applicable to his or her work setting. The activities ranged from 14.7% applicability, where the responders reported that the activity was performed within their work settings, to 99.9%.

Frequency of Activity Performance

Responders were asked to rate the daily frequency of performance of all activities that were applicable to their work settings on a six-point scale: 0 times to 5 times or more. Average frequency statistics were calculated in two ways: setting-specific frequency of activity performance and total group frequency. Average setting-specific frequency ratings ranged from 0.51 to 4.90. Average total group frequency ratings ranged from 0.17 to 4.89.

Importance of Activity Performance

The importance of performing each nursing activity was rated by participants with respect to the maintenance of client safety and/or threat of complications or distress. Importance ratings were recorded using a five-point scale of 1 being not important to 5 being critically important. Average importance statistics were calculated in two ways: setting-specific importance of activity and total group importance. Average setting-specific importance ratings ranged from 3.80 to 4.92. Average total group importance ratings ranged from 3.49 to 4.91.

Summary

A nonexperimental, descriptive study was conducted to explore the importance and frequency of activities performed by newly licensed LPN/VNs. More than 3,600 LPN/VNs responded. In general, findings indicate that activities listed in the survey were representative of the work performed in LPN/ VN practice settings.

Conclusion

The 2012 LPN/VN Practice Analysis Survey used several methods to describe the practice of newly licensed LPN/VNs in the U.S.: (1) document reviews; (2) daily logs of newly licensed LPN/VNs; (3) SME's knowledge; and (4) a large scale survey. The reliability of the survey instrument was quite good. In addition, there was evidence from the SMEs and the nonresponder survey to support the validity of the activity statement ratings. Based on evidence, the findings of this study can be used to evaluate and support an LPN/VN test plan.

2012 LPN/VN Practice Analysis: Linking the NCLEX-PN® Examination to Practice

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

BACKGROUND OF STUDY

The National Council of State Boards of Nursing (NCSBN®) is responsible to its members, the boards of nursing in the U.S. and its member board territories, for the preparation of psychometrically sound and legally defensible initial nursing licensure examinations. The periodic performance of practice analysis (i.e., job analysis) studies assists NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure examination. Furthermore, practice analysis studies have long been recognized by measurement and testing professions as important sources of validity evidence for licensure examinations (AERA, APA, & NCME, 1999; Raymond & Neustel, 2006). Because the U.S. health care industry is rapidly changing, practice analysis studies are traditionally conducted by NCSBN on a three-year cycle. The previous licensed practical/vocational nurse (LPN/VN) practice analysis was conducted in 2009 (NCSBN, 2010b).

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 2012 LPN/VN Practice Analysis Survey. Descriptions of subject matter expert (SME) panel processes, survey development, sample selection and data collection procedures are provided, as well as information about assurance of confidentiality, response rates and the degree to which participants were representative of the population of newly licensed LPN/VNs.

Preliminary Interviews with Nurse Leaders

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

Methodology Reviewers

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

Panel of SMEs

A panel of 11 LPN/VNs and registered nurses (RNs) was assembled to assist with the practice analysis. Panel members worked with and/or supervised the practice of LPN/VNs within their first six months of practice or were themselves newly licensed LPN/VNs. Panel members also represented the four NCSBN geographic areas in the U.S., all major nursing specialties and varied practice settings. *See Appendix B for a list of panel members.*

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

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

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

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

Survey Development

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

There were 160 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. There were two forms of the paper survey created to decrease the number of activity statements contained on each survey. The other half of the sample received one of three Web-based (Web) versions of the survey to reduce the number of activity statements on each survey.

For the paper survey, each form contained 80 unique activity statements. In the three Web versions of the survey, two contained 53 unique activity statements and the third contained 54 unique activity statements. Except for the activity statements, the surveys were identical.

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

Survey Process

Sample Selection

There were two samples randomly selected from the candidates who successfully passed the NCLEX-PN® Examination between Dec. 20, 2011 and March 31, 2012. First, a sample of 6,000 LPN/VNs was randomly selected for the paper survey. Newly licensed LPN/VNs were excluded from this sample if their mailing address was not within the jurisdiction in which they were seeking licensure. The exclusion criterion was used to minimize the number of incorrect addresses to which the survey would be sent. The strategy effectively removed all candidates with international addresses. Then, of the remaining candidate pool, candidates with email addresses were extracted. Another sample of 6,000 LPN/VN candidates was randomly selected from this population for the Web survey.

Representativeness

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

Table 1. Correspondence of Population, Sample and Responders for the 2012 LPN/VN Practice Analysis

	2011 Population	2012 Paper Sample		2012 Paper Respondents		2012 Web Sample		2012 Web Respondents	
Jurisdiction	**%**	**N**	**%**	**N**	**%**	**N**	**%**	**N**	**%**
ALABAMA	1.4	102	1.7	26	3.1	103	1.7	26	2.7
ALASKA	0.0	4	0.1	1	0.1	6	0.1	2	0.2
AMERICAN SAMOA	0.0	0	0.0	0	0.0	0	0.0	0	0.0
ARIZONA	0.9	82	1.4	10	1.2	53	0.9	7	0.7
ARKANSAS	1.8	102	1.7	24	2.8	111	1.9	29	3.0
CALIFORNIA-PN	12.5	831	13.9	50	5.9	727	12.1	41	4.2
COLORADO	0.8	37	0.6	2	0.2	28	0.5	4	0.4
CONNECTICUT	1.0	87	1.5	7	0.8	84	1.4	7	0.7
DELAWARE	0.4	16	0.3	2	0.2	30	0.5	3	0.3
DISTRICT OF COLUMBIA	0.2	5	0.1	0	0.0	15	0.3	2	0.2
FLORIDA	6.9	468	7.8	56	6.6	443	7.4	71	7.3
GEORGIA-PN	2.0	108	1.8	25	2.9	81	1.4	18	1.9
GUAM	0.0	0	0.0	0	0.0	1	0.0	0	0.0
HAWAII	0.3	22	0.4	1	0.1	23	0.4	0	0.0
IDAHO	0.5	23	0.4	4	0.5	37	0.6	7	0.7
ILLINOIS	3.1	146	2.4	26	3.1	158	2.6	24	2.5
INDIANA	2.0	134	2.2	32	3.8	148	2.5	24	2.5
IOWA	1.8	127	2.1	19	2.2	109	1.8	13	1.3
KANSAS	1.6	91	1.5	11	1.3	94	1.6	17	1.8
KENTUCKY	1.6	103	1.7	20	2.4	107	1.8	19	2.0
LOUISIANA-PN	1.8	194	3.2	34	4.0	192	3.2	49	5.0
MAINE	0.1	10	0.2	1	0.1	13	0.2	4	0.4
MARYLAND	1.1	45	0.8	6	0.7	52	0.9	7	0.7
MASSACHUSETTS	1.5	37	0.6	7	0.8	44	0.7	7	0.7
MICHIGAN	2.6	187	3.1	31	3.6	169	2.8	25	2.6
MINNESOTA	2.7	190	3.2	26	3.1	223	3.7	44	4.5
MISSISSIPPI	1.1	88	1.5	16	1.9	91	1.5	23	2.4
MISSOURI	2.4	121	2.0	22	2.6	130	2.2	27	2.8
MONTANA	0.2	13	0.2	4	0.5	16	0.3	6	0.6
NEBRASKA	0.6	24	0.4	3	0.4	28	0.5	5	0.5
NEVADA	0.2	13	0.2	2	0.2	13	0.2	1	0.1
NEW HAMPSHIRE	0.3	10	0.2	3	0.4	24	0.4	9	0.9
NEW JERSEY	2.6	179	3.0	14	1.6	146	2.4	14	1.4
NEW MEXICO	0.3	16	0.3	0	0.0	12	0.2	2	0.2
NEW YORK	6.3	228	3.8	33	3.9	264	4.4	34	3.5
NORTH CAROLINA	1.7	61	1.0	13	1.5	56	0.9	11	1.1
NORTH DAKOTA	0.5	18	0.3	3	0.4	30	0.5	7	0.7
NORTHERN MARIANA ISLANDS	0.0	0	0.0	0	0.0	0	0.0	0	0.0
OHIO	6.5	371	6.2	55	6.5	376	6.3	58	6.0
OKLAHOMA	1.8	106	1.8	20	2.4	77	1.3	16	1.6

Table 1. Correspondence of Population, Sample and Responders for the 2012 LPN/VN Practice Analysis

	2011 Population	2012 Paper Sample		2012 Paper Respondents		2012 Web Sample		2012 Web Respondents	
Jurisdiction	**%**	**N**	**%**	**N**	**%**	**N**	**%**	**N**	**%**
OREGON	0.8	39	0.7	5	0.6	71	1.2	7	0.7
PENNSYLVANIA	4.2	305	5.1	57	6.7	289	4.8	55	5.7
RHODE ISLAND	0.1	2	0.0	1	0.1	2	0.0	0	0.0
SOUTH CAROLINA	1.0	55	0.9	8	0.9	74	1.2	16	1.6
SOUTH DAKOTA	0.3	15	0.3	3	0.4	21	0.4	3	0.3
TENNESSEE	2.6	100	1.7	14	1.6	89	1.5	22	2.3
TEXAS	9.1	654	10.9	99	11.6	639	10.7	117	12.0
U.S. VIRGIN ISLANDS	0.0	1	0.0	0	0.0	0	0.0	0	0.0
UTAH	0.8	38	0.6	5	0.6	44	0.7	7	0.7
VERMONT	0.3	0	0.0	0	0.0	2	0.0	0	0.0
VIRGINIA	3.1	149	2.5	25	2.9	163	2.7	31	3.2
WASHINGTON	1.7	63	1.1	6	0.7	90	1.5	5	0.5
WEST VIRGINIA-PN	0.9	32	0.5	3	0.4	52	0.9	11	1.1
WISCONSIN	1.8	142	2.4	15	1.8	143	2.4	30	3.1
WYOMING	0.2	6	0.1	0	0.0	4	0.1	4	0.4
Total	**100**	**6,000**	**100**	**850**	**100**	**6,000**	**100**	**971**	**100**

Mailing Procedure

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

A seven-stage mailing process was used to engage the participants in the study. A presurvey letter or email was sent to each person selected for the sample on April 16, 2012. A week later, the paper survey, with a cover letter and postage-paid return envelope, was mailed. Web recipients were sent an email invitation with a URL link to the survey. Two weeks later, reminder emails were sent to Web nonresponders and reminder postcards were sent to paper nonresponders, reiterating the importance of the study and urging participation. Another two reminder emails were sent during the ensuing five weeks to Web survey nonresponders, totaling three reminder messages. For the paper survey, two more rounds of follow-up postcards were mailed to nonresponders at the same time that the reminder emails were sent. Replacement surveys were delivered upon request before the survey closed. Data collection for the surveys was conducted from April through June 2012.

Confidentiality

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

Return Rates

Of the 12,000 total surveys sent, 88 paper and 97 Web surveys were returned due to incorrect addresses. A total of 3,665 surveys (1,828 for paper, 1,837 for Web) were completed and returned for adjusted return rates of 30.9% for paper and 31.1% for Web. *See Table 2.* A total of 1,844 individuals (978 paper, 866 Web) did not qualify for survey ratings based upon one of the following reasons: (a) they did not indicate having a LPN/VN license; (b) they were not currently working in the U.S.; and/or (c) they were working less than 20 hours per week

providing direct care to clients as an LPN/VN. After adjusting for incorrect addresses and removals, the analyzable response rates were 14.4% for paper and 16.4% for Web. *See Table 3.*

LPN/VN Practice Analysis Survey Nonresponder Study

In order to ensure the validity of the results, NCSBN conducted a telephone survey of nonresponders to determine if LPN/VNs who did not respond would have rated the survey activity statements differently than the responders. If there are no systematic differences in responders versus nonresponders, then it provides further evidence that the survey results are unbiased, which supports the validity of the 2012 LPN/VN Practice Analysis results. The nonresponders rated the activity statements similarly to the responders, lending support for the validity of the results. *See Appendix H for a full report of the nonresponder study.*

Summary

A panel of 11 nurses, who were experts in the practice of newly licensed LPN/VNs, with two members representing newly licensed LPN/VNs, met and created a comprehensive list of LPN/VN activity statements using multiple methods: document review, review of practice logs and themes from nurse leader interviews. A data collection instrument was developed and revised before being sent to 12,000 newly licensed LPN/VNs selected from lists of candidates who passed the NCLEX-PN Examination between Dec. 20, 2011 and March 31, 2012. The survey response rate was 14.4% for paper and 16.4% for Web. This practice analysis contains the responses of 1,821 newly licensed LPN/VNs, which is 406 more responses than collected from the 2009 LPN/VN Practice Analysis Survey and should, therefore, provide more precise results.

Table 2. Adjusted Return Rates

Survey Format	Sample	Bad Addresses	Surveys Sent	Adjusted Response	Adjusted Return Rate
Paper	6,000	88	5,912	1,828	30.9%
Web	6,000	97	5,903	1,837	31.1%
Total	12,000	185	11,815	3,665	31.0%

Table 3. Analyzable Return Rates

Survey Format	Surveys Sent	Invalid Responses	Analyzable Responses	Analyzable Return Rate
Paper	5,912	978	850	14.4%
Web	5,903	866	971	16.4%
Total	11,815	1,844	1,821	15.4%

DEMOGRAPHICS, EXPERIENCES AND PRACTICE ENVIRONMENTS OF PARTICIPANTS

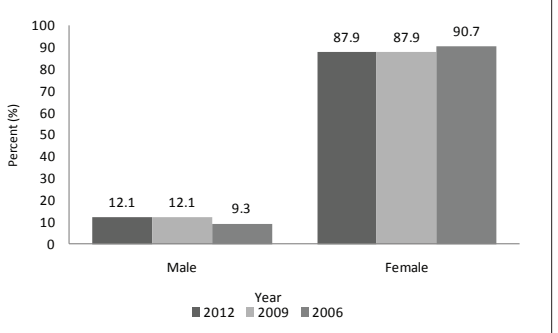
Demographics/Past Experiences

Demographic information, including racial and ethnic backgrounds, educational preparation and gender, are presented next, followed by descriptions of responders' work environments, including settings, shifts worked and client characteristics. Data presented in this section reflects the number of responders to each particular set of questions and not the sample for the 2012 survey.

Age and Gender

In 2012, the majority (87.9%) of survey responders reported being female, the same percentage found in the 2009 LPN/VN Practice Analysis Survey and lower than in 2006 (90.7%). *See Figure 1.* The age of responder nurses averaged 33.0 years (SD = 9.83 years), the same age as the respondents from the 2009 survey, but slightly younger than those from 2006 (34.0 years old).

Figure 1. Gender of Newly Licensed LPN/VNs



Race/Ethnicity of Newly Licensed LPN/VNs

Participants in the current study were ethnically diverse with 57.9% reporting being White-Not of Hispanic Origin. The second largest racial group represented was African American (18.6%). Racial/ethnic backgrounds were similar to those of responders to the 2009 and 2006 surveys. *See Figure 2 for newly licensed LPN/VNs' racial/ethnic backgrounds compared among the 2012, 2009 and 2006[1] surveys.*

Educational Background

Most of the newly licensed LPN/VNs (86.4%) obtained an LPN/VN diploma/certificate in the U.S. The second most frequent response was LPN/VN associate degree in the U.S. (10.6%). These numbers closely mirrored the proportions in the population from which the study sample was derived and follows the same educational diversity of past studies. *See Figure 3.*

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

Responders reported working an average of 2.8 months as LPN/VNs in the U.S. and reported being an average of 7.1 months postgraduation. *See Figure 4.* Approximately 49.5% of newly licensed LPN/VNs reported previous experience as an NA, an almost 6.5% decrease from the 2009 survey. 2012 responders reported an average of 5.0 years experience as an NA, nearly no change from 2006 to 2012[2]. *See Table 4.*

Orientation

The majority of newly licensed LPN/VNs indicated they received some form of formal orientation (92.3%). No formal orientation was reported by 7.7% of responders and 1.6% reported having only classroom instruction or skills lab work for their orientation. The majority of newly licensed LPN/VNs reported working with an assigned preceptor (68.4%) for an average of 3.2 weeks and

1 The 2006 survey only had one category for Asian ethnicities, so it is combined in Figure 2 as Asian Other. Also, the 2006 survey had two groups for those of Hispanic origin (White Hispanic or Latino and Non-White Hispanic or Latino), which were represented as only one group (Hispanic) in the 2009 survey. These two categories are combined in the Hispanic category in Figure 2.

2 Responders from the 2006 survey provided only the number of years as an NA prior to becoming an LPN/VN, while the 2009 and 2012 responders provided years and months.

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

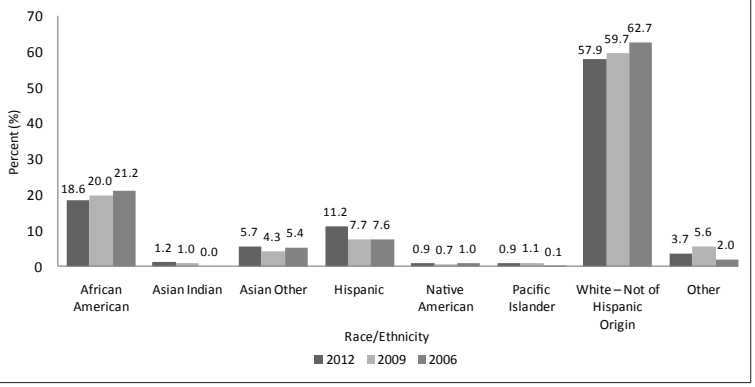


Figure 3. Educational Programs of Newly Licensed LPN/VNs

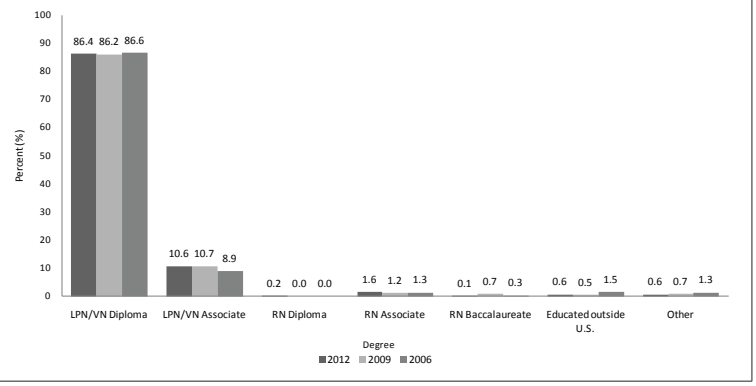


Figure 4. Average Months Since Graduation and Months Employed

Table 4. Average Years of Nurse Aide Experience	
2012	
Years of experience	5.0
Percent (%)	49.5
2009	
Years of experience	4.9
Percent (%)	56.0
2006	
Years of experience	5.0
Percent (%)	63.4

Table 5. Type and Length of Orientation

	2012		2009		2006	
Type of Orientation	**%**	**Avg Weeks**	**%**	**Avg Weeks[1]**	**%**	**Avg Weeks**
No formal orientation	7.7	N/A	7.6	N/A	9.5	N/A
Classroom instruction/skills lab work only	1.6	1.1	2.6	0.7	1.4	1.2
Classroom and/or skills lab plus supervised work with clients	14.8	3.1	16.3	2.2	16.9	4.6
Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work	68.4	3.2	66.6	2.7	68.3	3.7
A formal internship with or without additional classroom or skills lab work	3.3	4.9	3.6	3.0	1.3	3.9
Other	4.2	1.6	3.3	2.4	2.6	2.2

1 Responders to the 2009 survey provided the number of days of their orientation, which were converted into weeks for Table 5.

Table 6. Additional Coursework/Certifications

	2012	2009	2006
	(n=1,821)	**(n=1,406)**	**(n=1,045)**
Type of Additional Coursework Certification	**%**	**%**	**%**
Advanced cardiac life support	8.5	9.2	7.1
Basic life support	30.3	41.5	29.8
Behavioral management	3.3	4.8	3.9
Chemotherapy	0.1	0.2	0.2
Conscious/Moderate sedation	0.6	0.6	0.5
Coronary care	0.3	0.7	0.5
Critical care	1.0	1.3	1.2
Intravenous therapy	17.9	26.0	21.4
Neonatal advanced life support	0.3	0.6	1.3
Pediatric advanced life support	1.5	1.4	2.0
Phlebotomy	6.0	10.9	7.5
Peritoneal dialysis	0.9	0.7	1.1
Rehabilitation	1.2	3.1	2.2
None	36.2	39.0	47.1
Other	5.8	9.2	8.1

14.8% reported classroom and/or skills lab plus performing supervised work with clients for an average of approximately 3.1 weeks. Only 3.3% reported having a formal internship that lasted an average of 4.9 weeks. *See Table 5.*

Certifications Earned

In the current study, 63.8% of responders reported earning additional certifications or completing coursework, compared to 61.0% of 2009 and 52.9% of 2006 responders. Basic life support (30.3%), intravenous therapy (17.9%) and advanced cardiac life support (8.5%) were the most frequently reported certifications. *See Table 6.* The ability to provide multiple answers allowed for percentages to equal more than 100.

Work Settings

Facilities

The majority (54.2%) of newly licensed LPN/VNs in this study reported working in long-term care facilities, 25.2% reported working in community-based or ambulatory care facilities/organizations and 12.1% reported working in a hospital. When compared to results in the 2009 survey, there was a decrease in the number of newly licensed LPN/VNs working in long-term care and hospital settings, but an increase in community-based settings. *See Table 7.*

The numbers of beds reported in hospitals or nursing homes were mostly distributed among 100-299 beds (34.4%) and 50-99 beds (20.4%). Similar to the results from the 2009 survey, a small percentage of responders worked in facilities with 300 or more beds; 5.5% worked in facilities with 300-499 beds

Table 7. Employment Facilities

Type of Facility/Organization	2012 (n=1,821) %	2009 (n=2,051) %	2006 (n=1,666) %
Hospital	12.1	16.8	23.5
Long-term care	54.2	56.9	54.0
Community-based or ambulatory care facility/organization	25.2	19.8	17.1
Other	8.5	6.6	5.4

Table 8. Employment Setting Characteristics

Type of Facility/Organization	2012 (n=1,821) %	2009 (n=1,343) %	2006 (n=994)[1] %
Number of hospital or nursing home beds			
Under 50 Beds	7.3	8.9	10.1
50 - 99 Beds	20.4	20.0	21.6
100 - 299 Beds	34.4	38.3	36.5
300 - 499 Beds	5.5	5.5	8.0
500 or More Beds	2.2	3.1	3.2
Don't Know	2.3	2.5	3.1
Other Work Setting	28.0	21.7	17.4
Location of employment setting			
Urban/Metropolitan area	35.8	37.1	33.1
Suburban	35.4	37.4	27.2
Rural	28.7	25.5	29.2

1 Percentages for the 2006 survey do not equal 100 due to the fact that responders could choose the "I do not know" option.

and only 2.2% worked in facilities with 500 beds or more. Nearly the same percentage of responders reported working in urban or metropolitan (35.8%) and suburban areas (35.4%), with responders from rural areas accounting for more than a quarter of the sample (28.7%). *See Table 8.*

Practice Settings

Overall, the majority of newly licensed LPN/VNs reported working in nursing homes (39.2%), which is a decrease from the 2009 findings. Rehabilitation was reported by 11.8% of responders, 9.8% reported working in other long-term care and 9.1% reported working in assisted living. This represents a decrease in employment in rehabilitation and in other long-term care settings[3]. *See Table 9.*

Table 9. Practice Settings

Practice Setting	2012 (n=1,821) %	2009 (n=1,406)[1] %	2006 (n=1,045) %
Assisted living[3]	9.1	8.6	--
Critical care (e.g., ICU, CCU, stepdown units, pediatric/neonatal intensive care, emergency department, postanesthesia recovery unit)	1.8	3.2	4.2
Home health, including visiting nurses associations	6.9	6.9	4.9
Hospice care	3.9	5.2	2.4
Labor and delivery	0.3	0.1	0.7
Medical-surgical unit or any of its subspecialties (e.g., oncology, orthopedics, neurology)	6.4	10.2	14.2
Nursery[2]	0.2	0.4	--
Nursing home, skilled or intermediate care	39.2	52.1	44.6
Occupational health	0.4	0.3	0.1
Operating room, including outpatient surgery and surgicenters	0.8	0.4	1.0
Other	5.5	4.5	5.7
Other long-term care (e.g., residential care, developmental disability)	9.8	11.6	26.7
Outpatient clinic	4.0	4.8	3.7
Pediatrics	4.3	4.6	3.3
Physician/APRN/Dentist office	5.3	5.1	4.7
Postpartum unit	0.7	0.8	1.0
Prison/Correctional facility/jail	1.5	1.6	2.2
Psychiatry or any of its subspecialties (e.g., detox)	4.1	4.1	4.5
Public health	1.0	1.4	0.4
Rehabilitation	11.8	14.4	6.7
Student/school health	0.6	0.6	0.3
Subacute unit	1.6	3.6	2.6
Transitional care unit	1.3	1.3	1.1

1 Reflects the number of responders to this set of questions, not the sample for the 2009 survey.
2 Pediatrics and Nursery were combined in the 2006 survey. The Pediatrics row in Table 9 reflects the responses to Pediatrics or Nursery from the 2006 survey.
3 Assisted living did not appear as a choice on the 2006 survey.
4 Percentages may not equal 100 due to the fact that responders could choose up to two options.

