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## **2021 PN Practice Analysis: Linking the NCLEX-PN<sup>®</sup> Examination to Practice**



# **2021 PN Practice Analysis: Linking the NCLEX-PN<sup>®</sup> Examination to Practice**

National Council of State Boards of Nursing, Inc. (NCSBN<sup>®</sup>)

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## EXECUTIVE SUMMARY

The National Council of State Boards of Nursing (NCSBN®) is responsible to its members, the boards of nursing in the U.S. and its member board territories, for the preparation of psychometrically sound and legally defensible licensure examinations. The periodic performance of practice analysis (i.e., job analysis) studies assists NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure examinations. Because the U.S. health care industry is rapidly changing, practice analysis studies are traditionally conducted by NCSBN on a three-year cycle.

The 2013-2014 NCSBN Strategic Practice Analysis highlighted the increasingly complex decisions newly licensed nurses make during the course of patient care. These increasingly complex decisions often require the use of clinical judgment to support patient safety. NCSBN has conducted several years of research and study to understand and isolate the individual factors that contribute to the process of nursing clinical judgment. When the concept of clinical judgment is explored relative to nursing, it is expected the individual contributing factors to clinical judgment will closely align with the performance of activities involved in the delivery of nursing care. In other words, those contributing factors align with nursing behavior and therefore remain an important underpinning in the nursing decision making process. As a result, NCSBN wanted to understand the relevance of clinical judgment in the performance of entry-level activities. The 2021 PN Practice Analysis includes survey questions to gather data to explore this subject. The following clinical judgment definition was provided to survey responders:

- Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern, and generate the best possible evidence-based solutions in order to deliver safe client care.

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

### Methodology Reviewers

Three methodology reviewers have been chosen for their expertise in practice/job analysis and certification exam development as reviewers of the methodologies and procedures for NCSBN's previous practice analysis studies. All three reviewers have indicated in the past that this methodology was psychometrically sound, legally defensible and in compliance with industry standards for practice analyses. After a sound methodology has been validated and approved by an external panel of SMEs in the area of psychometrics and practice analysis methodologies, that methodology will remain in effect until new procedures or methodologies are suggested. Should substantial changes to the methodology occur in future practice analyses, NCSBN Examinations staff shall ensure that a thorough review of the methodology is undertaken by external SMEs.

### Panel of Subject Matter Experts (SMEs)

A panel of five SMEs were assembled to assist with the practice analysis. Four panel members worked with, educated and/or supervised LPN/VNs who were within their first twelve months of practice; one panel member was newly licensed and represented newly licensed LPN/VNs. Panel members represented geographic NCSBN areas of the U.S. jurisdictions, major nursing specialties, and varied practice settings.

## Survey Development

A total of 152 nursing activity statements were incorporated into the practice analysis survey. The survey also included questions about the nurses' practice settings, past experiences and demographics. Six forms of the survey were created to reduce the number of activity statements on each survey and sent via Web to a sample of newly licensed LPN/VNs. Four of the survey forms contained 25 activity statements each and two survey forms contained 26 activity statements. Utilizing such a design ensured that every activity statement appeared on two survey forms. Except for the activity statements unique to each survey form, the surveys were identical.

## Survey Process

### Sample Selection

A sample was randomly selected from the candidates who successfully passed the NCLEX-PN® examination from April 15, 2020 through Feb. 15, 2021.

### Representativeness

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

### Emailing Procedure

Six forms of the Web survey were distributed evenly among 24,000 newly licensed LPN/VNs. A five-stage emailing process was used to engage participants in the study. All potential participants were promised confidentiality with regard to their participation and their responses. The survey was conducted from April through June 2021.

### Return Rates

Out of the sample of 24,000 surveys sent, a total of 4,801 were returned (787 were returned for Form 1; 818 from Form 2; 770 from Form 3; 800 from Form 4; 810 from Form 5; and 816 from Form 6). A total of 550

surveys were identified as undeliverable. Therefore, the adjusted return rate was 20.5% for the survey. Of those who completed the survey, 1,085 individuals did not qualify for survey ratings based on one of the following reasons: (a) they did not indicate having an LPN/VN license; (b) they were not currently working in the U.S.; (c) they were working less than 20 hours per week providing direct care to clients as an LPN/VN; and/or (d) they failed to answer the previous three demographic questions. After adjusting for incorrect addresses and removals, the analyzable response rate was 15.8%.

## LPN/VN Practice Analysis Survey Nonresponder Study

In order to ensure the validity of the results, NCSBN conducted an email and telephone survey of nonresponders to determine if those LPN/VNs not responding would have rated the survey activity statements differently. The nonresponders rated the activity statements similar to the responders, which provides support to the validity of the survey results.

## Demographics, Experiences and Practice Environments of Participants

### Demographics/Past Experiences

The majority of survey responders (90.2%) indicated their gender as female. The average age of responder nurses was 32.9 years (SD = 9.1 years). Responders indicated their racial/ethnic background as follows: 48.8% White-not of Hispanic origin, 28.8% Black or African American, 12.2% Hispanic or Latino and 5.8% Asian.

Responders indicated working an average of 6.4 months as an LPN/VN in the U.S. and its territories. On average, LPN/VNs were 11.6 months post-graduation. Most of the responders (87.9%) were graduates of diploma/certificate LPN/VN programs in the U.S. and 9.0% graduated from associate degree LPN/VN programs in the U.S. Approximately 0.9% of survey responders were educated outside of the U.S.

Approximately 51.7% of survey responders reported experience working as a nurse aide with an average of 5.2 years.

## Orientation

The majority of newly licensed LPN/VNs received some type of formal orientation; only 9.7% of responders indicated that they did not receive formal orientation. Among responders who had formal orientation, 3.8% reported having only classroom instruction or skills lab work for their orientation. The majority (63.2%) reported working with an assigned mentor or preceptor for an average of 3.8 weeks; 17.4% reported classroom and/or skills lab plus performing supervised work with clients for an average of 4.3 weeks. Additionally, 2.3% reported having a formal internship that lasted an average of 4.0 weeks.

## Certifications Earned

In the current study, Basic Life Support (48.2%), Intravenous Therapy (14.7%) and Advanced Cardiac Life Support (9.4%) were the most frequently reported certifications.

## Facilities

The majority of newly licensed LPN/VNs in this study reported working in long-term care facilities (48.3%) or community-based or ambulatory care facilities (26.6%), while 14.7% reported working in hospitals.

Overall, the number of beds reported in employing facilities was most commonly distributed among fewer than 100 beds (31.7%), 100-299 beds (27.3%), and 300-499 beds (4.6%).

Responders were roughly equally split between urban/metropolitan (37.5%), suburban (33.0%), and rural (29.5%) areas.

## Practice Settings

Most frequently, LPN/VNs reported working in long-term care (29.4%) and rehabilitation (16.8%) settings. Some other commonly reported settings include ambulatory

care, physician office or clinics (8.9%); medical-surgical unit or any of its subspecialties (5.1%); home health, including visiting nurses associations (4.7%); and pediatrics (4.7%).

## Client Health Conditions and Ages

Newly licensed LPN/VNs reported caring most frequently for clients with stabilized chronic conditions (46.4%), clients with behavioral/emotional conditions (38.4%) and well clients (34.1%). Survey responders could select more than one client condition category, resulting in a sum greater than 100%.

In terms of age, responders most frequently reported caring for adult clients aged 65 to 85 (49.1%), adult clients over age 85 (36.7%) and adult clients aged 18 to 64 (34.6%). Survey responders could select more than one client age category, resulting in a sum greater than 100%.

## Shifts Worked

The shifts most commonly worked by newly licensed LPN/VNs were days (53.7%), nights (20.5%) and evenings (15.5%). Only a small percentage of responders (8.1%) indicated they worked other types of shifts.

## Time Spent in Different Categories of Nursing Activities

Newly licensed LPN/VNs reported spending the greatest amount of time in pharmacological therapies (14%), safety and infection control (14%), and basic care and comfort (13%). There was a slight decrease in time spent on activities related to pharmacological therapies and physiological adaptation. There was a slight increase in time spent on activities related to health promotion and maintenance and reduction of risk potential when compared to the results of the 2018 study.

## Administrative Responsibilities/Primary Administrative Position

Of the responders, 43.4% reported having administrative responsibilities and of those responders, 88.4% reported having a primary administrative position.

## Enrollment in Registered Nurse (RN) Educational Programs

Of the responders, 21.5% reported enrollment in a registered nurse education program and 23.0% reported that they had applied to such a program but were not currently enrolled.

Of those currently enrolled, 79.4% were in associate programs, 15.7% in baccalaureate programs, 3.3% in diploma programs, and 1.7% in other programs. Of those who had applied but were not enrolled, 46.7% were completing prerequisite courses, 25.5% selected other, 21.2% were on waiting lists, 19.2% were unable to afford the tuition, 7.3% were turned away because classes were full and 5.1% failed to meet the program requirements. These responders could select more than one reason for non-enrollment, resulting in a sum greater than 100%. There were also 31.2% of responders that reported holding non-nursing college degrees.

## Activity Performance Findings

### Reliability

Reliability indices were calculated to assess the capability of the survey to measure the activities relevant to safe and effective practice of newly licensed LPN/VNs. Cronbach's alpha coefficients were calculated for frequency, importance and clinical judgment ratings for the each of the six survey forms. The forms had an average total reliability index of 0.92 for importance, 0.90 for frequency ratings, and 0.91 for clinical judgment, which was quite good. These high reliability indices indicate the survey is reliably measuring the nursing activities necessary for competent LPN/VN practice.

### SME Panel Validation of Survey Findings

The SME panel for the 2021 LPN/VN Practice Analysis study was asked to provide independent ratings of the 152 activity statements. In general, the importance ratings of SMEs and survey responders were somewhat similar; however, SMEs regarded most of the activity statements as more important than the responders.

## Applicability of Activities to Practice Setting

Responders indicated if each of the activities was applicable to his or her work setting. The activities ranged from 31.3% applicability, where the responders reported that the activity was performed within their work settings, to 100%.

## Frequency of Activity Performance

Responders were asked to rate the frequency of performance of all activities that were applicable to their work settings on a six-point scale: "0 times" to "5 times or more." Average frequency statistics were calculated in two ways: setting-specific frequency of activity performance and total group frequency. Average setting-specific frequencies ranged from 0.61 to 4.86. Average total group frequencies ranged from 0.19 to 4.86.

## 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 using a five-point scale: "1" (not important) to "5" (critically important). Average setting-specific importance ratings ranged from 3.24 to 4.84. Average total group importance ratings ranged from 2.73 to 4.84.

## Clinical Judgment Relevancy of Activity Performance

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern, and generate the best possible evidence-based solutions in order to deliver safe client care.

Responders were asked to rate the relevance of performing each nursing activity with regard to clinical judgment using a four-point scale: "1" (not relevant) to "4" (essential). Responders also had the option to choose "DK" (do not know). Average setting-specific clinical

judgment ratings ranged from 2.79 to 3.85. Average total group clinical judgment ratings ranged from 2.43 to 3.85.

## Summary

Responders to the 2021 LPN/VN Practice Analysis survey found the activities listed in the survey to be representative of the work they performed in their practice settings. In general, the importance ratings of SMEs and newly licensed LPN/VNs supported the results. It should be noted that there were a low number of SME panel participants due to the COVID-19 pandemic and virtual meeting setting in 2021 which may have contributed to a lower correlation when compared to previous studies. The reliability of the survey instrument was quite good. Consistent with the study in 2018, activities with the lowest average total group frequency and importance ratings corresponded, in general, to those activities performed in specialized areas of nursing practice. In addition, the correlation between total group importance and total group clinical judgment ratings is 0.96 indicating a strong relationship between the two ratings.

## Conclusion

The 2021 LPN/VN Practice Analysis study used several methods to describe the practice of newly licensed LPN/VNs in the U.S.: (1) document reviews; (2) activity logs of newly licensed LPN/VNs; (3) subject matter experts' knowledge; and (4) a large-scale survey. In addition, there was evidence to support the validity of the activity statement ratings. Based on evidence, the findings of this study can be used to evaluate and support an LPN/VN test plan.

## BACKGROUND OF STUDY

The National Council of State Boards of Nursing (NCSBN®) is responsible to its members, the boards of nursing in the U.S. and its member board territories, for the preparation of psychometrically sound and legally defensible licensure examinations. The periodic performance of practice analysis (i.e., job analysis) studies assists NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure examination. Furthermore, practice analysis studies have long been recognized by measurement and testing professions as important sources of validity evidence for licensure examinations (APA, AERA, and NCME, 2014; Raymond, 2001). Because the U.S. health care industry is rapidly changing, practice analysis studies are traditionally conducted by NCSBN on a three-year cycle. As nursing practice evolves, NCSBN continues to explore opportunities to keep the terminology in the practice analysis current. For this reason, a few data points have been added or deleted since the 2018 NCLEX-PN Practice Analysis resulting in a lack of 1:1 comparison between the two reports.

### 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 2021 LPN/VN Practice Analysis survey. Descriptions of subject matter expert (SME) panel processes, survey development, sample selection and data collection procedures are provided, as well as information about assurance of confidentiality, response rate and the degree to which participants were representative of the population of newly licensed LPN/VNs.

### Preliminary Interviews with Nurse Leaders

In order to collect information about trends in nursing and health care and to anticipate possible changes in the future of nursing practice, a variety of leaders in the nursing profession, were contacted regarding

their opinions. The information provided by nursing leaders was documented, and after leaders' identifying information was removed to provide anonymity, a summary of the interviews was made available as a source document to consider when developing the activity statements. In addition, two NCSBN nursing staff reviewed the results of the interviews, noting any themes or trends. This information was then provided for consideration when developing activity statements.

### Methodology Reviewers

Three methodology reviewers have been chosen for their expertise in practice/job analysis and certification exam development as reviewers of the methodologies and procedures for NCSBN's previous practice analysis studies. All three reviewers have indicated in the past that this methodology was psychometrically sound, legally defensible and in compliance with industry standards for practice analyses. After a sound methodology has been validated and approved by an external panel of SMEs in the area of psychometrics and practice analysis methodologies, that methodology will remain in effect until new procedures or methodologies are suggested. Should substantial changes to the methodology occur in future practice analyses, NCSBN Examinations staff shall ensure that a thorough review of the methodology is undertaken by external SMEs.

### Panel of SMEs

A panel of five LPN/VNs and registered nurses (RNs) was assembled to assist with the practice analysis study. Four panel members worked with, educated and/or supervised LPN/VNs who were within their first twelve months of practice; one panel member was newly licensed and represented newly licensed LPN/VNs. Panel members represented geographic NCSBN areas of the U.S. jurisdictions, major nursing specialties, and varied practice settings. See [Appendix A](#) for a listing of panel members.

The panel of experts performed several tasks crucial to the success of the practice analysis study. The SMEs were requested to ask at least four newly licensed LPN/VNs whom they worked with or supervised to submit activity logs describing the activities they performed on the job. Additionally, SMEs were asked to submit job descriptions, orientation and professional evaluations from their work setting. Using activity logs, past activity statements, job descriptions, performance evaluation documents, as well as their own knowledge of newly licensed LPN/VN practices, the panel members worked to create a list of activities performed within each category of the current test plan category structure. Each activity was reviewed for applicability to newly licensed practice and the relationship to the delivery of safe nursing care to the public. Care was taken to create the activity statements at approximately the same level of specificity and to avoid redundancy.

## Survey Development

Several processes were used to create, evaluate and refine the survey instrument used for the 2021 LPN/VN Practice Analysis study. The activity statements created by the panel of experts were reviewed, edited and approved by the NCLEX Examination Committee (NEC). The committee also approved the survey form. For this survey, Web-based (Web) versions were utilized.

There were 152 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. Six forms of the survey were created to reduce the number of activity statements on each survey and sent via Web to a sample of newly licensed LPN/VNs. Four of the survey forms contained 25 activity statements each and two survey forms contained 26 activity statements. Utilizing such a design ensured that every activity statement appeared on two survey forms. Except for the activity statements unique to each survey form, the surveys were identical.

The survey contained six sections. In the first section, there were questions related to the type of nursing license held, working in the U.S. and direct care of clients. Activity statements were also included in this section. The second section contained questions about months of work experience as an LPN/VN, type and length of work orientation, and certifications earned. The third section focused on work environment, including type and age of clients, employment setting, and type and size of facility. The fourth section requested information on the responders' last day of work, including number of hours worked, number of clients for whom care was provided and the amount of time spent in various types of nursing activities. The fifth section pertained to basic demographic information. The sixth section provided space for responders to write comments or suggestions about the study. All forms of the Web survey used in the 2021 LPN/VN Practice Analysis study may be found in [Appendix B](#).

## Survey Process

### Sample Selection

A sample of 24,000 were randomly selected from the candidates who successfully passed the NCLEX-PN® from April 15, 2020 through Feb. 15, 2021, and were not previously included in the 2021 LPN/VN Nursing Knowledge Survey. A total of 550 surveys were removed from the initial sample because they were undeliverable.

### Representativeness

The sample selected for this study was proportionally equivalent to the population from which the sample was drawn with respect to each NCSBN jurisdiction. [Table 1](#) presents the correspondence between the population, the sample size and the responders by NCSBN jurisdiction.