3 Due to the fact that assisted living was not a category offered in the 2006 survey, it is possible that the "other long-term care" category subsumed the assisted living responses in that survey. When combining the responders working in assisted living and other long-term care from the 2012 and 2009 surveys, the resulting percentage more closely matches the 2006 percentage for other long-term care.

Client Health Conditions

Newly licensed LPN/VNs reported caring most frequently for clients with stabilized chronic conditions (49.7%), clients with behavioral/emotional conditions (36.7%), clients at end of life (30.6%), clients with acute conditions (26.6%) and well clients (25.9%). Besides the moderate decrease in care for clients with stabilized chronic conditions (16.7%), these results are similar to those from the 2009 survey. The ability to give multiple answers allowed for percentages to equal more than 100. *See Figure 5.*

Client Ages

The majority of newly licensed LPN/VNs reported caring for adult clients aged 65 to 85 (57.9%), adult clients aged 85 and older (39.8%) and adult clients aged 18 to 64 (36.9%)[4]. The ability to give multiple answers allowed for percentages to equal more than 100. *See Figure 6.*

Shifts Worked

The shifts most commonly worked by newly licensed LPN/VNs continued to be days (42.0%), evenings (23.6%) and nights (18.6%). Compared to the 2009 findings, responders who reported working rotating shifts increased, while those reporting working day shifts increased slightly. A very small percentage of responders (2.8%) indicated they worked other types of shifts. *See Figure 7.*

Time Spent in Different Categories of Nursing Activities

The responders to the current study were asked to record the numbers of hours spent performing specific categories of activities. *See Table 10.* The hours spent were then converted to proportions of time by dividing the number of hours reported spent working by the hours reported spent on each activity. Because nurses often perform more than one type of activity at a time, such as teaching while giving medications or providing emotional support while giving routine care, these proportions did not equal 100. In order to make the proportions of time spent in activities useful to the task of helping validate the NCLEX-PN test plan, the proportions were standardized by dividing the time spent in each category of activity by the sum of hours reportedly spent in all the activities. These standardized proportions have the advantage of adding up to 100. Newly licensed LPN/VNs reported spending the greatest amount of time in pharmacological therapies (14.2%), safety and infection control (13.6%), physiological adaptation (13.3%), and basic care and comfort (13.2%). The least amount of time was reportedly spent on coordinated care (9.9%). Compared to the 2009 study, there are slight variations in time spent on almost all categories of activities.

Administrative Responsibilities/Primary Administrative Position

Of all responders, 43.4% reported having administrative responsibilities within their nursing position. 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: 32.4% in long-term care, 0.8% in hospitals, 7.3% in community-based settings and 2.9% in other facilities. Out of the respondents with administrative responsibilities, 62.2% reported performing these administrative responsibilities as their primary position. *See Table 11.*

Enrollment in RN Educational Programs

Approximately 23.4% of responders reported enrollment in an RN educational program and 21.5% reported that they had applied to such a program, but were not currently enrolled. Of those currently enrolled, 82.6% were in associate degree programs, 12.5% were in baccalaureate programs and 3.1% were in diploma programs. Of those who applied, but were not enrolled, 40.9% were completing prerequisite courses, 17.0% were on waiting lists, 14.9% could not afford tuition, 5.3% were turned

4 In 2009 and 2006 surveys, client ages were reported in different categories: newborn, infants/children (1 mo-12 yrs), adolescents (13-18 yrs), young adult (19-30 yrs), adult (31-64 yrs), older adult (65-85 yrs) and older adult (85+ yrs).

Figure 5. Client Health Conditions

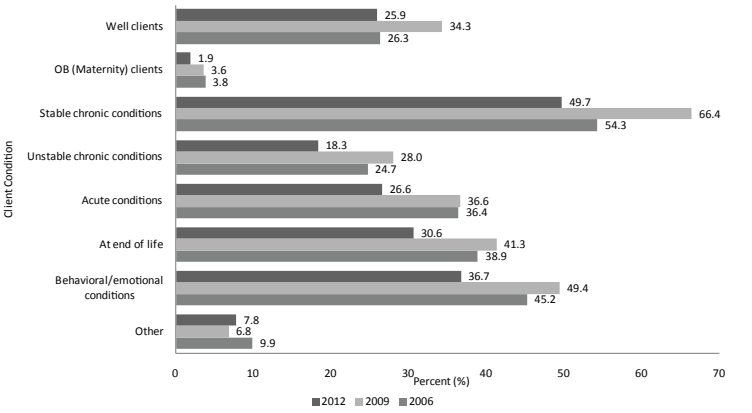


Figure 6. Client Ages

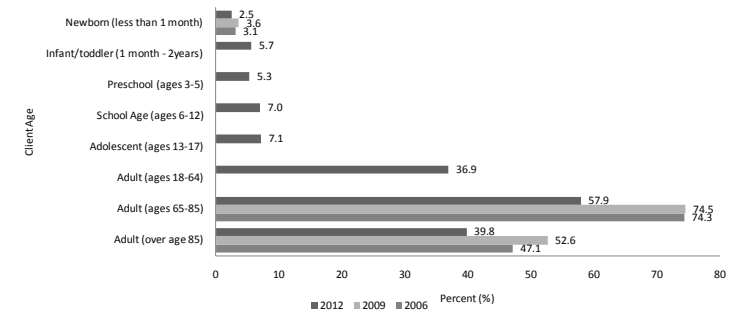


Figure 7. Shifts Worked by Newly Licensed LPN/VNs

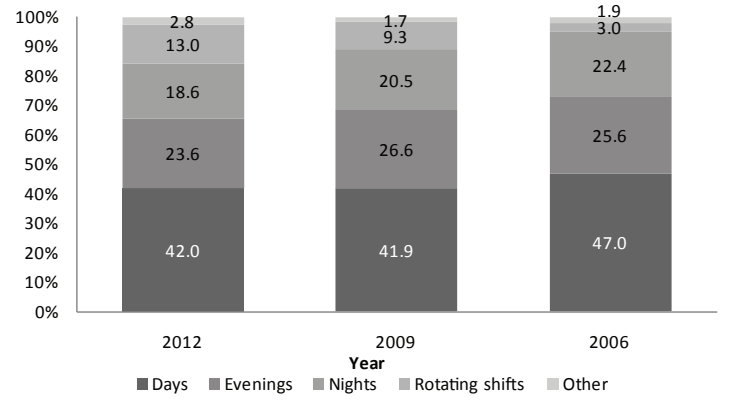


Table 10. Average Time Spent in Different Categories of Nursing Activities

Categories of Activities		Average Hours (2012)	Proportion of Work Hours (2012)	2012 Standardized Proportion (%)	2009 Standardized Proportion (%)	2006 Standardized Proportion (%)
Coordinated Care	Collaborate with health care team members to facilitate effective client care.	3.0	28.9	9.9	9.5	13.5
Safety and Infection Control	Contribute to the protection of client and health care personnel from health and environmental hazards.	4.1	39.6	13.6	13.3	14.9
Health Promotion and Maintenance	Provide nursing care for clients that incorporate knowledge of expected stages of growth and development and prevention and/or early detection of health problems.	3.3	31.8	10.9	12.2	10.0
Psychosocial Integrity	Provide care that assists with promotion and support of the emotional, mental and social well-being of the client.	3.8	36.3	12.5	12.5	10.5
Basic Care and Comfort	Provide comfort to clients and assistance in the performance of activities of daily living.	4.0	38.2	13.2	12.8	14.0
Pharmacological Therapies	Provide care related to the administration of medications and monitors clients who are receiving parenteral therapies.	4.3	41.3	14.2	14.9	18.7
Reduction of Risk Potential	Reduce the potential for clients to develop complications or health problems related to treatments, procedures or existing conditions.	3.7	35.8	12.3	12.1	11.8
Physiological Adaptation	Participate in providing care for clients with acute, chronic or life threatening physical health conditions.	4.0	38.8	13.3	12.8	6.6

Table 11. Administrative Responsibilities

	2012					2009	2006
	Hospital	Long-term Care	Community-based	Other	Total	Total	Total
	%	%	%	%	%	%	%
Have administrative responsibilities	0.8	32.4	7.3	2.9	43.4	47.3	48.2
As primary position[1]	41.7	67.3	41.6	57.1	62.2	--	--

1 This question did not appear in 2009 and 2006 surveys.

away because classes were full and 3.0% failed to meet program requirements. Approximately 29.4% of responders reported holding non-nursing college degrees. *See Table 12.*

Summary

The newly licensed LPN/VNs responding to the 2012 LPN/VN Practice Analysis Survey were primarily female with an average age of 33 years. The majority worked straight 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 3.2 weeks. The responders cared mostly for clients with stabilized chronic conditions who were 65-85 years of age.

Table 12. Registered Nurse Education Program Enrollment[1]

	2012		2009		2006	
	Frequency	**%**	**Frequency**	**%**	**Frequency**	**%**
Enrolled in a registered nurse education program						
Yes	777	23.4	352	25.6	207	20
No	1,829	55.1	758	55.2	669	64.8
I have applied, but am not currently enrolled	713	21.5	263	19.2	157	15.2
Program enrollment						
Registered nurse – diploma program	24	3.1	17	4.9	9	4.3
Registered nurse – associate degree program	642	82.6	277	80.5	170	82.1
Registered nurse – bachelor's degree program	97	12.5	47	13.7	21	10.1
Other	14	1.8	3	0.9	1	0.5
Reason for nonenrollment						
Currently completing prerequisite courses	464	40.9	125	47.5	75	47.8
Turned away because nursing program is full	60	5.3	34	12.9	17	10.8
Unable to afford tuition	169	14.9	57	21.7	4	22.9
Did not meet admission requirements	34	3.0	11	4.2	36	2.5
On a waiting list for admission	193	17.0	62	23.6	35	22.3
Other	214	18.9	37	14.1	26	16.6
Non-nursing college degree						
Yes	960	29.4	370	26.1	240	23.5
No	2,301	70.6	982	69.4	782	76.5

1 Percentages equal more than 100 as respondents could select more than one option.

ACTIVITY STATEMENT PERFORMANCE FINDINGS

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

Overview of Methods

The 2012 LPN/VN Practice Analysis Survey asked responders to answer two questions about each activity statement. Question A addressed the frequency of activity performance. The scale of frequency ranged from never performed in work setting to 5 or more times. Responders were instructed to mark "never performed in work setting" if an activity did not apply to their work setting and then move to the next activity. If the activity did apply to their work setting, they were asked to mark on a six-point scale of 0 to 5 or more times, reflecting the frequency with which they had performed the activity on their last day of work. In Question B, respondents were 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. The responder ratings were analyzed in three parts. Applicability to practice setting was assessed by analyzing the number of responders having performed each activity statement, excluding those that marked never performed.

Activity Performance Characteristics

Reliability

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

SME Panel Validation of Survey Findings

The SME panel for the 2012 LPN/VN Practice Analysis Survey was asked to provide independent ratings of the 160 activity statements. The panel members estimated the percentage of newly licensed LPN/VNs performing the activities within their practice setting, the average setting-specific daily frequency with which the activities were performed and the average importance of the activities. After the ratings were obtained, average total group frequency estimates were calculated by prorating the setting-specific frequency ratings with the estimates of setting applicability. All panel ratings were averaged across panel members and compared to the ratings obtained from the practice analysis survey.

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

Table 13. Reliability Estimates

	Importance			Frequency		
	N Items	N Cases	Scale Reliability	N Items	N Cases	Scale Reliability
Paper Form 1	80	227	0.98	80	441	0.97
Paper Form 2	80	220	0.98	80	409	0.97
Web Form 1	54	137	0.97	54	321	0.95
Web Form 2	53	141	0.97	53	332	0.94
Web Form 3	53	120	0.97	53	318	0.94

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

Applicability of Activities to Practice Setting

Responders indicated if each of the activities was applicable to his or her work setting by marking the "never performed in work setting" response. The percentages of newly licensed nurses indicating that the activities were applicable are reported in Table 15. The activities ranged from 14.7% applicability to 99.9% applicability. The activities with the lowest percentage of applicability included "assist with monitoring a client in labor" (14.7%) and "assist with fetal heart monitoring for the antepartum client" (17.3%). The activities with the highest percentage of applicability for responders were "maintain client confidentiality" (99.9%) and "provide care within the legal scope of practice" (99.7%).

Frequency of Activity Performance

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

Setting-Specific

Average setting-specific frequencies ranged from 0.51 to 4.90. The activities performed with the lowest frequencies were "insert nasogastric (NG) tube" (0.51); "draw blood from central venous catheter" (0.59); "remove nasogastric (NG) tube" (0.69); and "respond/intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)" (0.86). The activities with the highest setting-specific average frequencies of performance were "provide care within the legal scope of practice" (4.90); "use standard/universal precautions" (4.87); "practice in a manner consistent with code of ethics for nurses" (4.84); and "maintain client confidentiality" (4.81). Appendix D presents activity statements rank ordered by average setting-specific frequency.

Total Group

Average total group frequencies ranged from 0.17 to 4.89. The activities performed with the lowest total group frequency were "insert nasogastric (NG) tube" (0.17); "draw blood from central venous catheter" (0.18); "assist with monitoring a client in labor" (0.18); and "assist with fetal heart monitoring for the antepartum client" (0.23). Those activities performed with the overall highest frequencies were "provide care within the legal scope of practice" (4.89); "use standard/universal precautions" (4.83); "practice in a manner consistent with code of ethics for nurses" (4.81); and "maintain client confidentiality" (4.80). Appendix E presents activity statements rank ordered by average total group frequency.

Importance of Activity Performance

Responders were asked to rate the importance of performing each nursing activity in regard to the maintenance of client safety and/or threat of complications or distress. Responders were further requested to consider the importance of activity performance in terms of client safety, namely the risk of unnecessary complications, impairment of function or serious distress to clients. Importance ratings were recorded using a 5-point scale: 1= Not Important, 2= Marginally Important, 3= Moderately Important, 4= Important and 5= Critically Important.

Average importance ratings were calculated in two ways. Setting-specific importance was calculated by averaging only the ratings of responders providing who noted that the activity applied to their setting. The total group importance was calculated by including all importance ratings regardless of applicability to work setting. The average importance rating for each of the 160 activities is reported in Table 16.

Setting-Specific

Average setting-specific importance ratings ranged from 3.80 to 4.92. The activities with the lowest importance ratings were "participate in client group session" (3.80); "use alternative/complementary therapy in providing client care (e.g., music therapy)" (3.87); "follow up with client after discharge" (3.89); and "participate in health screening or health promotion programs" (3.92). The activities with the highest importance ratings were "follow the rights of medication administration" (4.92); "use standard/universal precautions" (4.90); "maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)" (4.88); and "verify the identity of client" (4.88). Appendix F displays activity statements rank ordered by average setting-specific importance ratings.

Total Group

Average total group importance ratings ranged from 3.49 to 4.91. The activities with the lowest importance ratings were "participate in client group session" (3.49); "follow up with client after discharge" (3.61); "assist with monitoring a client in labor" (3.71); and "use alternative/complementary therapy in providing client care (e.g., music therapy)" (3.72). The activities with the highest importance ratings were "follow the rights of medication administration" (4.91); "use standard/universal precautions" (4.90); "maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)" (4.88); and "maintain client confidentiality" (4.86). Appendix G presents activity statements rank ordered by average total group importance ratings.

SUMMARY

In general, the importance ratings of SMEs and responders to the 2012 LPN/VN Practice Analysis Survey were similar, supporting the validity of the results. The reliability of the survey instrument was quite good. In addition, activities with the lowest average total group frequency and importance ratings corresponded, in general, to those activities performed in specialized areas of nursing practice.

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

		Newly Licensed LPN/VN Survey Ratings			SME Ratings Results			Rating Differences		
Activity Number	Activity	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting Difference	Total Group Frequency Difference	Total Group Importance Difference
1	Apply evidence-based practice when providing care	97.0	4.08	4.35	100.0	4.36	4.55	-3.03	-0.29	-0.20
2	Practice in a manner consistent with code of ethics for nurses	99.4	4.81	4.81	100.0	4.64	4.82	-0.58	0.17	-0.01
3	Provide care within the legal scope of practice	99.7	4.89	4.81	100.0	4.55	4.91	-0.29	0.34	-0.10
4	Maintain client confidentiality	99.9	4.80	4.86	100.0	4.91	4.91	-0.15	-0.10	-0.04
5	Organize and prioritize care for assigned group of clients	96.2	4.15	4.46	100.0	4.45	4.55	-3.79	-0.30	-0.09
6	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	86.4	3.30	4.07	90.9	2.82	3.82	-4.53	0.48	0.25
7	Monitor activities of assistive personnel	88.5	3.54	4.02	90.9	3.55	4.18	-2.38	-0.01	-0.16
8	Participate in client data collection and referral	93.6	3.63	4.30	100.0	3.00	4.00	-6.35	0.63	0.30
9	Use data from various sources in making clinical decisions	97.5	3.57	4.19	100.0	3.36	4.00	-2.49	0.21	0.19
10	Contribute to the development and/or update of the client plan of care (e.g., client preferences, review current information)	92.7	3.27	4.30	100.0	3.36	4.09	-7.28	-0.09	0.21
11	Receive health care provider orders	97.3	3.72	4.63	100.0	3.64	4.64	-2.66	0.08	-0.01
12	Process health care provider orders	96.3	3.80	4.63	100.0	4.00	4.73	-3.66	-0.20	-0.09
13	Provide and receive report	96.0	3.59	4.56	90.9	2.55	4.45	5.11	1.04	0.11
14	Advocate for client rights and needs	97.5	3.86	4.65	100.0	2.91	4.27	-2.48	0.96	0.37
15	Provide for privacy needs	99.7	4.61	4.51	100.0	4.64	4.45	-0.29	-0.03	0.06
16	Promote client self-advocacy	95.7	3.38	4.31	100.0	3.00	4.00	-4.33	0.38	0.31
17	Involve client in care decision making	96.3	3.69	4.31	100.0	2.82	4.00	-3.65	0.87	0.31
18	Participate in client consent process	87.9	2.54	4.33	90.9	1.09	3.82	-2.99	1.45	0.51
19	Provide information about advance directives	70.4	1.15	3.82	90.9	0.91	3.82	-20.52	0.24	0.00
20	Participate in providing cost effective care	90.6	3.39	4.06	100.0	4.27	3.82	-9.38	-0.88	0.24

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
21	Use information technology in client care	87.8	3.07	3.83	100.0	4.45	4.27	-12.19	-1.38	-0.45
22	Participate as a member of an interdisciplinary team	78.1	2.45	4.02	100.0	2.73	4.00	-21.94	-0.28	0.02
23	Recognize and report staff conflict	81.7	1.30	3.87	100.0	0.73	3.82	-18.31	0.57	0.05
24	Recognize task/assignment you are not prepared to perform and seek assistance	95.2	2.43	4.56	100.0	0.64	4.64	-4.75	1.80	-0.08
25	Respond to the unsafe practice of a health care provider (e.g., intervene or report)	75.6	0.78	4.50	100.0	0.64	4.55	-24.39	0.14	-0.04
26	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound or communicable disease)	81.4	1.97	4.70	100.0	1.09	4.36	-18.56	0.88	0.34
27	Participate in client discharge or transfer	81.4	1.68	3.82	100.0	1.55	4.00	-18.63	0.13	-0.18
28	Follow up with client after discharge	54.6	0.94	3.61	72.7	0.45	3.36	-18.10	0.49	0.25
29	Participate in staff education (e.g., inservices and continued competency)	90.6	2.17	4.14	100.0	0.73	4.00	-9.42	1.44	0.14
30	Participate in quality improvement (QI) activity (e.g., collecting data or serving on QI committee)	63.4	1.36	3.74	100.0	1.09	3.55	-36.59	0.27	0.20
31	Verify the identity of client	97.9	4.53	4.83	100.0	5.00	5.00	-2.14	-0.47	-0.17
32	Identify client allergies and intervene as appropriate	93.7	3.00	4.76	100.0	3.73	4.91	-6.30	-0.72	-0.15
33	Evaluate the appropriateness of health care provider order for client	93.6	3.04	4.46	100.0	3.27	4.36	-6.42	-0.23	0.10
34	Acknowledge and document practice error (e.g., incident report)	86.3	1.49	4.59	100.0	0.45	4.36	-13.71	1.04	0.23
35	Assist in or reinforce education to client about safety precautions	96.2	3.64	4.59	100.0	3.36	4.45	-3.80	0.27	0.14
36	Use safe client handling (e.g., body mechanics)	97.9	4.27	4.70	100.0	4.09	4.36	-2.13	0.18	0.34

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
37	Use transfer assistive devices (e.g., gait/ transfer belt, slide board or mechanical lift)	81.5	2.12	4.23	81.8	1.00	3.91	-0.31	1.12	0.32
38	Assure availability and safe functioning of client care equipment	96.8	3.68	4.63	100.0	2.36	4.09	-3.24	1.31	0.54
39	Implement least restrictive restraints or seclusion	62.3	1.24	3.89	100.0	1.36	4.09	-37.72	-0.13	-0.20
40	Follow protocol for timed client monitoring (e.g., restraint, safety checks)	83.6	2.92	4.55	100.0	2.64	4.45	-16.39	0.28	0.09
41	Initiate and participate in security alert (e.g., infant abduction or flight risk)	64.5	1.00	4.33	90.9	0.45	4.09	-26.45	0.55	0.24
42	Identify and address hazardous conditions in health care environment (e.g., chemical, smoking or biohazard)	84.4	2.05	4.53	100.0	0.82	4.36	-15.62	1.23	0.17
43	Participate in preparation for internal and external disasters (e.g., fire or natural disaster)	78.6	1.02	4.33	100.0	0.55	4.18	-21.37	0.47	0.15
44	Use standard/universal precautions	99.3	4.83	4.90	100.0	5.00	5.00	-0.74	-0.17	-0.10
45	Use aseptic and sterile techniques	97.4	3.84	4.79	100.0	3.09	4.73	-2.63	0.75	0.06
46	Identify the need for and implement appropriate isolation techniques	79.3	1.78	4.52	100.0	1.64	4.36	-20.71	0.14	0.16
47	Assist with fetal heart monitoring for the antepartum client	17.3	0.23	3.99	27.3	0.73	4.00	-9.93	-0.50	-0.01
48	Assist with monitoring a client in labor	14.7	0.18	3.71	27.3	0.36	3.82	-12.60	-0.18	-0.10
49	Monitor recovery of stable postpartum client	22.9	0.30	3.84	36.4	0.45	3.91	-13.49	-0.16	-0.07
50	Provide care that meets the needs of the newborn - less than 1 month old	20.6	0.35	4.07	36.4	0.45	4.00	-15.75	-0.11	0.07
51	Provide care that meets the needs of infants or children aged 1 month to 12 years	28.7	0.81	3.83	36.4	0.64	3.55	-7.67	0.18	0.29
52	Provide care that meets the needs of adolescents aged 13 to 18 years	36.3	0.90	3.95	54.5	1.09	3.64	-18.25	-0.19	0.32

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
53	Provide care that meets the needs of young adults aged 19 to 30 years	49.7	1.58	4.08	72.7	1.36	4.09	-23.01	0.22	-0.01
54	Provide care that meets the needs of adults aged 31 to 64 years	86.6	3.67	4.37	72.7	2.55	4.18	13.84	1.12	0.19
55	Provide care that meets the needs of adults aged 65 to 85 years of age	91.4	4.26	4.43	72.7	2.18	4.00	18.64	2.08	0.43
56	Provide care that meets the needs of adults aged greater than 85 years of age	87.4	3.79	4.52	72.7	1.18	3.91	14.68	2.61	0.61
57	Compare client development to norms	82.7	2.85	4.08	100.0	2.73	3.73	-17.32	0.13	0.35
58	Assist client with expected life transition (e.g., attachment to newborn, parenting or retirement)	54.9	1.17	3.97	100.0	1.00	3.73	-45.13	0.17	0.24
59	Provide care and resources for beginning of life and/or end of life issues and choices	74.3	1.96	4.22	90.9	1.00	4.18	-16.60	0.96	0.04
60	Collect data for health history	87.3	2.80	4.35	100.0	2.36	4.36	-12.71	0.44	-0.02
61	Collect baseline physical data (e.g., skin integrity, or height and weight)	97.5	3.95	4.48	100.0	3.36	4.36	-2.47	0.58	0.12
62	Recognize barriers to communication or learning	95.7	3.10	4.33	100.0	1.73	4.18	-4.29	1.38	0.15
63	Participate in health screening or health promotion programs	60.2	1.08	3.73	90.9	0.82	3.55	-30.75	0.26	0.19
64	Provide information for prevention of high risk behaviors or lifestyle choices	80.9	2.29	4.22	90.9	1.09	3.36	-10.03	1.20	0.86
65	Identify clients in need of immunizations (required and voluntary)	80.1	1.87	4.07	90.9	1.09	3.09	-10.82	0.78	0.98
66	Use therapeutic communication techniques with client	97.7	4.18	4.39	100.0	3.18	3.82	-2.29	1.00	0.58
67	Provide emotional support to client and family	96.3	3.44	4.36	100.0	3.55	4.27	-3.70	-0.11	0.09
68	Promote positive self-esteem of client	96.1	3.83	4.36	100.0	2.73	4.09	-3.93	1.10	0.27
69	Assist in or reinforce education to caregivers/family on ways to manage client with behavioral disorders	78.1	1.92	4.12	100.0	1.73	4.00	-21.91	0.19	0.12

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
70	Assist client to cope/adapt to stressful events and changes in health status (e.g., abuse/neglect, end of life, grief and loss, life changes or physical changes)	91.4	2.81	4.45	100.0	1.18	4.09	-8.63	1.63	0.36
71	Participate in behavior management program by recognizing environmental stressors and/or providing a therapeutic environment	82.6	2.37	4.09	90.9	1.45	3.73	-8.28	0.92	0.36
72	Identify stressors that may affect recovery/health maintenance (e.g., lifestyle, body changes, environmental)	91.0	2.77	4.24	100.0	1.73	3.82	-9.03	1.04	0.42
73	Identify client use of effective and ineffective coping mechanisms	87.9	2.40	4.14	100.0	2.36	4.09	-12.07	0.03	0.05
74	Explore why client is refusing or not following treatment plan	90.4	2.57	4.41	100.0	1.00	4.00	-9.64	1.57	0.41
75	Collect data regarding client psychosocial functioning	85.5	2.29	4.05	100.0	1.82	3.91	-14.49	0.47	0.14
76	Collect data on client's potential for violence to self and others	77.5	1.78	4.45	100.0	1.36	3.91	-22.53	0.42	0.54
77	Identify signs and symptoms of substance abuse/chemical dependency, withdrawal or toxicity	71.0	1.46	4.24	100.0	0.82	4.09	-29.00	0.64	0.14
78	Assist in the care of the cognitively impaired client	92.1	3.51	4.40	100.0	2.36	4.27	-7.87	1.15	0.13
79	Assist in the care of a client experiencing sensory/perceptual alterations	87.8	2.51	4.19	100.0	2.27	4.00	-12.23	0.24	0.19
80	Assist in managing the care of angry/agitated client (e.g., de-escalation techniques)	89.8	2.68	4.43	100.0	1.36	4.27	-10.24	1.32	0.16
81	Make adjustment to care with consideration of client spiritual or cultural beliefs	82.8	1.60	4.05	100.0	0.91	4.00	-17.21	0.69	0.05
82	Participate in reminiscence therapy, validation therapy or reality orientation	71.4	1.77	4.03	100.0	1.36	3.27	-28.62	0.40	0.76

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
83	Participate in client group session	49.2	0.66	3.49	72.7	0.00	2.91	-23.56	0.66	0.59
84	Monitor and provide for nutritional needs of client	91.6	3.55	4.52	90.9	3.00	4.09	0.70	0.55	0.43
85	Provide feeding and/or care for client with enteral tubes	73.0	2.16	4.30	90.9	0.82	4.27	-17.87	1.34	0.02
86	Institute bowel or bladder management	80.9	2.62	4.34	90.9	1.55	4.00	-9.99	1.07	0.34
87	Monitor client intake/output	85.8	3.26	4.41	100.0	2.82	4.36	-14.22	0.44	0.05
88	Provide measures to promote sleep/rest	89.3	3.07	4.26	100.0	1.73	3.82	-10.66	1.34	0.44
89	Assist with activities of daily living	85.1	3.53	4.26	90.9	2.09	3.64	-5.84	1.44	0.62
90	Provide for mobility needs (e.g., ambulation, range of motion, transfer to chair, repositioning or the use of adaptive equipment)	90.5	3.51	4.39	90.9	1.64	3.73	-0.42	1.88	0.66
91	Provide care to an immobilized client (e.g., traction, splint or brace)	77.1	1.89	4.12	81.8	0.73	3.27	-4.68	1.16	0.85
92	Assist in the care and comfort for a client with a visual and/or hearing impairment	89.1	2.98	4.31	100.0	1.45	3.91	-10.90	1.52	0.40
93	Perform an irrigation of urinary catheter, bladder, wound, ear, nose or eye	78.1	1.68	4.12	90.9	0.55	4.00	-12.80	1.13	0.12
94	Assist in providing postmortem care	51.0	0.61	3.91	90.9	0.18	3.55	-39.93	0.43	0.37
95	Use measures to maintain or improve client skin integrity	93.1	3.81	4.53	100.0	3.18	4.27	-6.92	0.63	0.26
96	Use alternative/complementary therapy in providing client care (e.g., music therapy)	73.0	1.48	3.72	81.8	0.82	3.00	-8.87	0.66	0.72
97	Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning)	87.5	2.92	4.14	100.0	1.64	3.45	-12.46	1.28	0.69
98	Evaluate pain using a rating scale	96.7	4.07	4.56	100.0	3.73	4.36	-3.32	0.34	0.20
99	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	97.4	4.15	4.70	100.0	2.82	4.55	-2.65	1.34	0.16

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

		Newly Licensed LPN/VN Survey Ratings			SME Ratings Results			Rating Differences		
Activity Number	Activity	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting Difference	Total Group Frequency Difference	Total Group Importance Difference
100	Maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)	98.5	4.58	4.88	100.0	4.36	4.73	-1.47	0.21	0.16
101	Reinforce education to client regarding medications	95.5	3.56	4.51	100.0	3.55	4.45	-4.51	0.02	0.06
102	Perform calculations needed for medication administration	92.3	2.88	4.80	100.0	1.91	4.73	-7.74	0.97	0.07
103	Collect required data prior to medication administration	98.4	4.29	4.74	100.0	4.09	4.73	-1.56	0.20	0.01
104	Follow the rights of medication administration	97.8	4.57	4.91	100.0	5.00	5.00	-2.23	-0.43	-0.09
105	Administer medication by oral route	93.4	4.19	4.54	100.0	4.55	4.82	-6.56	-0.35	-0.28
106	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button or j-tube)	71.7	2.26	4.47	90.9	0.82	4.55	-19.22	1.45	-0.08
107	Administer a subcutaneous, intradermal or intramuscular medication	92.3	3.56	4.49	100.0	2.64	4.73	-7.67	0.92	-0.24
108	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	94.1	3.60	4.60	100.0	1.64	4.45	-5.93	1.97	0.15
109	Administer intravenous piggyback (secondary) medications	47.6	0.77	4.04	63.6	1.64	4.55	-16.04	-0.87	-0.51
110	Calculate and monitor intravenous (IV) flow rate	51.7	1.14	4.46	72.7	1.18	4.45	-21.07	-0.04	0.01
111	Monitor transfusion of blood product	27.8	0.29	4.20	54.5	0.00	4.45	-26.73	0.29	-0.25
112	Maintain pain control devices (e.g., epidural, patient control analgesia, peripheral nerve catheter)	34.3	0.60	4.17	63.6	0.73	4.55	-29.38	-0.13	-0.37
113	Administer pharmacological pain medication	91.0	3.74	4.53	100.0	3.64	4.73	-9.01	0.10	-0.20
114	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	98.2	4.33	4.80	100.0	4.45	4.73	-1.80	-0.13	0.07
115	Count narcotics/controlled substances	87.1	3.25	4.63	100.0	3.27	4.45	-12.91	-0.03	0.18

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
116	Perform risk monitoring and implement interventions	90.5	3.17	4.49	100.0	2.55	4.00	-9.46	0.63	0.49
117	Implement measures to prevent complication of client condition or procedure (e.g., circulatory complication, seizure, aspiration or potential neurological disorder)	92.1	3.30	4.63	100.0	2.55	4.27	-7.86	0.76	0.36
118	Identify signs or symptoms of potential prenatal complication	23.9	0.49	4.19	27.3	0.36	3.73	-3.37	0.13	0.46
119	Check and monitor client vital signs	99.5	4.60	4.74	100.0	4.45	4.82	-0.45	0.15	-0.08
120	Evaluate client oxygen (O2) saturation	91.5	3.73	4.71	100.0	3.73	4.82	-8.51	0.00	-0.11
121	Perform neurological checks	89.3	2.40	4.54	90.9	1.55	4.55	-1.56	0.85	-0.01
122	Perform circulatory checks	91.2	3.35	4.57	100.0	2.27	4.55	-8.76	1.08	0.03
123	Check for urinary retention (e.g., ultrasound or palpation)	71.7	1.30	4.12	81.8	0.55	4.09	-10.12	0.76	0.03
124	Insert urinary catheter	74.1	1.28	4.21	90.9	0.09	4.18	-16.82	1.18	0.03
125	Maintain urinary catheter	77.6	2.18	4.25	90.9	1.45	4.09	-13.27	0.73	0.16
126	Remove urinary catheter	72.9	1.19	4.10	90.9	0.09	4.00	-17.99	1.10	0.10
127	Collect specimen for diagnostic testing (e.g., blood, urine, stool or sputum)	85.6	2.10	4.19	100.0	1.73	4.18	-14.40	0.38	0.01
128	Monitor diagnostic or laboratory test results	87.6	2.86	4.49	100.0	3.18	4.55	-12.44	-0.32	-0.06
129	Assist with the performance of a diagnostic or invasive procedure (e.g., call a time-out, bronchoscopy, needle biopsy)	35.6	0.32	3.85	54.5	0.18	4.18	-18.91	0.14	-0.33
130	Provide care for client before surgical procedure including reinforcing teaching	45.1	0.71	4.14	81.8	0.64	4.27	-36.71	0.07	-0.13
131	Monitor continuous or intermittent suction of nasogastric (NG) tube	44.5	0.60	4.09	81.8	0.36	4.00	-37.29	0.24	0.09
132	Insert nasogastric (NG) tube	32.9	0.17	3.94	54.5	0.00	3.91	-21.65	0.17	0.03
133	Maintain nasogastric (NG) tube	46.4	0.64	4.00	81.8	0.36	4.09	-35.38	0.28	-0.09
134	Remove nasogastric (NG) tube	33.4	0.23	3.98	72.7	0.09	3.91	-39.29	0.14	0.07

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	Administer and check proper use of compression stockings/sequential compression devices (SCD)	74.8	2.15	4.02	90.9	1.73	3.91	-16.15	0.43	0.11
136	Perform an electrocardiogram (EKG/ ECG)	36.7	0.56	4.00	45.5	0.55	3.36	-8.76	0.01	0.64
137	Perform blood glucose monitoring	87.9	3.66	4.56	100.0	2.73	4.55	-12.12	0.93	0.01
138	Perform venipuncture for blood draws	47.7	0.77	4.00	90.9	1.09	3.91	-43.23	-0.32	0.09
139	Draw blood from central venous catheter	29.8	0.18	3.79	54.5	0.36	4.00	-24.78	-0.19	-0.21
140	Maintain central venous catheter	38.3	0.57	4.30	72.7	0.45	4.09	-34.41	0.11	0.21
141	Insert peripheral intravenous (IV) catheter	42.2	0.48	3.92	81.8	0.91	4.36	-39.64	-0.43	-0.45
142	Maintain peripheral intravenous (IV) catheter	51.2	1.08	4.22	90.9	2.73	4.36	-39.75	-1.64	-0.14
143	Remove peripheral intravenous (IV) catheter	46.7	0.77	3.99	90.9	1.18	4.09	-44.25	-0.41	-0.10
144	Identify signs and symptoms related to an acute or chronic illness	94.4	3.19	4.58	100.0	3.00	4.45	-5.63	0.19	0.12
145	Recognize and report change in client condition	97.9	3.28	4.75	100.0	2.27	4.82	-2.05	1.01	-0.06
146	Reinforce education to client regarding care and condition	94.6	3.46	4.39	100.0	2.64	4.18	-5.40	0.82	0.21
147	Perform care for client after surgical procedure	69.5	1.38	4.19	81.8	1.00	4.09	-12.32	0.38	0.10
148	Perform wound care and/or dressing change	91.4	2.80	4.48	100.0	1.82	3.73	-8.62	0.99	0.75
149	Provide care for client drainage device (e.g., wound drain or chest tube)	52.7	0.76	4.12	90.9	0.55	3.91	-38.24	0.21	0.21
150	Remove client wound drainage device	48.3	0.56	4.02	90.9	0.00	3.91	-42.56	0.56	0.11
151	Remove wound sutures or staples	60.8	0.65	3.82	81.8	0.18	3.73	-21.06	0.47	0.09
152	Respond/intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	64.2	0.55	4.70	100.0	0.09	4.45	-35.83	0.46	0.25

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
153	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning or repositioning)	89.4	3.00	4.63	100.0	2.09	4.73	-10.55	0.91	-0.10
154	Recognize and report basic abnormalities on a client cardiac monitor strip	36.3	0.45	4.31	81.8	0.64	4.18	-45.50	-0.19	0.13
155	Identify/intervene to control signs of hypoglycemia or hyperglycemia	88.1	2.51	4.65	100.0	1.18	4.82	-11.87	1.33	-0.17
156	Provide cooling/warming measures to restore normal temperature	69.5	1.22	4.28	100.0	0.36	4.09	-30.51	0.85	0.19
157	Provide care to client with an ostomy (e.g., colostomy, ileostomy or urostomy)	70.3	1.46	4.02	81.8	0.36	3.82	-11.50	1.10	0.20
158	Provide care for a client with a tracheostomy	55.7	0.93	4.40	81.8	0.45	4.27	-26.09	0.47	0.13
159	Provide care to client on ventilator	36.5	0.46	4.26	45.5	0.45	3.91	-8.96	0.01	0.35
160	Perform check of client pacemaker	45.4	0.43	4.26	54.5	0.27	3.55	-9.18	0.16	0.71

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

Activity Number	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)			Average Importance (Setting-Specific)		
		%	N	Avg	Std. Err	N	Avg	Std. Err	N	Avg	Std. Err
1	Apply evidence-based practice when providing care	97.0	672	4.20	0.05	693	4.08	0.06	648	4.39	0.03
2	Practice in a manner consistent with code of ethics for nurses	99.4	685	4.84	0.02	689	4.81	0.03	662	4.81	0.02
3	Provide care within the legal scope of practice	99.7	684	4.90	0.02	686	4.89	0.02	662	4.81	0.02
4	Maintain client confidentiality	99.9	675	4.81	0.03	676	4.80	0.03	649	4.86	0.02
5	Organize and prioritize care for assigned group of clients	96.2	686	4.32	0.05	713	4.15	0.06	657	4.49	0.03
6	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	86.4	558	3.82	0.07	646	3.30	0.08	542	4.20	0.04
7	Monitor activities of assistive personnel	88.5	625	3.99	0.06	706	3.54	0.07	596	4.13	0.04
8	Participate in client data collection and referral	93.6	634	3.88	0.06	677	3.63	0.07	610	4.38	0.03
9	Use data from various sources in making clinical decisions	97.5	666	3.67	0.06	683	3.57	0.06	647	4.23	0.03
10	Contribute to the development and/or update of the client plan of care (e.g., client preferences, review current information)	92.7	624	3.53	0.07	673	3.27	0.07	598	4.37	0.03
11	Receive health care provider orders	97.3	696	3.82	0.06	715	3.72	0.06	667	4.64	0.02
12	Process health care provider orders	96.3	631	3.95	0.06	655	3.80	0.07	609	4.66	0.02
13	Provide and receive report	96.0	675	3.74	0.06	703	3.59	0.06	647	4.60	0.02
14	Advocate for client rights and needs	97.5	668	3.96	0.06	685	3.86	0.06	642	4.65	0.02
15	Provide for privacy needs	99.7	680	4.62	0.04	682	4.61	0.04	663	4.52	0.03
16	Promote client self-advocacy	95.7	641	3.54	0.07	670	3.38	0.07	618	4.35	0.03
17	Involve client in care decision making	96.3	686	3.83	0.06	712	3.69	0.06	660	4.34	0.03
18	Participate in client consent process	87.9	575	2.89	0.08	654	2.54	0.08	553	4.40	0.03
19	Provide information about advance directives	70.4	492	1.63	0.08	699	1.15	0.07	468	4.05	0.05
20	Participate in providing cost effective care	90.6	618	3.74	0.07	682	3.39	0.07	594	4.12	0.04
21	Use information technology in client care	87.8	598	3.50	0.07	681	3.07	0.08	578	3.98	0.04
22	Participate as a member of an interdisciplinary team	78.1	523	3.14	0.09	670	2.45	0.09	501	4.24	0.04
23	Recognize and report staff conflict	81.7	580	1.59	0.07	710	1.30	0.07	553	3.95	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
24	Recognize task/assignment you are not prepared to perform and seek assistance	95.2	621	2.55	0.07	652	2.43	0.07	599	4.59	0.03
25	Respond to the unsafe practice of a health care provider (e.g., intervene or report)	75.6	530	1.03	0.07	701	0.78	0.05	509	4.58	0.03
26	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound or communicable disease)	81.4	553	2.42	0.09	679	1.97	0.08	536	4.74	0.02
27	Participate in client discharge or transfer	81.4	559	2.06	0.08	687	1.68	0.07	525	3.97	0.05
28	Follow up with client after discharge	54.6	366	1.72	0.11	670	0.94	0.07	350	3.89	0.06
29	Participate in staff education (e.g., inservices and continued competency)	90.6	644	2.40	0.08	711	2.17	0.07	609	4.20	0.03
30	Participate in quality improvement (QI) activity (e.g., collecting data or serving on QI committee)	63.4	416	2.15	0.10	656	1.36	0.07	391	3.98	0.05
31	Verify the identity of client	97.9	687	4.63	0.04	702	4.53	0.05	656	4.88	0.02
32	Identify client allergies and intervene as appropriate	93.7	639	3.21	0.08	682	3.00	0.08	615	4.80	0.02
33	Evaluate the appropriateness of health care provider order for client	93.6	641	3.25	0.07	685	3.04	0.08	608	4.53	0.03
34	Acknowledge and document practice error (e.g., incident report)	86.3	579	1.73	0.08	671	1.49	0.07	560	4.61	0.03
35	Assist in or reinforce education to client about safety precautions	96.2	684	3.78	0.06	711	3.64	0.06	657	4.62	0.03
36	Use safe client handling (e.g., body mechanics)	97.9	642	4.36	0.05	656	4.27	0.05	624	4.71	0.02
37	Use transfer assistive devices (e.g., gait/transfer belt, slide board or mechanical lift)	81.5	573	2.61	0.09	703	2.12	0.08	546	4.39	0.03
38	Assure availability and safe functioning of client care equipment	96.8	656	3.80	0.06	678	3.68	0.07	636	4.65	0.02
39	Implement least restrictive restraints or seclusion	62.3	426	1.99	0.10	684	1.24	0.07	401	4.19	0.05
40	Follow protocol for timed client monitoring (e.g., restraint, safety checks)	83.6	561	3.49	0.08	671	2.92	0.09	543	4.66	0.03
41	Initiate and participate in security alert (e.g., infant abduction or flight risk)	64.5	457	1.56	0.09	709	1.00	0.06	438	4.49	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
42	Identify and address hazardous conditions in health care environment (e.g., chemical, smoking or biohazard)	84.4	551	2.43	0.09	653	2.05	0.08	525	4.59	0.03
43	Participate in preparation for internal and external disasters (e.g., fire or natural disaster)	78.6	552	1.29	0.07	702	1.02	0.06	527	4.42	0.03
44	Use standard/universal precautions	99.3	675	4.87	0.02	680	4.83	0.03	658	4.90	0.01
45	Use aseptic and sterile techniques	97.4	666	3.94	0.07	684	3.84	0.07	638	4.82	0.02
46	Identify the need for and implement appropriate isolation techniques	79.3	536	2.24	0.09	676	1.78	0.08	518	4.63	0.03
47	Assist with fetal heart monitoring for the antepartum client	17.3	124	1.32	0.18	715	0.23	0.04	115	4.24	0.12
48	Assist with monitoring a client in labor	14.7	97	1.23	0.19	661	0.18	0.03	90	4.21	0.11
49	Monitor recovery of stable postpartum client	22.9	161	1.30	0.15	704	0.30	0.04	147	4.16	0.10
50	Provide care that meets the needs of the newborn - less than 1 month old	20.6	142	1.68	0.17	689	0.35	0.04	132	4.42	0.08
51	Provide care that meets the needs of infants or children aged 1 month to 12 years	28.7	198	2.83	0.15	690	0.81	0.07	189	4.29	0.07
52	Provide care that meets the needs of adolescents aged 13 to 18 years	36.3	245	2.47	0.13	675	0.90	0.07	237	4.31	0.06
53	Provide care that meets the needs of young adults aged 19 to 30 years	49.7	357	3.18	0.11	718	1.58	0.08	344	4.31	0.04
54	Provide care that meets the needs of adults aged 31 to 64 years	86.6	567	4.24	0.06	655	3.67	0.08	549	4.48	0.03
55	Provide care that meets the needs of adults aged 65 to 85 years of age	91.4	646	4.66	0.04	707	4.26	0.06	618	4.53	0.02
56	Provide care that meets the needs of adults aged greater than 85 years of age	87.4	597	4.34	0.06	683	3.79	0.08	576	4.60	0.03
57	Compare client development to norms	82.7	568	3.45	0.08	687	2.85	0.08	540	4.20	0.04
58	Assist client with expected life transition (e.g., attachment to newborn, parenting or retirement)	54.9	372	2.13	0.11	678	1.17	0.07	350	4.15	0.05
59	Provide care and resources for beginning of life and/or end of life issues and choices	74.3	535	2.64	0.09	720	1.96	0.08	507	4.40	0.03
60	Collect data for health history	87.3	570	3.21	0.08	653	2.80	0.08	552	4.45	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
61	Collect baseline physical data (e.g., skin integrity, or height and weight)	97.5	631	4.05	0.06	647	3.95	0.06	613	4.51	0.03
62	Recognize barriers to communication or learning	95.7	602	3.24	0.07	629	3.10	0.07	576	4.37	0.03
63	Participate in health screening or health promotion programs	60.2	385	1.79	0.10	640	1.08	0.07	364	3.92	0.05
64	Provide information for prevention of high risk behaviors or lifestyle choices	80.9	499	2.83	0.09	617	2.29	0.08	474	4.31	0.04
65	Identify clients in need of immunizations (required and voluntary)	80.1	531	2.34	0.09	663	1.87	0.08	513	4.16	0.04
66	Use therapeutic communication techniques with client	97.7	597	4.28	0.05	611	4.18	0.06	575	4.41	0.03
67	Provide emotional support to client and family	96.3	624	3.57	0.07	648	3.44	0.07	604	4.39	0.03
68	Promote positive self-esteem of client	96.1	611	3.99	0.06	636	3.83	0.07	586	4.38	0.03
69	Assist in or reinforce education to caregivers/ family on ways to manage client with behavioral disorders	78.1	499	2.45	0.09	639	1.92	0.08	479	4.28	0.04
70	Assist client to cope/adapt to stressful events and changes in health status (e.g., abuse/ neglect, end of life, grief and loss, life changes or physical changes)	91.4	561	3.08	0.08	614	2.81	0.08	547	4.48	0.03
71	Participate in behavior management program by recognizing environmental stressors and/or providing a therapeutic environment	82.6	547	2.87	0.09	662	2.37	0.08	526	4.19	0.04
72	Identify stressors that may affect recovery/health maintenance (e.g., lifestyle, body changes, environmental)	91.0	554	3.05	0.08	609	2.77	0.08	537	4.29	0.03
73	Identify client use of effective and ineffective coping mechanisms	87.9	561	2.73	0.08	638	2.40	0.08	544	4.21	0.03
74	Explore why client is refusing or not following treatment plan	90.4	572	2.84	0.08	633	2.57	0.08	554	4.44	0.03
75	Collect data regarding client psychosocial functioning	85.5	543	2.68	0.08	635	2.29	0.08	523	4.14	0.04
76	Collect data on client's potential for violence to self and others	77.5	478	2.30	0.09	617	1.78	0.08	456	4.53	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
77	Identify signs and symptoms of substance abuse/chemical dependency, withdrawal or toxicity	71.0	470	2.06	0.09	662	1.46	0.08	442	4.40	0.04
78	Assist in the care of the cognitively impaired client	92.1	562	3.81	0.07	610	3.51	0.08	547	4.47	0.03
79	Assist in the care of a client experiencing sensory/perceptual alterations	87.8	560	2.86	0.08	638	2.51	0.08	540	4.25	0.04
80	Assist in managing the care of angry/agitated client (e.g., de-escalation techniques)	89.8	570	2.99	0.08	635	2.68	0.08	546	4.47	0.03
81	Make adjustment to care with consideration of client spiritual or cultural beliefs	82.8	529	1.93	0.08	639	1.60	0.08	501	4.12	0.04
82	Participate in reminiscence therapy, validation therapy or reality orientation	71.4	439	2.47	0.10	615	1.77	0.08	418	4.22	0.04
83	Participate in client group session	49.2	325	1.33	0.10	661	0.66	0.06	303	3.80	0.06
84	Monitor and provide for nutritional needs of client	91.6	557	3.87	0.07	608	3.55	0.08	543	4.55	0.03
85	Provide feeding and/or care for client with enteral tubes	73.0	466	2.95	0.10	638	2.16	0.09	453	4.53	0.04
86	Institute bowel or bladder management	80.9	513	3.24	0.09	634	2.62	0.09	493	4.42	0.03
87	Monitor client intake/output	85.8	549	3.80	0.08	640	3.26	0.08	534	4.51	0.03
88	Provide measures to promote sleep/rest	89.3	545	3.44	0.08	610	3.07	0.08	528	4.31	0.03
89	Assist with activities of daily living	85.1	564	4.15	0.06	663	3.53	0.08	544	4.37	0.03
90	Provide for mobility needs (e.g., ambulation, range of motion, transfer to chair, repositioning or the use of adaptive equipment)	90.5	552	3.88	0.07	610	3.51	0.08	537	4.43	0.03
91	Provide care to an immobilized client (e.g., traction, splint or brace)	77.1	496	2.45	0.09	643	1.89	0.08	476	4.28	0.04
92	Assist in the care and comfort for a client with a visual and/or hearing impairment	89.1	564	3.34	0.08	633	2.98	0.08	539	4.34	0.03
93	Perform an irrigation of urinary catheter, bladder, wound, ear, nose or eye	78.1	503	2.15	0.09	644	1.68	0.08	471	4.28	0.04
94	Assist in providing postmortem care	51.0	312	1.20	0.10	612	0.61	0.06	289	4.08	0.06
95	Use measures to maintain or improve client skin integrity	93.1	619	4.09	0.06	665	3.81	0.07	601	4.63	0.02