**Table 1. Correspondence of Population, Sample and Responders for the 2021 LPN/VN Practice Analysis**

| Jurisdiction         | Population | 2021 Sample |      | 2021 Responders |      | Response Rate |
|----------------------|------------|-------------|------|-----------------|------|---------------|
|                      | %          | N           | %    | N               | %    | %             |
| ALABAMA              | 2.2        | 525         | 2.2  | 101             | 2.1  | 19.2          |
| ALASKA               | 0.0        | 1           | 0.0  | 0               | 0.0  | 0.0           |
| AMERICAN SAMOA       | 0.0        | 3           | 0.0  | 1               | 0.0  | 33.3          |
| ARIZONA              | 1.0        | 238         | 1.0  | 55              | 1.2  | 23.1          |
| ARKANSAS             | 2.2        | 523         | 2.2  | 126             | 2.6  | 24.1          |
| CALIFORNIA           | 13.8       | 3317        | 13.8 | 619             | 12.9 | 18.7          |
| COLORADO             | 0.8        | 202         | 0.8  | 35              | 0.7  | 17.3          |
| CONNECTICUT          | 0.9        | 215         | 0.9  | 45              | 0.9  | 20.9          |
| DELAWARE             | 0.4        | 104         | 0.4  | 31              | 0.7  | 29.8          |
| DISTRICT OF COLUMBIA | 0.0        | 4           | 0.0  | 1               | 0.0  | 25.0          |
| FLORIDA              | 5.6        | 1353        | 5.6  | 208             | 4.3  | 15.4          |
| GEORGIA              | 1.6        | 383         | 1.6  | 68              | 1.4  | 17.8          |
| GUAM                 | 0.0        | 1           | 0.0  | 0               | 0.0  | 0.0           |
| HAWAII               | 0.3        | 69          | 0.3  | 22              | 0.5  | 31.9          |
| IDAHO                | 0.3        | 76          | 0.3  | 20              | 0.4  | 26.3          |
| ILLINOIS             | 2.8        | 677         | 2.8  | 138             | 2.9  | 20.4          |
| INDIANA              | 1.2        | 275         | 1.2  | 78              | 1.6  | 28.4          |
| IOWA                 | 1.6        | 392         | 1.6  | 62              | 1.3  | 15.8          |
| KANSAS               | 1.6        | 385         | 1.6  | 73              | 1.5  | 19.0          |
| KENTUCKY             | 1.6        | 381         | 1.6  | 65              | 1.4  | 17.1          |
| LOUISIANA            | 2.1        | 497         | 2.1  | 107             | 2.2  | 21.5          |
| MAINE                | 0.0        | 7           | 0.0  | 3               | 0.1  | 42.9          |
| MARYLAND             | 1.0        | 230         | 1.0  | 52              | 1.1  | 22.6          |
| MASSACHUSETTS        | 1.8        | 421         | 1.8  | 80              | 1.7  | 19.0          |
| MICHIGAN             | 2.2        | 528         | 2.2  | 94              | 2.0  | 17.8          |
| MINNESOTA            | 2.1        | 509         | 2.1  | 118             | 2.5  | 23.2          |
| MISSISSIPPI          | 1.7        | 399         | 1.7  | 79              | 1.7  | 19.8          |
| MISSOURI             | 2.7        | 638         | 2.7  | 131             | 2.7  | 20.5          |
| MONTANA              | 0.1        | 23          | 0.1  | 7               | 0.2  | 30.4          |
| NEBRASKA             | 0.7        | 159         | 0.7  | 36              | 0.8  | 22.6          |
| NEVADA               | 0.1        | 14          | 0.1  | 4               | 0.1  | 28.6          |
| NEW HAMPSHIRE        | 0.4        | 84          | 0.4  | 20              | 0.4  | 23.8          |
| NEW JERSEY           | 2.5        | 591         | 2.5  | 154             | 3.2  | 26.1          |
| NEW MEXICO           | 0.4        | 91          | 0.4  | 15              | 0.3  | 16.5          |
| NEW YORK             | 6.4        | 1525        | 6.4  | 364             | 7.6  | 23.9          |
| NORTH CAROLINA       | 2.4        | 568         | 2.4  | 109             | 2.3  | 19.2          |
| NORTH DAKOTA         | 0.7        | 174         | 0.7  | 34              | 0.7  | 19.5          |

**Table 1. Correspondence of Population, Sample and Responders for the 2021 LPN/VN Practice Analysis**

| Jurisdiction             | Population  | 2021 Sample   |             | 2021 Responders |             | Response Rate |
|--------------------------|-------------|---------------|-------------|-----------------|-------------|---------------|
|                          | %           | N             | %           | N               | %           | %             |
| NORTHERN MARIANA ISLANDS | 0.0         | 2             | 0.0         | 1               | 0.0         | 50.0          |
| OHIO                     | 4.6         | 1105          | 4.6         | 229             | 4.8         | 20.7          |
| OKLAHOMA                 | 2.1         | 498           | 2.1         | 93              | 1.9         | 18.7          |
| OREGON                   | 0.6         | 140           | 0.6         | 26              | 0.5         | 18.6          |
| PENNSYLVANIA             | 4.0         | 963           | 4.0         | 212             | 4.4         | 22.0          |
| RHODE ISLAND             | 0.4         | 100           | 0.4         | 15              | 0.3         | 15.0          |
| SOUTH CAROLINA           | 1.3         | 313           | 1.3         | 78              | 1.6         | 24.9          |
| SOUTH DAKOTA             | 0.5         | 127           | 0.5         | 25              | 0.5         | 19.7          |
| TENNESSEE                | 2.7         | 653           | 2.7         | 137             | 2.9         | 21.0          |
| TEXAS                    | 9.3         | 2223          | 9.3         | 388             | 8.1         | 17.5          |
| UTAH                     | 1.4         | 347           | 1.5         | 54              | 1.1         | 15.6          |
| VERMONT                  | 0.3         | 82            | 0.3         | 13              | 0.3         | 15.9          |
| VIRGIN ISLANDS           | 0.0         | 2             | 0.0         | 1               | 0.0         | 50.0          |
| VIRGINIA                 | 2.7         | 655           | 2.7         | 138             | 2.9         | 21.1          |
| WASHINGTON               | 1.0         | 239           | 1.0         | 42              | 0.9         | 17.6          |
| WEST VIRGINIA            | 1.3         | 312           | 1.3         | 64              | 1.3         | 20.5          |
| WISCONSIN                | 2.4         | 583           | 2.4         | 111             | 2.3         | 19.0          |
| WYOMING                  | 0.3         | 74            | 0.3         | 19              | 0.4         | 25.7          |
| <b>TOTAL</b>             | <b>100%</b> | <b>24,000</b> | <b>100%</b> | <b>4,801</b>    | <b>100%</b> | <b>20%</b>    |

### Emailing Procedure

Six forms of the survey were distributed evenly among 24,000 newly licensed LPN/VNs.

A five-stage mailing process was used to engage the participants in the study. A presurvey email was sent to each individual selected for the sample in April 2021. One week later, recipients were sent an email invitation with a login address and a unique access code. Two weeks later, a reminder email was sent to all participants reiterating the importance of the study and urging participation. Approximately two weeks after the first email, a second reminder was sent to nonresponders and two weeks later, a third email was sent to remaining nonresponders. The survey was conducted from April through June 2021.

### Confidentiality

All potential participants were promised confidentiality regarding their participation and their responses. Files containing Personally Identifiable Information (PII) were kept separate from the data files. The study protocol was reviewed and approved by NCSBN's chief executive officer for compliance with organizational guidelines for research studies involving human subjects.

### Return Rates

Out of the sample of 24,000 surveys sent, a total of 4,801 were returned (787 were returned for Form 1; 818 from Form 2; 770 from Form 3; 800 from Form 4; 810 from Form 5; and 816 from Form 6). A total of 550 surveys were identified as undeliverable. Therefore, the adjusted return rate was 20.5%. Of the 23,450 surveys sent, 4,801 responders completed the survey. A total of 1,085 individuals did not qualify for survey ratings

| Table 2. Adjusted Return Rates |        |               |              |                  |                      |
|--------------------------------|--------|---------------|--------------|------------------|----------------------|
|                                | Sample | Undeliverable | Surveys Sent | Surveys returned | Adjusted Return Rate |
| Total (Web)                    | 24,000 | 550           | 23,450       | 4,801            | 20.5%                |

| Table 3. Analyzable Return Rates |              |                   |                      |                        |
|----------------------------------|--------------|-------------------|----------------------|------------------------|
|                                  | Surveys Sent | Invalid Responses | Analyzable Responses | Analyzable Return Rate |
| Total (Web)                      | 23,450       | 1,085             | 3,716                | 15.8%                  |

based on one of the following reasons: (a) they did not indicate having an LPN/VN license; (b) they were not currently working in the U.S.; (c) they were working less than 20 hours per week providing direct care to clients as an LPN/VN; and/or (d) they failed to answer the previous three demographic questions. After adjusting for incorrect addresses and removals, the analyzable response rate was 15.8%. See [Table 2](#) and [Table 3](#).

### LPN/VN Practice Analysis Nonresponder Survey

In order to ensure the validity of the results, NCSBN conducted an email and telephone survey of nonresponders to determine if LPN/VNs not responding would have rated the survey activity statements differently than the responders. If there are no systematic differences in responders versus nonresponders, there would be further evidence signifying that the survey results are unbiased, which supports the validity of the 2021 LPN/VN Practice Analysis survey results. The nonresponders rated the activity statements similarly to the responders, lending support for the validity of the results. See [Appendix I](#) for a full report of the nonresponder study.

### Summary

A panel of five nurses, subject matter experts in the practice of newly licensed LPN/VNs, with one member representing newly licensed LPN/VNs, met and created a comprehensive list of LPN/VN activity statements. A survey was developed and revised before being sent to 24,000 newly licensed LPN/VNs selected from lists of candidates who passed the NCLEX-PN Examination between April 15, 2020 and February 15, 2021. The survey response rate was 15.8%. This practice analysis contains the responses of 3,716 newly licensed LPN/VNs.

## DEMOGRAPHICS, EXPERIENCES AND PRACTICE ENVIRONMENTS OF PARTICIPANTS

### Demographics/Past Experiences

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

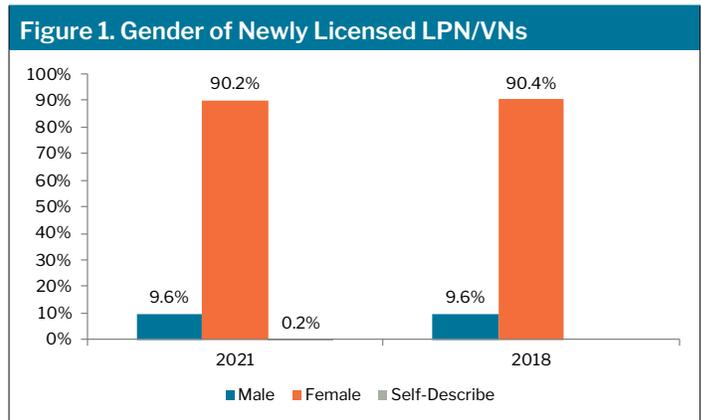
#### Age and Gender

The majority of newly licensed LPN/VNs (90.2%) indicated their gender as female, approximately the same percentage found in the 2018 survey. See **Figure 1** for gender. The age of responder nurses averaged 32.9 years (SD = 9.1 years), similar to the average of 33.2 years from the 2018 survey.

#### Race/Ethnicity of Newly licensed LPN/VNs

A total of 48.8% of participants in the current study reported their race/ethnicity as White-not of Hispanic origin. Participants also reported their race/ethnicity as follows: 28.8% Black or African American, 12.2% Hispanic or Latino, and 5.8% Asian. See **Figure 2** for race/ethnicity reported by newly licensed LPN/VNs.

Of the responders, 82.2% reported English as their primary language and 13.3% reported both English and another language as their primary languages.

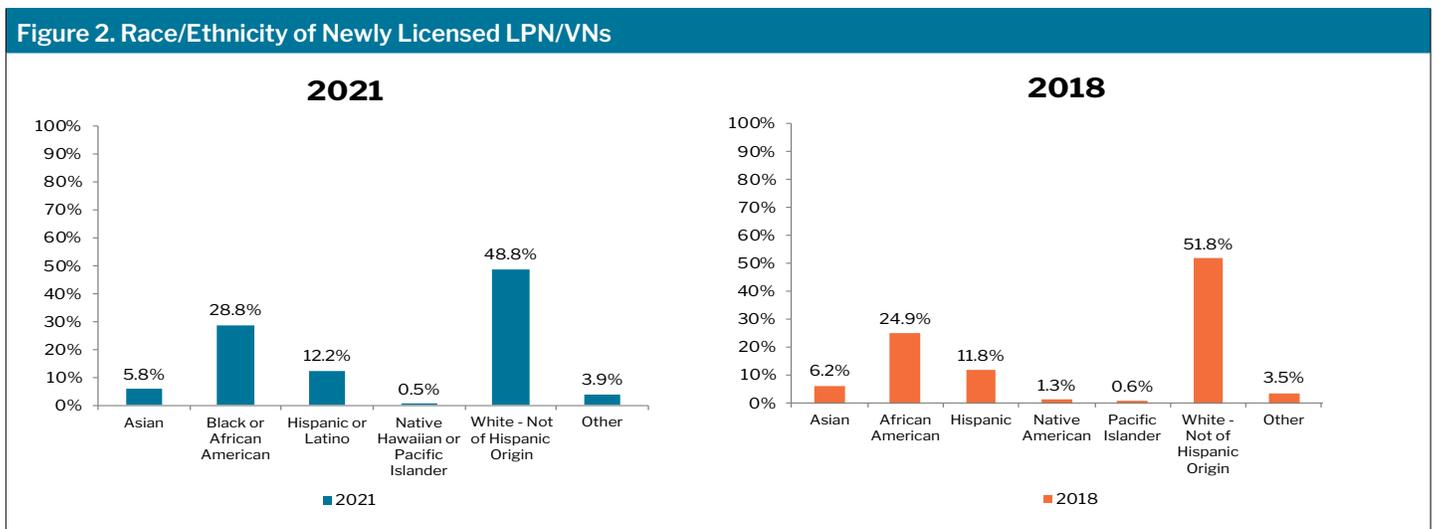


#### Educational Background

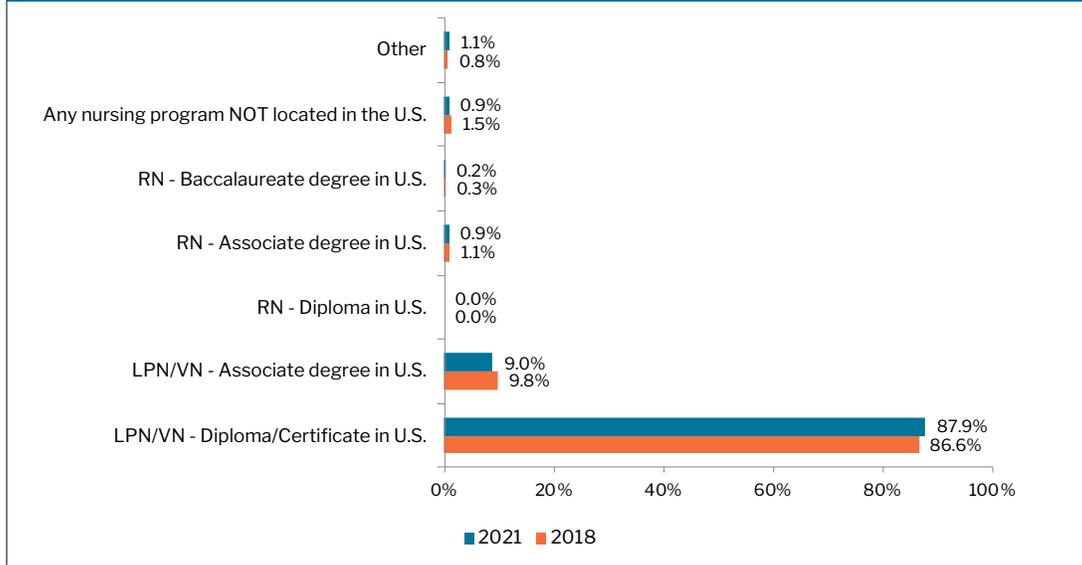
Newly licensed LPN/VNs indicated obtaining an LPN/VN diploma/certificate in the U.S. most frequently (87.9%). The second most frequently chosen response was an LPN/VN associate degree in the U.S. (9.0%). These numbers closely mirrored the proportions in the population from which the study sample was derived and follows the same educational diversity of past studies. See **Figure 3** for the educational background of the responders.

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

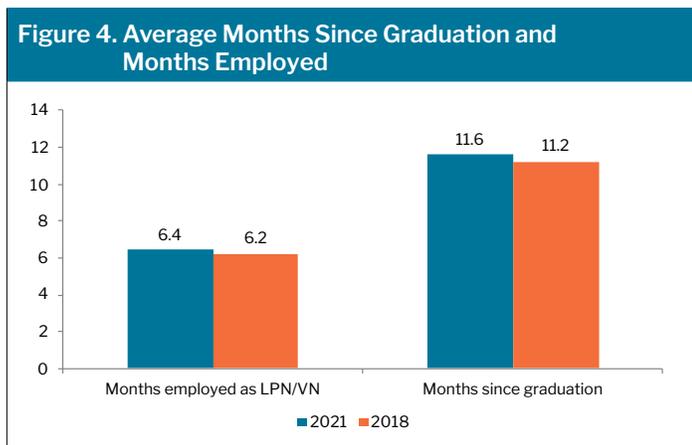
Responders reported working an average of 6.4 months as LPN/VNs in the U.S. and reported being an average



**Figure 3. Educational Programs of Newly Licensed LPN/VNs**



of 11.6 months post-graduation. **Figure 4** shows the months since graduation and months employed for the 2021 and 2018 surveys. Approximately 51.7% of newly licensed LPN/VNs reported previous experience as a nurse aide (NA), a 3.9% decrease from the 2018 survey results. 2021 responders reported an average of 5.2 years of experience as an NA, a decrease of one year from 2018. See **Table 4** for average years of NA experience.



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

| 2021     |      | 2018     |      |
|----------|------|----------|------|
| Yrs. Exp | %    | Yrs. Exp | %*   |
| 5.2      | 51.7 | 6.2      | 55.6 |

**Orientation**

The majority of newly licensed LPN/VNs indicated receiving some form of formal orientation (90.3%). No formal orientation was reported by 9.7% and 3.8% reported having only classroom instruction or skills lab work for their orientation. Newly licensed LPN/VNs reported working with an assigned preceptor (63.2%) for an average of 3.8 weeks and 17.4% reported performing classroom and/or skills lab plus supervised work with clients for an average of approximately 4.3 weeks. Only

**Table 5. Type and Length of Orientation**

|   | 2021 |           | 2018 |           |
|---|------|-----------|------|-----------|
|   | %    | Avg Weeks | %    | Avg Weeks |
| No formal orientation   | 9.7  | N/A       | 7.2  | N/A       |
| Classroom instruction/ skills lab work only   | 3.8  | 2.4       | 2.8  | 1.9       |
| Classroom and/or skills lab plus supervised work with clients   | 17.4 | 4.3       | 18.2 | 3.8       |
| Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work | 63.2 | 3.8       | 66.2 | 3.9       |
| A formal internship with or without additional classroom or skills lab work                             | 2.3  | 4.0       | 1.9  | 4.5       |
| Other   | 3.7  | 3.0       | 3.8  | 3.1       |

2.3% reported having a formal internship that lasted an average of 4.0 weeks. See [Table 5](#) for type and length of orientation.

### Certifications Earned

In the current study, 90.5% of responders reported earning additional certifications or completing coursework compared to 85.9% of responders in 2018. Basic Life Support (48.2%), Intravenous Therapy (14.7%) and Advanced Cardiac Life Support (9.4%) were the most frequently reported certifications. See [Table 6](#) for a complete listing of additional coursework and/or certifications completed. Survey responders could select more than one certification, resulting in a sum greater than 100%.

### Work Settings

#### Facilities

The majority of newly licensed LPN/VNs (48.3%) reported working in long-term care facilities, while 26.6% reported working in community-based or ambulatory care facilities/organizations. Only 14.7% reported working in a hospital. Compared to the 2018 survey, there was a slight increase in the percentage of newly licensed LPN/VNs working in hospital settings and a slight decrease in long-term care. Community-based or ambulatory care facilities/organizations did not change. See [Table 7](#) for employment facilities.

Overall, the number of beds reported in hospitals or nursing homes was most commonly distributed among 100-299 beds (27.3%) and 50-99 beds (22.8%). Similar to the results from the 2018 survey, a small percentage of responders worked in facilities with 300 or more beds; 4.6% worked in facilities with 300-499 beds and only 4.0% worked in facilities with 500 beds or more.

About the same amount of newly licensed LPN/VNs reported working in urban or metropolitan areas (37.5%) and suburban areas (33.0%), while 29.5% of responders work in rural areas. Data for the size and location of the facilities where responders reported working is shown in [Table 8](#).