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
96	Use alternative/complementary therapy in providing client care (e.g., music therapy)	73.0	445	2.03	0.09	610	1.48	0.08	418	3.87	0.05
97	Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning)	87.5	562	3.33	0.08	642	2.92	0.08	544	4.26	0.03
98	Evaluate pain using a rating scale	96.7	611	4.21	0.06	632	4.07	0.06	596	4.56	0.03
99	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	97.4	625	4.27	0.06	642	4.15	0.06	607	4.71	0.03
100	Maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)	98.5	603	4.65	0.04	612	4.58	0.05	588	4.88	0.01
101	Reinforce education to client regarding medications	95.5	635	3.73	0.07	665	3.56	0.07	613	4.56	0.03
102	Perform calculations needed for medication administration	92.3	560	3.12	0.08	607	2.88	0.08	538	4.82	0.02
103	Collect required data prior to medication administration	98.4	633	4.36	0.05	643	4.29	0.06	619	4.75	0.02
104	Follow the rights of medication administration	97.8	615	4.67	0.04	629	4.57	0.05	596	4.92	0.01
105	Administer medication by oral route	93.4	598	4.49	0.05	640	4.19	0.07	579	4.60	0.03
106	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button or j-tube)	71.7	438	3.16	0.10	611	2.26	0.09	427	4.66	0.03
107	Administer a subcutaneous, intradermal or intramuscular medication	92.3	614	3.85	0.07	665	3.56	0.08	587	4.57	0.03
108	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	94.1	571	3.83	0.07	607	3.60	0.08	552	4.63	0.03
109	Administer intravenous piggyback (secondary) medications	47.6	307	1.62	0.12	645	0.77	0.06	283	4.37	0.05
110	Calculate and monitor intravenous (IV) flow rate	51.7	328	2.20	0.11	635	1.14	0.07	304	4.69	0.03
111	Monitor transfusion of blood product	27.8	178	1.03	0.13	640	0.29	0.04	166	4.62	0.06
112	Maintain pain control devices (e.g., epidural, patient control analgesia, peripheral nerve catheter)	34.3	211	1.76	0.15	616	0.60	0.06	196	4.47	0.06
113	Administer pharmacological pain medication	91.0	606	4.11	0.06	666	3.74	0.07	579	4.56	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
114	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	98.2	599	4.41	0.05	610	4.33	0.06	579	4.82	0.02
115	Count narcotics/controlled substances	87.1	560	3.73	0.07	643	3.25	0.08	539	4.70	0.03
116	Perform risk monitoring and implement interventions	90.5	574	3.50	0.08	634	3.17	0.08	553	4.53	0.03
117	Implement measures to prevent complication of client condition or procedure (e.g., circulatory complication, seizure, aspiration or potential neurological disorder)	92.1	586	3.58	0.08	636	3.30	0.08	567	4.69	0.03
118	Identify signs or symptoms of potential prenatal complication	23.9	147	2.05	0.18	615	0.49	0.06	137	4.54	0.07
119	Check and monitor client vital signs	99.5	658	4.62	0.04	661	4.60	0.04	642	4.74	0.02
120	Evaluate client oxygen (O2) saturation	91.5	559	4.07	0.07	611	3.73	0.08	540	4.77	0.02
121	Perform neurological checks	89.3	562	2.68	0.09	629	2.40	0.08	537	4.61	0.03
122	Perform circulatory checks	91.2	573	3.68	0.08	628	3.35	0.08	552	4.64	0.03
123	Check for urinary retention (e.g., ultrasound or palpation)	71.7	456	1.82	0.09	636	1.30	0.07	420	4.32	0.04
124	Insert urinary catheter	74.1	449	1.72	0.09	606	1.28	0.07	429	4.31	0.04
125	Maintain urinary catheter	77.6	507	2.81	0.09	653	2.18	0.08	477	4.42	0.03
126	Remove urinary catheter	72.9	439	1.63	0.09	602	1.19	0.07	410	4.21	0.04
127	Collect specimen for diagnostic testing (e.g., blood, urine, stool or sputum)	85.6	541	2.46	0.09	632	2.10	0.08	506	4.33	0.03
128	Monitor diagnostic or laboratory test results	87.6	549	3.27	0.08	627	2.86	0.08	525	4.55	0.03
129	Assist with the performance of a diagnostic or invasive procedure (e.g., call a time-out, bronchoscopy, needle biopsy)	35.6	227	0.90	0.11	637	0.32	0.04	207	4.20	0.07
130	Provide care for client before surgical procedure including reinforcing teaching	45.1	272	1.57	0.12	603	0.71	0.06	260	4.35	0.05
131	Monitor continuous or intermittent suction of nasogastric (NG) tube	44.5	293	1.35	0.11	658	0.60	0.06	267	4.37	0.06
132	Insert nasogastric (NG) tube	32.9	200	0.51	0.09	608	0.17	0.03	180	4.16	0.08
133	Maintain nasogastric (NG) tube	46.4	293	1.39	0.11	631	0.64	0.06	267	4.32	0.06

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
134	Remove nasogastric (NG) tube	33.4	211	0.69	0.10	631	0.23	0.04	192	4.24	0.07
135	Administer and check proper use of compression stockings/sequential compression devices (SCD)	74.8	474	2.88	0.09	634	2.15	0.08	449	4.20	0.04
136	Perform an electrocardiogram (EKG/ECG)	36.7	222	1.52	0.13	605	0.56	0.06	205	4.30	0.06
137	Perform blood glucose monitoring	87.9	580	4.16	0.07	660	3.66	0.08	544	4.64	0.03
138	Perform venipuncture for blood draws	47.7	288	1.61	0.12	604	0.77	0.07	267	4.25	0.06
139	Draw blood from central venous catheter	29.8	189	0.59	0.10	635	0.18	0.03	173	4.18	0.07
140	Maintain central venous catheter	38.3	241	1.48	0.13	629	0.57	0.06	222	4.57	0.05
141	Insert peripheral intravenous (IV) catheter	42.2	267	1.15	0.11	633	0.48	0.05	239	4.20	0.06
142	Maintain peripheral intravenous (IV) catheter	51.2	308	2.12	0.12	602	1.08	0.07	290	4.54	0.04
143	Remove peripheral intravenous (IV) catheter	46.7	307	1.64	0.12	658	0.77	0.06	278	4.25	0.06
144	Identify signs and symptoms related to an acute or chronic illness	94.4	570	3.38	0.08	604	3.19	0.08	546	4.62	0.03
145	Recognize and report change in client condition	97.9	620	3.35	0.07	633	3.28	0.07	597	4.77	0.02
146	Reinforce education to client regarding care and condition	94.6	596	3.66	0.07	630	3.46	0.07	571	4.42	0.03
147	Perform care for client after surgical procedure	69.5	442	1.99	0.09	636	1.38	0.07	404	4.45	0.04
148	Perform wound care and/or dressing change	91.4	551	3.07	0.08	603	2.80	0.08	534	4.51	0.03
149	Provide care for client drainage device (e.g., wound drain or chest tube)	52.7	345	1.44	0.10	655	0.76	0.06	318	4.35	0.05
150	Remove client wound drainage device	48.3	292	1.15	0.11	604	0.56	0.06	266	4.24	0.06
151	Remove wound sutures or staples	60.8	384	1.07	0.08	632	0.65	0.06	355	4.00	0.05
152	Respond/intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	64.2	403	0.86	0.08	628	0.55	0.05	371	4.79	0.03
153	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning or repositioning)	89.4	568	3.36	0.08	635	3.00	0.08	534	4.72	0.03
154	Recognize and report basic abnormalities on a client cardiac monitor strip	36.3	219	1.23	0.13	603	0.45	0.05	207	4.66	0.05
155	Identify/intervene to control signs of hypoglycemia or hyperglycemia	88.1	579	2.85	0.08	657	2.51	0.08	539	4.73	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
156	Provide cooling/warming measures to restore normal temperature	69.5	419	1.75	0.09	603	1.22	0.07	393	4.44	0.04
157	Provide care to client with an ostomy (e.g., colostomy, ileostomy or urostomy)	70.3	443	2.07	0.10	630	1.46	0.08	417	4.22	0.04
158	Provide care for a client with a tracheostomy	55.7	350	1.66	0.11	628	0.93	0.07	326	4.60	0.04
159	Provide care to client on ventilator	36.5	231	1.26	0.13	633	0.46	0.05	210	4.56	0.06
160	Perform check of client pacemaker	45.4	274	0.95	0.09	604	0.43	0.05	261	4.47	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
1	Apply evidence-based practice when providing care	666	4.35	0.03	648	4.39	0.03
2	Practice in a manner consistent with code of ethics for nurses	666	4.81	0.02	662	4.81	0.02
3	Provide care within the legal scope of practice	663	4.81	0.02	662	4.81	0.02
4	Maintain client confidentiality	650	4.86	0.02	649	4.86	0.02
5	Organize and prioritize care for assigned group of clients	682	4.46	0.03	657	4.49	0.03
6	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	621	4.07	0.04	542	4.20	0.04
7	Monitor activities of assistive personnel	660	4.02	0.04	596	4.13	0.04
8	Participate in client data collection and referral	646	4.30	0.03	610	4.38	0.03
9	Use data from various sources in making clinical decisions	662	4.19	0.03	647	4.23	0.03
10	Contribute to the development and/or update of the client plan of care (e.g., client preferences, review current information)	641	4.30	0.04	598	4.37	0.03
11	Receive health care provider orders	683	4.63	0.02	667	4.64	0.02
12	Process health care provider orders	629	4.63	0.03	609	4.66	0.02
13	Provide and receive report	670	4.56	0.03	647	4.60	0.02
14	Advocate for client rights and needs	657	4.65	0.02	642	4.65	0.02
15	Provide for privacy needs	665	4.51	0.03	663	4.52	0.03
16	Promote client self-advocacy	642	4.31	0.03	618	4.35	0.03
17	Involve client in care decision making	680	4.31	0.03	660	4.34	0.03
18	Participate in client consent process	615	4.33	0.04	553	4.40	0.03
19	Provide information about advance directives	640	3.82	0.05	468	4.05	0.05
20	Participate in providing cost effective care	653	4.06	0.04	594	4.12	0.04
21	Use information technology in client care	647	3.83	0.04	578	3.98	0.04
22	Participate as a member of an interdisciplinary team	624	4.02	0.04	501	4.24	0.04
23	Recognize and report staff conflict	669	3.87	0.04	553	3.95	0.04
24	Recognize task/assignment you are not prepared to perform and seek assistance	627	4.56	0.03	599	4.59	0.03
25	Respond to the unsafe practice of a health care provider (e.g., intervene or report)	657	4.50	0.03	509	4.58	0.03
26	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound or communicable disease)	644	4.70	0.03	536	4.74	0.02
27	Participate in client discharge or transfer	632	3.82	0.05	525	3.97	0.05
28	Follow up with client after discharge	611	3.61	0.05	350	3.89	0.06
29	Participate in staff education (e.g., inservices and continued competency)	668	4.14	0.03	609	4.20	0.03

Table 16. Average Total Group and Setting-Specific Importance Ratings							
Activity Number	Activity	Total Group Importance			Setting-Specific Importance		
		N	Avg	Std Err	N	Avg	Std Err
30	Participate in quality improvement (QI) activity (e.g., collecting data or serving on QI committee)	601	3.74	0.05	391	3.98	0.05
31	Verify the identity of client	670	4.83	0.02	656	4.88	0.02
32	Identify client allergies and intervene as appropriate	648	4.76	0.03	615	4.80	0.02
33	Evaluate the appropriateness of health care provider order for client	642	4.46	0.03	608	4.53	0.03
34	Acknowledge and document practice error (e.g., incident report)	636	4.59	0.03	560	4.61	0.03
35	Assist in or reinforce education to client about safety precautions	679	4.59	0.03	657	4.62	0.03
36	Use safe client handling (e.g., body mechanics)	637	4.70	0.02	624	4.71	0.02
37	Use transfer assistive devices (e.g., gait/ transfer belt, slide board or mechanical lift)	649	4.23	0.04	546	4.39	0.03
38	Assure availability and safe functioning of client care equipment	657	4.63	0.03	636	4.65	0.02
39	Implement least restrictive restraints or seclusion	613	3.89	0.05	401	4.19	0.05
40	Follow protocol for timed client monitoring (e.g., restraint, safety checks)	637	4.55	0.03	543	4.66	0.03
41	Initiate and participate in security alert (e.g., infant abduction or flight risk)	644	4.33	0.04	438	4.49	0.04
42	Identify and address hazardous conditions in health care environment (e.g., chemical, smoking or biohazard)	614	4.53	0.03	525	4.59	0.03
43	Participate in preparation for internal and external disasters (e.g., fire or natural disaster)	646	4.33	0.04	527	4.42	0.03
44	Use standard/universal precautions	663	4.90	0.01	658	4.90	0.01
45	Use aseptic and sterile techniques	652	4.79	0.02	638	4.82	0.02
46	Identify the need for and implement appropriate isolation techniques	633	4.52	0.03	518	4.63	0.03
47	Assist with fetal heart monitoring for the antepartum client	597	3.99	0.06	115	4.24	0.12
48	Assist with monitoring a client in labor	553	3.71	0.06	90	4.21	0.11
49	Monitor recovery of stable postpartum client	600	3.84	0.06	147	4.16	0.10
50	Provide care that meets the needs of the newborn - less than 1 month old	574	4.07	0.06	132	4.42	0.08
51	Provide care that meets the needs of infants or children aged 1 month to 12 years	593	3.83	0.06	189	4.29	0.07
52	Provide care that meets the needs of adolescents aged 13 to 18 years	594	3.95	0.05	237	4.31	0.06
53	Provide care that meets the needs of young adults aged 19 to 30 years	643	4.08	0.04	344	4.31	0.04

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

Activity Number	Activity	Total Group Importance			Setting-Specific Importance		
		N	Avg	Std Err	N	Avg	Std Err
54	Provide care that meets the needs of adults aged 31 to 64 years	621	4.37	0.04	549	4.48	0.03
55	Provide care that meets the needs of adults aged 65 to 85 years of age	668	4.43	0.03	618	4.53	0.02
56	Provide care that meets the needs of adults aged greater than 85 years of age	652	4.52	0.03	576	4.60	0.03
57	Compare client development to norms	638	4.08	0.04	540	4.20	0.04
58	Assist client with expected life transition (e.g., attachment to newborn, parenting or retirement)	594	3.97	0.05	350	4.15	0.05
59	Provide care and resources for beginning of life and/or end of life issues and choices	664	4.22	0.04	507	4.40	0.03
60	Collect data for health history	615	4.35	0.04	552	4.45	0.03
61	Collect baseline physical data (e.g., skin integrity, or height and weight)	624	4.48	0.03	613	4.51	0.03
62	Recognize barriers to communication or learning	594	4.33	0.03	576	4.37	0.03
63	Participate in health screening or health promotion programs	570	3.73	0.05	364	3.92	0.05
64	Provide information for prevention of high risk behaviors or lifestyle choices	566	4.22	0.04	474	4.31	0.04
65	Identify clients in need of immunizations (required and voluntary)	625	4.07	0.04	513	4.16	0.04
66	Use therapeutic communication techniques with client	585	4.39	0.03	575	4.41	0.03
67	Provide emotional support to client and family	622	4.36	0.03	604	4.39	0.03
68	Promote positive self-esteem of client	605	4.36	0.03	586	4.38	0.03
69	Assist in or reinforce education to caregivers/family on ways to manage client with behavioral disorders	591	4.12	0.04	479	4.28	0.04
70	Assist client to cope/adapt to stressful events and changes in health status (e.g., abuse/neglect, end of life, grief and loss, life changes or physical changes)	587	4.45	0.03	547	4.48	0.03
71	Participate in behavior management program by recognizing environmental stressors and/or providing a therapeutic environment	612	4.09	0.04	526	4.19	0.04
72	Identify stressors that may affect recovery/health maintenance (e.g., lifestyle, body changes, environmental)	578	4.24	0.04	537	4.29	0.03
73	Identify client use of effective and ineffective coping mechanisms	599	4.14	0.04	544	4.21	0.03
74	Explore why client is refusing or not following treatment plan	602	4.41	0.03	554	4.44	0.03
75	Collect data regarding client psychosocial functioning	596	4.05	0.04	523	4.14	0.04
76	Collect data on client's potential for violence to self and others	566	4.45	0.04	456	4.53	0.04

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

Activity Number	Activity	Total Group Importance			Setting-Specific Importance		
		N	Avg	Std Err	N	Avg	Std Err
77	Identify signs and symptoms of substance abuse/chemical dependency, withdrawal or toxicity	595	4.24	0.04	442	4.40	0.04
78	Assist in the care of the cognitively impaired client	586	4.40	0.03	547	4.47	0.03
79	Assist in the care of a client experiencing sensory/perceptual alterations	599	4.19	0.04	540	4.25	0.04
80	Assist in managing the care of angry/agitated client (e.g., de-escalation techniques)	601	4.43	0.03	546	4.47	0.03
81	Make adjustment to care with consideration of client spiritual or cultural beliefs	593	4.05	0.04	501	4.12	0.04
82	Participate in reminiscence therapy, validation therapy or reality orientation	565	4.03	0.04	418	4.22	0.04
83	Participate in client group session	570	3.49	0.05	303	3.80	0.06
84	Monitor and provide for nutritional needs of client	580	4.52	0.03	543	4.55	0.03
85	Provide feeding and/or care for client with enteral tubes	595	4.30	0.04	453	4.53	0.04
86	Institute bowel or bladder management	589	4.34	0.04	493	4.42	0.03
87	Monitor client intake/output	606	4.41	0.04	534	4.51	0.03
88	Provide measures to promote sleep/rest	578	4.26	0.03	528	4.31	0.03
89	Assist with activities of daily living	621	4.26	0.04	544	4.37	0.03
90	Provide for mobility needs (e.g., ambulation, range of motion, transfer to chair, repositioning or the use of adaptive equipment)	580	4.39	0.03	537	4.43	0.03
91	Provide care to an immobilized client (e.g., traction, splint or brace)	589	4.12	0.04	476	4.28	0.04
92	Assist in the care and comfort for a client with a visual and/or hearing impairment	595	4.31	0.03	539	4.34	0.03
93	Perform an irrigation of urinary catheter, bladder, wound, ear, nose or eye	582	4.12	0.04	471	4.28	0.04
94	Assist in providing postmortem care	538	3.91	0.05	289	4.08	0.06
95	Use measures to maintain or improve client skin integrity	638	4.53	0.03	601	4.63	0.02
96	Use alternative/complementary therapy in providing client care (e.g., music therapy)	555	3.72	0.05	418	3.87	0.05
97	Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning)	608	4.14	0.04	544	4.26	0.03
98	Evaluate pain using a rating scale	612	4.56	0.02	596	4.56	0.03
99	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	620	4.70	0.02	607	4.71	0.03

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

Activity Number	Activity	Total Group Importance			Setting-Specific Importance		
		N	Avg	Std Err	N	Avg	Std Err
100	Maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)	594	4.88	0.01	588	4.88	0.01
101	Reinforce education to client regarding medications	637	4.51	0.03	613	4.56	0.03
102	Perform calculations needed for medication administration	572	4.80	0.02	538	4.82	0.02
103	Collect required data prior to medication administration	623	4.74	0.02	619	4.75	0.02
104	Follow the rights of medication administration	608	4.91	0.01	596	4.92	0.01
105	Administer medication by oral route	610	4.54	0.03	579	4.60	0.03
106	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button or j-tube)	574	4.47	0.04	427	4.66	0.03
107	Administer a subcutaneous, intradermal or intramuscular medication	634	4.49	0.03	587	4.57	0.03
108	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	580	4.60	0.03	552	4.63	0.03
109	Administer intravenous piggyback (secondary) medications	557	4.04	0.05	283	4.37	0.05
110	Calculate and monitor intravenous (IV) flow rate	560	4.46	0.04	304	4.69	0.03
111	Monitor transfusion of blood product	540	4.20	0.06	166	4.62	0.06
112	Maintain pain control devices (e.g., epidural, patient control analgesia, peripheral nerve catheter)	531	4.17	0.06	196	4.47	0.06
113	Administer pharmacological pain medication	628	4.53	0.03	579	4.56	0.03
114	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	588	4.80	0.02	579	4.82	0.02
115	Count narcotics/controlled substances	602	4.63	0.03	539	4.70	0.03
116	Perform risk monitoring and implement interventions	598	4.49	0.03	553	4.53	0.03
117	Implement measures to prevent complication of client condition or procedure (e.g., circulatory complication, seizure, aspiration or potential neurological disorder)	603	4.63	0.03	567	4.69	0.03
118	Identify signs or symptoms of potential prenatal complication	526	4.19	0.06	137	4.54	0.07
119	Check and monitor client vital signs	644	4.74	0.02	642	4.74	0.02
120	Evaluate client oxygen (O2) saturation	582	4.71	0.03	540	4.77	0.02
121	Perform neurological checks	586	4.54	0.03	537	4.61	0.03
122	Perform circulatory checks	597	4.57	0.03	552	4.64	0.03
123	Check for urinary retention (e.g., ultrasound or palpation)	567	4.12	0.04	420	4.32	0.04
124	Insert urinary catheter	555	4.21	0.04	429	4.31	0.04

Table 16. Average Total Group and Setting-Specific Importance Ratings							
Activity Number	Activity	Total Group Importance			Setting-Specific Importance		
		N	Avg	Std Err	N	Avg	Std Err
125	Maintain urinary catheter	598	4.25	0.04	477	4.42	0.03
126	Remove urinary catheter	545	4.10	0.04	410	4.21	0.04
127	Collect specimen for diagnostic testing (e.g., blood, urine, stool or sputum)	579	4.19	0.04	506	4.33	0.03
128	Monitor diagnostic or laboratory test results	588	4.49	0.03	525	4.55	0.03
129	Assist with the performance of a diagnostic or invasive procedure (e.g., call a time-out, bronchoscopy, needle biopsy)	539	3.85	0.06	207	4.20	0.07
130	Provide care for client before surgical procedure including reinforcing teaching	528	4.14	0.05	260	4.35	0.05
131	Monitor continuous or intermittent suction of nasogastric (NG) tube	555	4.09	0.05	267	4.37	0.06
132	Insert nasogastric (NG) tube	518	3.94	0.06	180	4.16	0.08
133	Maintain nasogastric (NG) tube	540	4.00	0.06	267	4.32	0.06
134	Remove nasogastric (NG) tube	529	3.98	0.05	192	4.24	0.07
135	Administer and check proper use of compression stockings/sequential compression devices (SCD)	574	4.02	0.05	449	4.20	0.04
136	Perform an electrocardiogram (EKG/ ECG)	527	4.00	0.05	205	4.30	0.06
137	Perform blood glucose monitoring	612	4.56	0.03	544	4.64	0.03
138	Perform venipuncture for blood draws	530	4.00	0.05	267	4.25	0.06
139	Draw blood from central venous catheter	538	3.79	0.06	173	4.18	0.07
140	Maintain central venous catheter	532	4.30	0.05	222	4.57	0.05
141	Insert peripheral intravenous (IV) catheter	531	3.92	0.06	239	4.20	0.06
142	Maintain peripheral intravenous (IV) catheter	530	4.22	0.05	290	4.54	0.04
143	Remove peripheral intravenous (IV) catheter	553	3.99	0.05	278	4.25	0.06
144	Identify signs and symptoms related to an acute or chronic illness	573	4.58	0.03	546	4.62	0.03
145	Recognize and report change in client condition	606	4.75	0.02	597	4.77	0.02
146	Reinforce education to client regarding care and condition	598	4.39	0.03	571	4.42	0.03
147	Perform care for client after surgical procedure	569	4.19	0.05	404	4.45	0.04
148	Perform wound care and/or dressing change	576	4.48	0.03	534	4.51	0.03
149	Provide care for client drainage device (e.g., wound drain or chest tube)	560	4.12	0.05	318	4.35	0.05
150	Remove client wound drainage device	523	4.02	0.05	266	4.24	0.06
151	Remove wound sutures or staples	554	3.82	0.05	355	4.00	0.05
152	Respond/intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	555	4.70	0.04	371	4.79	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
153	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning or repositioning)	586	4.63	0.03	534	4.72	0.03
154	Recognize and report basic abnormalities on a client cardiac monitor strip	527	4.31	0.05	207	4.66	0.05
155	Identify/intervene to control signs of hypoglycemia or hyperglycemia	603	4.65	0.03	539	4.73	0.03
156	Provide cooling/warming measures to restore normal temperature	538	4.28	0.05	393	4.44	0.04
157	Provide care to client with an ostomy (e.g., colostomy, ileostomy or urostomy)	566	4.02	0.05	417	4.22	0.04
158	Provide care for a client with a tracheostomy	544	4.40	0.05	326	4.60	0.04
159	Provide care to client on ventilator	531	4.26	0.06	210	4.56	0.06
160	Perform check of client pacemaker	532	4.26	0.05	261	4.47	0.05

CONCLUSION

The 2012 LPN/VN Practice Analysis Survey used several methods to describe the practice of newly licensed LPN/VNs in the U.S.: (1) document reviews; (2) daily logs of newly licensed LPN/VNs; (3) SME's knowledge; and (4) a large scale survey. The reliability of the survey instrument was quite good. In addition, there was evidence from SMEs and the nonresponder survey to support the validity of the activity statement ratings. Based on evidence, the findings of this study can be used to evaluate and support an LPN/VN test plan.

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APPENDIX A: 2012 LPN/VN PRACTICE ANALYSIS METHODOLOGY EXPERT

Michael C. Edwards, PhD, is an associate professor at The Ohio State University, department of Psychology. Edwards teaches courses in quantitative psychology, measurement and statistics. In addition, he consults on grants researching self-report 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 is also currently serving on advisory committees for the College Board and the American Institute of Certified Public Accountants.

Chuck Friedman, PhD, is exam program manager at the Association of Social Work Boards and has more than 20 years of experience in professional licensure and certification examinations. In his current position, Friedman is responsible for overseeing all aspects of the examination program development and ensuring the validity and reliability of the examinations. His past experience includes positions at Pearson Inc. and ACT Inc. where he directed credentialing departments and activities supporting more than 30 licensure and certification programs. He also served on committees for professional measurement and testing organizations, including the Council on Licensure, Enforcement, and Regulation (CLEAR) and the Association of Test Publishers (ATP). In addition, Friedman has published manuscripts and given numerous presentations on the development of certification and licensure examinations.

Phoebe Winter, PhD, is vice president of education policy at Pacific Metrics Corporation. In this capacity, she assists in the design and implementation of research to enhance assessment validity, monitors changes in policies related to assessment, and advises clients, staff, department of education staff, researchers and other stakeholders on the implications of legislation for assessment. Winter's previous experience includes nearly 30 years of experience in testing in positions where she was responsible for directing research projects for large-scale assessments, designing assessment instruments, and designing and evaluating assessment systems and programs. Her publications and presentations include extensive work on assessment design and validation, and accountability and policy implications. In addition, Winter has served as a proposal and manuscript reviewer, and committee member and chair for the National Council on Measurement in Education and *Educational Measurement: Issues and Practices.*

APPENDIX B: SUBJECT MATTER EXPERT PANEL

Area I

Member: Bonnie Ryan, LVN

Board: California Board of Vocational Nursing and Psychiatric Technicians

Specialty: Medical-Surgical and Intensive Care Unit (ICU)

Ryan has eight years of nursing experience and is currently a licensed vocational nurse (LVN) at Jerry L. Pettis Memorial Hospital (a Veterans Affairs hospital), where she orients and supervises new graduate LVNs within the ICU. She is also an LVN instructor and supervises LVN nursing students in the clinical setting.

Member: Steven Ross, RNC

Board: New Mexico Board of Nursing

Specialty: Medical-Surgical, Transplant, Emergency Room, Prison Nursing

Ross has 22 years of nursing experience and is the unit director of 6-S/SSAC/TPL at the University of New Mexico Hospital, a Level 1 trauma center. He is involved with every interview and is ultimately the person responsible for the hiring all new nurses in his unit. Ross meets with new graduates frequently to ensure they are receiving an adequate orientation and to address any issues they may have. He is a registered nurse (RN) in the U.S. Army Reserves and has served in Iraq three times and once in Afghanistan.

Member: Louellyn Monera, RN

Board: California Board of Registered Nursing

Specialty: Psychiatric Nursing

Monera has more than 30 years of nursing expertise and is currently a clinical nurse III at the University of California in San Diego Child and Adolescent Psychiatric Services. She is board certified in psychiatric and mental health nursing and provides a thorough orientation of the unit to entry-level nurses. She is also a mentor to newly licensed nurses.

Area II

Member: Jean Creson Caffrey, RN

Board: Kansas State Board of Nursing

Specialty: Rural Health Care

Caffrey has 27 years of nursing experience and is a clinic manager at Community Healthcare Systems, where she has direct supervision of newly licensed nurses during their orientation. She is a member of the American Nurses Association and the Kansas State Nurses Association, and holds certifications in advanced cardiac life support (ACLS), pediatric advanced list support (PALS) and trauma nursing core course (TNCC). Caffrey provides advanced life support and education for the Frankfort Ambulance Service and serves on a committee for infection control to evaluate current practice/equipment.

Member: Tonya Orth, LPN

Board: Nebraska Board of Nursing

Specialty: Long-term Care and Rehabilitation

Orth has 17 years of nursing experience and is currently a licensed practical nurse (LPN) at Homestead Rehabilitation Center. As a charge nurse and orientation nurse, she ensures that newly licensed LPNs are comfortable in the work area and have the best learning experience possible.

Member: Debra Tauer, LPN

Board: Minnesota Board of Nursing

Specialty: Medical-Surgical and Same Day Surgery

Tauer has 35 years of nursing experience and is a staff nurse at New Ulm Medical Center. She is involved with the orientation of newly licensed LPNs at her institution and acts as a preceptor for most of the newly hired LPNs. Tauer is also involved in labor management and helps resolve issues or answer questions related to education or scope of practice for LPNs. Tauer is the current president of the Minnesota Licensed Practical Nurses Association and is the director of the Minnesota Center for Nursing.

Area III

Member: Fullando Jenkins, LPN

Board: Florida Board of Nursing

Specialty: Medical/Step-Down Cardiac Telemetry, Post Trauma, Wellness Nurse

Jenkins has 14 years of nursing experience and is currently delivering nursing care at the University of Florida and Shands at Jacksonville. He is the unit council member for 5 North Pavilion and allows himself to be available to new nurses as a resource as much as possible.

Member: Sara Lee, LPN

Board: Georgia Board of Examiners of Licensed Practical Nurses

Specialty: Mother/Baby

Lee has 40 years of nursing experience and is a staff nurse in the Level I Nursery and Mother/Baby unit at Tift Regional Medical Center. She is a member of the peer interview panel at her institution and when she is precepting a newly licensed LPN, she reviews policy and procedures with them, as well as demonstrates the process of receiving babies on her unit. In her 40 years of nursing, Lee has also worked in many other areas of nursing, including pharmacy, emergency room, ICU and medical/surgical units.

Member: John Wood, LVN

Board: Texas Board of Nursing

Specialty: Psychiatric and Mental Health

Wood is a newly licensed LVN and is currently working in the Child and Adolescent Division of Austin State Hospital. He is a "super user" for his institution's computer program and assists other nurses in becoming proficient with using the computer program. Wood is also a member of the Nursing Advocacy Committee.

Area IV

Member: Nicomede Houndo, LPN

Board: Pennsylvania State Board of Nursing

Specialty: Geriatric Nursing Care/Long-term Care/Mental Health

Houndo is a newly licensed LPN. He was a certified nursing assistant prior to receiving his nursing license and is currently a charge nurse at Saint Mary Manor.

Member: Alice Hubbell, RN

Board: Connecticut Board of Examiners for Nursing

Specialty: Medical-Surgical and Respiratory

Hubbell has 17 years of nursing experience and currently works as a floor nurse and team leader at the Hospital for Special Care focusing on delivering care to patients on ventilators. She is a preceptor to newly licensed LPNs and RNs, and is an available resource to new nurses.

APPENDIX C: 2012 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 part of a comprehensive study of the practice of newly licensed practical/vocational nurses (LPN/VNs) in the U.S. The study is being performed by the National Council of State Boards of Nursing (NCSBN) on behalf of your board of nursing. Please complete and return this form as soon as possible. This is your opportunity to contribute to the development of the NCLEX-PN® 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. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.

Correct marks

Incorrect marks

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

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

- ○ LPN/VN
- ○ RN

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

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

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

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

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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 state or territory. 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 = 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
1. Apply evidence-based practice when providing care	N	0	1	2	3	4	5+	1	2	3	4	5
2. Provide care within the legal scope of practice	N	0	1	2	3	4	5+	1	2	3	4	5
3. Organize and prioritize care for assigned group of clients	N	0	1	2	3	4	5+	1	2	3	4	5
4. Monitor activities of assistive personnel	N	0	1	2	3	4	5+	1	2	3	4	5
5. Use data from various sources in making clinical decisions	N	0	1	2	3	4	5+	1	2	3	4	5
6. Receive health care provider orders	N	0	1	2	3	4	5+	1	2	3	4	5
7. Provide and receive report	N	0	1	2	3	4	5+	1	2	3	4	5
8. Provide for privacy needs	N	0	1	2	3	4	5+	1	2	3	4	5
9. Involve client in care decision making	N	0	1	2	3	4	5+	1	2	3	4	5
10. Provide information about advance directives	N	0	1	2	3	4	5+	1	2	3	4	5
11. Use information technology in client care	N	0	1	2	3	4	5+	1	2	3	4	5
12. Recognize and report staff conflict	N	0	1	2	3	4	5+	1	2	3	4	5
13. Respond to the unsafe practice of a health care provider (e.g., intervene or report)	N	0	1	2	3	4	5+	1	2	3	4	5
14. Participate in client discharge or transfer	N	0	1	2	3	4	5+	1	2	3	4	5
15. Participate in staff education (e.g., inservices and continued competency)	N	0	1	2	3	4	5+	1	2	3	4	5
16. Verify the identity of client	N	0	1	2	3	4	5+	1	2	3	4	5
17. Evaluate the appropriateness of health care provider order for client	N	0	1	2	3	4	5+	1	2	3	4	5
18. Assist in or reinforce education to client about safety precautions	N	0	1	2	3	4	5+	1	2	3	4	5
19. Use transfer assistive devices (e.g., gait/transfer belt, slide board or mechanical lift)	N	0	1	2	3	4	5+	1	2	3	4	5
20. Implement least restrictive restraints or seclusion	N	0	1	2	3	4	5+	1	2	3	4	5
21. Initiate and participate in security alert (e.g., infant abduction or flight risk)	N	0	1	2	3	4	5+	1	2	3	4	5
22. Participate in preparation for internal and external disasters (e.g., fire or natural disaster)	N	0	1	2	3	4	5+	1	2	3	4	5
23. Use aseptic and sterile techniques	N	0	1	2	3	4	5+	1	2	3	4	5
24. Assist with fetal heart monitoring for the antepartum client	N	0	1	2	3	4	5+	1	2	3	4	5
25. Monitor recovery of stable postpartum client	N	0	1	2	3	4	5+	1	2	3	4	5

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 infants or children aged 1 month to 12 years	N	0	1	2	3	4	5+	1	2	3	4	5
27. Provide care that meets the needs of young adults aged 19 to 30 years	N	0	1	2	3	4	5+	1	2	3	4	5
28. Provide care that meets the needs of adults aged 65 to 85 years of age	N	0	1	2	3	4	5+	1	2	3	4	5
29. Compare client development to norms	N	0	1	2	3	4	5+	1	2	3	4	5
30. Provide care and resources for beginning of life and/or end of life issues and choices	N	0	1	2	3	4	5+	1	2	3	4	5
31. Collect baseline physical data (e.g., skin integrity, or height and weight)	N	0	1	2	3	4	5+	1	2	3	4	5
32. Participate in health screening or health promotion programs	N	0	1	2	3	4	5+	1	2	3	4	5
33. Identify clients in need of immunizations (required and voluntary)	N	0	1	2	3	4	5+	1	2	3	4	5
34. Provide emotional support to client and family	N	0	1	2	3	4	5+	1	2	3	4	5
35. Assist in or reinforce education to caregivers/family on ways to manage client with behavioral disorders	N	0	1	2	3	4	5+	1	2	3	4	5
36. Participate in behavior management program by recognizing environmental stressors and/or providing a therapeutic environment	N	0	1	2	3	4	5+	1	2	3	4	5
37. Identify client use of effective and ineffective coping mechanisms	N	0	1	2	3	4	5+	1	2	3	4	5
38. Collect data regarding client psychosocial functioning	N	0	1	2	3	4	5+	1	2	3	4	5
39. Identify signs and symptoms of substance abuse/chemical dependency, withdrawal or toxicity	N	0	1	2	3	4	5+	1	2	3	4	5
40. Assist in the care of a client experiencing sensory/perceptual alterations	N	0	1	2	3	4	5+	1	2	3	4	5
41. Make adjustment to care with consideration of client spiritual or cultural beliefs	N	0	1	2	3	4	5+	1	2	3	4	5
42. Participate in client group session	N	0	1	2	3	4	5+	1	2	3	4	5
43. Provide feeding and/or care for client with enteral tubes	N	0	1	2	3	4	5+	1	2	3	4	5
44. Monitor client intake/output	N	0	1	2	3	4	5+	1	2	3	4	5
45. Assist with activities of daily living	N	0	1	2	3	4	5+	1	2	3	4	5
46. Provide care to an immobilized client (e.g., traction, splint or brace)	N	0	1	2	3	4	5+	1	2	3	4	5
47. Perform an irrigation of urinary catheter, bladder, wound, ear, nose or eye	N	0	1	2	3	4	5+	1	2	3	4	5
48. Use measures to maintain or improve client skin integrity	N	0	1	2	3	4	5+	1	2	3	4	5
49. Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning)	N	0	1	2	3	4	5+	1	2	3	4	5
50. Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	N	0	1	2	3	4	5+	1	2	3	4	5
51. Reinforce education to client regarding medications	N	0	1	2	3	4	5+	1	2	3	4	5
52. Collect required data prior to medication administration	N	0	1	2	3	4	5+	1	2	3	4	5
53. Administer medication by oral route	N	0	1	2	3	4	5+	1	2	3	4	5
54. Administer a subcutaneous, intradermal or intramuscular medication	N	0	1	2	3	4	5+	1	2	3	4	5
55. Administer intravenous piggyback (secondary) medications	N	0	1	2	3	4	5+	1	2	3	4	5
56. Monitor transfusion of blood product	N	0	1	2	3	4	5+	1	2	3	4	5
57. Administer pharmacological pain medication	N	0	1	2	3	4	5+	1	2	3	4	5
58. Count narcotics/controlled substances	N	0	1	2	3	4	5+	1	2	3	4	5
59. Implement measures to prevent complication of client condition or procedure (e.g., circulatory complication, seizure, aspiration or potential neurological disorder)	N	0	1	2	3	4	5+	1	2	3	4	5
60. Check and monitor client vital signs	N	0	1	2	3	4	5+	1	2	3	4	5

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
61. Perform neurological checks	N	0	1	2	3	4	5+	1	2	3	4	5
62. Check for urinary retention (e.g., ultrasound or palpation)	N	0	1	2	3	4	5+	1	2	3	4	5
63. Maintain urinary catheter	N	0	1	2	3	4	5+	1	2	3	4	5
64. Collect specimen for diagnostic testing (e.g., blood, urine, stool or sputum)	N	0	1	2	3	4	5+	1	2	3	4	5
65. Assist with the performance of a diagnostic or invasive procedure (e.g., call a time-out, bronchoscopy, needle biopsy)	N	0	1	2	3	4	5+	1	2	3	4	5
66. Monitor continuous or intermittent suction of nasogastric (NG) tube	N	0	1	2	3	4	5+	1	2	3	4	5
67. Maintain nasogastric (NG) tube	N	0	1	2	3	4	5+	1	2	3	4	5
68. Administer and check proper use of compression stockings/sequential compression devices (SCD)	N	0	1	2	3	4	5+	1	2	3	4	5
69. Perform blood glucose monitoring	N	0	1	2	3	4	5+	1	2	3	4	5
70. Draw blood from central venous catheter	N	0	1	2	3	4	5+	1	2	3	4	5
71. Insert peripheral intravenous (IV) catheter	N	0	1	2	3	4	5+	1	2	3	4	5
72. Remove peripheral intravenous (IV) catheter	N	0	1	2	3	4	5+	1	2	3	4	5
73. Recognize and report change in client condition	N	0	1	2	3	4	5+	1	2	3	4	5
74. Perform care for client after surgical procedure	N	0	1	2	3	4	5+	1	2	3	4	5
75. Provide care for client drainage device (e.g., wound drain or chest tube)	N	0	1	2	3	4	5+	1	2	3	4	5
76. Remove wound sutures or staples	N	0	1	2	3	4	5+	1	2	3	4	5
77. Intervene to improve client respiratory status (e.g., breathing treatment, suctioning or repositioning)	N	0	1	2	3	4	5+	1	2	3	4	5
78. Identify/intervene to control signs of hypoglycemia or hyperglycemia	N	0	1	2	3	4	5+	1	2	3	4	5
79. Provide care to client with an ostomy (e.g., colostomy, ileostomy or urostomy)	N	0	1	2	3	4	5+	1	2	3	4	5
80. Provide care to client on ventilator	N	0	1	2	3	4	5+	1	2	3	4	5

81. How well did the survey cover the important activities a newly licensed LPN/VN should possess, 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 in the U.S. or its territories as an LPN/VN?

MONTHS

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

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

MONTHS

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

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

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

NUMBER OF WEEKS IN ORIENTATION

5. Which of the following types of certificates have you earned or courses have you completed since graduation? *(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
- ○ 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/APRN/Dentist office
- ○ Occupational health
- ○ Outpatient clinic
- ○ Home health, including visiting nurses associations
- ○ Public health
- ○ Student/school health
- ○ Hospice care
- ○ Prison/Correctional facility/Jail
- ○ 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/APRN/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
- ○ 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 nursing assistants), 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.)*

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

SECTION 5: DEMOGRAPHIC INFORMATION

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

1. Did you work as a nursing assistant/aide, etc., prior to becoming an LPN/VN?

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

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

2. What is your gender?

- ○ Male
- ○ Female

3. What is your age in years?

YEARS 0 1 2 3 4 5 6 7 8 9

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

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

5. What is your primary language?

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

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

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

7. How many months has it been since you graduated from the above nursing education program? →

MONTHS 0 1 2 3 4 5 6 7 8 9

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

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

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

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

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

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

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

- ○ Yes
- ○ No

SECTION 6: COMMENTS

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

Daytime or Early Evening Phone Number with Area Code:

( ) - -

Name: _____

E-mail Address: _____

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

_____

_____

Thank you for participating in this important work!

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 part of a comprehensive study of the practice of newly licensed practical/vocational nurses (LPN/VNs) in the U.S. The study is being performed by the National Council of State Boards of Nursing (NCSBN) on behalf of your board of nursing. Please complete and return this form as soon as possible. This is your opportunity to contribute to the development of the NCLEX-PN® 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. "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 state or territory. 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 = 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
1. Practice in a manner consistent with code of ethics for nurses	N	0	1	2	3	4	5+	1	2	3	4	5
2. Maintain client confidentiality	N	0	1	2	3	4	5+	1	2	3	4	5
3. Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	N	0	1	2	3	4	5+	1	2	3	4	5
4. Participate in client data collection and referral	N	0	1	2	3	4	5+	1	2	3	4	5
5. Contribute to the development and/or update of the client plan of care (e.g., client preferences, review current information)	N	0	1	2	3	4	5+	1	2	3	4	5
6. Process health care provider orders	N	0	1	2	3	4	5+	1	2	3	4	5
7. Advocate for client rights and needs	N	0	1	2	3	4	5+	1	2	3	4	5
8. Promote client self-advocacy	N	0	1	2	3	4	5+	1	2	3	4	5
9. Participate in client consent process	N	0	1	2	3	4	5+	1	2	3	4	5
10. Participate in providing cost effective care	N	0	1	2	3	4	5+	1	2	3	4	5
11. Participate as a member of an interdisciplinary team	N	0	1	2	3	4	5+	1	2	3	4	5
12. Recognize task/assignment you are not prepared to perform and seek assistance	N	0	1	2	3	4	5+	1	2	3	4	5
13. Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound or communicable disease)	N	0	1	2	3	4	5+	1	2	3	4	5
14. Follow up with client after discharge	N	0	1	2	3	4	5+	1	2	3	4	5
15. Participate in quality improvement (QI) activity (e.g., collecting data or 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 (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., restraint, safety checks)	N	0	1	2	3	4	5+	1	2	3	4	5
21. Identify and address hazardous conditions in health care environment (e.g., chemical, smoking or biohazard)	N	0	1	2	3	4	5+	1	2	3	4	5
22. Use standard/universal precautions	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
23. Identify the need for and implement appropriate isolation techniques	N	0	1	2	3	4	5+	1	2	3	4	5
24. Assist with monitoring a client in labor	N	0	1	2	3	4	5+	1	2	3	4	5
25. Provide care that meets the needs of the newborn - less than 1 month old	N	0	1	2	3	4	5+	1	2	3	4	5
26. Provide care that meets the needs of adolescents aged 13 to 18 years	N	0	1	2	3	4	5+	1	2	3	4	5
27. Provide care that meets the needs of adults aged 31 to 64 years	N	0	1	2	3	4	5+	1	2	3	4	5
28. Provide care that meets the needs of adults aged greater than 85 years of age	N	0	1	2	3	4	5+	1	2	3	4	5
29. Assist client with expected life transition (e.g., attachment to newborn, parenting or retirement)	N	0	1	2	3	4	5+	1	2	3	4	5
30. Collect data for health history	N	0	1	2	3	4	5+	1	2	3	4	5
31. Recognize barriers to communication or learning	N	0	1	2	3	4	5+	1	2	3	4	5
32. Provide information for prevention of high risk behaviors or lifestyle choices	N	0	1	2	3	4	5+	1	2	3	4	5
33. Use therapeutic communication techniques with client	N	0	1	2	3	4	5+	1	2	3	4	5
34. Promote positive self-esteem of client	N	0	1	2	3	4	5+	1	2	3	4	5
35. Assist client to cope/adapt to stressful events and changes in health status (e.g., abuse/neglect, end of life, grief and loss, life changes or physical changes)	N	0	1	2	3	4	5+	1	2	3	4	5
36. Identify stressors that may affect recovery/health maintenance (e.g, lifestyle, body changes, environmental)	N	0	1	2	3	4	5+	1	2	3	4	5
37. Explore why client is refusing or not following treatment plan	N	0	1	2	3	4	5+	1	2	3	4	5
38. Collect data on client's potential for violence to self and others	N	0	1	2	3	4	5+	1	2	3	4	5
39. Assist in the care of the cognitively impaired client	N	0	1	2	3	4	5+	1	2	3	4	5
40. Assist in managing the care of angry/agitated client (e.g., de-escalation techniques)	N	0	1	2	3	4	5+	1	2	3	4	5
41. Participate in reminiscence therapy, validation therapy or reality orientation	N	0	1	2	3	4	5+	1	2	3	4	5
42. Monitor and provide for nutritional needs of client	N	0	1	2	3	4	5+	1	2	3	4	5
43. Institute bowel or bladder management	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 to chair, repositioning or the use of adaptive equipment)	N	0	1	2	3	4	5+	1	2	3	4	5
46. Assist in the care and comfort for a client with a visual and/or hearing impairment	N	0	1	2	3	4	5+	1	2	3	4	5
47. Assist in providing postmortem care	N	0	1	2	3	4	5+	1	2	3	4	5
48. Use alternative/complementary therapy in providing client care (e.g., music therapy)	N	0	1	2	3	4	5+	1	2	3	4	5
49. Evaluate pain using a rating scale	N	0	1	2	3	4	5+	1	2	3	4	5
50. Maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)	N	0	1	2	3	4	5+	1	2	3	4	5
51. Perform calculations needed for medication administration	N	0	1	2	3	4	5+	1	2	3	4	5
52. Follow the rights of medication administration	N	0	1	2	3	4	5+	1	2	3	4	5
53. Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button or j-tube)	N	0	1	2	3	4	5+	1	2	3	4	5
54. Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	N	0	1	2	3	4	5+	1	2	3	4	5
55. Calculate and monitor intravenous (IV) flow rate	N	0	1	2	3	4	5+	1	2	3	4	5
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. Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	N	0	1	2	3	4	5+	1	2	3	4	5
58. Perform risk monitoring and implement interventions	N	0	1	2	3	4	5+	1	2	3	4	5
59. Identify signs or symptoms of potential prenatal complication	N	0	1	2	3	4	5+	1	2	3	4	5
60. Evaluate client oxygen (O2) saturation	N	0	1	2	3	4	5+	1	2	3	4	5
61. Perform circulatory checks	N	0	1	2	3	4	5+	1	2	3	4	5
62. Insert urinary catheter	N	0	1	2	3	4	5+	1	2	3	4	5
63. Remove urinary catheter	N	0	1	2	3	4	5+	1	2	3	4	5
64. Monitor diagnostic or laboratory test results	N	0	1	2	3	4	5+	1	2	3	4	5
65. Provide care for client before surgical procedure including reinforcing teaching	N	0	1	2	3	4	5+	1	2	3	4	5
66. Insert nasogastric (NG) tube	N	0	1	2	3	4	5+	1	2	3	4	5
67. Remove nasogastric (NG) tube	N	0	1	2	3	4	5+	1	2	3	4	5
68. Perform an electrocardiogram (EKG/ECG)	N	0	1	2	3	4	5+	1	2	3	4	5
69. Perform venipuncture for blood draws	N	0	1	2	3	4	5+	1	2	3	4	5
70. Maintain central venous catheter	N	0	1	2	3	4	5+	1	2	3	4	5
71. Maintain peripheral intravenous (IV) catheter	N	0	1	2	3	4	5+	1	2	3	4	5
72. Identify signs and symptoms related to an acute or chronic illness	N	0	1	2	3	4	5+	1	2	3	4	5
73. Reinforce education to client regarding care and condition	N	0	1	2	3	4	5+	1	2	3	4	5
74. Perform wound care and/or dressing change	N	0	1	2	3	4	5+	1	2	3	4	5
75. Remove client wound drainage device	N	0	1	2	3	4	5+	1	2	3	4	5
76. Respond/intevene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	N	0	1	2	3	4	5+	1	2	3	4	5
	N	0	1	2	3	4	5+	1	2	3	4	5
77. Recognize and report basic abnormalities on a client cardiac monitor strip	N	0	1	2	3	4	5+	1	2	3	4	5
78. Provide cooling/warming measures to restore normal temperature	N	0	1	2	3	4	5+	1	2	3	4	5
79. Provide care for a client with a tracheostomy	N	0	1	2	3	4	5+	1	2	3	4	5
80. Perform check of client pacemaker	N	0	1	2	3	4	5+	1	2	3	4	5

81. How well did the survey cover the important activities a newly licensed LPN/VN should possess, 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 in the U.S. or its territories as an LPN/VN?