**Table 6. Additional Coursework/Certification**

| Type of Additional Coursework/<br>Certification | 2021           | 2018           |
|---|----------------|----------------|
|   | %<br>(n=3,716) | %<br>(n=1,591) |
| Advanced Cardiac Life Support                   | 9.4            | 8.5            |
| Basic Life Support                              | 48.2           | 52.9           |
| Behavioral Management                           | 5.2            | 4.8            |
| Chemotherapy                                    | 0.2            | 0.3            |
| Conscious/Moderate Sedation                     | 0.6            | 0.2            |
| Coronary Care (Cardiac Care)                    | 1.9            | 0.3            |
| Critical Care                                   | 2.1            | 1.4            |
| Intravenous Therapy                             | 14.7           | 19.8           |
| Neonatal Advanced Life Support                  | 1.1            | 0.8            |
| Neonatal Resuscitation                          | 1.9            | 2.0            |
| Pediatric Advanced Life Support                 | 3.2            | 2.9            |
| Phlebotomy                                      | N/A            | 7.4            |
| Peritoneal Dialysis (Dialysis)                  | 1.8            | 0.8            |
| Rehabilitation                                  | 4.8            | 3.1            |
| None  | 9.5            | 14.1           |
| Other   | 3.7            | 5.7            |

\*Responders could select all that apply

**Table 7. Employment Facilities**

| Type of Facility/Organization                            | 2021           | 2018           |
|--|----------------|----------------|
|  | %<br>(n=3,716) | %<br>(n=1,591) |
| Hospital   | 14.7           | 13.5           |
| Long-term care facility                                  | 48.3           | 49.4           |
| Community-based or ambulatory care facility/organization | 26.6           | 26.6           |
| Other  | 10.3           | 10.5           |

### Practice Settings

Newly licensed LPN/VNs reported working in long-term care most frequently (29.4%), which was a 4.9% decrease from the 2018 findings. Rehabilitation was reported by 16.8% of responders; 8.9% reported working in ambulatory care, physician office or clinics; and 5.1% reported working in the medical-surgical unit or any of its subspecialties. See [Table 9](#) for practice settings.

| Type of Facility/Organization           | 2021           | 2018           |
|---|----------------|----------------|
|   | %<br>(n=3,716) | %<br>(n=1,591) |
| Number of Hospital or Nursing Home Beds |                |                |
| Less than 50 beds                       | 8.9            | 8.1            |
| 50 - 99 beds                            | 22.8           | 22.5           |
| 100 - 299 beds                          | 27.3           | 30.2           |
| 300 - 499 beds                          | 4.6            | 5.0            |
| 500 or more beds                        | 4.0            | 2.8            |
| Don't know                              | 4.2            | 2.9            |
| Other work setting                      | 28.2           | 28.5           |
| Location of Employment Setting          |                |                |
| Urban/Metropolitan area                 | 37.5           | 37.5           |
| Suburban                                | 33.0           | 35.5           |
| Rural                                   | 29.5           | 27.0           |

### Client Health Conditions

Newly licensed LPN/VNs reported caring for clients with stabilized chronic conditions (46.4%), clients with behavioral/emotional conditions (38.4%), well clients (34.1%), clients at end of life (26.5%), and clients with acute conditions (25.2%). These results are somewhat similar to those from the 2018 survey. See [Figure 5](#) for client conditions. Survey responders could select more than one client condition, resulting in a sum greater than 100%.

### Client Ages

The majority of newly licensed LPN/VNs reported that, on their last day of work prior to completing the survey, they were caring for adult clients aged 65 to 85 (49.1%), adult clients aged 85 and older (36.7%) and adult clients aged 18 to 64 (34.6%). In the 2021 survey, the various pediatric age ranges were collapsed into one category (0-17) where responders were only able to make one selection. In the 2018 survey, responders were able to report caring for pediatric clients in several age ranges. See [Figure 6](#) for client ages. Survey responders could select more than one client age, resulting in a sum greater than 100%.

| Type of Facility/Organization  | 2021           | 2018           |
|--|----------------|----------------|
|  | %<br>(n=3,716) | %<br>(n=1,591) |
| Critical care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, postanesthesia recovery unit) | 2.2            | 1.6            |
| Medical-surgical unit or any of its subspecialties (e.g., oncology, orthopedics, neurology)  | 5.1            | 5.9            |
| Pediatrics (including nursery)   | 4.7            | 5.4            |
| Labor and delivery (including postpartum unit)   | 0.5            | 0.7            |
| Psychiatry or any of its subspecialties (e.g., detox inpatient, outpatient)  | 3.3            | 3.8            |
| Assisted Living  | N/A            | 9.6            |
| Operating room, including outpatient surgery and surgicenters  | 0.3            | 0.6            |
| Long-term care (e.g., nursing home, skilled or intermediate care)  | 29.4           | 34.3           |
| Residential (e.g., developmental disability)   | 3.3            | 10.2           |
| Rehabilitation (e.g., subacute or transitional care unit)  | 16.8           | 17.8           |
| Ambulatory care, physician office or clinics (e.g., physician/APRN/dentist office, occupational health, outpatient clinic)             | 8.9            | 10.3           |
| Home health, including visiting nurses associations  | 4.7            | 5.8            |
| Public health (e.g., public health/occupational health, student/school health, prison/correctional facility/jail)                      | 2.7            | 3.3            |
| Hospice care   | 3.1            | 3.4            |
| Palliative care  | 1.9            | N/A            |
| Short Stay/Observational   | N/A            | 0.5            |
| Step-down/Progressive Care   | N/A            | 0.3            |
| Other  | 7.2            | 5.1            |

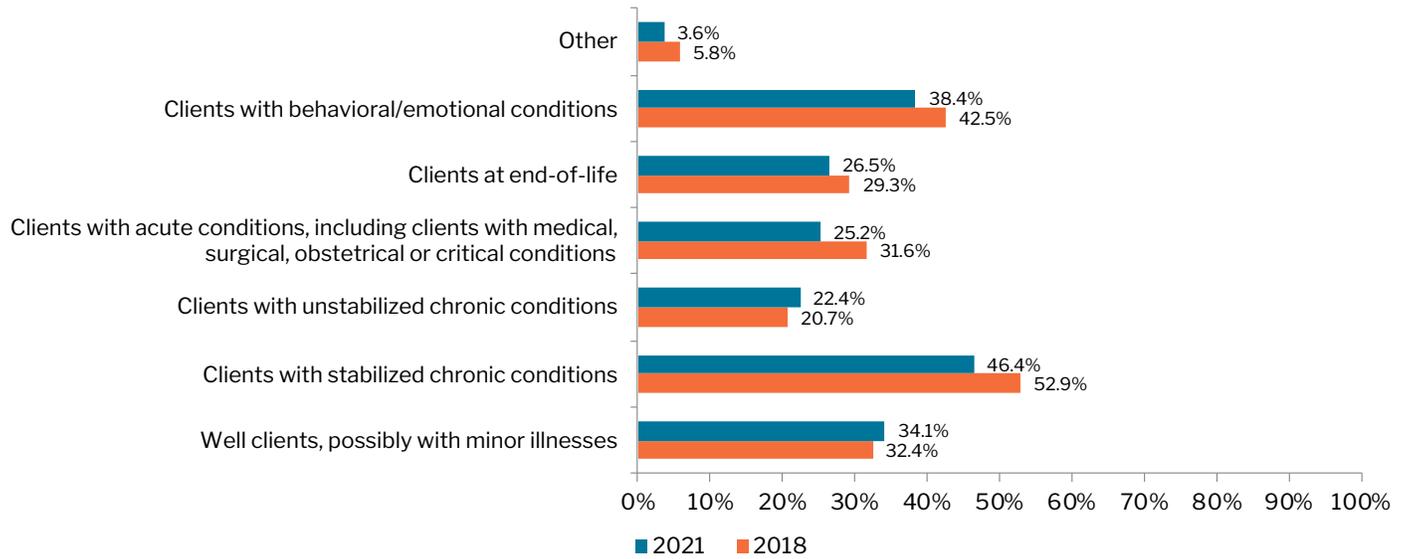
*Note. Responders could select all that apply*

On average, the responders were responsible for 23.9 clients on their last workday with a standard deviation of 25.3.

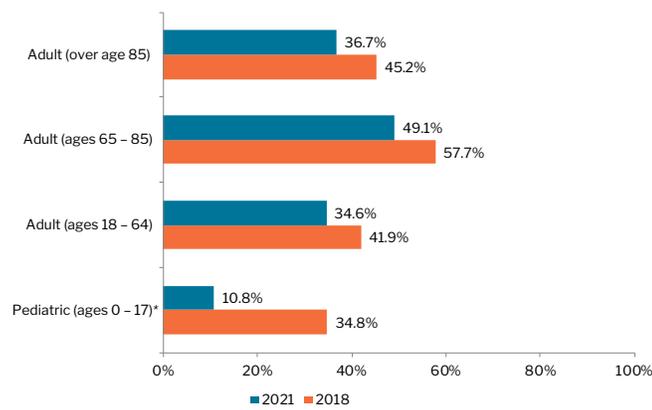
### Shifts Worked

The shifts most commonly worked by newly licensed LPN/VNs were days (53.7%), nights (20.5%) and evenings (15.5%). Only 8.1% of responders reported working rotating shifts. See [Figure 7](#) for shifts reported.

**Figure 5. Client Health Conditions**

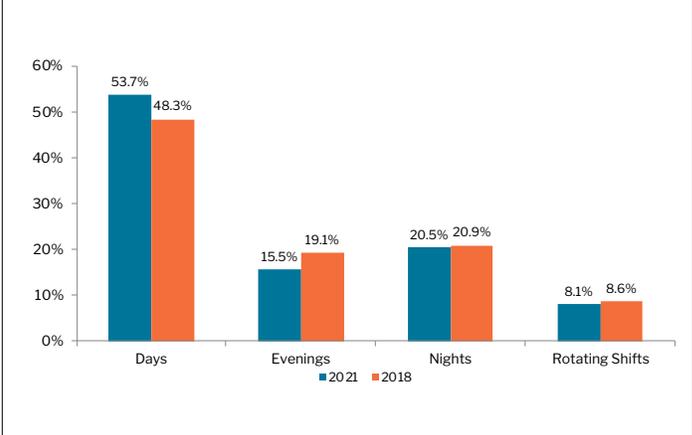


**Figure 6. Client Ages**



\*In 2018, Pediatric included separate categories: newborns (less than 1 month), infant/toddler (1 month–2 years), preschool (3–5 years), school age (6–12 years) and adolescent (13–17 years). In 2021, Pediatric had one category: ages 0–17. Responders could select all that apply.

**Figure 7. Shifts Worked by Newly Licensed LPN/VNs**



Note that 2.2% selected “other” for shifts worked and these responses are not reflected in Figure 7.

**Time Spent in Different Categories of Nursing Activities**

Responders to the current study were asked to record the numbers of hours spent performing specific categories of activities (see [Table 10](#)). The hours spent were then converted to proportions of time by dividing the hours spent on each activity by the number of hours spent working. Because nurses often perform multiple

activities simultaneously, such as reinforcing teaching while giving medications or providing emotional support while giving routine care, the sum of proportions was greater than one. To make the proportions of time spent in activities useful to the task of helping to validate the NCLEX-PN test plan, the proportions were standardized by dividing the time spent in each category of activity by the sum of hours spent in all the activities. These standardized proportions have the advantage of adding up to one. Newly licensed LPN/VNs reported spending the greatest amount of time in pharmacological therapies

| Table 10. Average Time Spent in Different Categories of Nursing Activities |  |               |                          |                         |                         |
|--|--|---------------|--------------------------|-------------------------|-------------------------|
| Categories of Activities   |  | 2021          | 2021                     | 2021                    | 2018                    |
|  |  | Average Hours | Proportion of Work Hours | Standardized Proportion | Standardized Proportion |
| Coordinated Care   | Collaborate with health care team members to facilitate effective client care.   | 4.70          | 0.47                     | 0.11                    | 0.11                    |
| Safety and Infection Control   | Contribute to the protection of client and health care personnel from health and environmental hazards.  | 6.20          | 0.62                     | 0.14                    | 0.14                    |
| 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. | 5.40          | 0.54                     | 0.12                    | 0.11                    |
| Psychosocial Integrity   | Provide care that assists with promotion and support of the emotional, mental and social well-being of the client.   | 5.66          | 0.56                     | 0.12                    | 0.12                    |
| Basic Care and Comfort   | Provide comfort to clients and assistance in the performance of activities of daily living.  | 5.79          | 0.57                     | 0.13                    | 0.13                    |
| Pharmacological Therapies  | Provide care related to the administration of medications and monitor clients who are receiving parenteral therapies.  | 5.82          | 0.57                     | 0.14                    | 0.16                    |
| Reduction of Risk Potential  | Reduce the potential for clients to develop complications or health problems related to treatments, procedures or existing conditions.                             | 5.72          | 0.57                     | 0.12                    | 0.11                    |
| Physiological Adaptation   | Participate in providing care for clients with acute, chronic or life threatening physical health conditions.  | 5.65          | 0.56                     | 0.12                    | 0.13                    |

(14%), safety and infection control (14%), and basic care and comfort (13%). The least amount of time was reportedly spent on health promotion and maintenance (12%), psychosocial integrity (12%), reduction of risk potential (12%), physiological adaptation (12%) and coordinated care (11%). Compared to the 2018 study, there were slight variations in time spent for four categories of activities. There was a slight decrease in time spent on activities related to pharmacological therapies (from 16% to 14%) and physiological adaptation (from 13% to 12%). When compared to the 2018 study, there was a slight increase in time spent on activities related to health promotion and maintenance (from 11% to 12%) and reduction of risk potential (from 11% to 12%).

### Administrative Responsibilities/Primary Administrative Position

The newly licensed LPN/VNs responding to the practice analysis survey were asked if they had administrative responsibilities within their nursing position. Of all responders, 43.4% reported having such responsibilities and of those, 88.4% reported having a primary administrative position. The percentage of individuals who reported such responsibilities varies by type of employing facility. LPN/VNs working in long-term care facilities were much more likely to report having administrative responsibilities than those working in other settings (60.1% in long-term care compared to 15.9% in hospitals). In addition, LPN/VNs working in long-term care with administrative responsibilities were slightly more likely to report being in a primary administrative position than those working in hospitals (89.4% in long-term care facilities compared to 81.1%

**Table 11. Administrative Responsibilities**

|                      | 2021                          |                                  | 2018                          |                                  |
|----------------------|-------------------------------|----------------------------------|-------------------------------|----------------------------------|
|                      | Administrative Responsibility | Primary Administrative Position* | Administrative Responsibility | Primary Administrative Position* |
| Facilities           | %                             | %                                | %                             | %                                |
| All                  | 43.4                          | 88.4                             | 46.2                          | 59.7                             |
| Hospital             | 15.9                          | 81.1                             | 2.7                           | 34.3                             |
| Long-term care       | 60.1                          | 89.4                             | 30.2                          | 64.7                             |
| Community-based care | 26.9                          | 87.7                             | 8.9                           | 49.5                             |
| Other                | 45.3                          | 86.8                             | 4.4                           | 62.0                             |

\*Percent of all relevant responders

in hospitals). Of the LPN/VNs working in community-based settings, 26.9% reported having administrative responsibilities with 87.7% of those reported holding a primary administrative position. Compared to 2018, the results represent a slight percentage decrease overall in administrative responsibilities (from 46.2% to 43.4%) and more significant percentage increases in administrative responsibilities for hospitals (from 2.7% to 15.9%), long-term care (from 30.2% to 60.1%) and community-based (from 8.9% to 26.9%). See [Table 11](#) for detailed results of administrative responsibilities.

### Enrollment in RN Educational Programs

Responders were asked about enrollment in further nursing education. Approximately 21.5% of responders reported enrollment in an RN educational program and 23.0% reported that they had applied to such a program, but were not currently enrolled. Of those currently enrolled, 79.4% were in associate degree programs, 15.7% were in baccalaureate degree programs, 3.3% were in diploma programs and 1.7% selected other. Of those who applied, but were not enrolled, 46.7% were completing prerequisite courses, 25.5% selected other, 21.2% were on waiting lists, 19.2% were unable to afford tuition, 7.3% were turned away because classes were full and 5.1% failed to meet program requirements. Additionally, 31.2% of responders reported holding non-nursing college degrees. See [Table 12](#) for education program enrollment.

### Summary

The newly licensed LPN/VNs responding to the 2021 LPN/VN Practice Analysis survey were primarily female with an average age of 32.9 years. The majority worked day, night or evening shifts in long-term care or rehabilitation settings. The majority were provided an orientation with an assigned preceptor or mentor for an average of 3.8 weeks. The responders cared mostly for clients with stabilized chronic conditions who were 65-85 years of age.

| <b>Table 12. Registered Nurse Education Program Enrollment</b> |                  |          |                  |          |
|--|------------------|----------|------------------|----------|
|  | <b>2021</b>      |          | <b>2018</b>      |          |
|  | <b>Frequency</b> | <b>%</b> | <b>Frequency</b> | <b>%</b> |
| <b>Enrolled in a registered nurse education program</b>        |                  |          |                  |          |
| Yes  | 462              | 21.5     | 194              | 16.8     |
| No   | 1192             | 55.5     | 688              | 59.4     |
| I have applied, but am not currently enrolled                  | 495              | 23.0     | 276              | 23.8     |
| <b>Program enrollment</b>                                      |                  |          |                  |          |
| Registered Nurse – Diploma program                             | 15               | 3.3      | 2                | 1.0      |
| Registered Nurse – Associate degree program                    | 365              | 79.4     | 169              | 80.5     |
| Registered Nurse – Bachelor’s degree program                   | 72               | 15.7     | 33               | 15.7     |
| Other  | 8                | 1.7      | 6                | 2.9      |
| <b>Reason for non-enrollment*</b>                              |                  |          |                  |          |
| Currently completing prerequisite courses                      | 231              | 46.7     | 146              | 36.0     |
| Turned away because nursing program is full                    | 36               | 7.3      | 29               | 7.2      |
| Unable to afford tuition                                       | 95               | 19.2     | 79               | 19.5     |
| Did not meet admission requirements                            | 25               | 5.1      | 15               | 3.7      |
| On a waiting list for admission                                | 105              | 21.2     | 69               | 17.0     |
| Other  | 126              | 25.5     | 67               | 16.5     |
| <b>Non-nursing college degree</b>                              |                  |          |                  |          |
| Yes  | 667              | 31.2     | 368              | 31.6     |
| No   | 1470             | 68.8     | 798              | 68.4     |

\*Responders could select all that apply for 2021 year

## 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, applicability to practice settings, frequency of performance, importance of the activities and relevance to clinical judgment will be discussed. A validation of survey findings with estimates provided by the subject matter expert panel is also provided.

### Overview of Methods

The 2021 LPN/VN Practice Analysis survey asked responders to answer three questions about each activity statement. Question A addressed the frequency of activity performance. The scale of frequency ranged from “never performed in work setting” to “5 or more times.” Responders were instructed to mark “never performed in work setting” if an activity did not apply to their work setting and then move to the next activity. If the activity did apply to their work setting, they were asked to mark on a six-point scale of “0 times” to “5 times or more,” reflecting the frequency with which they had performed the activity on their last day of work. In question B, responders were then asked to rate the overall importance of the activity considering client safety and/or threat of complications or distress on a scale of 1 to 5 with 1 being “not important” and 5 being “critically important.” In question C, the relevance to clinical judgment when performing the nursing activity was addressed. The scale for clinical judgment ranged

from “Not Relevant (1),” “Helpful (2),” “Important (3),” to “Essential (4).” If responders did not know if clinical judgment was relevant to performing the nursing activity they could select “DK=Do not know.” Applicability of the activity statement 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, importance and clinical judgment ratings for the survey to measure the internal consistency of the instrument (Cronbach, 1951). Alpha coefficients range from 0 to 1; a value of 0.70 or greater is generally considered adequate. [Table 13](#) shows that the data suggests strong evidence for the reliability of the measured outcomes in this survey.

#### SME Panel Validation of Survey Findings

The SME panel for the 2021 LPN/VN Practice Analysis survey was asked to provide independent ratings of the 152 activity statements. SMEs estimated the percentage of newly licensed LPN/VNs performing the activities

**Table 13. Reliability Estimates**

|        | Frequency |         |                   | Importance |         |                   | Clinical Judgment |         |                   |
|--------|-----------|---------|-------------------|------------|---------|-------------------|-------------------|---------|-------------------|
|        | N Items   | N Cases | Scale Reliability | N Items    | N Cases | Scale Reliability | N Items           | N Cases | Scale Reliability |
| Form 1 | 26        | 618     | 0.93              | 26         | 618     | 0.93              | 26                | 618     | 0.93              |
| Form 2 | 26        | 633     | 0.90              | 26         | 633     | 0.91              | 26                | 633     | 0.93              |
| Form 3 | 25        | 586     | 0.90              | 25         | 586     | 0.91              | 25                | 586     | 0.89              |
| Form 4 | 25        | 638     | 0.91              | 25         | 638     | 0.89              | 25                | 638     | 0.87              |
| Form 5 | 25        | 624     | 0.88              | 25         | 624     | 0.93              | 25                | 624     | 0.93              |
| Form 6 | 25        | 617     | 0.91              | 25         | 617     | 0.93              | 25                | 617     | 0.93              |

within their practice setting, the average setting-specific frequency with which the activities were performed during one day, the average importance of the activities and the average relevance of clinical judgment to the activities. After the ratings were obtained, average total group frequency estimates were calculated by prorating the setting-specific frequencies with the estimates of setting applicability. All panel ratings were averaged across panel members and compared to the ratings obtained from the practice analysis survey. The importance ratings estimated by the panel members were compared to the average importance ratings from the practice analysis survey. **Table 14** illustrates that there were no differences greater than 1.40 with respect to importance between the SME ratings and the newly licensed LPN/VNs. In general, the importance ratings of SMEs and survey responders were somewhat similar; however, SMEs rated most of the activity statements as more important than the responders.

### Applicability of Activities to Practice Setting

The percentages of newly licensed LPN/VNs indicating that the activities were applicable are included in **Table 15**. The activities ranged from 31.3% applicability (31.3% of the responders reported that the activity was performed within their work setting) to 100% (100% of the responders reported the activity was performed within their work setting). The activities with the lowest percentage of applicability were “Assist with monitoring a client in labor” (31.3%); “Identify signs or symptoms of potential prenatal complication” (32.1%) and “Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years” (35.0%). The activities with the highest percentage of applicability for responders were “Maintain client confidentiality” (100%); “Provide care within the legal scope of practice” (100%); “Practice in a manner consistent with code of ethics for nurses” (99.8%) and “Verify the identity of client” (99.4%).

### Frequency of Activity Performance

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

#### Setting-Specific

Average setting-specific frequencies ranged from 0.61 to 4.86. The activities performed with the lowest frequencies were “Assist with monitoring a client in labor” (0.61); “Insert, maintain and remove nasogastric (NG) tube” (1.13); and “Monitor transfusion of blood product” (1.31). The activities with the highest setting-specific average frequencies of performance were “Provide care within the legal scope of practice” (4.86); “Apply principles of infection control (e.g., PPE, aseptic technique, isolation, standard precautions)” (4.85) and “Maintain client confidentiality” (4.81). **Appendix C** presents activity statements rank ordered by average setting-specific frequency.

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

| Activity # | Activity  | Newly Licensed LPN/VN Survey Ratings |                                 |                                  |   | SME Ratings Results  |                                 |                                  |   | Rating Differences   |                                 |                                  |   |
|------------|---|--------------------------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|
|            |   | Apply to Setting (%)                 | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) |
| 1          | Use data from various credible sources in making clinical decisions                               | 96.5                                 | 3.44                            | 4.15                             | 3.50                                    | 100.0                | 3.75                            | 4.25                             | 3.50                                    | -3.50                | -0.31                           | -0.10                            | 0.00                                    |
| 2          | Contribute to the development of and/or update the client plan of care                            | 85.2                                 | 2.84                            | 4.05                             | 3.43                                    | 75.0                 | 2.75                            | 4.50                             | 3.50                                    | 10.20                | 0.09                            | -0.45                            | -0.07                                   |
| 3          | Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)                     | 87.2                                 | 3.52                            | 3.73                             | 3.34                                    | 100.0                | 4.25                            | 4.25                             | 3.75                                    | -12.80               | -0.73                           | -0.52                            | -0.41                                   |
| 4          | Organize and prioritize care based on client needs  | 97.6                                 | 4.36                            | 4.38                             | 3.74                                    | 75.0                 | 3.75                            | 4.50                             | 3.75                                    | 22.60                | 0.61                            | -0.12                            | -0.01                                   |
| 5          | Recognize and report staff conflict   | 87.3                                 | 1.40                            | 3.88                             | 3.01                                    | 100.0                | 2.50                            | 3.75                             | 2.75                                    | -12.70               | -1.10                           | 0.13                             | 0.26                                    |
| 6          | Advocate for client rights and needs  | 96.2                                 | 3.82                            | 4.47                             | 3.59                                    | 100.0                | 4.50                            | 4.75                             | 3.75                                    | -3.80                | -0.68                           | -0.28                            | -0.16                                   |
| 7          | Promote client self-advocacy  | 98.9                                 | 4.07                            | 4.16                             | 3.41                                    | 75.0                 | 3.25                            | 4.50                             | 3.75                                    | 23.90                | 0.82                            | -0.34                            | -0.34                                   |
| 8          | Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee) | 74.2                                 | 2.08                            | 3.65                             | 3.14                                    | 100.0                | 2.75                            | 3.75                             | 3.25                                    | -25.80               | -0.67                           | -0.10                            | -0.11                                   |
| 9          | Involve client in care decision making  | 92.8                                 | 3.73                            | 4.25                             | 3.59                                    | 75.0                 | 3.75                            | 4.75                             | 3.75                                    | 17.80                | -0.02                           | -0.50                            | -0.16                                   |
| 10         | Follow up with client after discharge   | 58.1                                 | 1.07                            | 3.15                             | 2.43                                    | 75.0                 | 1.50                            | 3.75                             | 3.00                                    | -16.90               | -0.43                           | -0.60                            | -0.57                                   |
| 11         | Participate in staff education (e.g., inservices, continued competency)                           | 94.5                                 | 2.90                            | 4.28                             | 3.48                                    | 100.0                | 3.75                            | 4.25                             | 3.50                                    | -5.50                | -0.85                           | 0.03                             | -0.02                                   |
| 12         | Recognize self-limitations of task/assignments and seek assistance when needed                    | 98.7                                 | 3.68                            | 4.30                             | 3.53                                    | 100.0                | 3.25                            | 4.00                             | 3.25                                    | -1.30                | 0.43                            | 0.30                             | 0.28                                    |
| 13         | Respond to the unsafe practice of a health care provider (e.g., intervene, report)                | 76.6                                 | 1.34                            | 4.38                             | 3.51                                    | 100.0                | 2.25                            | 4.50                             | 3.50                                    | -23.40               | -0.91                           | -0.12                            | 0.01                                    |

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

| Activity # | Activity   | Newly Licensed LPN/VN Survey Ratings |                                 |                                  |   | SME Ratings Results  |                                 |                                  |   | Rating Differences   |                                 |                                  |   |
|------------|--|--------------------------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|
|            |  | Apply to Setting (%)                 | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) |
| 14         | Participate in client discharge or transfer  | 80.8                                 | 2.33                            | 3.81                             | 3.17                                    | 100.0                | 2.50                            | 4.50                             | 3.50                                    | -19.20               | -0.17                           | -0.69                            | -0.33                                   |
| 15         | Participate in client referral process   | 73.0                                 | 1.88                            | 3.33                             | 2.80                                    | 75.0                 | 2.50                            | 3.50                             | 3.00                                    | -2.00                | -0.62                           | -0.17                            | -0.20                                   |
| 16         | Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease) | 84.5                                 | 2.30                            | 4.49                             | 3.60                                    | 75.0                 | 2.25                            | 4.25                             | 3.25                                    | 9.50                 | 0.05                            | 0.24                             | 0.35                                    |
| 17         | Participate in client consent process  | 93.0                                 | 3.05                            | 4.35                             | 3.45                                    | 75.0                 | 2.25                            | 4.50                             | 3.25                                    | 18.00                | 0.80                            | -0.15                            | 0.20                                    |
| 18         | Maintain client confidentiality  | 100.0                                | 4.81                            | 4.68                             | 3.62                                    | 100.0                | 5.00                            | 4.50                             | 3.50                                    | 0.00                 | -0.19                           | 0.18                             | 0.12                                    |
| 19         | Provide for privacy needs  | 98.3                                 | 4.58                            | 4.32                             | 3.44                                    | 100.0                | 3.75                            | 4.25                             | 3.50                                    | -1.70                | 0.83                            | 0.07                             | -0.06                                   |
| 20         | Provide information about advance directives   | 72.7                                 | 1.47                            | 3.71                             | 2.97                                    | 75.0                 | 1.50                            | 4.50                             | 3.00                                    | -2.30                | -0.03                           | -0.79                            | -0.03                                   |
| 21         | Participate in client data collection  | 97.5                                 | 4.19                            | 4.47                             | 3.72                                    | 100.0                | 4.00                            | 4.75                             | 3.50                                    | -2.50                | 0.19                            | -0.28                            | 0.22                                    |
| 22         | Use information technology in client care  | 95.7                                 | 4.25                            | 4.21                             | 3.29                                    | 100.0                | 4.00                            | 4.25                             | 3.25                                    | -4.30                | 0.25                            | -0.04                            | 0.04                                    |
| 23         | Apply evidence-based practice when providing care  | 98.7                                 | 4.22                            | 4.58                             | 3.65                                    | 100.0                | 4.50                            | 4.75                             | 3.75                                    | -1.30                | -0.28                           | -0.17                            | -0.10                                   |
| 24         | Participate as a member of an interdisciplinary team   | 82.4                                 | 2.93                            | 3.92                             | 3.24                                    | 100.0                | 3.25                            | 4.25                             | 3.50                                    | -17.60               | -0.32                           | -0.33                            | -0.26                                   |
| 25         | Monitor activities of assistive personnel  | 90.0                                 | 3.54                            | 3.99                             | 3.31                                    | 100.0                | 4.00                            | 4.50                             | 3.75                                    | -10.00               | -0.46                           | -0.51                            | -0.44                                   |
| 26         | Participate in providing cost effective care   | 78.6                                 | 2.49                            | 3.54                             | 2.97                                    | 100.0                | 4.00                            | 3.50                             | 3.25                                    | -21.40               | -1.51                           | 0.04                             | -0.28                                   |
| 27         | Provide and receive report   | 96.0                                 | 4.07                            | 4.60                             | 3.75                                    | 100.0                | 3.75                            | 4.75                             | 3.75                                    | -4.00                | 0.32                            | -0.15                            | 0.00                                    |
| 28         | Practice in a manner consistent with code of ethics for nurses   | 99.8                                 | 4.75                            | 4.69                             | 3.78                                    | 100.0                | 4.00                            | 4.75                             | 3.75                                    | -0.20                | 0.75                            | -0.06                            | 0.03                                    |

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

| Activity # | Activity  | Newly Licensed LPN/VN Survey Ratings |                                 |                                  |   | SME Ratings Results  |                                 |                                  |   | Rating Differences   |                                 |                                  |   |
|------------|---|--------------------------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|
|            |   | Apply to Setting (%)                 | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) |
| 29         | Provide care within the legal scope of practice   | 100.0                                | 4.86                            | 4.71                             | 3.79                                    | 100.0                | 3.75                            | 4.50                             | 3.50                                    | 0.00                 | 1.11                            | 0.21                             | 0.29                                    |
| 30         | Verify and process health care provider orders  | 95.9                                 | 4.11                            | 4.55                             | 3.69                                    | 100.0                | 4.00                            | 4.75                             | 3.75                                    | -4.10                | 0.11                            | -0.20                            | -0.06                                   |
| 31         | Assure availability and safe functioning of client care equipment                             | 95.9                                 | 3.97                            | 4.53                             | 3.60                                    | 100.0                | 3.50                            | 4.50                             | 3.75                                    | -4.10                | 0.47                            | 0.03                             | -0.15                                   |
| 32         | Evaluate the appropriateness of health care provider's order for client                       | 93.0                                 | 3.43                            | 4.30                             | 3.52                                    | 100.0                | 3.25                            | 4.25                             | 3.50                                    | -7.00                | 0.18                            | 0.05                             | 0.02                                    |
| 33         | Verify the identity of client   | 99.4                                 | 4.71                            | 4.84                             | 3.85                                    | 100.0                | 4.00                            | 4.75                             | 3.50                                    | -0.60                | 0.71                            | 0.09                             | 0.35                                    |
| 34         | Use safe client handling techniques (e.g., body mechanics)                                    | 98.3                                 | 4.39                            | 4.50                             | 3.57                                    | 100.0                | 3.25                            | 4.75                             | 3.75                                    | -1.70                | 1.14                            | -0.25                            | -0.18                                   |
| 35         | Identify client allergies and intervene as appropriate  | 97.7                                 | 3.67                            | 4.71                             | 3.77                                    | 100.0                | 2.25                            | 4.75                             | 3.75                                    | -2.30                | 1.42                            | -0.04                            | 0.02                                    |
| 36         | Participate in preparation for internal and external disasters (e.g., fire, natural disaster) | 84.0                                 | 1.78                            | 4.07                             | 3.17                                    | 50.0                 | 2.00                            | 4.00                             | 3.00                                    | 34.00                | -0.22                           | 0.07                             | 0.17                                    |
| 37         | Identify and address unsafe conditions in health care and home environments                   | 88.0                                 | 2.88                            | 4.37                             | 3.61                                    | 100.0                | 3.25                            | 4.25                             | 3.75                                    | -12.00               | -0.37                           | 0.12                             | -0.14                                   |
| 38         | Implement least restrictive restraints or seclusion   | 55.8                                 | 1.41                            | 3.57                             | 2.94                                    | 50.0                 | 2.50                            | 4.50                             | 3.50                                    | 5.80                 | -1.09                           | -0.93                            | -0.56                                   |
| 39         | Follow protocol for timed client monitoring (e.g., safety checks)                             | 93.5                                 | 4.29                            | 4.51                             | 3.59                                    | 75.0                 | 2.75                            | 4.25                             | 3.50                                    | 18.50                | 1.54                            | 0.26                             | 0.09                                    |
| 40         | Assist in and/or reinforce education to client about safety precautions                       | 97.8                                 | 4.21                            | 4.47                             | 3.56                                    | 100.0                | 4.00                            | 4.25                             | 3.50                                    | -2.20                | 0.21                            | 0.22                             | 0.06                                    |
| 41         | Initiate and participate in security alert (e.g., infant abduction, flight risk)              | 66.3                                 | 1.28                            | 4.24                             | 3.36                                    | 66.7                 | 3.33                            | 4.67                             | 3.67                                    | -0.40                | -2.05                           | -0.43                            | -0.31                                   |

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

| Activity # | Activity  | Newly Licensed LPN/VN Survey Ratings |                                 |                                  |   | SME Ratings Results  |                                 |                                  |   | Rating Differences   |                                 |                                  |   |
|------------|---|--------------------------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|
|            |   | Apply to Setting (%)                 | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) |
| 42         | Acknowledge and document practice error (e.g., incident report)   | 88.5                                 | 1.97                            | 4.21                             | 3.35                                    | 100.0                | 2.67                            | 4.67                             | 3.67                                    | -11.50               | -0.70                           | -0.46                            | -0.32                                   |
| 43         | Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)                               | 84.2                                 | 2.87                            | 4.12                             | 3.22                                    | 66.7                 | 1.67                            | 4.67                             | 3.67                                    | 17.50                | 1.20                            | -0.55                            | -0.45                                   |
| 44         | Apply principles of infection control (e.g., PPE, aseptic technique, isolation, standard precautions)                 | 99.3                                 | 4.82                            | 4.82                             | 3.75                                    | 100.0                | 3.67                            | 4.67                             | 3.67                                    | -0.70                | 1.15                            | 0.15                             | 0.08                                    |
| 45         | Assist with care for the antepartum client  | 42.9                                 | 1.00                            | 3.47                             | 2.68                                    | 33.3                 | 1.67                            | 4.33                             | 3.50                                    | 9.60                 | -0.67                           | -0.86                            | -0.82                                   |
| 46         | Identify community resources for clients  | 79.3                                 | 2.20                            | 3.27                             | 2.70                                    | 66.7                 | 3.33                            | 4.67                             | 3.33                                    | 12.60                | -1.13                           | -1.40                            | -0.63                                   |
| 47         | Assist with monitoring a client in labor  | 31.3                                 | 0.19                            | 3.68                             | 2.81                                    | 33.3                 | 1.67                            | 4.67                             | 3.67                                    | -2.00                | -1.48                           | -0.99                            | -0.86                                   |
| 48         | Monitor recovery of stable postpartum client  | 40.9                                 | 0.77                            | 3.66                             | 2.92                                    | 33.3                 | 1.67                            | 4.33                             | 3.67                                    | 7.60                 | -0.90                           | -0.67                            | -0.75                                   |
| 49         | Compare client to developmental milestones  | 77.6                                 | 2.32                            | 3.59                             | 3.00                                    | 66.7                 | 2.33                            | 4.33                             | 3.33                                    | 10.90                | -0.01                           | -0.74                            | -0.33                                   |
| 50         | Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)                      | 56.5                                 | 1.38                            | 3.45                             | 2.81                                    | 66.7                 | 2.33                            | 4.67                             | 3.33                                    | -10.20               | -0.95                           | -1.22                            | -0.52                                   |
| 51         | Participate in health screening or health promotion programs  | 74.8                                 | 2.58                            | 3.95                             | 3.17                                    | 100.0                | 3.67                            | 4.67                             | 3.67                                    | -25.20               | -1.09                           | -0.72                            | -0.50                                   |
| 52         | Provide information for prevention of high risk behaviors (e.g. substance abuse, sexual practices, smoking cessation) | 79.0                                 | 2.47                            | 3.67                             | 3.10                                    | 66.7                 | 3.33                            | 4.67                             | 3.33                                    | 12.30                | -0.86                           | -1.00                            | -0.23                                   |
| 53         | Collect data for health history (e.g., client medical history, family medical history)                                | 89.4                                 | 3.20                            | 4.25                             | 3.37                                    | 100.0                | 3.33                            | 4.67                             | 3.67                                    | -10.60               | -0.13                           | -0.42                            | -0.30                                   |

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

| Activity # | Activity  | Newly Licensed LPN/VN Survey Ratings |                                 |                                  |   | SME Ratings Results  |                                 |                                  |   | Rating Differences   |                                 |                                  |   |
|------------|---|--------------------------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|
|            |   | Apply to Setting (%)                 | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) |
| 54         | Collect baseline physical data (e.g., skin integrity, height and weight)  | 96.9                                 | 4.20                            | 4.28                             | 3.47                                    | 100.0                | 3.33                            | 4.67                             | 3.67                                    | -3.10                | 0.87                            | -0.39                            | -0.20                                   |
| 55         | Identify clients in need of immunizations (required and voluntary)  | 85.3                                 | 2.86                            | 3.74                             | 3.16                                    | 100.0                | 5.00                            | 4.33                             | 3.67                                    | -14.70               | -2.14                           | -0.59                            | -0.51                                   |
| 56         | Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years | 35.0                                 | 0.75                            | 3.45                             | 2.70                                    | 33.3                 | 1.67                            | 4.33                             | 3.67                                    | 1.70                 | -0.92                           | -0.88                            | -0.97                                   |
| 57         | Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years                | 42.7                                 | 1.21                            | 3.54                             | 2.85                                    | 33.3                 | 1.67                            | 4.67                             | 3.67                                    | 9.40                 | -0.46                           | -1.13                            | -0.82                                   |
| 58         | Provide care that meets the needs of the adult client ages 18 through 64 years  | 95.1                                 | 4.27                            | 4.24                             | 3.42                                    | 100.0                | 3.33                            | 4.67                             | 3.67                                    | -4.90                | 0.94                            | -0.43                            | -0.25                                   |
| 59         | Provide care that meets the needs of the adult client ages 65 and over  | 94.5                                 | 4.52                            | 4.40                             | 3.62                                    | 100.0                | 3.33                            | 4.67                             | 3.67                                    | -5.50                | 1.19                            | -0.27                            | -0.05                                   |
| 60         | Identify barriers to communication  | 96.6                                 | 3.38                            | 4.04                             | 3.27                                    | 100.0                | 4.00                            | 4.67                             | 3.67                                    | -3.40                | -0.62                           | -0.63                            | -0.40                                   |
| 61         | Identify barriers to learning   | 92.1                                 | 3.07                            | 3.94                             | 3.27                                    | 100.0                | 4.00                            | 4.67                             | 3.67                                    | -7.90                | -0.93                           | -0.73                            | -0.40                                   |
| 62         | Provide emotional support to client   | 98.1                                 | 4.44                            | 4.39                             | 3.47                                    | 100.0                | 3.33                            | 4.67                             | 3.67                                    | -1.90                | 1.11                            | -0.28                            | -0.20                                   |
| 63         | Collect data regarding client psychosocial functioning  | 86.6                                 | 3.14                            | 3.91                             | 3.30                                    | 66.7                 | 3.33                            | 4.33                             | 3.67                                    | 19.90                | -0.19                           | -0.42                            | -0.37                                   |
| 64         | Identify client use of effective and ineffective coping mechanisms  | 90.7                                 | 3.28                            | 3.78                             | 3.28                                    | 100.0                | 3.33                            | 4.67                             | 3.67                                    | -9.30                | -0.05                           | -0.89                            | -0.39                                   |
| 65         | Promote positive self-esteem of client  | 98.7                                 | 4.29                            | 4.23                             | 3.33                                    | 100.0                | 3.33                            | 4.33                             | 3.33                                    | -1.30                | 0.96                            | -0.10                            | 0.00                                    |