MONTHS

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

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

MONTHS

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

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

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

NUMBER OF WEEKS IN ORIENTATION

5. Which of the following types of certificates have you earned or courses have you completed since graduation? *(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
- ○ 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/APRN/Dentist office
- ○ Occupational health
- ○ Outpatient clinic
- ○ Home health, including visiting nurses associations
- ○ Public health
- ○ Student/school health
- ○ Hospice care
- ○ Prison/Correctional facility/Jail
- ○ 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/APRN/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
- ○ 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 nursing assistants), 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.)*

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

SECTION 5: DEMOGRAPHIC INFORMATION

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

1. Did you work as a nursing assistant/aide, etc., prior to becoming an LPN/VN? → YEARS MONTHS

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

2. What is your gender?

- ○ Male
- ○ Female

3. What is your age in years? YEARS

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

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

5. What is your primary language?

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

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

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

7. How many months has it been since you graduated from the above nursing education program? → 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!

Web Form 1

Introduction

This survey is part of a comprehensive study of the practice of newly licensed practical/vocational nurses (LPN/VNs) in the US. The study is being performed by the National Council of State Boards of Nursing (NCSBN) on behalf of your board of nursing. Please complete this survey as soon as possible. This is your opportunity to contribute to the development of the NCLEX-PN® 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. "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.

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

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

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

Section 1: Nursing Activities

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

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

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

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

Question A – <u>If an activity does not apply to your work setting</u>, still select "Never performed in work setting", select the importance rating as noted in Question B and then move on to the next activity. <u>If an activity is performed in your work setting</u> select 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
1. Apply evidence-based practice when providing care		
2. Maintain client confidentiality		
3. Monitor activities of assistive personnel		
4. Contribute to the development and/or update of the client plan of care (e.g., client preferences, review current information)		
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 or report)		
10. Follow up with client after discharge		
11. Verify the identity of client		
12. Acknowledge and document practice error (e.g., incident report)		
13. Use transfer assistive devices (e.g., gait/transfer belt, slide board or mechanical lift)		
14. Follow protocol for timed client monitoring (e.g., restraint, safety checks)		
15. Participate in preparation for internal and external disasters (e.g., fire or natural disaster)		
16. Identify the need for and implement appropriate isolation techniques		
17. Monitor recovery of stable postpartum client		
18. Provide care that meets the needs of adolescents aged 13 to 18 years		
19. Provide care that meets the needs of adults aged 65 to 85 years of age		
20. Assist client with expected life transition (e.g., attachment to newborn, parenting or retirement)		

	A - Frequency	B - Importance
21. Collect baseline physical data (e.g., skin integrity, or height and weight)		
22. Provide information for prevention of high risk behaviors or lifestyle choices		
23. Provide emotional support to client and family		
24. Assist client to cope/adapt to stressful events and changes in health status (e.g., abuse/neglect, end of life, grief and loss, life changes or physical changes)		
25. Identify client use of effective and ineffective coping mechanisms		
26. Collect data on client's potential for violence to self and others		
27. Assist in the care of a client experiencing sensory/perceptual alterations		
28. Participate in reminiscence therapy, validation therapy or reality orientation		
29. Provide feeding and/or care for client with enteral tubes		
30. Provide measures to promote sleep/rest		
31. Provide care to an immobilized client (e.g., traction, splint or brace)		
32. Assist in providing postmortem care		
33. Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning)		
34. Maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)		
35. Collect required data prior to medication administration		
36. Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button or j-tube)		
37. Administer intravenous piggyback (secondary) medications		
38. Maintain pain control devices (e.g., epidural, patient control analgesia, peripheral nerve catheter)		
39. Count narcotics/controlled substances		
40. Identify signs or symptoms of potential prenatal complication		

	A - Frequency	B - Importance
41. Perform neurological checks		
42. Insert urinary catheter		
43. Collect specimen for diagnostic testing (e.g., blood, urine, stool or sputum)		
44. Provide care for client before surgical procedure including reinforcing teaching		
45. Maintain nasogastric (NG) tube		
46. Perform an electrocardiogram (EKG/ECG)		
47. Draw blood from central venous catheter		
48. Maintain peripheral intravenous (IV) catheter		
49. Recognize and report change in client condition		
50. Perform wound care and/or dressing change		
51. Remove wound sutures or staples		
52. Recognize and report basic abnormalities on a client cardiac monitor strip		
53. Provide care to client with an ostomy (e.g., colostomy, ileostomy or urostomy)		
54. Perform check of client pacemaker		

55. How well did the survey cover the important activities a newly licensed LPN/VN should possess, regardless of the practice setting?

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

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

Section 2: Experience and Orientation

1. What is the total number of months you have worked in the U.S. or its territories as an LPN/VN? Please enter a positive, whole number only (e.g., 7).

Months:

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

- ◯ Yes
- ◯ No

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

Months:

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 with or without additional classroom or skills lab work
- ◯ Other (please specify)

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

Weeks:

5. Which of the following types of certificates have you earned or courses have you completed since graduation? (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
- [ ] Pediatric Advanced Life Support
- [ ] Phlebotomy
- [ ] Peritoneal Dialysis
- [ ] Rehabilitation
- [ ] None
- [ ] Other (please specify)

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

◯ Yes

◯ No

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

◯ Yes

◯ No

Section 3: Work Environment

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

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

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

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

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

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

8. Which best describes the location of your employment setting?

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

Section 4: Description of Your Last Day of Work

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

2. How many clients were you responsible for on the last day you worked? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or nursing assistants), 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).

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 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 the client.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
5. *Basic Care and Comfort*: Provide comfort to clients and assistance in the performance of activities of daily living.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
6. *Pharmacological Therapies*: Provide care related to the administration of medications and monitors clients who are receiving parenteral therapies.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
7. *Reduction of Risk Potential*: Reduce the potential for clients to develop complications or health problems related to treatments, procedures or existing conditions.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
8. *Physiological Adaptation*: Participate in providing care for clients with acute, chronic or life-threatening physical health conditions.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯

Section 5: Demographic Information

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

1a. Did you work as a nursing assistant/aide, etc., prior to becoming an LPN/VN?

- ◯ Yes
- ◯ No

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

Years:

Months:

2. What is your gender?

- ◯ Male
- ◯ Female

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

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 the U.S.
- ◯ LPN/VN - Associate Degree in the 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 graduated 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 not currently enrolled

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:	
Daytime or Early Evening Phone Number with Area Code:	
E-mail address:	

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

Introduction

This survey is part of a comprehensive study of the practice of newly licensed practical/vocational nurses (LPN/VNs) in the US. The study is being performed by the National Council of State Boards of Nursing (NCSBN) on behalf of your board of nursing. Please complete this survey as soon as possible. This is your opportunity to contribute to the development of the NCLEX-PN® 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. "Clients" are the same as "residents" or "patients". Your answers will be kept confidential and your individual responses to the questions will not be released.

Survey Progression:

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

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

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

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

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

Section 1: Nursing Activities

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

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

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

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

Question A – <u>If an activity does not apply to your work setting</u>, still select "Never performed in work setting", select the importance rating as noted in Question B and then move on to the next activity. <u>If an activity is performed in your work setting</u> select 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
1. Practice in a manner consistent with code of ethics for nurses		
2. Organize and prioritize care for assigned group of clients		
3. Participate in client data collection and referral		
4. Receive health care provider orders		
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 or communicable disease)		
10. Participate in staff education (e.g., inservices and continued competency)		
11. Identify client allergies and intervene as appropriate		
12. Assist in or reinforce education to client about safety precautions		
13. Assure availability and safe functioning of client care equipment		
14. Initiate and participate in security alert (e.g., infant abduction or flight risk)		
15. Use standard/universal precautions		
16. Assist with fetal heart monitoring for the antepartum client		
17. Provide care that meets the needs of the newborn - less than 1 month old		
18. Provide care that meets the needs of young adults aged 19 to 30 years		
19. Provide care that meets the needs of adults aged greater than 85 years of age		
20. Provide care and resources for beginning of life and/or end of life issues and choices		

	A - Frequency	B - Importance
21. Recognize barriers to communication or learning		
22. Identify clients in need of immunizations (required and voluntary)		
23. Promote positive self-esteem of client		
24. Participate in behavior management program by recognizing environmental stressors and/or providing a therapeutic environment		
25. Explore why client is refusing or not following treatment plan		
26. Identify signs and symptoms of substance abuse/chemical dependency, withdrawal or toxicity		
27. Assist in managing the care of angry/agitated client (e.g., de-escalation techniques)		
28. Participate in client group session		
29. Institute bowel or bladder management		
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 a rating scale		
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. Administer pharmacological pain medication		
39. Perform risk monitoring and implement interventions		
40. Check and monitor client vital signs		

	A - Frequency	B - Importance
41. Perform circulatory checks		
42. Maintain urinary catheter		
43. Monitor diagnostic or laboratory test results		
44. Monitor continuous or intermittent suction of nasogastric (NG) tube		
45. Remove nasogastric (NG) tube		
46. Perform blood glucose monitoring		
47. Maintain central venous catheter		
48. Remove peripheral intravenous (IV) catheter		
49. Reinforce education to client regarding care and condition		
50. Provide care for client drainage device (e.g., wound drain or chest tube)		
51. Respond/intevene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)		
52. Identify/intervene to control signs of hypoglycemia or hyperglycemia		
53. Provide care for a client with a tracheostomy		

55. How well did the survey cover the important activities a newly licensed LPN/VN should possess, regardless of the practice setting?

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

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

Section 2: Experience and Orientation

1. What is the total number of months you have worked in the U.S. or its territories as an LPN/VN? Please enter a positive, whole number only (e.g., 7).

Months:

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

- ◯ Yes
- ◯ No

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

Months:

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 with or without additional classroom or skills lab work
- ◯ Other (please specify)

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

Weeks:

5. Which of the following types of certificates have you earned or courses have you completed since graduation? (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
- [ ] Pediatric Advanced Life Support
- [ ] Phlebotomy
- [ ] Peritoneal Dialysis
- [ ] Rehabilitation
- [ ] None
- [ ] Other (please specify)

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

◯ Yes

◯ No

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

- ◯ Yes
- ◯ No

Section 3: Work Environment

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

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

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

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

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

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

8. Which best describes the location of your employment setting?

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

Section 4: Description of Your Last Day of Work

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

2. How many clients were you responsible for on the last day you worked? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or nursing assistants), 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).

3. How much of your time was spent performing each of the following types of activities <u>on the last day you worked</u>? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity <u>on the last day you worked</u> 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 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 the client.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
5. *Basic Care and Comfort*: Provide comfort to clients and assistance in the performance of activities of daily living.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
6. *Pharmacological Therapies*: Provide care related to the administration of medications and monitors clients who are receiving parenteral therapies.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
7. *Reduction of Risk Potential*: Reduce the potential for clients to develop complications or health problems related to treatments, procedures or existing conditions.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
8. *Physiological Adaptation*: Participate in providing care for clients with acute, chronic or life-threatening physical health conditions.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯

Section 5: Demographic Information

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

1a. Did you work as a nursing assistant/aide, etc., prior to becoming an LPN/VN?

- ◯ Yes
- ◯ No

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

Years:

Months:

2. What is your gender?

- ◯ Male
- ◯ Female

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

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
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5. What is your primary language?

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

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- ◯ Any nursing program NOT located in the U.S.
- ◯ Other program (please specify)

7. How many months has it been since you graduated 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 not currently enrolled

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.

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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

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

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

Section 1: Nursing Activities

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

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

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

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

Question A – <u>If an activity does not apply to your work setting</u>, still select "Never performed in work setting", select the importance rating as noted in Question B and then move on to the next activity. <u>If an activity is performed in your work setting</u> select 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
1. Provide care within the legal scope of practice		
2. Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)		
3. Use data from various sources in making clinical decisions		
4. Process health care provider orders		
5. Provide for privacy needs		
6. Participate in client consent process		
7. Use information technology in client care		
8. Recognize task/assignment you are not prepared to perform and seek assistance		
9. Participate in client discharge or transfer		
10. Participate in quality improvement (QI) activity (e.g., collecting data or serving on QI committee)		
11. Evaluate the appropriateness of health care provider order for client		
12. Use safe client handling (e.g., body mechanics)		
13. Implement least restrictive restraints or seclusion		
14. Identify and address hazardous conditions in health care environment (e.g., chemical, smoking or biohazard)		
15. Use aseptic and sterile techniques		
16. Assist with monitoring a client in labor		
17. Provide care that meets the needs of infants or children aged 1 month to 12 years		
18. Provide care that meets the needs of adults aged 31 to 64 years		
19. Compare client development to norms		
20. Collect data for health history		

	A - Frequency	B - Importance
21. Participate in health screening or health promotion programs		
22. Use therapeutic communication techniques with client		
23. Assist in or reinforce education to caregivers/family on ways to manage client with behavioral disorders		
24. Identify stressors that may affect recovery/health maintenance (e.g, lifestyle, body changes, environmental)		
25. Collect data regarding client psychosocial functioning		
26. Assist in the care of the cognitively impaired client		
27. Make adjustment to care with consideration of client spiritual or cultural beliefs		
28. Monitor and provide for nutritional needs of client		
29. Monitor client intake/output		
30. Provide for mobility needs (e.g., ambulation, range of motion, transfer to chair, repositioning or the use of adaptive equipment)		
31. Perform an irrigation of urinary catheter, bladder, wound, ear, nose or eye		
32. Use alternative/complementary therapy in providing client care (e.g., music therapy)		
33. Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)		
34. Perform calculations needed for medication administration		
35. Administer medication by oral route		
36. Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route		
37. Monitor transfusion of blood product		
38. Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)		
39. Implement measures to prevent complication of client condition or procedure (e.g., circulatory complication, seizure, aspiration or potential neurological disorder)		
40. Evaluate client oxygen (O2) saturation		

	A - Frequency	B - Importance
41. Check for urinary retention (e.g., ultrasound or palpation)		
42. Remove urinary catheter		
43. Assist with the performance of a diagnostic or invasive procedure (e.g., call a time-out, bronchoscopy, needle biopsy)		
44. Insert nasogastric (NG) tube		
45. Administer and check proper use of compression stockings/sequential compression devices (SCD)		
46. Perform venipuncture for blood draws		
47. Insert peripheral intravenous (IV) catheter		
48. Identify signs and symptoms related to an acute or chronic illness		
49. Perform care for client after surgical procedure		
50. Remove client wound drainage device		
51. Intervene to improve client respiratory status (e.g., breathing treatment, suctioning or repositioning)		
52. Provide cooling/warming measures to restore normal temperature		
53. Provide care to client on ventilator		

55. How well did the survey cover the important activities a newly licensed LPN/VN should possess, regardless of the practice setting?

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

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

Section 2: Experience and Orientation

1. What is the total number of months you have worked in the U.S. or its territories as an LPN/VN? Please enter a positive, whole number only (e.g., 7).

Months:

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

- ◯ Yes
- ◯ No

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

Months:

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 with or without additional classroom or skills lab work
- ◯ Other (please specify)

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

Weeks:

5. Which of the following types of certificates have you earned or courses have you completed since graduation? (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
- [ ] Pediatric Advanced Life Support
- [ ] Phlebotomy
- [ ] Peritoneal Dialysis
- [ ] Rehabilitation
- [ ] None
- [ ] Other (please specify)

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

◯ Yes

◯ No

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

- ◯ Yes
- ◯ No

Section 3: Work Environment

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

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

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

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

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

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

8. Which best describes the location of your employment setting?

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

Section 4: Description of Your Last Day of Work

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

2. How many clients were you responsible for on the last day you worked? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or nursing assistants), 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).

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 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 the client.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
5. *Basic Care and Comfort*: Provide comfort to clients and assistance in the performance of activities of daily living.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
6. *Pharmacological Therapies*: Provide care related to the administration of medications and monitors clients who are receiving parenteral therapies.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
7. *Reduction of Risk Potential*: Reduce the potential for clients to develop complications or health problems related to treatments, procedures or existing conditions.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
8. *Physiological Adaptation*: Participate in providing care for clients with acute, chronic or life-threatening physical health conditions.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯

Section 5: Demographic Information

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

1a. Did you work as a nursing assistant/aide, etc., prior to becoming an LPN/VN?

- ◯ Yes
- ◯ No

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

Years:

Months:

2. What is your gender?

- ◯ Male
- ◯ Female

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

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 the U.S.
- ◯ LPN/VN - Associate Degree in the 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 graduated 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 not currently enrolled

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:	
Daytime or Early Evening Phone Number with Area Code:	
E-mail address:	

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.**
132	Insert nasogastric (NG) tube	200	0.51	0.09
139	Draw blood from central venous catheter	189	0.59	0.10
134	Remove nasogastric (NG) tube	211	0.69	0.10
152	Respond/intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	403	0.86	0.08
129	Assist with the performance of a diagnostic or invasive procedure (e.g., call a time-out, bronchoscopy, needle biopsy)	227	0.90	0.11
160	Perform check of client pacemaker	274	0.95	0.09
25	Respond to the unsafe practice of a health care provider (e.g., intervene or report)	530	1.03	0.07
111	Monitor transfusion of blood product	178	1.03	0.13
151	Remove wound sutures or staples	384	1.07	0.08
141	Insert peripheral intravenous (IV) catheter	267	1.15	0.11
150	Remove client wound drainage device	292	1.15	0.11
94	Assist in providing postmortem care	312	1.20	0.10
48	Assist with monitoring a client in labor	97	1.23	0.19
154	Recognize and report basic abnormalities on a client cardiac monitor strip	219	1.23	0.13
159	Provide care to client on ventilator	231	1.26	0.13
43	Participate in preparation for internal and external disasters (e.g., fire or natural disaster)	552	1.29	0.07
49	Monitor recovery of stable postpartum client	161	1.30	0.15
47	Assist with fetal heart monitoring for the antepartum client	124	1.32	0.18
83	Participate in client group session	325	1.33	0.10
131	Monitor continuous or intermittent suction of nasogastric (NG) tube	293	1.35	0.11
133	Maintain nasogastric (NG) tube	293	1.39	0.11
149	Provide care for client drainage device (e.g., wound drain or chest tube)	345	1.44	0.10
140	Maintain central venous catheter	241	1.48	0.13
136	Perform an electrocardiogram (EKG/ECG)	222	1.52	0.13
41	Initiate and participate in security alert (e.g., infant abduction or flight risk)	457	1.56	0.09
130	Provide care for client before surgical procedure including reinforcing teaching	272	1.57	0.12
23	Recognize and report staff conflict	580	1.59	0.07
138	Perform venipuncture for blood draws	288	1.61	0.12
109	Administer intravenous piggyback (secondary) medications	307	1.62	0.12
19	Provide information about advance directives	492	1.63	0.08
126	Remove urinary catheter	439	1.63	0.09
143	Remove peripheral intravenous (IV) catheter	307	1.64	0.12
158	Provide care for a client with a tracheostomy	350	1.66	0.11
50	Provide care that meets the needs of the newborn - less than 1 month old	142	1.68	0.17
28	Follow up with client after discharge	366	1.72	0.11
124	Insert urinary catheter	449	1.72	0.09
34	Acknowledge and document practice error (e.g., incident report)	579	1.73	0.08

Activities Rank Ordered by Average Setting-Specific Frequency				
Activity Number	**Activity**	**N**	**Avg**	**Std. Err.**
156	Provide cooling/warming measures to restore normal temperature	419	1.75	0.09
112	Maintain pain control devices (e.g., epidural, patient control analgesia, peripheral nerve catheter)	211	1.76	0.15
63	Participate in health screening or health promotion programs	385	1.79	0.10
123	Check for urinary retention (e.g., ultrasound or palpation)	456	1.82	0.09
81	Make adjustment to care with consideration of client spiritual or cultural beliefs	529	1.93	0.08
39	Implement least restrictive restraints or seclusion	426	1.99	0.10
147	Perform care for client after surgical procedure	442	1.99	0.09
96	Use alternative/complementary therapy in providing client care (e.g., music therapy)	445	2.03	0.09
118	Identify signs or symptoms of potential prenatal complication	147	2.05	0.18
77	Identify signs and symptoms of substance abuse/chemical dependency, withdrawal or toxicity	470	2.06	0.09
27	Participate in client discharge or transfer	559	2.06	0.08
157	Provide care to client with an ostomy (e.g., colostomy, ileostomy or urostomy)	443	2.07	0.10
142	Maintain peripheral intravenous (IV) catheter	308	2.12	0.12
58	Assist client with expected life transition (e.g., attachment to newborn, parenting or retirement)	372	2.13	0.11
93	Perform an irrigation of urinary catheter, bladder, wound, ear, nose or eye	503	2.15	0.09
30	Participate in quality improvement (QI) activity (e.g., collecting data or serving on QI committee)	416	2.15	0.10
110	Calculate and monitor intravenous (IV) flow rate	328	2.20	0.11
46	Identify the need for and implement appropriate isolation techniques	536	2.24	0.09
76	Collect data on client's potential for violence to self and others	478	2.30	0.09
65	Identify clients in need of immunizations (required and voluntary)	531	2.34	0.09
29	Participate in staff education (e.g., inservices and continued competency)	644	2.40	0.08
26	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound or communicable disease)	553	2.42	0.09
42	Identify and address hazardous conditions in health care environment (e.g., chemical, smoking or biohazard)	551	2.43	0.09
91	Provide care to an immobilized client (e.g., traction, splint or brace)	496	2.45	0.09
69	Assist in or reinforce education to caregivers/family on ways to manage client with behavioral disorders	499	2.45	0.09
127	Collect specimen for diagnostic testing (e.g., blood, urine, stool or sputum)	541	2.46	0.09
52	Provide care that meets the needs of adolescents aged 13 to 18 years	245	2.47	0.13
82	Participate in reminiscence therapy, validation therapy or reality orientation	439	2.47	0.10
24	Recognize task/assignment you are not prepared to perform and seek assistance	621	2.55	0.07
37	Use transfer assistive devices (e.g., gait/transfer belt, slide board or mechanical lift)	573	2.61	0.09
59	Provide care and resources for beginning of life and/or end of life issues and choices	535	2.64	0.09
75	Collect data regarding client psychosocial functioning	543	2.68	0.08
121	Perform neurological checks	562	2.68	0.09
73	Identify client use of effective and ineffective coping mechanisms	561	2.73	0.08
125	Maintain urinary catheter	507	2.81	0.09
51	Provide care that meets the needs of infants or children aged 1 month to 12 years	198	2.83	0.15
64	Provide information for prevention of high risk behaviors or lifestyle choices	499	2.83	0.09