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

| Activity # | Activity  | Newly Licensed LPN/VN Survey Ratings |                                 |                                  |   | SME Ratings Results  |                                 |                                  |   | Rating Differences   |                                 |                                  |   |
|------------|---|--------------------------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|
|            |   | Apply to Setting (%)                 | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) |
| 66         | Collect data on client's potential for violence to self and others                              | 84.2                                 | 2.40                            | 4.32                             | 3.42                                    | 100.0                | 3.33                            | 4.67                             | 3.67                                    | -15.80               | -0.93                           | -0.35                            | -0.25                                   |
| 67         | Identify signs and symptoms of substance abuse, substance use disorder, withdrawal and overdose | 77.7                                 | 2.09                            | 4.17                             | 3.34                                    | 66.7                 | 3.33                            | 4.67                             | 3.67                                    | 11.00                | -1.24                           | -0.50                            | -0.33                                   |
| 68         | Reinforce education to caregivers/family on ways to manage client with behavioral disorders     | 80.8                                 | 2.58                            | 4.03                             | 3.32                                    | 66.7                 | 3.33                            | 4.67                             | 3.67                                    | 14.10                | -0.75                           | -0.64                            | -0.35                                   |
| 69         | Explore reasons for client noncompliance with treatment plan                                    | 84.8                                 | 2.88                            | 4.15                             | 3.47                                    | 100.0                | 3.33                            | 4.67                             | 3.67                                    | -15.20               | -0.45                           | -0.52                            | -0.20                                   |
| 70         | Participate in client group session   | 53.8                                 | 1.02                            | 2.73                             | 2.44                                    | 100.0                | 3.33                            | 4.00                             | 3.33                                    | -46.20               | -2.31                           | -1.27                            | -0.89                                   |
| 71         | Plan care with consideration of client spiritual, cultural beliefs and/or gender identity       | 90.8                                 | 3.33                            | 4.13                             | 3.36                                    | 100.0                | 3.33                            | 4.67                             | 3.67                                    | -9.20                | 0.00                            | -0.54                            | -0.31                                   |
| 72         | Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques) | 93.3                                 | 3.21                            | 4.25                             | 3.49                                    | 100.0                | 3.33                            | 4.67                             | 3.67                                    | -6.70                | -0.12                           | -0.42                            | -0.18                                   |
| 73         | Participate in reminiscence therapy, validation therapy or reality orientation                  | 71.5                                 | 2.10                            | 3.56                             | 2.96                                    | 66.7                 | 3.33                            | 4.33                             | 3.33                                    | 4.80                 | -1.23                           | -0.77                            | -0.37                                   |
| 74         | Assist in the care of the cognitively impaired client   | 91.3                                 | 3.84                            | 4.32                             | 3.55                                    | 100.0                | 3.33                            | 4.67                             | 3.67                                    | -8.70                | 0.51                            | -0.35                            | -0.12                                   |
| 75         | Assist client to cope/adapt to stressful events and changes in health status                    | 91.9                                 | 3.41                            | 4.01                             | 3.39                                    | 100.0                | 3.33                            | 4.67                             | 3.67                                    | -8.10                | 0.08                            | -0.66                            | -0.28                                   |
| 76         | Use therapeutic communication techniques with client  | 98.8                                 | 4.54                            | 4.38                             | 3.59                                    | 100.0                | 3.33                            | 4.33                             | 3.67                                    | -1.20                | 1.21                            | 0.05                             | -0.08                                   |

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

| Activity # | Activity   | Newly Licensed LPN/VN Survey Ratings |                                 |                                  |   | SME Ratings Results  |                                 |                                  |   | Rating Differences   |                                 |                                  |   |
|------------|--|--------------------------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|
|            |  | Apply to Setting (%)                 | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) |
| 77         | Assist in the care of a client experiencing sensory/ perceptual alterations  | 91.0                                 | 3.42                            | 4.21                             | 3.41                                    | 100.0                | 3.33                            | 4.67                             | 3.67                                    | -9.00                | 0.09                            | -0.46                            | -0.26                                   |
| 78         | Promote a therapeutic environment  | 98.4                                 | 4.31                            | 4.19                             | 3.36                                    | 100.0                | 3.33                            | 4.33                             | 3.33                                    | -1.60                | 0.98                            | -0.14                            | 0.03                                    |
| 79         | Incorporate behavioral management techniques when caring for a client  | 88.5                                 | 3.14                            | 3.92                             | 3.23                                    | 100.0                | 3.33                            | 4.33                             | 3.67                                    | -11.50               | -0.19                           | -0.41                            | -0.44                                   |
| 80         | Recognize stressors that affect client care  | 96.3                                 | 4.09                            | 4.19                             | 3.41                                    | 100.0                | 3.33                            | 4.67                             | 3.67                                    | -3.70                | 0.76                            | -0.48                            | -0.26                                   |
| 81         | Provide end of life care and education to clients  | 70.5                                 | 2.03                            | 3.83                             | 3.12                                    | 66.7                 | 2.00                            | 4.33                             | 3.67                                    | 3.80                 | 0.03                            | -0.50                            | -0.55                                   |
| 82         | Provide site care for client with enteral tubes  | 75.4                                 | 2.49                            | 4.11                             | 3.36                                    | 33.3                 | 1.67                            | 4.67                             | 3.67                                    | 42.10                | 0.82                            | -0.56                            | -0.31                                   |
| 83         | Promote alternative/ complementary therapy in providing client care (e.g., music therapy, pet therapy)             | 77.2                                 | 2.27                            | 3.80                             | 3.03                                    | 66.7                 | 2.67                            | 4.00                             | 3.33                                    | 10.50                | -0.40                           | -0.20                            | -0.30                                   |
| 84         | Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment) | 92.2                                 | 3.75                            | 4.16                             | 3.34                                    | 100.0                | 3.33                            | 4.67                             | 3.67                                    | -7.80                | 0.42                            | -0.51                            | -0.33                                   |
| 85         | Provide feeding for client with enteral tubes  | 74.6                                 | 2.60                            | 3.97                             | 3.24                                    | 33.3                 | 1.67                            | 4.33                             | 3.67                                    | 41.30                | 0.93                            | -0.36                            | -0.43                                   |
| 86         | Monitor and provide for nutritional needs of client  | 87.8                                 | 3.65                            | 4.24                             | 3.40                                    | 100.0                | 3.00                            | 4.67                             | 3.67                                    | -12.20               | 0.65                            | -0.43                            | -0.27                                   |
| 87         | Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)                        | 88.6                                 | 3.49                            | 4.00                             | 3.19                                    | 100.0                | 3.33                            | 4.67                             | 3.33                                    | -11.40               | 0.16                            | -0.67                            | -0.14                                   |
| 88         | Assist with activities of daily living   | 85.9                                 | 3.54                            | 4.11                             | 3.30                                    | 66.7                 | 3.33                            | 4.67                             | 3.33                                    | 19.20                | 0.21                            | -0.56                            | -0.03                                   |

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

| Activity # | Activity  | Newly Licensed LPN/VN Survey Ratings |                                 |                                  |   | SME Ratings Results  |                                 |                                  |   | Rating Differences   |                                 |                                  |   |
|------------|---|--------------------------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|
|            |   | Apply to Setting (%)                 | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) |
| 89         | Provide care to client with bowel or bladder management protocol  | 87.5                                 | 3.54                            | 4.23                             | 3.42                                    | 66.7                 | 2.33                            | 4.67                             | 3.67                                    | 20.80                | 1.21                            | -0.44                            | -0.25                                   |
| 90         | Evaluate pain using standardized rating scales  | 95.6                                 | 4.32                            | 4.36                             | 3.53                                    | 100.0                | 3.33                            | 4.67                             | 3.33                                    | -4.40                | 0.99                            | -0.31                            | 0.20                                    |
| 91         | Provide measures to promote sleep and rest  | 87.8                                 | 3.36                            | 3.83                             | 3.19                                    | 66.7                 | 3.00                            | 4.67                             | 3.00                                    | 21.10                | 0.36                            | -0.84                            | 0.19                                    |
| 92         | Use measures to maintain or improve client skin integrity   | 88.5                                 | 3.90                            | 4.48                             | 3.57                                    | 100.0                | 3.33                            | 4.67                             | 3.33                                    | -11.50               | 0.57                            | -0.19                            | 0.24                                    |
| 93         | Assist in providing postmortem care   | 54.1                                 | 1.03                            | 3.38                             | 2.69                                    | 33.3                 | 1.67                            | 4.67                             | 3.67                                    | 20.80                | -0.64                           | -1.29                            | -0.98                                   |
| 94         | Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)   | 83.8                                 | 2.73                            | 3.89                             | 3.22                                    | 33.3                 | 1.67                            | 4.33                             | 3.67                                    | 50.50                | 1.06                            | -0.44                            | -0.45                                   |
| 95         | Assist in the care and comfort for a client with a visual and/or hearing impairment   | 94.2                                 | 3.76                            | 4.20                             | 3.41                                    | 66.7                 | 3.00                            | 4.67                             | 3.67                                    | 27.50                | 0.76                            | -0.47                            | -0.26                                   |
| 96         | Monitor client intake/output  | 84.4                                 | 3.35                            | 4.13                             | 3.33                                    | 66.7                 | 1.67                            | 4.67                             | 3.33                                    | 17.70                | 1.68                            | -0.54                            | 0.00                                    |
| 97         | Provide care to an immobilized client based on need   | 84.9                                 | 3.26                            | 4.12                             | 3.40                                    | 66.7                 | 1.67                            | 4.67                             | 3.67                                    | 18.20                | 1.59                            | -0.55                            | -0.27                                   |
| 98         | Follow the rights of medication administration  | 97.3                                 | 4.62                            | 4.81                             | 3.80                                    | 100.0                | 3.33                            | 4.67                             | 3.67                                    | -2.70                | 1.29                            | 0.14                             | 0.13                                    |
| 99         | Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications) | 94.3                                 | 4.06                            | 4.59                             | 3.68                                    | 100.0                | 3.33                            | 4.67                             | 3.67                                    | -5.70                | 0.73                            | -0.08                            | 0.01                                    |
| 100        | Monitor transfusion of blood product  | 43.1                                 | 0.56                            | 3.70                             | 2.98                                    | 33.3                 | 1.67                            | 4.67                             | 3.67                                    | 9.80                 | -1.11                           | -0.97                            | -0.69                                   |
| 101        | Calculate and monitor intravenous (IV) flow rate  | 61.5                                 | 1.62                            | 4.16                             | 3.34                                    | 33.3                 | 1.67                            | 4.67                             | 3.67                                    | 28.20                | -0.05                           | -0.51                            | -0.33                                   |
| 102        | Administer medication by oral route   | 91.7                                 | 4.20                            | 4.32                             | 3.54                                    | 66.7                 | 3.33                            | 4.67                             | 3.67                                    | 25.00                | 0.87                            | -0.35                            | -0.13                                   |

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

| Activity # | Activity  | Newly Licensed LPN/VN Survey Ratings |                                 |                                  |   | SME Ratings Results  |                                 |                                  |   | Rating Differences   |                                 |                                  |   |
|------------|---|--------------------------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|
|            |   | Apply to Setting (%)                 | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) |
| 103        | Administer medication by various gastrointestinal tubes   | 76.7                                 | 2.68                            | 4.07                             | 3.32                                    | 33.3                 | 1.67                            | 4.67                             | 3.67                                    | 43.40                | 1.01                            | -0.60                            | -0.35                                   |
| 104        | Administer a subcutaneous, intradermal or intramuscular medication  | 93.6                                 | 4.05                            | 4.48                             | 3.59                                    | 66.7                 | 2.33                            | 4.67                             | 3.67                                    | 26.90                | 1.72                            | -0.19                            | -0.08                                   |
| 105        | Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route   | 92.4                                 | 3.99                            | 4.44                             | 3.62                                    | 66.7                 | 2.33                            | 4.67                             | 3.67                                    | 25.70                | 1.66                            | -0.23                            | -0.05                                   |
| 106        | Count controlled substances and report discrepancies  | 85.6                                 | 3.38                            | 4.33                             | 3.41                                    | 66.7                 | 3.33                            | 4.67                             | 3.67                                    | 18.90                | 0.05                            | -0.34                            | -0.26                                   |
| 107        | Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter)                         | 40.8                                 | 0.73                            | 3.93                             | 3.11                                    | 33.3                 | 1.67                            | 4.67                             | 3.67                                    | 7.50                 | -0.94                           | -0.74                            | -0.56                                   |
| 108        | Administer intravenous piggyback (secondary) medications  | 54.1                                 | 1.18                            | 3.58                             | 2.94                                    | 33.3                 | 1.67                            | 4.33                             | 3.67                                    | 20.80                | -0.49                           | -0.75                            | -0.73                                   |
| 109        | Collect required data prior to medication administration (e.g., contraindications, current medications)                         | 97.0                                 | 4.19                            | 4.64                             | 3.80                                    | 100.0                | 3.33                            | 4.33                             | 3.67                                    | -3.00                | 0.86                            | 0.31                             | 0.13                                    |
| 110        | Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values) | 96.9                                 | 4.43                            | 4.69                             | 3.79                                    | 100.0                | 3.33                            | 4.33                             | 3.67                                    | -3.10                | 1.10                            | 0.36                             | 0.12                                    |
| 111        | Reinforce education to client regarding medications   | 95.1                                 | 3.91                            | 4.34                             | 3.51                                    | 100.0                | 3.33                            | 4.33                             | 3.67                                    | -4.90                | 0.58                            | 0.01                             | -0.16                                   |
| 112        | Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)                              | 98.0                                 | 4.52                            | 4.60                             | 3.66                                    | 100.0                | 3.67                            | 4.33                             | 3.67                                    | -2.00                | 0.85                            | 0.27                             | -0.01                                   |
| 113        | Perform calculations needed for medication administration   | 84.8                                 | 2.93                            | 4.40                             | 3.54                                    | 100.0                | 3.67                            | 4.33                             | 3.67                                    | -15.20               | -0.74                           | 0.07                             | -0.13                                   |

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

| Activity # | Activity  | Newly Licensed LPN/VN Survey Ratings |                                 |                                  |   | SME Ratings Results  |                                 |                                  |   | Rating Differences   |                                 |                                  |   |
|------------|---|--------------------------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|
|            |   | Apply to Setting (%)                 | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) |
| 114        | Identify client risk and implement interventions  | 90.8                                 | 3.37                            | 4.29                             | 3.47                                    | 100.0                | 3.67                            | 4.33                             | 3.67                                    | -9.20                | -0.30                           | -0.04                            | -0.20                                   |
| 115        | Check for urinary retention (e.g., bladder scan, ultrasound, palpation)                         | 75.2                                 | 2.22                            | 3.97                             | 3.29                                    | 66.7                 | 2.00                            | 4.33                             | 3.67                                    | 8.50                 | 0.22                            | -0.36                            | -0.38                                   |
| 116        | Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)                     | 92.2                                 | 3.50                            | 4.22                             | 3.39                                    | 66.7                 | 3.33                            | 4.33                             | 3.67                                    | 25.50                | 0.17                            | -0.11                            | -0.28                                   |
| 117        | Monitor continuous or intermittent suction of nasogastric (NG) tube                             | 48.2                                 | 0.95                            | 3.68                             | 2.89                                    | 33.3                 | 1.67                            | 4.33                             | 3.67                                    | 14.90                | -0.72                           | -0.65                            | -0.78                                   |
| 118        | Monitor diagnostic or laboratory test results   | 91.9                                 | 3.58                            | 4.29                             | 3.62                                    | 66.7                 | 3.33                            | 4.33                             | 3.67                                    | 25.20                | 0.25                            | -0.04                            | -0.05                                   |
| 119        | Identify signs or symptoms of potential prenatal complication                                   | 32.1                                 | 0.44                            | 3.93                             | 3.19                                    | 66.7                 | 3.33                            | 4.33                             | 3.67                                    | -34.60               | -2.89                           | -0.40                            | -0.48                                   |
| 120        | Check and monitor client vital signs  | 98.9                                 | 4.69                            | 4.53                             | 3.66                                    | 100.0                | 3.67                            | 4.33                             | 3.33                                    | -1.10                | 1.02                            | 0.20                             | 0.33                                    |
| 121        | Use precautions to prevent injury and/or complications associated with a procedure or diagnosis | 96.1                                 | 3.78                            | 4.39                             | 3.61                                    | 100.0                | 3.00                            | 4.67                             | 3.67                                    | -3.90                | 0.78                            | -0.28                            | -0.06                                   |
| 122        | Evaluate client oxygen (O <sub>2</sub> ) saturation   | 94.8                                 | 4.38                            | 4.54                             | 3.59                                    | 100.0                | 3.33                            | 4.67                             | 3.33                                    | -5.20                | 1.05                            | -0.13                            | 0.26                                    |
| 123        | Perform an electrocardiogram (EKG/ECG)  | 48.3                                 | 0.99                            | 3.65                             | 2.93                                    | 100.0                | 2.67                            | 4.67                             | 3.67                                    | -51.70               | -1.68                           | -1.02                            | -0.74                                   |
| 124        | Assist with the performance of a diagnostic or invasive procedure                               | 70.5                                 | 1.71                            | 3.61                             | 3.08                                    | 66.7                 | 1.67                            | 4.67                             | 3.67                                    | 3.80                 | 0.04                            | -1.06                            | -0.59                                   |
| 125        | Perform venipuncture for blood draws  | 54.9                                 | 1.50                            | 3.89                             | 3.26                                    | 33.3                 | 1.67                            | 4.67                             | 3.33                                    | 21.60                | -0.17                           | -0.78                            | -0.07                                   |
| 126        | Apply and check proper use of compression stockings and/or sequential compression devices (SCD) | 79.3                                 | 2.65                            | 3.72                             | 2.98                                    | 66.7                 | 2.67                            | 4.33                             | 3.33                                    | 12.60                | -0.02                           | -0.61                            | -0.35                                   |