Activities Rank Ordered by Average Setting-Specific Frequency				
Activity Number	**Activity**	**N**	**Avg**	**Std. Err.**
74	Explore why client is refusing or not following treatment plan	572	2.84	0.08
155	Identify/intervene to control signs of hypoglycemia or hyperglycemia	579	2.85	0.08
79	Assist in the care of a client experiencing sensory/perceptual alterations	560	2.86	0.08
71	Participate in behavior management program by recognizing environmental stressors and/or providing a therapeutic environment	547	2.87	0.09
135	Administer and check proper use of compression stockings/sequential compression devices (SCD)	474	2.88	0.09
18	Participate in client consent process	575	2.89	0.08
85	Provide feeding and/or care for client with enteral tubes	466	2.95	0.10
80	Assist in managing the care of angry/agitated client (e.g., de-escalation techniques)	570	2.99	0.08
72	Identify stressors that may affect recovery/health maintenance (e.g., lifestyle, body changes, environmental)	554	3.05	0.08
148	Perform wound care and/or dressing change	551	3.07	0.08
70	Assist client to cope/adapt to stressful events and changes in health status (e.g., abuse/neglect, end of life, grief and loss, life changes or physical changes)	561	3.08	0.08
102	Perform calculations needed for medication administration	560	3.12	0.08
22	Participate as a member of an interdisciplinary team	523	3.14	0.09
106	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button or j-tube)	438	3.16	0.10
53	Provide care that meets the needs of young adults aged 19 to 30 years	357	3.18	0.11
32	Identify client allergies and intervene as appropriate	639	3.21	0.08
60	Collect data for health history	570	3.21	0.08
86	Institute bowel or bladder management	513	3.24	0.09
62	Recognize barriers to communication or learning	602	3.24	0.07
33	Evaluate the appropriateness of health care provider order for client	641	3.25	0.07
128	Monitor diagnostic or laboratory test results	549	3.27	0.08
97	Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning)	562	3.33	0.08
92	Assist in the care and comfort for a client with a visual and/or hearing impairment	564	3.34	0.08
145	Recognize and report change in client condition	620	3.35	0.07
153	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning or repositioning)	568	3.36	0.08
144	Identify signs and symptoms related to an acute or chronic illness	570	3.38	0.08
88	Provide measures to promote sleep/rest	545	3.44	0.08
57	Compare client development to norms	568	3.45	0.08
40	Follow protocol for timed client monitoring (e.g., restraint, safety checks)	561	3.49	0.08
21	Use information technology in client care	598	3.50	0.07
116	Perform risk monitoring and implement interventions	574	3.50	0.08
10	Contribute to the development and/or update of the client plan of care (e.g., client preferences, review current information)	624	3.53	0.07
16	Promote client self-advocacy	641	3.54	0.07
67	Provide emotional support to client and family	624	3.57	0.07
117	Implement measures to prevent complication of client condition or procedure (e.g., circulatory complication, seizure, aspiration or potential neurological disorder)	586	3.58	0.08
146	Reinforce education to client regarding care and condition	596	3.66	0.07

Activities Rank Ordered by Average Setting-Specific Frequency				
Activity Number	**Activity**	**N**	**Avg**	**Std. Err.**
9	Use data from various sources in making clinical decisions	666	3.67	0.06
122	Perform circulatory checks	573	3.68	0.08
115	Count narcotics/controlled substances	560	3.73	0.07
101	Reinforce education to client regarding medications	635	3.73	0.07
13	Provide and receive report	675	3.74	0.06
20	Participate in providing cost effective care	618	3.74	0.07
35	Assist in or reinforce education to client about safety precautions	684	3.78	0.06
87	Monitor client intake/output	549	3.80	0.08
38	Assure availability and safe functioning of client care equipment	656	3.80	0.06
78	Assist in the care of the cognitively impaired client	562	3.81	0.07
11	Receive health care provider orders	696	3.82	0.06
6	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	558	3.82	0.07
17	Involve client in care decision making	686	3.83	0.06
108	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	571	3.83	0.07
107	Administer a subcutaneous, intradermal or intramuscular medication	614	3.85	0.07
84	Monitor and provide for nutritional needs of client	557	3.87	0.07
8	Participate in client data collection and referral	634	3.88	0.06
90	Provide for mobility needs (e.g., ambulation, range of motion, transfer to chair, repositioning or the use of adaptive equipment)	552	3.88	0.07
45	Use aseptic and sterile techniques	666	3.94	0.07
12	Process health care provider orders	631	3.95	0.06
14	Advocate for client rights and needs	668	3.96	0.06
68	Promote positive self-esteem of client	611	3.99	0.06
7	Monitor activities of assistive personnel	625	3.99	0.06
61	Collect baseline physical data (e.g., skin integrity, or height and weight)	631	4.05	0.06
120	Evaluate client oxygen (O2) saturation	559	4.07	0.07
95	Use measures to maintain or improve client skin integrity	619	4.09	0.06
113	Administer pharmacological pain medication	606	4.11	0.06
89	Assist with activities of daily living	564	4.15	0.06
137	Perform blood glucose monitoring	580	4.16	0.07
1	Apply evidence-based practice when providing care	672	4.20	0.05
98	Evaluate pain using a rating scale	611	4.21	0.06
54	Provide care that meets the needs of adults aged 31 to 64 years	567	4.24	0.06
99	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	625	4.27	0.06
66	Use therapeutic communication techniques with client	597	4.28	0.05
5	Organize and prioritize care for assigned group of clients	686	4.32	0.05
56	Provide care that meets the needs of adults aged greater than 85 years of age	597	4.34	0.06
103	Collect required data prior to medication administration	633	4.36	0.05
36	Use safe client handling (e.g., body mechanics)	642	4.36	0.05
114	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	599	4.41	0.05
105	Administer medication by oral route	598	4.49	0.05

Activities Rank Ordered by Average Setting-Specific Frequency				
Activity Number	**Activity**	**N**	**Avg**	**Std. Err.**
119	Check and monitor client vital signs	658	4.62	0.04
15	Provide for privacy needs	680	4.62	0.04
31	Verify the identity of client	687	4.63	0.04
100	Maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)	603	4.65	0.04
55	Provide care that meets the needs of adults aged 65 to 85 years of age	646	4.66	0.04
104	Follow the rights of medication administration	615	4.67	0.04
4	Maintain client confidentiality	675	4.81	0.03
2	Practice in a manner consistent with code of ethics for nurses	685	4.84	0.02
44	Use standard/universal precautions	675	4.87	0.02
3	Provide care within the legal scope of practice	684	4.90	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.
132	Insert nasogastric (NG) tube	608	0.17	0.03
139	Draw blood from central venous catheter	635	0.18	0.03
48	Assist with monitoring a client in labor	661	0.18	0.03
47	Assist with fetal heart monitoring for the antepartum client	715	0.23	0.04
134	Remove nasogastric (NG) tube	631	0.23	0.04
111	Monitor transfusion of blood product	640	0.29	0.04
49	Monitor recovery of stable postpartum client	704	0.30	0.04
129	Assist with the performance of a diagnostic or invasive procedure (e.g., call a time-out, bronchoscopy, needle biopsy)	637	0.32	0.04
50	Provide care that meets the needs of the newborn - less than 1 month old	689	0.35	0.04
160	Perform check of client pacemaker	604	0.43	0.05
154	Recognize and report basic abnormalities on a client cardiac monitor strip	603	0.45	0.05
159	Provide care to client on ventilator	633	0.46	0.05
141	Insert peripheral intravenous (IV) catheter	633	0.48	0.05
118	Identify signs or symptoms of potential prenatal complication	615	0.49	0.06
152	Respond/intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	628	0.55	0.05
136	Perform an electrocardiogram (EKG/ECG)	605	0.56	0.06
150	Remove client wound drainage device	604	0.56	0.06
140	Maintain central venous catheter	629	0.57	0.06
131	Monitor continuous or intermittent suction of nasogastric (NG) tube	658	0.60	0.06
112	Maintain pain control devices (e.g., epidural, patient control analgesia, peripheral nerve catheter)	616	0.60	0.06
94	Assist in providing postmortem care	612	0.61	0.06
133	Maintain nasogastric (NG) tube	631	0.64	0.06
151	Remove wound sutures or staples	632	0.65	0.06
83	Participate in client group session	661	0.66	0.06
130	Provide care for client before surgical procedure including reinforcing teaching	603	0.71	0.06
149	Provide care for client drainage device (e.g., wound drain or chest tube)	655	0.76	0.06
143	Remove peripheral intravenous (IV) catheter	658	0.77	0.06
109	Administer intravenous piggyback (secondary) medications	645	0.77	0.06
138	Perform venipuncture for blood draws	604	0.77	0.07
25	Respond to the unsafe practice of a health care provider (e.g., intervene or report)	701	0.78	0.05
51	Provide care that meets the needs of infants or children aged 1 month to 12 years	690	0.81	0.07
52	Provide care that meets the needs of adolescents aged 13 to 18 years	675	0.90	0.07
158	Provide care for a client with a tracheostomy	628	0.93	0.07
28	Follow up with client after discharge	670	0.94	0.07
41	Initiate and participate in security alert (e.g., infant abduction or flight risk)	709	1.00	0.06
43	Participate in preparation for internal and external disasters (e.g., fire or natural disaster)	702	1.02	0.06

Activities Rank Ordered by Average Total Group Frequency				
Activity Number	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
63	Participate in health screening or health promotion programs	640	1.08	0.07
142	Maintain peripheral intravenous (IV) catheter	602	1.08	0.07
110	Calculate and monitor intravenous (IV) flow rate	635	1.14	0.07
19	Provide information about advance directives	699	1.15	0.07
58	Assist client with expected life transition (e.g., attachment to newborn, parenting or retirement)	678	1.17	0.07
126	Remove urinary catheter	602	1.19	0.07
156	Provide cooling/warming measures to restore normal temperature	603	1.22	0.07
39	Implement least restrictive restraints or seclusion	684	1.24	0.07
124	Insert urinary catheter	606	1.28	0.07
23	Recognize and report staff conflict	710	1.30	0.07
123	Check for urinary retention (e.g., ultrasound or palpation)	636	1.30	0.07
30	Participate in quality improvement (QI) activity (e.g., collecting data or serving on QI committee)	656	1.36	0.07
147	Perform care for client after surgical procedure	636	1.38	0.07
157	Provide care to client with an ostomy (e.g., colostomy, ileostomy or urostomy)	630	1.46	0.08
77	Identify signs and symptoms of substance abuse/chemical dependency, withdrawal or toxicity	662	1.46	0.08
96	Use alternative/complementary therapy in providing client care (e.g., music therapy)	610	1.48	0.08
34	Acknowledge and document practice error (e.g., incident report)	671	1.49	0.07
53	Provide care that meets the needs of young adults aged 19 to 30 years	718	1.58	0.08
81	Make adjustment to care with consideration of client spiritual or cultural beliefs	639	1.60	0.08
93	Perform an irrigation of urinary catheter, bladder, wound, ear, nose or eye	644	1.68	0.08
27	Participate in client discharge or transfer	687	1.68	0.07
82	Participate in reminiscence therapy, validation therapy or reality orientation	615	1.77	0.08
46	Identify the need for and implement appropriate isolation techniques	676	1.78	0.08
76	Collect data on client's potential for violence to self and others	617	1.78	0.08
65	Identify clients in need of immunizations (required and voluntary)	663	1.87	0.08
91	Provide care to an immobilized client (e.g., traction, splint or brace)	643	1.89	0.08
69	Assist in or reinforce education to caregivers/family on ways to manage client with behavioral disorders	639	1.92	0.08
59	Provide care and resources for beginning of life and/or end of life issues and choices	720	1.96	0.08
26	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound or communicable disease)	679	1.97	0.08
42	Identify and address hazardous conditions in health care environment (e.g., chemical, smoking or biohazard)	653	2.05	0.08
127	Collect specimen for diagnostic testing (e.g., blood, urine, stool or sputum)	632	2.10	0.08
37	Use transfer assistive devices (e.g., gait/transfer belt, slide board or mechanical lift)	703	2.12	0.08
135	Administer and check proper use of compression stockings/sequential compression devices (SCD)	634	2.15	0.08
85	Provide feeding and/or care for client with enteral tubes	638	2.16	0.09
29	Participate in staff education (e.g., inservices and continued competency)	711	2.17	0.07
125	Maintain urinary catheter	653	2.18	0.08

Activities Rank Ordered by Average Total Group Frequency				
Activity Number	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
106	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button or j-tube)	611	2.26	0.09
64	Provide information for prevention of high risk behaviors or lifestyle choices	617	2.29	0.08
75	Collect data regarding client psychosocial functioning	635	2.29	0.08
71	Participate in behavior management program by recognizing environmental stressors and/or providing a therapeutic environment	662	2.37	0.08
73	Identify client use of effective and ineffective coping mechanisms	638	2.40	0.08
121	Perform neurological checks	629	2.40	0.08
24	Recognize task/assignment you are not prepared to perform and seek assistance	652	2.43	0.07
22	Participate as a member of an interdisciplinary team	670	2.45	0.09
79	Assist in the care of a client experiencing sensory/perceptual alterations	638	2.51	0.08
155	Identify/intervene to control signs of hypoglycemia or hyperglycemia	657	2.51	0.08
18	Participate in client consent process	654	2.54	0.08
74	Explore why client is refusing or not following treatment plan	633	2.57	0.08
86	Institute bowel or bladder management	634	2.62	0.09
80	Assist in managing the care of angry/agitated client (e.g., de-escalation techniques)	635	2.68	0.08
72	Identify stressors that may affect recovery/health maintenance (e.g., lifestyle, body changes, environmental)	609	2.77	0.08
60	Collect data for health history	653	2.80	0.08
148	Perform wound care and/or dressing change	603	2.80	0.08
70	Assist client to cope/adapt to stressful events and changes in health status (e.g., abuse/neglect, end of life, grief and loss, life changes or physical changes)	614	2.81	0.08
57	Compare client development to norms	687	2.85	0.08
128	Monitor diagnostic or laboratory test results	627	2.86	0.08
102	Perform calculations needed for medication administration	607	2.88	0.08
97	Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning)	642	2.92	0.08
40	Follow protocol for timed client monitoring (e.g., restraint, safety checks)	671	2.92	0.09
92	Assist in the care and comfort for a client with a visual and/or hearing impairment	633	2.98	0.08
153	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning or repositioning)	635	3.00	0.08
32	Identify client allergies and intervene as appropriate	682	3.00	0.08
33	Evaluate the appropriateness of health care provider order for client	685	3.04	0.08
88	Provide measures to promote sleep/rest	610	3.07	0.08
21	Use information technology in client care	681	3.07	0.08
62	Recognize barriers to communication or learning	629	3.10	0.07
116	Perform risk monitoring and implement interventions	634	3.17	0.08
144	Identify signs and symptoms related to an acute or chronic illness	604	3.19	0.08
115	Count narcotics/controlled substances	643	3.25	0.08
87	Monitor client intake/output	640	3.26	0.08
10	Contribute to the development and/or update of the client plan of care (e.g., client preferences, review current information)	673	3.27	0.07
145	Recognize and report change in client condition	633	3.28	0.07

Activities Rank Ordered by Average Total Group Frequency				
Activity Number	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
6	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	646	3.30	0.08
117	Implement measures to prevent complication of client condition or procedure (e.g., circulatory complication, seizure, aspiration or potential neurological disorder)	636	3.30	0.08
122	Perform circulatory checks	628	3.35	0.08
16	Promote client self-advocacy	670	3.38	0.07
20	Participate in providing cost effective care	682	3.39	0.07
67	Provide emotional support to client and family	648	3.44	0.07
146	Reinforce education to client regarding care and condition	630	3.46	0.07
90	Provide for mobility needs (e.g., ambulation, range of motion, transfer to chair, repositioning or the use of adaptive equipment)	610	3.51	0.08
78	Assist in the care of the cognitively impaired client	610	3.51	0.08
89	Assist with activities of daily living	663	3.53	0.08
7	Monitor activities of assistive personnel	706	3.54	0.07
84	Monitor and provide for nutritional needs of client	608	3.55	0.08
107	Administer a subcutaneous, intradermal or intramuscular medication	665	3.56	0.08
101	Reinforce education to client regarding medications	665	3.56	0.07
9	Use data from various sources in making clinical decisions	683	3.57	0.06
13	Provide and receive report	703	3.59	0.06
108	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	607	3.60	0.08
8	Participate in client data collection and referral	677	3.63	0.07
35	Assist in or reinforce education to client about safety precautions	711	3.64	0.06
137	Perform blood glucose monitoring	660	3.66	0.08
54	Provide care that meets the needs of adults aged 31 to 64 years	655	3.67	0.08
38	Assure availability and safe functioning of client care equipment	678	3.68	0.07
17	Involve client in care decision making	712	3.69	0.06
11	Receive health care provider orders	715	3.72	0.06
120	Evaluate client oxygen (O2) saturation	611	3.73	0.08
113	Administer pharmacological pain medication	666	3.74	0.07
56	Provide care that meets the needs of adults aged greater than 85 years of age	683	3.79	0.08
12	Process health care provider orders	655	3.80	0.07
95	Use measures to maintain or improve client skin integrity	665	3.81	0.07
68	Promote positive self-esteem of client	636	3.83	0.07
45	Use aseptic and sterile techniques	684	3.84	0.07
14	Advocate for client rights and needs	685	3.86	0.06
61	Collect baseline physical data (e.g., skin integrity, or height and weight)	647	3.95	0.06
98	Evaluate pain using a rating scale	632	4.07	0.06
1	Apply evidence-based practice when providing care	693	4.08	0.06
99	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	642	4.15	0.06
5	Organize and prioritize care for assigned group of clients	713	4.15	0.06
66	Use therapeutic communication techniques with client	611	4.18	0.06
105	Administer medication by oral route	640	4.19	0.07

Activities Rank Ordered by Average Total Group Frequency				
Activity Number	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
55	Provide care that meets the needs of adults aged 65 to 85 years of age	707	4.26	0.06
36	Use safe client handling (e.g., body mechanics)	656	4.27	0.05
103	Collect required data prior to medication administration	643	4.29	0.06
114	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	610	4.33	0.06
31	Verify the identity of client	702	4.53	0.05
104	Follow the rights of medication administration	629	4.57	0.05
100	Maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)	612	4.58	0.05
119	Check and monitor client vital signs	661	4.60	0.04
15	Provide for privacy needs	682	4.61	0.04
4	Maintain client confidentiality	676	4.80	0.03
2	Practice in a manner consistent with code of ethics for nurses	689	4.81	0.03
44	Use standard/universal precautions	680	4.83	0.03
3	Provide care within the legal scope of practice	686	4.89	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.
83	Participate in client group session	303	3.80	0.06
96	Use alternative/complementary therapy in providing client care (e.g., music therapy)	418	3.87	0.05
28	Follow up with client after discharge	350	3.89	0.06
63	Participate in health screening or health promotion programs	364	3.92	0.05
23	Recognize and report staff conflict	553	3.95	0.04
27	Participate in client discharge or transfer	525	3.97	0.05
21	Use information technology in client care	578	3.98	0.04
30	Participate in quality improvement (QI) activity (e.g., collecting data or serving on QI committee)	391	3.98	0.05
151	Remove wound sutures or staples	355	4.00	0.05
19	Provide information about advance directives	468	4.05	0.05
94	Assist in providing postmortem care	289	4.08	0.06
20	Participate in providing cost effective care	594	4.12	0.04
81	Make adjustment to care with consideration of client spiritual or cultural beliefs	501	4.12	0.04
7	Monitor activities of assistive personnel	596	4.13	0.04
75	Collect data regarding client psychosocial functioning	523	4.14	0.04
58	Assist client with expected life transition (e.g., attachment to newborn, parenting or retirement)	350	4.15	0.05
132	Insert nasogastric (NG) tube	180	4.16	0.08
49	Monitor recovery of stable postpartum client	147	4.16	0.10
65	Identify clients in need of immunizations (required and voluntary)	513	4.16	0.04
139	Draw blood from central venous catheter	173	4.18	0.07
39	Implement least restrictive restraints or seclusion	401	4.19	0.05
71	Participate in behavior management program by recognizing environmental stressors and/or providing a therapeutic environment	526	4.19	0.04
129	Assist with the performance of a diagnostic or invasive procedure (e.g., call a time-out, bronchoscopy, needle biopsy)	207	4.20	0.07
135	Administer and check proper use of compression stockings/sequential compression devices (SCD)	449	4.20	0.04
29	Participate in staff education (e.g., inservices and continued competency)	609	4.20	0.03
141	Insert peripheral intravenous (IV) catheter	239	4.20	0.06
6	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	542	4.20	0.04
57	Compare client development to norms	540	4.20	0.04
126	Remove urinary catheter	410	4.21	0.04
48	Assist with monitoring a client in labor	90	4.21	0.11
73	Identify client use of effective and ineffective coping mechanisms	544	4.21	0.03
82	Participate in reminiscence therapy, validation therapy or reality orientation	418	4.22	0.04
157	Provide care to client with an ostomy (e.g., colostomy, ileostomy or urostomy)	417	4.22	0.04
9	Use data from various sources in making clinical decisions	647	4.23	0.03
22	Participate as a member of an interdisciplinary team	501	4.24	0.04
150	Remove client wound drainage device	266	4.24	0.06

Activities Rank Ordered by Average Setting-Specific Importance				
Activity Number	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
47	Assist with fetal heart monitoring for the antepartum client	115	4.24	0.12
134	Remove nasogastric (NG) tube	192	4.24	0.07
138	Perform venipuncture for blood draws	267	4.25	0.06
143	Remove peripheral intravenous (IV) catheter	278	4.25	0.06
79	Assist in the care of a client experiencing sensory/perceptual alterations	540	4.25	0.04
97	Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning)	544	4.26	0.03
93	Perform an irrigation of urinary catheter, bladder, wound, ear, nose or eye	471	4.28	0.04
91	Provide care to an immobilized client (e.g., traction, splint or brace)	476	4.28	0.04
69	Assist in or reinforce education to caregivers/family on ways to manage client with behavioral disorders	479	4.28	0.04
51	Provide care that meets the needs of infants or children aged 1 month to 12 years	189	4.29	0.07
72	Identify stressors that may affect recovery/health maintenance (e.g., lifestyle, body changes, environmental)	537	4.29	0.03
136	Perform an electrocardiogram (EKG/ECG)	205	4.30	0.06
53	Provide care that meets the needs of young adults aged 19 to 30 years	344	4.31	0.04
88	Provide measures to promote sleep/rest	528	4.31	0.03
52	Provide care that meets the needs of adolescents aged 13 to 18 years	237	4.31	0.06
64	Provide information for prevention of high risk behaviors or lifestyle choices	474	4.31	0.04
124	Insert urinary catheter	429	4.31	0.04
133	Maintain nasogastric (NG) tube	267	4.32	0.06
123	Check for urinary retention (e.g., ultrasound or palpation)	420	4.32	0.04
127	Collect specimen for diagnostic testing (e.g., blood, urine, stool or sputum)	506	4.33	0.03
92	Assist in the care and comfort for a client with a visual and/or hearing impairment	539	4.34	0.03
17	Involve client in care decision making	660	4.34	0.03
149	Provide care for client drainage device (e.g., wound drain or chest tube)	318	4.35	0.05
130	Provide care for client before surgical procedure including reinforcing teaching	260	4.35	0.05
16	Promote client self-advocacy	618	4.35	0.03
62	Recognize barriers to communication or learning	576	4.37	0.03
131	Monitor continuous or intermittent suction of nasogastric (NG) tube	267	4.37	0.06
89	Assist with activities of daily living	544	4.37	0.03
109	Administer intravenous piggyback (secondary) medications	283	4.37	0.05
10	Contribute to the development and/or update of the client plan of care (e.g., client preferences, review current information)	598	4.37	0.03
8	Participate in client data collection and referral	610	4.38	0.03
68	Promote positive self-esteem of client	586	4.38	0.03
37	Use transfer assistive devices (e.g., gait/transfer belt, slide board or mechanical lift)	546	4.39	0.03
1	Apply evidence-based practice when providing care	648	4.39	0.03
67	Provide emotional support to client and family	604	4.39	0.03
77	Identify signs and symptoms of substance abuse/chemical dependency, withdrawal or toxicity	442	4.40	0.04
59	Provide care and resources for beginning of life and/or end of life issues and choices	507	4.40	0.03
18	Participate in client consent process	553	4.40	0.03

Activities Rank Ordered by Average Setting-Specific Importance				
Activity Number	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
66	Use therapeutic communication techniques with client	575	4.41	0.03
146	Reinforce education to client regarding care and condition	571	4.42	0.03
86	Institute bowel or bladder management	493	4.42	0.03
50	Provide care that meets the needs of the newborn - less than 1 month old	132	4.42	0.08
125	Maintain urinary catheter	477	4.42	0.03
43	Participate in preparation for internal and external disasters (e.g., fire or natural disaster)	527	4.42	0.03
90	Provide for mobility needs (e.g., ambulation, range of motion, transfer to chair, repositioning or the use of adaptive equipment)	537	4.43	0.03
74	Explore why client is refusing or not following treatment plan	554	4.44	0.03
156	Provide cooling/warming measures to restore normal temperature	393	4.44	0.04
147	Perform care for client after surgical procedure	404	4.45	0.04
60	Collect data for health history	552	4.45	0.03
78	Assist in the care of the cognitively impaired client	547	4.47	0.03
80	Assist in managing the care of angry/agitated client (e.g., de-escalation techniques)	546	4.47	0.03
160	Perform check of client pacemaker	261	4.47	0.05
112	Maintain pain control devices (e.g., epidural, patient control analgesia, peripheral nerve catheter)	196	4.47	0.06
70	Assist client to cope/adapt to stressful events and changes in health status (e.g., abuse/neglect, end of life, grief and loss, life changes or physical changes)	547	4.48	0.03
54	Provide care that meets the needs of adults aged 31 to 64 years	549	4.48	0.03
41	Initiate and participate in security alert (e.g., infant abduction or flight risk)	438	4.49	0.04
5	Organize and prioritize care for assigned group of clients	657	4.49	0.03
61	Collect baseline physical data (e.g., skin integrity, or height and weight)	613	4.51	0.03
87	Monitor client intake/output	534	4.51	0.03
148	Perform wound care and/or dressing change	534	4.51	0.03
15	Provide for privacy needs	663	4.52	0.03
85	Provide feeding and/or care for client with enteral tubes	453	4.53	0.04
116	Perform risk monitoring and implement interventions	553	4.53	0.03
76	Collect data on client's potential for violence to self and others	456	4.53	0.04
55	Provide care that meets the needs of adults aged 65 to 85 years of age	618	4.53	0.02
33	Evaluate the appropriateness of health care provider order for client	608	4.53	0.03
118	Identify signs or symptoms of potential prenatal complication	137	4.54	0.07
142	Maintain peripheral intravenous (IV) catheter	290	4.54	0.04
84	Monitor and provide for nutritional needs of client	543	4.55	0.03
128	Monitor diagnostic or laboratory test results	525	4.55	0.03
101	Reinforce education to client regarding medications	613	4.56	0.03
159	Provide care to client on ventilator	210	4.56	0.06
98	Evaluate pain using a rating scale	596	4.56	0.03
113	Administer pharmacological pain medication	579	4.56	0.03
140	Maintain central venous catheter	222	4.57	0.05
107	Administer a subcutaneous, intradermal or intramuscular medication	587	4.57	0.03
25	Respond to the unsafe practice of a health care provider (e.g., intervene or report)	509	4.58	0.03