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

| Activity # | Activity  | Newly Licensed LPN/VN Survey Ratings |                                 |                                  |   | SME Ratings Results  |                                 |                                  |   | Rating Differences   |                                 |                                  |   |
|------------|---|--------------------------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|
|            |   | Apply to Setting (%)                 | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) |
| 127        | Assist with care for client before and after surgical procedure   | 68.7                                 | 1.95                            | 3.89                             | 3.22                                    | 33.3                 | 1.67                            | 4.67                             | 3.67                                    | 35.40                | 0.28                            | -0.78                            | -0.45                                   |
| 128        | Insert, maintain and remove urinary catheter  | 76.4                                 | 2.08                            | 3.99                             | 3.25                                    | 33.3                 | 1.67                            | 4.67                             | 3.67                                    | 43.10                | 0.41                            | -0.68                            | -0.42                                   |
| 129        | Insert, maintain and remove nasogastric (NG) tube   | 39.5                                 | 0.45                            | 3.46                             | 2.68                                    | 33.3                 | 1.67                            | 4.33                             | 3.33                                    | 6.20                 | -1.22                           | -0.87                            | -0.65                                   |
| 130        | Perform blood glucose monitoring  | 93.1                                 | 3.92                            | 4.40                             | 3.55                                    | 100.0                | 3.33                            | 4.67                             | 3.00                                    | -6.90                | 0.59                            | -0.27                            | 0.55                                    |
| 131        | Maintain central venous catheter  | 49.2                                 | 1.07                            | 4.13                             | 3.30                                    | 33.3                 | 1.67                            | 4.33                             | 3.33                                    | 15.90                | -0.60                           | -0.20                            | -0.03                                   |
| 132        | Maintain and remove peripheral intravenous (IV) catheter  | 59.6                                 | 1.39                            | 3.76                             | 3.07                                    | 33.3                 | 1.67                            | 4.33                             | 3.33                                    | 26.30                | -0.28                           | -0.57                            | -0.26                                   |
| 133        | Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks) | 92.5                                 | 3.54                            | 4.23                             | 3.47                                    | 33.3                 | 1.67                            | 4.67                             | 3.67                                    | 59.20                | 1.87                            | -0.44                            | -0.20                                   |
| 134        | Monitor client responses to procedures and treatments   | 93.9                                 | 3.99                            | 4.45                             | 3.65                                    | 66.7                 | 2.67                            | 4.67                             | 3.67                                    | 27.20                | 1.32                            | -0.22                            | -0.02                                   |
| 135        | Reinforce client education about procedures and treatments  | 91.7                                 | 3.68                            | 4.10                             | 3.37                                    | 100.0                | 3.33                            | 4.33                             | 3.33                                    | -8.30                | 0.35                            | -0.23                            | 0.04                                    |
| 136        | Reinforce education to client regarding care and condition  | 97.5                                 | 3.98                            | 4.09                             | 3.44                                    | 100.0                | 3.33                            | 4.67                             | 3.67                                    | -2.50                | 0.65                            | -0.58                            | -0.23                                   |
| 137        | Provide care for client drainage device (e.g., wound drain, chest tube)                                   | 64.0                                 | 1.61                            | 4.06                             | 3.30                                    | 66.7                 | 1.67                            | 4.67                             | 3.67                                    | -2.70                | -0.06                           | -0.61                            | -0.37                                   |
| 138        | Assist with client wound drainage device removal  | 58.6                                 | 1.24                            | 3.59                             | 2.97                                    | 33.3                 | 1.67                            | 4.33                             | 3.33                                    | 25.30                | -0.43                           | -0.74                            | -0.36                                   |
| 139        | Provide cooling/warming measures to restore normal body temperature                                       | 72.6                                 | 1.96                            | 4.01                             | 3.35                                    | 33.3                 | 1.67                            | 4.67                             | 3.67                                    | 39.30                | 0.29                            | -0.66                            | -0.32                                   |

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

| Activity # | Activity  | Newly Licensed LPN/VN Survey Ratings |                                 |                                  |   | SME Ratings Results  |                                 |                                  |   | Rating Differences   |                                 |                                  |   |
|------------|---|--------------------------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|----------------------|---------------------------------|----------------------------------|---|
|            |   | Apply to Setting (%)                 | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) | Apply to Setting (%) | Average Frequency (Total Group) | Average Importance (Total Group) | Average Clinical Judgment (Total Group) |
| 140        | Perform wound care and/or dressing change   | 87.5                                 | 3.38                            | 4.36                             | 3.53                                    | 66.7                 | 2.67                            | 4.33                             | 3.67                                    | 20.80                | 0.71                            | 0.03                             | -0.14                                   |
| 141        | Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)    | 69.7                                 | 1.03                            | 4.60                             | 3.55                                    | 66.7                 | 1.67                            | 4.67                             | 3.67                                    | 3.00                 | -0.64                           | -0.07                            | -0.12                                   |
| 142        | Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning) | 87.5                                 | 3.21                            | 4.49                             | 3.61                                    | 66.7                 | 1.67                            | 4.67                             | 3.67                                    | 20.80                | 1.54                            | -0.18                            | -0.06                                   |
| 143        | Provide care for a client with a tracheostomy   | 58.4                                 | 1.29                            | 4.18                             | 3.31                                    | 33.3                 | 1.67                            | 4.67                             | 3.67                                    | 25.10                | -0.38                           | -0.49                            | -0.36                                   |
| 144        | Remove wound sutures or staples   | 58.5                                 | 0.90                            | 3.27                             | 2.80                                    | 66.7                 | 1.67                            | 4.00                             | 3.33                                    | -8.20                | -0.77                           | -0.73                            | -0.53                                   |
| 145        | Provide care to client on ventilator  | 45.6                                 | 0.91                            | 4.06                             | 3.24                                    | 33.3                 | 1.67                            | 4.67                             | 3.67                                    | 12.30                | -0.76                           | -0.61                            | -0.43                                   |
| 146        | Assist in the care of a client with a pacing device   | 68.0                                 | 1.65                            | 3.85                             | 3.18                                    | 33.3                 | 1.67                            | 4.67                             | 3.67                                    | 34.70                | -0.02                           | -0.82                            | -0.49                                   |
| 147        | Recognize and report basic abnormalities on a client cardiac monitor strip                            | 48.5                                 | 0.98                            | 4.01                             | 3.20                                    | 66.7                 | 1.67                            | 4.67                             | 3.67                                    | -18.20               | -0.69                           | -0.66                            | -0.47                                   |
| 148        | Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)                          | 76.5                                 | 2.16                            | 3.89                             | 3.24                                    | 66.7                 | 2.00                            | 4.33                             | 3.33                                    | 9.80                 | 0.16                            | -0.44                            | -0.09                                   |
| 149        | Identify signs and symptoms related to acute or chronic illness                                       | 94.5                                 | 3.87                            | 4.52                             | 3.63                                    | 100.0                | 3.33                            | 4.67                             | 3.67                                    | -5.50                | 0.54                            | -0.15                            | -0.04                                   |
| 150        | Recognize and report change in client condition   | 97.4                                 | 3.96                            | 4.66                             | 3.76                                    | 100.0                | 3.33                            | 4.67                             | 3.67                                    | -2.60                | 0.63                            | -0.01                            | 0.09                                    |
| 151        | Provide care for a client with a fluid and electrolyte imbalance                                      | 81.3                                 | 2.53                            | 4.25                             | 3.53                                    | 66.7                 | 1.67                            | 4.67                             | 3.67                                    | 14.60                | 0.86                            | -0.42                            | -0.14                                   |
| 152        | Provide care for a client receiving peritoneal dialysis or hemodialysis                               | 57.4                                 | 1.65                            | 3.92                             | 3.14                                    | 33.3                 | 1.67                            | 4.67                             | 3.67                                    | 24.10                | -0.02                           | -0.75                            | -0.53                                   |

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

| Activity # | Activity   | Apply to Setting | Average Frequency (Setting-Specific) |      |          | Average Frequency (Total Group) |      |          |
|------------|--|------------------|--------------------------------------|------|----------|---------------------------------|------|----------|
|            |  | %                | N                                    | Avg  | Std. Err | N                               | Avg  | Std. Err |
| 1          | Use data from various credible sources in making clinical decisions  | 96.5             | 335                                  | 3.57 | 0.09     | 347                             | 3.44 | 0.09     |
| 2          | Contribute to the development of and/or update the client plan of care   | 85.2             | 364                                  | 3.34 | 0.10     | 427                             | 2.84 | 0.10     |
| 3          | Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)                                      | 87.2             | 313                                  | 4.04 | 0.09     | 359                             | 3.52 | 0.10     |
| 4          | Organize and prioritize care based on client needs   | 97.6             | 411                                  | 4.46 | 0.06     | 421                             | 4.36 | 0.07     |
| 5          | Recognize and report staff conflict  | 87.3             | 336                                  | 1.61 | 0.09     | 385                             | 1.40 | 0.08     |
| 6          | Advocate for client rights and needs   | 96.2             | 377                                  | 3.97 | 0.07     | 392                             | 3.82 | 0.08     |
| 7          | Promote client self-advocacy   | 98.9             | 344                                  | 4.12 | 0.07     | 348                             | 4.07 | 0.07     |
| 8          | Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee)                  | 74.2             | 313                                  | 2.80 | 0.12     | 422                             | 2.08 | 0.11     |
| 9          | Involve client in care decision making   | 92.8             | 333                                  | 4.02 | 0.08     | 359                             | 3.73 | 0.09     |
| 10         | Follow up with client after discharge  | 58.1             | 243                                  | 1.84 | 0.12     | 418                             | 1.07 | 0.08     |
| 11         | Participate in staff education (e.g., inservices, continued competency)  | 94.5             | 364                                  | 3.07 | 0.09     | 385                             | 2.90 | 0.10     |
| 12         | Recognize self-limitations of task/assignments and seek assistance when needed                                     | 98.7             | 385                                  | 3.73 | 0.08     | 390                             | 3.68 | 0.08     |
| 13         | Respond to the unsafe practice of a health care provider (e.g., intervene, report)                                 | 76.6             | 262                                  | 1.75 | 0.12     | 342                             | 1.34 | 0.10     |
| 14         | Participate in client discharge or transfer  | 80.8             | 340                                  | 2.89 | 0.11     | 421                             | 2.33 | 0.10     |
| 15         | Participate in client referral process   | 73               | 260                                  | 2.58 | 0.12     | 356                             | 1.88 | 0.11     |
| 16         | Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease) | 84.5             | 354                                  | 2.72 | 0.11     | 419                             | 2.30 | 0.11     |
| 17         | Participate in client consent process  | 93               | 356                                  | 3.29 | 0.10     | 383                             | 3.05 | 0.10     |
| 18         | Maintain client confidentiality  | 100              | 391                                  | 4.81 | 0.04     | 391                             | 4.81 | 0.04     |
| 19         | Provide for privacy needs  | 98.3             | 338                                  | 4.66 | 0.05     | 344                             | 4.58 | 0.06     |
| 20         | Provide information about advance directives   | 72.7             | 304                                  | 2.02 | 0.11     | 418                             | 1.47 | 0.09     |
| 21         | Participate in client data collection  | 97.5             | 347                                  | 4.30 | 0.07     | 356                             | 4.19 | 0.08     |
| 22         | Use information technology in client care  | 95.7             | 398                                  | 4.45 | 0.06     | 416                             | 4.25 | 0.07     |
| 23         | Apply evidence-based practice when providing care  | 98.7             | 379                                  | 4.28 | 0.07     | 384                             | 4.22 | 0.07     |
| 24         | Participate as a member of an interdisciplinary team   | 82.4             | 318                                  | 3.56 | 0.10     | 386                             | 2.93 | 0.11     |
| 25         | Monitor activities of assistive personnel  | 90               | 305                                  | 3.94 | 0.09     | 339                             | 3.54 | 0.11     |

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

| Activity # | Activity  | Apply to Setting | Average Frequency (Setting-Specific) |      |          | Average Frequency (Total Group) |      |          |
|------------|---|------------------|--------------------------------------|------|----------|---------------------------------|------|----------|
|            |   | %                | N                                    | Avg  | Std. Err | N                               | Avg  | Std. Err |
| 26         | Participate in providing cost effective care  | 78.6             | 330                                  | 3.17 | 0.12     | 420                             | 2.49 | 0.11     |
| 27         | Provide and receive report  | 96               | 336                                  | 4.24 | 0.08     | 350                             | 4.07 | 0.09     |
| 28         | Practice in a manner consistent with code of ethics for nurses  | 99.8             | 415                                  | 4.77 | 0.04     | 416                             | 4.75 | 0.04     |
| 29         | Provide care within the legal scope of practice   | 100              | 384                                  | 4.86 | 0.03     | 384                             | 4.86 | 0.03     |
| 30         | Verify and process health care provider orders  | 95.9             | 374                                  | 4.28 | 0.07     | 390                             | 4.11 | 0.08     |
| 31         | Assure availability and safe functioning of client care equipment                                     | 95.9             | 329                                  | 4.14 | 0.08     | 343                             | 3.97 | 0.08     |
| 32         | Evaluate the appropriateness of health care provider's order for client                               | 93               | 384                                  | 3.68 | 0.09     | 413                             | 3.43 | 0.10     |
| 33         | Verify the identity of client   | 99.4             | 346                                  | 4.74 | 0.05     | 348                             | 4.71 | 0.05     |
| 34         | Use safe client handling techniques (e.g., body mechanics)  | 98.3             | 405                                  | 4.46 | 0.06     | 412                             | 4.39 | 0.07     |
| 35         | Identify client allergies and intervene as appropriate  | 97.7             | 374                                  | 3.75 | 0.09     | 383                             | 3.67 | 0.10     |
| 36         | Participate in preparation for internal and external disasters (e.g., fire, natural disaster)         | 84               | 330                                  | 2.12 | 0.10     | 393                             | 1.78 | 0.09     |
| 37         | Identify and address unsafe conditions in health care and home environments                           | 88               | 302                                  | 3.27 | 0.10     | 343                             | 2.88 | 0.11     |
| 38         | Implement least restrictive restraints or seclusion   | 55.8             | 234                                  | 2.53 | 0.14     | 419                             | 1.41 | 0.10     |
| 39         | Follow protocol for timed client monitoring (e.g., safety checks)                                     | 93.5             | 333                                  | 4.58 | 0.06     | 356                             | 4.29 | 0.08     |
| 40         | Assist in and/or reinforce education to client about safety precautions                               | 97.8             | 405                                  | 4.31 | 0.06     | 414                             | 4.21 | 0.07     |
| 41         | Initiate and participate in security alert (e.g., infant abduction, flight risk)                      | 66.3             | 256                                  | 1.93 | 0.12     | 386                             | 1.28 | 0.09     |
| 42         | Acknowledge and document practice error (e.g., incident report)                                       | 88.5             | 345                                  | 2.22 | 0.11     | 390                             | 1.97 | 0.10     |
| 43         | Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)               | 84.2             | 288                                  | 3.41 | 0.11     | 342                             | 2.87 | 0.12     |
| 44         | Apply principles of infection control (e.g., PPE, aseptic technique, isolation, standard precautions) | 99.3             | 412                                  | 4.85 | 0.03     | 415                             | 4.82 | 0.04     |
| 45         | Assist with care for the antepartum client  | 42.9             | 151                                  | 2.34 | 0.18     | 352                             | 1.00 | 0.10     |
| 46         | Identify community resources for clients  | 79.3             | 325                                  | 2.77 | 0.11     | 410                             | 2.20 | 0.10     |
| 47         | Assist with monitoring a client in labor  | 31.3             | 121                                  | 0.61 | 0.13     | 387                             | 0.19 | 0.04     |
| 48         | Monitor recovery of stable postpartum client  | 40.9             | 160                                  | 1.88 | 0.17     | 391                             | 0.77 | 0.08     |
| 49         | Compare client to developmental milestones  | 77.6             | 260                                  | 2.98 | 0.12     | 335                             | 2.32 | 0.12     |
| 50         | Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)      | 56.5             | 238                                  | 2.45 | 0.14     | 421                             | 1.38 | 0.10     |

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

| Activity # | Activity  | Apply to Setting | Average Frequency (Setting-Specific) |      |          | Average Frequency (Total Group) |      |          |
|------------|---|------------------|--------------------------------------|------|----------|---------------------------------|------|----------|
|            |   | %                | N                                    | Avg  | Std. Err | N                               | Avg  | Std. Err |
| 51         | Participate in health screening or health promotion programs  | 74.8             | 264                                  | 3.45 | 0.12     | 353                             | 2.58 | 0.12     |
| 52         | Provide information for prevention of high risk behaviors (e.g. substance abuse, sexual practices, smoking cessation)       | 79               | 328                                  | 3.12 | 0.11     | 415                             | 2.47 | 0.11     |
| 53         | Collect data for health history (e.g., client medical history, family medical history)                                      | 89.4             | 344                                  | 3.58 | 0.10     | 385                             | 3.20 | 0.11     |
| 54         | Collect baseline physical data (e.g., skin integrity, height and weight)  | 96.9             | 378                                  | 4.34 | 0.07     | 390                             | 4.20 | 0.08     |
| 55         | Identify clients in need of immunizations (required and voluntary)  | 85.3             | 291                                  | 3.35 | 0.11     | 341                             | 2.86 | 0.12     |
| 56         | Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years | 35               | 145                                  | 2.14 | 0.19     | 414                             | 0.75 | 0.08     |
| 57         | Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years                | 42.7             | 151                                  | 2.83 | 0.18     | 354                             | 1.21 | 0.11     |
| 58         | Provide care that meets the needs of the adult client ages 18 through 64 years  | 95.1             | 392                                  | 4.49 | 0.06     | 412                             | 4.27 | 0.08     |
| 59         | Provide care that meets the needs of the adult client ages 65 and over  | 94.5             | 360                                  | 4.79 | 0.04     | 381                             | 4.52 | 0.07     |
| 60         | Identify barriers to communication  | 96.6             | 371                                  | 3.49 | 0.09     | 384                             | 3.38 | 0.09     |
| 61         | Identify barriers to learning   | 92.1             | 314                                  | 3.34 | 0.10     | 341                             | 3.07 | 0.11     |
| 62         | Provide emotional support to client   | 98.1             | 406                                  | 4.53 | 0.05     | 414                             | 4.44 | 0.06     |
| 63         | Collect data regarding client psychosocial functioning  | 86.6             | 305                                  | 3.63 | 0.10     | 352                             | 3.14 | 0.11     |
| 64         | Identify client use of effective and ineffective coping mechanisms  | 90.7             | 370                                  | 3.61 | 0.09     | 408                             | 3.28 | 0.10     |
| 65         | Promote positive self-esteem of client  | 98.7             | 376                                  | 4.35 | 0.07     | 381                             | 4.29 | 0.07     |
| 66         | Collect data on client's potential for violence to self and others  | 84.2             | 325                                  | 2.85 | 0.11     | 386                             | 2.40 | 0.11     |
| 67         | Identify signs and symptoms of substance abuse, substance use disorder, withdrawal and overdose                             | 77.7             | 265                                  | 2.69 | 0.12     | 341                             | 2.09 | 0.11     |
| 68         | Reinforce education to caregivers/family on ways to manage client with behavioral disorders                                 | 80.8             | 333                                  | 3.19 | 0.11     | 412                             | 2.58 | 0.11     |
| 69         | Explore reasons for client noncompliance with treatment plan  | 84.8             | 302                                  | 3.40 | 0.10     | 356                             | 2.88 | 0.11     |
| 70         | Participate in client group session   | 53.8             | 221                                  | 1.90 | 0.14     | 411                             | 1.02 | 0.09     |
| 71         | Plan care with consideration of client spiritual, cultural beliefs and/or gender identity                                   | 90.8             | 344                                  | 3.67 | 0.10     | 379                             | 3.33 | 0.10     |
| 72         | Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)                             | 93.3             | 362                                  | 3.44 | 0.09     | 388                             | 3.21 | 0.10     |
| 73         | Participate in reminiscence therapy, validation therapy or reality orientation  | 71.5             | 243                                  | 2.94 | 0.13     | 340                             | 2.10 | 0.12     |
| 74         | Assist in the care of the cognitively impaired client   | 91.3             | 379                                  | 4.20 | 0.07     | 415                             | 3.84 | 0.09     |