Activities Rank Ordered by Average Setting-Specific Importance				
Activity Number	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
42	Identify and address hazardous conditions in health care environment (e.g., chemical, smoking or biohazard)	525	4.59	0.03
24	Recognize task/assignment you are not prepared to perform and seek assistance	599	4.59	0.03
105	Administer medication by oral route	579	4.60	0.03
158	Provide care for a client with a tracheostomy	326	4.60	0.04
56	Provide care that meets the needs of adults aged greater than 85 years of age	576	4.60	0.03
13	Provide and receive report	647	4.60	0.02
121	Perform neurological checks	537	4.61	0.03
34	Acknowledge and document practice error (e.g., incident report)	560	4.61	0.03
144	Identify signs and symptoms related to an acute or chronic illness	546	4.62	0.03
35	Assist in or reinforce education to client about safety precautions	657	4.62	0.03
111	Monitor transfusion of blood product	166	4.62	0.06
108	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	552	4.63	0.03
95	Use measures to maintain or improve client skin integrity	601	4.63	0.02
46	Identify the need for and implement appropriate isolation techniques	518	4.63	0.03
122	Perform circulatory checks	552	4.64	0.03
137	Perform blood glucose monitoring	544	4.64	0.03
11	Receive health care provider orders	667	4.64	0.02
38	Assure availability and safe functioning of client care equipment	636	4.65	0.02
14	Advocate for client rights and needs	642	4.65	0.02
154	Recognize and report basic abnormalities on a client cardiac monitor strip	207	4.66	0.05
40	Follow protocol for timed client monitoring (e.g., restraint, safety checks)	543	4.66	0.03
12	Process health care provider orders	609	4.66	0.02
106	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button or j-tube)	427	4.66	0.03
110	Calculate and monitor intravenous (IV) flow rate	304	4.69	0.03
117	Implement measures to prevent complication of client condition or procedure (e.g., circulatory complication, seizure, aspiration or potential neurological disorder)	567	4.69	0.03
115	Count narcotics/controlled substances	539	4.70	0.03
36	Use safe client handling (e.g., body mechanics)	624	4.71	0.02
99	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	607	4.71	0.03
153	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning or repositioning)	534	4.72	0.03
155	Identify/intervene to control signs of hypoglycemia or hyperglycemia	539	4.73	0.03
26	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound or communicable disease)	536	4.74	0.02
119	Check and monitor client vital signs	642	4.74	0.02
103	Collect required data prior to medication administration	619	4.75	0.02
120	Evaluate client oxygen (O2) saturation	540	4.77	0.02
145	Recognize and report change in client condition	597	4.77	0.02
152	Respond/intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	371	4.79	0.03
32	Identify client allergies and intervene as appropriate	615	4.80	0.02

Activities Rank Ordered by Average Setting-Specific Importance				
Activity Number	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
2	Practice in a manner consistent with code of ethics for nurses	662	4.81	0.02
3	Provide care within the legal scope of practice	662	4.81	0.02
114	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	579	4.82	0.02
102	Perform calculations needed for medication administration	538	4.82	0.02
45	Use aseptic and sterile techniques	638	4.82	0.02
4	Maintain client confidentiality	649	4.86	0.02
31	Verify the identity of client	656	4.88	0.02
100	Maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)	588	4.88	0.01
44	Use standard/universal precautions	658	4.90	0.01
104	Follow the rights of medication administration	596	4.92	0.01

APPENDIX G: ACTIVITIES RANK ORDERED BY AVERAGE TOTAL GROUP IMPORTANCE

Activities Rank Ordered by Average Total Group Importance				
Activity Number	Activity	Average Importance (Total Group)		
		N	Avg	Std. Err.
83	Participate in client group session	570	3.49	0.05
28	Follow up with client after discharge	611	3.61	0.05
48	Assist with monitoring a client in labor	553	3.71	0.06
96	Use alternative/complementary therapy in providing client care (e.g., music therapy)	555	3.72	0.05
63	Participate in health screening or health promotion programs	570	3.73	0.05
30	Participate in quality improvement (QI) activity (e.g., collecting data or serving on QI committee)	601	3.74	0.05
139	Draw blood from central venous catheter	538	3.79	0.06
27	Participate in client discharge or transfer	632	3.82	0.05
151	Remove wound sutures or staples	554	3.82	0.05
19	Provide information about advance directives	640	3.82	0.05
21	Use information technology in client care	647	3.83	0.04
51	Provide care that meets the needs of infants or children aged 1 month to 12 years	593	3.83	0.06
49	Monitor recovery of stable postpartum client	600	3.84	0.06
129	Assist with the performance of a diagnostic or invasive procedure (e.g., call a time-out, bronchoscopy, needle biopsy)	539	3.85	0.06
23	Recognize and report staff conflict	669	3.87	0.04
39	Implement least restrictive restraints or seclusion	613	3.89	0.05
94	Assist in providing postmortem care	538	3.91	0.05
141	Insert peripheral intravenous (IV) catheter	531	3.92	0.06
132	Insert nasogastric (NG) tube	518	3.94	0.06
52	Provide care that meets the needs of adolescents aged 13 to 18 years	594	3.95	0.05
58	Assist client with expected life transition (e.g., attachment to newborn, parenting or retirement)	594	3.97	0.05
134	Remove nasogastric (NG) tube	529	3.98	0.05
143	Remove peripheral intravenous (IV) catheter	553	3.99	0.05
47	Assist with fetal heart monitoring for the antepartum client	597	3.99	0.06
138	Perform venipuncture for blood draws	530	4.00	0.05
133	Maintain nasogastric (NG) tube	540	4.00	0.06
136	Perform an electrocardiogram (EKG/ECG)	527	4.00	0.05
157	Provide care to client with an ostomy (e.g., colostomy, ileostomy or urostomy)	566	4.02	0.05
150	Remove client wound drainage device	523	4.02	0.05
7	Monitor activities of assistive personnel	660	4.02	0.04
135	Administer and check proper use of compression stockings/sequential compression devices (SCD)	574	4.02	0.05
22	Participate as a member of an interdisciplinary team	624	4.02	0.04
82	Participate in reminiscence therapy, validation therapy or reality orientation	565	4.03	0.04
109	Administer intravenous piggyback (secondary) medications	557	4.04	0.05
81	Make adjustment to care with consideration of client spiritual or cultural beliefs	593	4.05	0.04
75	Collect data regarding client psychosocial functioning	596	4.05	0.04

Activities Rank Ordered by Average Total Group Importance				
Activity Number	Activity	Average Importance (Total Group)		
		N	Avg	Std. Err.
20	Participate in providing cost effective care	653	4.06	0.04
6	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	621	4.07	0.04
65	Identify clients in need of immunizations (required and voluntary)	625	4.07	0.04
50	Provide care that meets the needs of the newborn - less than 1 month old	574	4.07	0.06
57	Compare client development to norms	638	4.08	0.04
53	Provide care that meets the needs of young adults aged 19 to 30 years	643	4.08	0.04
71	Participate in behavior management program by recognizing environmental stressors and/or providing a therapeutic environment	612	4.09	0.04
131	Monitor continuous or intermittent suction of nasogastric (NG) tube	555	4.09	0.05
126	Remove urinary catheter	545	4.10	0.04
69	Assist in or reinforce education to caregivers/family on ways to manage client with behavioral disorders	591	4.12	0.04
149	Provide care for client drainage device (e.g., wound drain or chest tube)	560	4.12	0.05
123	Check for urinary retention (e.g., ultrasound or palpation)	567	4.12	0.04
91	Provide care to an immobilized client (e.g., traction, splint or brace)	589	4.12	0.04
93	Perform an irrigation of urinary catheter, bladder, wound, ear, nose or eye	582	4.12	0.04
130	Provide care for client before surgical procedure including reinforcing teaching	528	4.14	0.05
29	Participate in staff education (e.g., inservices and continued competency)	668	4.14	0.03
73	Identify client use of effective and ineffective coping mechanisms	599	4.14	0.04
97	Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning)	608	4.14	0.04
112	Maintain pain control devices (e.g., epidural, patient control analgesia, peripheral nerve catheter)	531	4.17	0.06
118	Identify signs or symptoms of potential prenatal complication	526	4.19	0.06
147	Perform care for client after surgical procedure	569	4.19	0.05
127	Collect specimen for diagnostic testing (e.g., blood, urine, stool or sputum)	579	4.19	0.04
79	Assist in the care of a client experiencing sensory/perceptual alterations	599	4.19	0.04
9	Use data from various sources in making clinical decisions	662	4.19	0.03
111	Monitor transfusion of blood product	540	4.20	0.06
124	Insert urinary catheter	555	4.21	0.04
142	Maintain peripheral intravenous (IV) catheter	530	4.22	0.05
64	Provide information for prevention of high risk behaviors or lifestyle choices	566	4.22	0.04
59	Provide care and resources for beginning of life and/or end of life issues and choices	664	4.22	0.04
37	Use transfer assistive devices (e.g., gait/transfer belt, slide board or mechanical lift)	649	4.23	0.04
77	Identify signs and symptoms of substance abuse/chemical dependency, withdrawal or toxicity	595	4.24	0.04
72	Identify stressors that may affect recovery/health maintenance (e.g., lifestyle, body changes, environmental)	578	4.24	0.04
125	Maintain urinary catheter	598	4.25	0.04
160	Perform check of client pacemaker	532	4.26	0.05
89	Assist with activities of daily living	621	4.26	0.04
159	Provide care to client on ventilator	531	4.26	0.06
88	Provide measures to promote sleep/rest	578	4.26	0.03

Activities Rank Ordered by Average Total Group Importance				
Activity Number	Activity	Average Importance (Total Group)		
		N	Avg	Std. Err.
156	Provide cooling/warming measures to restore normal temperature	538	4.28	0.05
85	Provide feeding and/or care for client with enteral tubes	595	4.30	0.04
8	Participate in client data collection and referral	646	4.30	0.03
140	Maintain central venous catheter	532	4.30	0.05
10	Contribute to the development and/or update of the client plan of care (e.g., client preferences, review current information)	641	4.30	0.04
16	Promote client self-advocacy	642	4.31	0.03
92	Assist in the care and comfort for a client with a visual and/or hearing impairment	595	4.31	0.03
154	Recognize and report basic abnormalities on a client cardiac monitor strip	527	4.31	0.05
17	Involve client in care decision making	680	4.31	0.03
43	Participate in preparation for internal and external disasters (e.g., fire or natural disaster)	646	4.33	0.04
18	Participate in client consent process	615	4.33	0.04
62	Recognize barriers to communication or learning	594	4.33	0.03
41	Initiate and participate in security alert (e.g., infant abduction or flight risk)	644	4.33	0.04
86	Institute bowel or bladder management	589	4.34	0.04
1	Apply evidence-based practice when providing care	666	4.35	0.03
60	Collect data for health history	615	4.35	0.04
68	Promote positive self-esteem of client	605	4.36	0.03
67	Provide emotional support to client and family	622	4.36	0.03
54	Provide care that meets the needs of adults aged 31 to 64 years	621	4.37	0.04
90	Provide for mobility needs (e.g., ambulation, range of motion, transfer to chair, repositioning or the use of adaptive equipment)	580	4.39	0.03
146	Reinforce education to client regarding care and condition	598	4.39	0.03
66	Use therapeutic communication techniques with client	585	4.39	0.03
158	Provide care for a client with a tracheostomy	544	4.40	0.05
78	Assist in the care of the cognitively impaired client	586	4.40	0.03
74	Explore why client is refusing or not following treatment plan	602	4.41	0.03
87	Monitor client intake/output	606	4.41	0.04
80	Assist in managing the care of angry/agitated client (e.g., de-escalation techniques)	601	4.43	0.03
55	Provide care that meets the needs of adults aged 65 to 85 years of age	668	4.43	0.03
70	Assist client to cope/adapt to stressful events and changes in health status (e.g., abuse/neglect, end of life, grief and loss, life changes or physical changes)	587	4.45	0.03
76	Collect data on client's potential for violence to self and others	566	4.45	0.04
5	Organize and prioritize care for assigned group of clients	682	4.46	0.03
33	Evaluate the appropriateness of health care provider order for client	642	4.46	0.03
110	Calculate and monitor intravenous (IV) flow rate	560	4.46	0.04
106	Administer medication by gastrointestinal tube (e.g., g-tube, nasogastric (NG) tube, g-button or j-tube)	574	4.47	0.04
148	Perform wound care and/or dressing change	576	4.48	0.03
61	Collect baseline physical data (e.g., skin integrity, or height and weight)	624	4.48	0.03
128	Monitor diagnostic or laboratory test results	588	4.49	0.03
116	Perform risk monitoring and implement interventions	598	4.49	0.03

Activities Rank Ordered by Average Total Group Importance				
Activity Number	Activity	Average Importance (Total Group)		
		N	Avg	Std. Err.
107	Administer a subcutaneous, intradermal or intramuscular medication	634	4.49	0.03
25	Respond to the unsafe practice of a health care provider (e.g., intervene or report)	657	4.50	0.03
15	Provide for privacy needs	665	4.51	0.03
101	Reinforce education to client regarding medications	637	4.51	0.03
84	Monitor and provide for nutritional needs of client	580	4.52	0.03
56	Provide care that meets the needs of adults aged greater than 85 years of age	652	4.52	0.03
46	Identify the need for and implement appropriate isolation techniques	633	4.52	0.03
113	Administer pharmacological pain medication	628	4.53	0.03
42	Identify and address hazardous conditions in health care environment (e.g., chemical, smoking or biohazard)	614	4.53	0.03
95	Use measures to maintain or improve client skin integrity	638	4.53	0.03
121	Perform neurological checks	586	4.54	0.03
105	Administer medication by oral route	610	4.54	0.03
40	Follow protocol for timed client monitoring (e.g., restraint, safety checks)	637	4.55	0.03
137	Perform blood glucose monitoring	612	4.56	0.03
13	Provide and receive report	670	4.56	0.03
24	Recognize task/assignment you are not prepared to perform and seek assistance	627	4.56	0.03
98	Evaluate pain using a rating scale	612	4.56	0.02
122	Perform circulatory checks	597	4.57	0.03
144	Identify signs and symptoms related to an acute or chronic illness	573	4.58	0.03
34	Acknowledge and document practice error (e.g., incident report)	636	4.59	0.03
35	Assist in or reinforce education to client about safety precautions	679	4.59	0.03
108	Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route	580	4.60	0.03
11	Receive health care provider orders	683	4.63	0.02
38	Assure availability and safe functioning of client care equipment	657	4.63	0.03
115	Count narcotics/controlled substances	602	4.63	0.03
153	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning or repositioning)	586	4.63	0.03
117	Implement measures to prevent complication of client condition or procedure (e.g., circulatory complication, seizure, aspiration or potential neurological disorder)	603	4.63	0.03
12	Process health care provider orders	629	4.63	0.03
14	Advocate for client rights and needs	657	4.65	0.02
155	Identify/intervene to control signs of hypoglycemia or hyperglycemia	603	4.65	0.03
26	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound or communicable disease)	644	4.70	0.03
36	Use safe client handling (e.g., body mechanics)	637	4.70	0.02
99	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	620	4.70	0.02
152	Respond/intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	555	4.70	0.04
120	Evaluate client oxygen (O2) saturation	582	4.71	0.03
119	Check and monitor client vital signs	644	4.74	0.02
103	Collect required data prior to medication administration	623	4.74	0.02

Activities Rank Ordered by Average Total Group Importance				
Activity Number	Activity	Average Importance (Total Group)		
		N	Avg	Std. Err.
145	Recognize and report change in client condition	606	4.75	0.02
32	Identify client allergies and intervene as appropriate	648	4.76	0.03
45	Use aseptic and sterile techniques	652	4.79	0.02
114	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects)	588	4.80	0.02
102	Perform calculations needed for medication administration	572	4.80	0.02
2	Practice in a manner consistent with code of ethics for nurses	666	4.81	0.02
3	Provide care within the legal scope of practice	663	4.81	0.02
31	Verify the identity of client	670	4.83	0.02
4	Maintain client confidentiality	650	4.86	0.02
100	Maintain medication safety practices (e.g., storage, checking for expiration dates or compatibility)	594	4.88	0.01
44	Use standard/universal precautions	663	4.90	0.01
104	Follow the rights of medication administration	608	4.91	0.01

APPENDIX H: 2012 LPN/VN PRACTICE ANALYSIS SURVEY NONRESPONDER STUDY

Introduction

NCSBN conducts practice analysis studies every three years to assess the practice environment and emerging practice changes. Although the response rate for the 2012 LPN/VN Practice Analysis Survey had an adequate return rate of approximately 31.0%, many individuals did not respond to the survey. Out of the 12,000 newly licensed LPN/VNs who were invited to take the survey, only 3,665 were returned. NCSBN contacted a sample of invitees who chose not to participate in the survey to compare a sample of activity statements, as well as demographic information, against the LPN/VN practice survey responders.

Background of Study

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

The findings from the 2012 LPN/VN Practice Analysis Nonresponder Study will provide possible reasons why individuals do not participate in surveys, and to determine if the nonresponders were systematically different in terms of demographics and ratings of the activity statements. This study was conducted to determine if the results for the practice analysis were somehow biased.

Methodology

Sample Selection

A random sample of newly licensed LPN/VNs who were invited, but did not respond to the LPN/VN practice survey were contacted via telephone. The sample was derived from the 8,150 invitees who were mailed the paper and pencil survey forms or received an email invitation for the Web survey forms, but did not return/participate in the survey.

Survey Instrument and Process

A total of 50 nonresponders answered the survey questions via telephone numbers provided by NCSBN. First, nonresponders were asked about their reasons for not completing the survey. In order to facilitate the gathering of data from nonresponders, NCSBN developed a list of possible reasons why invitees may not have responded to the survey based on prior research, including too busy, did not care, do not like/trust surveys, did not receive or other. Second, nonresponders were asked for demographic information in order to provide background information, such as employment setting/specialty and length of time since they graduated with a nursing degree. In addition, nonresponders were asked to rate the frequency of performance and importance of 10 activities that were listed in the LPN/VN practice analysis survey. Nonresponders were thanked for their time and their data was recorded in a Microsoft Excel 2007 spreadsheet.

Nonresponder Results

Reasons for Not Responding

Reasons for not responding included "too busy" (17 responses or 34.0%), "did not receive" (17 responses or 34.0%), "other" (14 responses or 28.0%) and "do not like/trust survey" (2 responses or 4.0%). None of the nonresponders indicated "did not care" as a reason for not returning the survey.

Months Since Graduation

Nonresponders were asked how long it has been since they graduated from the nursing program. Nonresponders averaged 10.6 months since graduation, while responders averaged 7.1 months. Overall, nonresponders averaged a longer time since graduation and in their position compared to original survey responders because they were contacted one month or more after the LPN/VN practice analysis was completed.

Employment Setting/Specialty

Nonresponders were asked to provide their setting/specialty area. The largest percentage (26.0% or 13 nonresponders) worked in nursing homes. "Assisted living" setting was also frequently cited by 16.0% or eight nonresponders. These results are similar to the LPN/VN practice survey responders, which found the largest percentage of responders worked in nursing homes (39.2%). *See Table H-1.*

Importance Ratings

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

Frequency Ratings

Frequency ratings were provided by the nonresponders and compared to the average response rating of the practice survey responders. Most of the frequency ratings were similar between nonresponders and responders, except for "Participate in quality improvement (QI) activity (e.g., collecting data or serving on QI committee)," which had a rating difference of more than one point. *See Table H-3.*

Table H-1. Employment Setting/Specialty

	Nonresponders		Responders	
Employment Settings	**Frequency**	**%**	**Frequency**	**%**
Assisted living	8	16.0	166	9.1
Critical care (e.g., ICU, CCU, stepdown units, pediatric/neonatal intensive care, emergency department, postanesthesia recovery unit)	1	2.0	33	1.8
Home health, including visiting nurses associations	4	8.0	126	6.9
Hospice care	0	0.0	71	3.9
Labor and delivery	1	2.0	6	0.3
Medical-surgical unit or any of its subspecialties (e.g., oncology, orthopedics, neurology)	4	8.0	116	6.4
Nursery	0	0.0	3	0.2
Nursing home, skilled or intermediate care	13	26.0	713	39.2
Occupational health	0	0.0	8	0.4
Operating room, including outpatient surgery and surgicenters	0	0.0	15	0.8
Other	2	4.0	100	5.5
Other long-term care (e.g., residential care, developmental disability)	3	6.0	179	9.8
Outpatient clinic	0	0.0	72	4.0
Pediatrics	5	10.0	78	4.3
Physician/APRN/Dentist office	2	4.0	97	5.3
Postpartum unit	0	0.0	12	0.7
Prison/Correctional Facility/Jail	3	6.0	27	1.5
Psychiatry or any of its subspecialties (e.g., detox)	2	4.0	74	4.1
Public health	0	0.0	19	1.0
Rehabilitation	2	4.0	215	11.8
Student/school health	0	0.0	11	0.6
Subacute unit	0	0.0	29	1.6
Transitional care unit	0	0.0	24	1.3

Summary

The nonresponder study suggests that the main reasons individuals did not complete the study were that they were either too busy or due to other reasons. Overall, these results provide important information about why individuals do not complete surveys. More importantly, the ratings of the activity statements were quite similar, which indicates that the results of the survey are not systematically biased. The nonresponder study provides support for the validity of the 2012 LPN/VN practice analysis results.

Table H-2. Activity Statement Importance Ratings

Activity #	Activity Statement	Nonresponder Rating	Responder Rating
30	Participate in quality improvement (QI) activity (e.g., collecting data or serving on QI committee)	4.32 (N=50)	3.74 (N=601)
34	Acknowledge and document practice error (e.g., incident report)	4.86 (N=50)	4.59 (N=636)
46	Identify the need for and implement appropriate isolation techniques	4.84 (N=50)	4.52 (N=633)
63	Participate in health screening or health promotion programs	4.26 (N=50)	3.73 (N=570)
83	Participate in client group session	3.96 (N=50)	3.49 (N=570)
94	Assist in providing postmortem care	4.42 (N=50)	3.91 (N=538)
97	Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning)	4.70 (N=50)	4.14 (N=608)
111	Monitor transfusion of blood product	4.82 (N=50)	4.20 (N=540)
129	Assist with the performance of a diagnostic or invasive procedure (e.g., call a time-out, bronchoscopy, needle biopsy)	4.62 (N=50)	3.85 (N=539)
154	Recognize and report basic abnormalities on a client cardiac monitor strip	4.94 (N=50)	4.31 (N=527)

Table H-3. Activity Statement Frequency Ratings

Activity #	Activity Statement	Nonresponder Rating	Responder Rating
30	Participate in quality improvement (QI) activity (e.g., collecting data or serving on QI committee)	2.92 (N=50)	1.36 (N=656)
34	Acknowledge and document practice error (e.g., incident report)	1.10 (N=50)	1.49 (N=671)
46	Identify the need for and implement appropriate isolation techniques	1.48 (N=50)	1.78 (N=676)
63	Participate in health screening or health promotion programs	1.72 (N=50)	1.08 (N=640)
83	Participate in client group session	1.18 (N=50)	0.66 (N=661)
94	Assist in providing postmortem care	0.34 (N=50)	0.61 (N=612)
97	Provide non-pharmacological measures for pain relief (e.g., imagery, massage or repositioning)	3.38 (N=50)	2.92 (N=642)
111	Monitor transfusion of blood product	0.30 (N=50)	0.29 (N=640)
129	Assist with the performance of a diagnostic or invasive procedure (e.g., call a time-out, bronchoscopy, needle biopsy)	0.38 (N=50)	0.32 (N=637)
154	Recognize and report basic abnormalities on a client cardiac monitor strip	0.72 (N=50)	0.45 (N=603)

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