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

| Activity # | Activity   | Apply to Setting | Average Frequency (Setting-Specific) |      |          | Average Frequency (Total Group) |      |          |
|------------|--|------------------|--------------------------------------|------|----------|---------------------------------|------|----------|
|            |  | %                | N                                    | Avg  | Std. Err | N                               | Avg  | Std. Err |
| 75         | Assist client to cope/adapt to stressful events and changes in health status                                       | 91.9             | 319                                  | 3.71 | 0.09     | 347                             | 3.41 | 0.10     |
| 76         | Use therapeutic communication techniques with client   | 98.8             | 399                                  | 4.59 | 0.05     | 404                             | 4.54 | 0.06     |
| 77         | Assist in the care of a client experiencing sensory/perceptual alterations   | 91               | 345                                  | 3.76 | 0.09     | 379                             | 3.42 | 0.10     |
| 78         | Promote a therapeutic environment  | 98.4             | 374                                  | 4.38 | 0.06     | 380                             | 4.31 | 0.07     |
| 79         | Incorporate behavioral management techniques when caring for a client  | 88.5             | 301                                  | 3.54 | 0.10     | 340                             | 3.14 | 0.11     |
| 80         | Recognize stressors that affect client care  | 96.3             | 387                                  | 4.25 | 0.07     | 402                             | 4.09 | 0.08     |
| 81         | Provide end of life care and education to clients  | 70.5             | 248                                  | 2.88 | 0.13     | 352                             | 2.03 | 0.12     |
| 82         | Provide site care for client with enteral tubes  | 75.4             | 306                                  | 3.30 | 0.12     | 406                             | 2.49 | 0.11     |
| 83         | Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)              | 77.2             | 294                                  | 2.94 | 0.11     | 381                             | 2.27 | 0.11     |
| 84         | Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment) | 92.2             | 353                                  | 4.07 | 0.08     | 383                             | 3.75 | 0.10     |
| 85         | Provide feeding for client with enteral tubes  | 74.6             | 250                                  | 3.49 | 0.12     | 335                             | 2.60 | 0.12     |
| 86         | Monitor and provide for nutritional needs of client  | 87.8             | 360                                  | 4.16 | 0.07     | 410                             | 3.65 | 0.09     |
| 87         | Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)                        | 88.6             | 312                                  | 3.94 | 0.09     | 352                             | 3.49 | 0.10     |
| 88         | Assist with activities of daily living   | 85.9             | 346                                  | 4.13 | 0.08     | 403                             | 3.54 | 0.10     |
| 89         | Provide care to client with bowel or bladder management protocol   | 87.5             | 335                                  | 4.05 | 0.09     | 383                             | 3.54 | 0.10     |
| 90         | Evaluate pain using standardized rating scales   | 95.6             | 369                                  | 4.52 | 0.06     | 386                             | 4.32 | 0.08     |
| 91         | Provide measures to promote sleep and rest   | 87.8             | 296                                  | 3.83 | 0.10     | 337                             | 3.36 | 0.11     |
| 92         | Use measures to maintain or improve client skin integrity  | 88.5             | 362                                  | 4.41 | 0.07     | 409                             | 3.90 | 0.09     |
| 93         | Assist in providing postmortem care  | 54.1             | 192                                  | 1.91 | 0.15     | 355                             | 1.03 | 0.10     |
| 94         | Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)  | 83.8             | 342                                  | 3.25 | 0.11     | 408                             | 2.73 | 0.11     |
| 95         | Assist in the care and comfort for a client with a visual and/or hearing impairment                                | 94.2             | 358                                  | 3.99 | 0.08     | 380                             | 3.76 | 0.09     |
| 96         | Monitor client intake/output   | 84.4             | 319                                  | 3.97 | 0.09     | 378                             | 3.35 | 0.11     |
| 97         | Provide care to an immobilized client based on need  | 84.9             | 286                                  | 3.85 | 0.10     | 337                             | 3.26 | 0.11     |
| 98         | Follow the rights of medication administration   | 97.3             | 401                                  | 4.75 | 0.05     | 412                             | 4.62 | 0.06     |

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

| Activity # | Activity  | Apply to Setting | Average Frequency (Setting-Specific) |      |          | Average Frequency (Total Group) |      |          |
|------------|---|------------------|--------------------------------------|------|----------|---------------------------------|------|----------|
|            |   | %                | N                                    | Avg  | Std. Err | N                               | Avg  | Std. Err |
| 99         | Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications) | 94.3             | 333                                  | 4.31 | 0.08     | 353                             | 4.06 | 0.09     |
| 100        | Monitor transfusion of blood product  | 43.1             | 174                                  | 1.31 | 0.15     | 404                             | 0.56 | 0.07     |
| 101        | Calculate and monitor intravenous (IV) flow rate  | 61.5             | 235                                  | 2.63 | 0.14     | 382                             | 1.62 | 0.11     |
| 102        | Administer medication by oral route   | 91.7             | 344                                  | 4.58 | 0.07     | 375                             | 4.20 | 0.09     |
| 103        | Administer medication by various gastrointestinal tubes   | 76.7             | 260                                  | 3.49 | 0.12     | 339                             | 2.68 | 0.12     |
| 104        | Administer a subcutaneous, intradermal or intramuscular medication  | 93.6             | 381                                  | 4.32 | 0.08     | 407                             | 4.05 | 0.09     |
| 105        | Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route   | 92.4             | 326                                  | 4.32 | 0.08     | 353                             | 3.99 | 0.09     |
| 106        | Count controlled substances and report discrepancies  | 85.6             | 351                                  | 3.95 | 0.09     | 410                             | 3.38 | 0.10     |
| 107        | Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter)   | 40.8             | 156                                  | 1.78 | 0.17     | 382                             | 0.73 | 0.08     |
| 108        | Administer intravenous piggyback (secondary) medications  | 54.1             | 210                                  | 2.18 | 0.15     | 388                             | 1.18 | 0.10     |
| 109        | Collect required data prior to medication administration (e.g., contraindications, current medications)   | 97               | 324                                  | 4.31 | 0.08     | 334                             | 4.19 | 0.08     |
| 110        | Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)                             | 96.9             | 403                                  | 4.57 | 0.05     | 416                             | 4.43 | 0.07     |
| 111        | Reinforce education to client regarding medications   | 95.1             | 330                                  | 4.12 | 0.08     | 347                             | 3.91 | 0.09     |
| 112        | Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)  | 98               | 401                                  | 4.61 | 0.05     | 409                             | 4.52 | 0.06     |
| 113        | Perform calculations needed for medication administration   | 84.8             | 324                                  | 3.45 | 0.11     | 382                             | 2.93 | 0.11     |
| 114        | Identify client risk and implement interventions  | 90.8             | 346                                  | 3.71 | 0.09     | 381                             | 3.37 | 0.10     |
| 115        | Check for urinary retention (e.g., bladder scan, ultrasound, palpation)   | 75.2             | 255                                  | 2.95 | 0.13     | 339                             | 2.22 | 0.12     |
| 116        | Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)   | 92.2             | 378                                  | 3.80 | 0.09     | 410                             | 3.50 | 0.10     |
| 117        | Monitor continuous or intermittent suction of nasogastric (NG) tube   | 48.2             | 170                                  | 1.98 | 0.16     | 353                             | 0.95 | 0.09     |
| 118        | Monitor diagnostic or laboratory test results   | 91.9             | 375                                  | 3.90 | 0.09     | 408                             | 3.58 | 0.10     |
| 119        | Identify signs or symptoms of potential prenatal complication   | 32.1             | 123                                  | 1.37 | 0.19     | 383                             | 0.44 | 0.07     |
| 120        | Check and monitor client vital signs  | 98.9             | 375                                  | 4.74 | 0.04     | 379                             | 4.69 | 0.05     |
| 121        | Use precautions to prevent injury and/or complications associated with a procedure or diagnosis   | 96.1             | 322                                  | 3.93 | 0.09     | 335                             | 3.78 | 0.10     |
| 122        | Evaluate client oxygen (O <sub>2</sub> ) saturation   | 94.8             | 382                                  | 4.62 | 0.05     | 403                             | 4.38 | 0.07     |

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

| Activity # | Activity  | Apply to Setting | Average Frequency (Setting-Specific) |      |          | Average Frequency (Total Group) |      |          |
|------------|---|------------------|--------------------------------------|------|----------|---------------------------------|------|----------|
|            |   | %                | N                                    | Avg  | Std. Err | N                               | Avg  | Std. Err |
| 123        | Perform an electrocardiogram (EKG/ECG)  | 48.3             | 168                                  | 2.06 | 0.16     | 348                             | 0.99 | 0.10     |
| 124        | Assist with the performance of a diagnostic or invasive procedure   | 70.5             | 289                                  | 2.42 | 0.13     | 410                             | 1.71 | 0.10     |
| 125        | Perform venipuncture for blood draws  | 54.9             | 207                                  | 2.74 | 0.16     | 377                             | 1.50 | 0.11     |
| 126        | Apply and check proper use of compression stockings and/or sequential compression devices (SCD)           | 79.3             | 307                                  | 3.34 | 0.11     | 387                             | 2.65 | 0.11     |
| 127        | Assist with care for client before and after surgical procedure   | 68.7             | 233                                  | 2.83 | 0.13     | 339                             | 1.95 | 0.11     |
| 128        | Insert, maintain and remove urinary catheter  | 76.4             | 310                                  | 2.73 | 0.12     | 406                             | 2.08 | 0.11     |
| 129        | Insert, maintain and remove nasogastric (NG) tube   | 39.5             | 140                                  | 1.13 | 0.15     | 354                             | 0.45 | 0.06     |
| 130        | Perform blood glucose monitoring  | 93.1             | 379                                  | 4.21 | 0.08     | 407                             | 3.92 | 0.09     |
| 131        | Maintain central venous catheter  | 49.2             | 186                                  | 2.18 | 0.16     | 378                             | 1.07 | 0.10     |
| 132        | Maintain and remove peripheral intravenous (IV) catheter  | 59.6             | 230                                  | 2.33 | 0.15     | 386                             | 1.39 | 0.11     |
| 133        | Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks) | 92.5             | 309                                  | 3.83 | 0.09     | 334                             | 3.54 | 0.10     |
| 134        | Monitor client responses to procedures and treatments   | 93.9             | 383                                  | 4.25 | 0.07     | 408                             | 3.99 | 0.08     |
| 135        | Reinforce client education about procedures and treatments  | 91.7             | 320                                  | 4.02 | 0.09     | 349                             | 3.68 | 0.10     |
| 136        | Reinforce education to client regarding care and condition  | 97.5             | 386                                  | 4.09 | 0.08     | 396                             | 3.98 | 0.08     |
| 137        | Provide care for client drainage device (e.g., wound drain, chest tube)                                   | 64               | 242                                  | 2.52 | 0.13     | 378                             | 1.61 | 0.10     |
| 138        | Assist with client wound drainage device removal  | 58.6             | 225                                  | 2.12 | 0.14     | 384                             | 1.24 | 0.10     |
| 139        | Provide cooling/warming measures to restore normal body temperature                                       | 72.6             | 246                                  | 2.71 | 0.13     | 339                             | 1.96 | 0.12     |
| 140        | Perform wound care and/or dressing change   | 87.5             | 358                                  | 3.87 | 0.09     | 409                             | 3.38 | 0.10     |
| 141        | Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)        | 69.7             | 249                                  | 1.47 | 0.11     | 357                             | 1.03 | 0.09     |
| 142        | Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)     | 87.5             | 357                                  | 3.67 | 0.10     | 408                             | 3.21 | 0.10     |
| 143        | Provide care for a client with a tracheostomy   | 58.4             | 222                                  | 2.21 | 0.14     | 380                             | 1.29 | 0.10     |
| 144        | Remove wound sutures or staples   | 58.5             | 221                                  | 1.54 | 0.13     | 378                             | 0.90 | 0.09     |
| 145        | Provide care to client on ventilator  | 45.6             | 150                                  | 2.01 | 0.18     | 329                             | 0.91 | 0.10     |
| 146        | Assist in the care of a client with a pacing device   | 68               | 279                                  | 2.43 | 0.13     | 410                             | 1.65 | 0.10     |
| 147        | Recognize and report basic abnormalities on a client cardiac monitor strip                                | 48.5             | 173                                  | 2.02 | 0.16     | 357                             | 0.98 | 0.09     |

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

| Activity # | Activity   | Apply to Setting | Average Frequency (Setting-Specific) |      |          | Average Frequency (Total Group) |      |          |
|------------|--|------------------|--------------------------------------|------|----------|---------------------------------|------|----------|
|            |  | %                | N                                    | Avg  | Std. Err | N                               | Avg  | Std. Err |
| 148        | Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy) | 76.5             | 310                                  | 2.82 | 0.12     | 405                             | 2.16 | 0.11     |
| 149        | Identify signs and symptoms related to acute or chronic illness              | 94.5             | 358                                  | 4.10 | 0.08     | 379                             | 3.87 | 0.09     |
| 150        | Recognize and report change in client condition                              | 97.4             | 377                                  | 4.06 | 0.08     | 387                             | 3.96 | 0.08     |
| 151        | Provide care for a client with a fluid and electrolyte imbalance             | 81.3             | 274                                  | 3.11 | 0.12     | 337                             | 2.53 | 0.11     |
| 152        | Provide care for a client receiving peritoneal dialysis or hemodialysis      | 57.4             | 237                                  | 2.88 | 0.14     | 413                             | 1.65 | 0.11     |

## Total Group

Average total group frequencies ranged from 0.19 to 4.86. The activities performed with the lowest total group frequency were “Assist with monitoring a client in labor” (0.19); “Identify signs or symptoms of potential prenatal complication” (0.44); and “Insert, maintain and remove nasogastric (NG) tube” (0.45). Those activities performed with the overall highest frequencies were “Provide care within the legal scope of practice” (4.86); “Apply principles of infection control (e.g., PPE, aseptic technique, isolation, standard precautions)” (4.82) and “Maintain client confidentiality” (4.81). [Appendix D](#) presents activity statements rank ordered by average total group frequency.

## Importance of Activity Performance

Responders were asked to rate the importance of performing each nursing activity in terms of client safety, namely risk of unnecessary complications, impairment of function or serious distress to clients. Importance ratings were recorded using a five-point scale of “1” (Not Important) to “5” (Critically Important). Average importance ratings were calculated in two ways: setting-specific and total group. Setting-specific importance was calculated by averaging only the ratings of responders providing frequency ratings for the activity statement (LPN/VNs indicating that the activity applied to their work setting). The total group importance was calculated by including all importance ratings regardless of applicability to work setting. The average importance rating for each of the 152 activities is included in [Table 16](#).

## Setting-Specific

Average setting-specific importance ratings ranged from 3.24 to 4.84. The activities with the lowest importance ratings were “Participate in client group session” (3.24); “Follow up with client after discharge” (3.52); and “Identify community resources for clients” (3.55). The activities with the highest importance ratings were “Verify the identity of client” (4.84); “Respond

and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)” (4.82); “Follow the rights of medication administration” (4.81) and “Apply principles of infection control (e.g., PPE, aseptic technique, isolation, standard precautions)” (4.81). [Appendix E](#) presents activity statements rank ordered by average setting-specific importance ratings.

## Total Group

Average total group importance ratings ranged from 2.73 to 4.84. The activities with the lowest importance ratings were “Participate in client group session” (2.73); “Follow up with client after discharge” (3.15); “Identify community resources for clients” (3.27) and “Remove wound sutures or staples” (3.27). The activities with the overall highest importance ratings were “Verify the identity of client” (4.84); “Apply principles of infection control (e.g., PPE, aseptic technique, isolation, standard precautions)” (4.82) and “Follow the rights of medication administration” (4.81). [Appendix F](#) presents activity statements rank ordered by average total group importance ratings.

## Clinical Judgment Relevancy of Activity Performance

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern, and generate the best possible evidence-based solutions in order to deliver safe client care.

Responders were asked to rate the relevance of performing each nursing activity with regard to clinical judgment. Clinical judgment relevancy ratings were recorded using a four-point scale of “1” (Not Relevant) to “4” (Essential) and the option “DK” (Do Not Know). Average clinical judgment relevance ratings were calculated in two ways: setting-specific and total group. Setting-specific clinical judgment relevance was calculated by averaging only the ratings of responders that provided frequency ratings for the activity statements (LPN/VNs indicating that the activity applied

to their work setting). The total group clinical judgment relevance was calculated by including all clinical judgment relevance ratings regardless of applicability to work setting. The average clinical judgment relevance rating for each of the 152 activities is included in

**Table 17.**

### Setting-Specific

Average setting-specific clinical judgment relevance ratings ranged from 2.79 to 3.85. The activities with the lowest clinical judgment relevance ratings were “Participate in client group session” (2.79); “Assist in providing postmortem care” (2.90) and “Follow up with client after discharge” (2.94). The activities with the highest clinical judgment relevance ratings were “Verify the identity of client” (3.85); “Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)” (3.82); “Collect required data prior to medication administration (e.g., contraindications, current medications)” (3.80); and “Follow the rights of medication administration” (3.80).

**Appendix G** presents activity statements rank ordered by average setting-specific clinical judgment ratings.

### Total Group

Average total group clinical judgment relevance ratings ranged from 2.43 to 3.85. The activities with the lowest clinical judgment relevance ratings were “Follow up with client after discharge” (2.43); “Participate in client group session” (2.44); “Assist with care for the antepartum client” (2.68) and “Insert, maintain and remove nasogastric (NG) tube” (2.68). The activities with the highest clinical judgment relevance ratings were “Verify the identity of client” (3.85); “Collect required data prior to medication administration (e.g., contraindications, current medications)” (3.80); and “Follow the rights of medication administration” (3.80). **Appendix H** presents activity statements rank ordered by average total group clinical judgment ratings.

## Summary

Responders to the 2021 LPN/VN Practice Analysis survey found the activities listed in the survey to be representative of the work they performed in their practice setting. In general, the importance ratings of SMEs and newly licensed LPN/VNs supported the results. It should be noted that there was a low number of SME panel participants due to the COVID-19 pandemic and virtual meeting setting in 2021 which may have contributed to a lower correlation when compared to previous studies. The reliability of the survey instrument was quite good. Consistent with the study in 2018, activities with the lowest average total group frequency and importance ratings corresponded, in general, to those activities performed in specialized areas of nursing practice. In addition, the correlation between total group importance and total group clinical judgment ratings is 0.96 indicating a strong relationship between the two ratings.

## Conclusions

The 2021 LPN/VN Practice Analysis study used several methods to describe the practice of newly licensed LPN/VNs in the U.S.: (1) document reviews; (2) activity logs of newly licensed LPN/VNs; (3) subject matter experts’ knowledge; and (4) a large-scale survey. There was evidence to support the validity of the activity statement ratings. Based on evidence, the findings of this study can be used to evaluate and support an LPN/VN test plan.

| Activity # | Activity   | Average Importance (Setting-Specific) |      |           | Average Importance (Total Group) |      |           |
|------------|--|---------------------------------------|------|-----------|----------------------------------|------|-----------|
|            |  | N                                     | Avg  | Std. Err. | N                                | Avg  | Std. Err. |
| 1          | Use data from various credible sources in making clinical decisions  | 107                                   | 4.14 | 0.07      | 110                              | 4.15 | 0.07      |
| 2          | Contribute to the development of and/or update the client plan of care   | 88                                    | 4.13 | 0.09      | 107                              | 4.05 | 0.10      |
| 3          | Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)                                      | 79                                    | 3.90 | 0.10      | 91                               | 3.73 | 0.11      |
| 4          | Organize and prioritize care based on client needs   | 110                                   | 4.37 | 0.07      | 111                              | 4.38 | 0.07      |
| 5          | Recognize and report staff conflict  | 129                                   | 3.83 | 0.08      | 148                              | 3.88 | 0.07      |
| 6          | Advocate for client rights and needs   | 120                                   | 4.48 | 0.06      | 122                              | 4.47 | 0.06      |
| 7          | Promote client self-advocacy   | 110                                   | 4.16 | 0.07      | 110                              | 4.16 | 0.07      |
| 8          | Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee)                  | 72                                    | 3.93 | 0.10      | 101                              | 3.65 | 0.11      |
| 9          | Involve client in care decision making   | 85                                    | 4.27 | 0.08      | 89                               | 4.25 | 0.08      |
| 10         | Follow up with client after discharge  | 52                                    | 3.52 | 0.17      | 101                              | 3.15 | 0.13      |
| 11         | Participate in staff education (e.g., inservices, continued competency)  | 141                                   | 4.33 | 0.06      | 152                              | 4.28 | 0.06      |
| 12         | Recognize self-limitations of task/assignments and seek assistance when needed                                     | 122                                   | 4.30 | 0.08      | 123                              | 4.30 | 0.07      |
| 13         | Respond to the unsafe practice of a health care provider (e.g., intervene, report)                                 | 78                                    | 4.42 | 0.09      | 106                              | 4.38 | 0.08      |
| 14         | Participate in client discharge or transfer  | 78                                    | 4.04 | 0.11      | 101                              | 3.81 | 0.11      |
| 15         | Participate in client referral process   | 57                                    | 3.65 | 0.15      | 83                               | 3.33 | 0.14      |
| 16         | Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease) | 93                                    | 4.48 | 0.07      | 105                              | 4.49 | 0.07      |
| 17         | Participate in client consent process  | 142                                   | 4.39 | 0.06      | 149                              | 4.35 | 0.07      |
| 18         | Maintain client confidentiality  | 123                                   | 4.68 | 0.06      | 123                              | 4.68 | 0.06      |
| 19         | Provide for privacy needs  | 106                                   | 4.37 | 0.07      | 109                              | 4.32 | 0.08      |
| 20         | Provide information about advance directives   | 65                                    | 3.72 | 0.14      | 98                               | 3.71 | 0.12      |
| 21         | Participate in client data collection  | 86                                    | 4.51 | 0.07      | 87                               | 4.47 | 0.08      |
| 22         | Use information technology in client care  | 105                                   | 4.26 | 0.08      | 107                              | 4.21 | 0.08      |
| 23         | Apply evidence-based practice when providing care  | 151                                   | 4.58 | 0.05      | 151                              | 4.58 | 0.05      |
| 24         | Participate as a member of an interdisciplinary team   | 98                                    | 4.13 | 0.10      | 116                              | 3.92 | 0.11      |
| 25         | Monitor activities of assistive personnel  | 94                                    | 4.06 | 0.10      | 107                              | 3.99 | 0.10      |
| 26         | Participate in providing cost effective care   | 76                                    | 3.78 | 0.12      | 97                               | 3.54 | 0.13      |
| 27         | Provide and receive report   | 85                                    | 4.61 | 0.07      | 87                               | 4.60 | 0.06      |
| 28         | Practice in a manner consistent with code of ethics for nurses   | 107                                   | 4.69 | 0.06      | 107                              | 4.69 | 0.06      |
| 29         | Provide care within the legal scope of practice  | 151                                   | 4.71 | 0.04      | 151                              | 4.71 | 0.04      |
| 30         | Verify and process health care provider orders   | 116                                   | 4.64 | 0.07      | 123                              | 4.55 | 0.08      |
| 31         | Assure availability and safe functioning of client care equipment  | 104                                   | 4.52 | 0.07      | 106                              | 4.53 | 0.06      |

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

| Activity # | Activity  | Average Importance (Setting-Specific) |      |           | Average Importance (Total Group) |      |           |
|------------|---|---------------------------------------|------|-----------|----------------------------------|------|-----------|
|            |   | N                                     | Avg  | Std. Err. | N                                | Avg  | Std. Err. |
| 32         | Evaluate the appropriateness of health care provider's order for client   | 96                                    | 4.30 | 0.10      | 101                              | 4.30 | 0.10      |
| 33         | Verify the identity of client   | 87                                    | 4.84 | 0.05      | 87                               | 4.84 | 0.05      |
| 34         | Use safe client handling techniques (e.g., body mechanics)  | 103                                   | 4.51 | 0.07      | 106                              | 4.50 | 0.07      |
| 35         | Identify client allergies and intervene as appropriate  | 146                                   | 4.71 | 0.05      | 147                              | 4.71 | 0.05      |
| 36         | Participate in preparation for internal and external disasters (e.g., fire, natural disaster)                               | 95                                    | 4.16 | 0.10      | 119                              | 4.07 | 0.10      |
| 37         | Identify and address unsafe conditions in health care and home environments   | 97                                    | 4.38 | 0.08      | 104                              | 4.37 | 0.08      |
| 38         | Implement least restrictive restraints or seclusion   | 50                                    | 4.16 | 0.14      | 93                               | 3.57 | 0.15      |
| 39         | Follow protocol for timed client monitoring (e.g., safety checks)   | 78                                    | 4.63 | 0.09      | 86                               | 4.51 | 0.11      |
| 40         | Assist in and/or reinforce education to client about safety precautions   | 103                                   | 4.50 | 0.07      | 107                              | 4.47 | 0.07      |
| 41         | Initiate and participate in security alert (e.g., infant abduction, flight risk)  | 92                                    | 4.35 | 0.09      | 139                              | 4.24 | 0.09      |
| 42         | Acknowledge and document practice error (e.g., incident report)   | 99                                    | 4.32 | 0.09      | 116                              | 4.21 | 0.10      |
| 43         | Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)                                     | 84                                    | 4.35 | 0.10      | 104                              | 4.12 | 0.11      |
| 44         | Apply principles of infection control (e.g., PPE, aseptic technique, isolation, standard precautions)                       | 102                                   | 4.81 | 0.04      | 103                              | 4.82 | 0.04      |
| 45         | Assist with care for the antepartum client  | 25                                    | 4.12 | 0.22      | 75                               | 3.47 | 0.18      |
| 46         | Identify community resources for clients  | 69                                    | 3.55 | 0.12      | 102                              | 3.27 | 0.11      |
| 47         | Assist with monitoring a client in labor  | 30                                    | 3.67 | 0.28      | 123                              | 3.68 | 0.13      |
| 48         | Monitor recovery of stable postpartum client  | 28                                    | 4.21 | 0.19      | 99                               | 3.66 | 0.15      |
| 49         | Compare client to developmental milestones  | 77                                    | 3.77 | 0.12      | 104                              | 3.59 | 0.11      |
| 50         | Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)                            | 52                                    | 3.67 | 0.15      | 91                               | 3.45 | 0.14      |
| 51         | Participate in health screening or health promotion programs  | 59                                    | 4.25 | 0.11      | 80                               | 3.95 | 0.13      |
| 52         | Provide information for prevention of high risk behaviors (e.g. substance abuse, sexual practices, smoking cessation)       | 73                                    | 3.86 | 0.12      | 102                              | 3.67 | 0.12      |
| 53         | Collect data for health history (e.g., client medical history, family medical history)                                      | 128                                   | 4.33 | 0.06      | 143                              | 4.25 | 0.07      |
| 54         | Collect baseline physical data (e.g., skin integrity, height and weight)  | 117                                   | 4.33 | 0.07      | 121                              | 4.28 | 0.08      |
| 55         | Identify clients in need of immunizations (required and voluntary)  | 91                                    | 3.87 | 0.09      | 106                              | 3.74 | 0.10      |
| 56         | Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years | 26                                    | 3.88 | 0.23      | 89                               | 3.45 | 0.17      |
| 57         | Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years                | 34                                    | 4.03 | 0.21      | 72                               | 3.54 | 0.16      |
| 58         | Provide care that meets the needs of the adult client ages 18 through 64 years  | 100                                   | 4.28 | 0.09      | 106                              | 4.24 | 0.09      |

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

| Activity # | Activity   | Average Importance (Setting-Specific) |      |           | Average Importance (Total Group) |      |           |
|------------|--|---------------------------------------|------|-----------|----------------------------------|------|-----------|
|            |  | N                                     | Avg  | Std. Err. | N                                | Avg  | Std. Err. |
| 59         | Provide care that meets the needs of the adult client ages 65 and over   | 140                                   | 4.46 | 0.06      | 146                              | 4.40 | 0.07      |
| 60         | Identify barriers to communication   | 117                                   | 4.07 | 0.09      | 118                              | 4.04 | 0.09      |
| 61         | Identify barriers to learning  | 100                                   | 3.97 | 0.09      | 106                              | 3.94 | 0.09      |
| 62         | Provide emotional support to client  | 102                                   | 4.39 | 0.07      | 103                              | 4.39 | 0.07      |
| 63         | Collect data regarding client psychosocial functioning   | 72                                    | 3.97 | 0.11      | 81                               | 3.91 | 0.10      |
| 64         | Identify client use of effective and ineffective coping mechanisms   | 93                                    | 3.92 | 0.09      | 105                              | 3.78 | 0.10      |
| 65         | Promote positive self-esteem of client   | 146                                   | 4.25 | 0.06      | 149                              | 4.23 | 0.06      |
| 66         | Collect data on client's potential for violence to self and others   | 95                                    | 4.52 | 0.07      | 113                              | 4.32 | 0.10      |
| 67         | Identify signs and symptoms of substance abuse, substance use disorder, withdrawal and overdose                    | 79                                    | 4.35 | 0.10      | 102                              | 4.17 | 0.11      |
| 68         | Reinforce education to caregivers/family on ways to manage client with behavioral disorders                        | 77                                    | 4.16 | 0.08      | 97                               | 4.03 | 0.10      |
| 69         | Explore reasons for client noncompliance with treatment plan   | 73                                    | 4.21 | 0.10      | 84                               | 4.15 | 0.10      |
| 70         | Participate in client group session  | 42                                    | 3.24 | 0.19      | 93                               | 2.73 | 0.14      |
| 71         | Plan care with consideration of client spiritual, cultural beliefs and/or gender identity                          | 130                                   | 4.14 | 0.07      | 140                              | 4.13 | 0.07      |
| 72         | Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)                    | 108                                   | 4.32 | 0.08      | 117                              | 4.25 | 0.08      |
| 73         | Participate in reminiscence therapy, validation therapy or reality orientation                                     | 72                                    | 3.71 | 0.12      | 101                              | 3.56 | 0.11      |
| 74         | Assist in the care of the cognitively impaired client  | 91                                    | 4.49 | 0.07      | 102                              | 4.32 | 0.09      |
| 75         | Assist client to cope/adapt to stressful events and changes in health status                                       | 78                                    | 4.15 | 0.09      | 83                               | 4.01 | 0.12      |
| 76         | Use therapeutic communication techniques with client   | 104                                   | 4.38 | 0.07      | 105                              | 4.38 | 0.07      |
| 77         | Assist in the care of a client experiencing sensory/perceptual alterations   | 129                                   | 4.23 | 0.08      | 146                              | 4.21 | 0.07      |
| 78         | Promote a therapeutic environment  | 117                                   | 4.25 | 0.07      | 120                              | 4.19 | 0.08      |
| 79         | Incorporate behavioral management techniques when caring for a client  | 94                                    | 3.94 | 0.10      | 104                              | 3.92 | 0.10      |
| 80         | Recognize stressors that affect client care  | 96                                    | 4.24 | 0.08      | 100                              | 4.19 | 0.09      |
| 81         | Provide end of life care and education to clients  | 53                                    | 3.94 | 0.14      | 80                               | 3.83 | 0.13      |
| 82         | Provide site care for client with enteral tubes  | 77                                    | 4.23 | 0.12      | 98                               | 4.11 | 0.12      |
| 83         | Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)              | 108                                   | 3.86 | 0.08      | 140                              | 3.80 | 0.08      |
| 84         | Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment) | 110                                   | 4.28 | 0.07      | 117                              | 4.16 | 0.08      |
| 85         | Provide feeding for client with enteral tubes  | 71                                    | 4.21 | 0.14      | 104                              | 3.97 | 0.13      |
| 86         | Monitor and provide for nutritional needs of client  | 85                                    | 4.35 | 0.08      | 100                              | 4.24 | 0.09      |

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

| Activity # | Activity  | Average Importance (Setting-Specific) |      |           | Average Importance (Total Group) |      |           |
|------------|---|---------------------------------------|------|-----------|----------------------------------|------|-----------|
|            |   | N                                     | Avg  | Std. Err. | N                                | Avg  | Std. Err. |
| 87         | Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)   | 76                                    | 4.25 | 0.09      | 85                               | 4.00 | 0.12      |
| 88         | Assist with activities of daily living  | 88                                    | 4.20 | 0.10      | 99                               | 4.11 | 0.10      |
| 89         | Provide care to client with bowel or bladder management protocol  | 127                                   | 4.31 | 0.07      | 144                              | 4.23 | 0.07      |
| 90         | Evaluate pain using standardized rating scales  | 118                                   | 4.42 | 0.06      | 120                              | 4.36 | 0.07      |
| 91         | Provide measures to promote sleep and rest  | 91                                    | 3.88 | 0.10      | 106                              | 3.83 | 0.10      |
| 92         | Use measures to maintain or improve client skin integrity   | 85                                    | 4.61 | 0.06      | 100                              | 4.48 | 0.08      |
| 93         | Assist in providing postmortem care   | 40                                    | 3.70 | 0.15      | 74                               | 3.38 | 0.15      |
| 94         | Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)   | 88                                    | 4.06 | 0.11      | 101                              | 3.89 | 0.12      |
| 95         | Assist in the care and comfort for a client with a visual and/or hearing impairment   | 140                                   | 4.24 | 0.07      | 146                              | 4.20 | 0.07      |
| 96         | Monitor client intake/output  | 102                                   | 4.35 | 0.07      | 118                              | 4.13 | 0.09      |
| 97         | Provide care to an immobilized client based on need   | 83                                    | 4.30 | 0.10      | 102                              | 4.12 | 0.11      |
| 98         | Follow the rights of medication administration  | 101                                   | 4.81 | 0.04      | 102                              | 4.81 | 0.04      |
| 99         | Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications) | 79                                    | 4.68 | 0.09      | 83                               | 4.59 | 0.10      |
| 100        | Monitor transfusion of blood product  | 34                                    | 4.12 | 0.22      | 90                               | 3.70 | 0.17      |
| 101        | Calculate and monitor intravenous (IV) flow rate  | 82                                    | 4.39 | 0.10      | 132                              | 4.16 | 0.11      |
| 102        | Administer medication by oral route   | 109                                   | 4.46 | 0.07      | 119                              | 4.32 | 0.09      |
| 103        | Administer medication by various gastrointestinal tubes   | 69                                    | 4.38 | 0.10      | 101                              | 4.07 | 0.12      |
| 104        | Administer a subcutaneous, intradermal or intramuscular medication  | 94                                    | 4.53 | 0.07      | 100                              | 4.48 | 0.08      |
| 105        | Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route   | 80                                    | 4.54 | 0.08      | 84                               | 4.44 | 0.10      |
| 106        | Count controlled substances and report discrepancies  | 85                                    | 4.51 | 0.08      | 98                               | 4.33 | 0.11      |
| 107        | Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter)   | 45                                    | 4.07 | 0.15      | 127                              | 3.93 | 0.11      |
| 108        | Administer intravenous piggyback (secondary) medications  | 45                                    | 4.20 | 0.15      | 101                              | 3.58 | 0.15      |
| 109        | Collect required data prior to medication administration (e.g., contraindications, current medications)   | 101                                   | 4.64 | 0.06      | 103                              | 4.64 | 0.06      |
| 110        | Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)                             | 99                                    | 4.72 | 0.05      | 102                              | 4.69 | 0.06      |
| 111        | Reinforce education to client regarding medications   | 84                                    | 4.35 | 0.09      | 86                               | 4.34 | 0.09      |
| 112        | Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)  | 102                                   | 4.63 | 0.07      | 105                              | 4.60 | 0.07      |
| 113        | Perform calculations needed for medication administration   | 125                                   | 4.55 | 0.07      | 144                              | 4.40 | 0.09      |
| 114        | Identify client risk and implement interventions  | 105                                   | 4.43 | 0.06      | 116                              | 4.29 | 0.08      |

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

| Activity # | Activity  | Average Importance (Setting-Specific) |      |           | Average Importance (Total Group) |      |           |
|------------|---|---------------------------------------|------|-----------|----------------------------------|------|-----------|
|            |   | N                                     | Avg  | Std. Err. | N                                | Avg  | Std. Err. |
| 115        | Check for urinary retention (e.g., bladder scan, ultrasound, palpation)                                   | 72                                    | 4.19 | 0.12      | 99                               | 3.97 | 0.12      |
| 116        | Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)                               | 93                                    | 4.33 | 0.08      | 102                              | 4.22 | 0.10      |
| 117        | Monitor continuous or intermittent suction of nasogastric (NG) tube                                       | 34                                    | 4.09 | 0.21      | 73                               | 3.68 | 0.17      |
| 118        | Monitor diagnostic or laboratory test results   | 99                                    | 4.31 | 0.08      | 105                              | 4.29 | 0.08      |
| 119        | Identify signs or symptoms of potential prenatal complication   | 29                                    | 3.79 | 0.23      | 123                              | 3.93 | 0.12      |
| 120        | Check and monitor client vital signs  | 122                                   | 4.53 | 0.05      | 122                              | 4.53 | 0.05      |
| 121        | Use precautions to prevent injury and/or complications associated with a procedure or diagnosis           | 100                                   | 4.40 | 0.08      | 104                              | 4.39 | 0.07      |
| 122        | Evaluate client oxygen (O <sub>2</sub> ) saturation   | 93                                    | 4.62 | 0.06      | 101                              | 4.54 | 0.08      |
| 123        | Perform an electrocardiogram (EKG/ECG)  | 31                                    | 3.94 | 0.23      | 72                               | 3.65 | 0.17      |
| 124        | Assist with the performance of a diagnostic or invasive procedure   | 65                                    | 3.95 | 0.14      | 99                               | 3.61 | 0.14      |
| 125        | Perform venipuncture for blood draws  | 73                                    | 4.01 | 0.12      | 132                              | 3.89 | 0.10      |
| 126        | Apply and check proper use of compression stockings and/or sequential compression devices (SCD)           | 89                                    | 4.01 | 0.10      | 111                              | 3.72 | 0.12      |
| 127        | Assist with care for client before and after surgical procedure   | 55                                    | 4.11 | 0.13      | 97                               | 3.89 | 0.13      |
| 128        | Insert, maintain and remove urinary catheter  | 71                                    | 4.24 | 0.10      | 97                               | 3.99 | 0.12      |
| 129        | Insert, maintain and remove nasogastric (NG) tube   | 24                                    | 3.92 | 0.28      | 70                               | 3.46 | 0.18      |
| 130        | Perform blood glucose monitoring  | 97                                    | 4.43 | 0.09      | 102                              | 4.40 | 0.09      |
| 131        | Maintain central venous catheter  | 60                                    | 4.33 | 0.12      | 127                              | 4.13 | 0.11      |
| 132        | Maintain and remove peripheral intravenous (IV) catheter  | 60                                    | 4.17 | 0.13      | 104                              | 3.76 | 0.14      |
| 133        | Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks) | 94                                    | 4.35 | 0.08      | 103                              | 4.23 | 0.09      |
| 134        | Monitor client responses to procedures and treatments   | 98                                    | 4.43 | 0.08      | 102                              | 4.45 | 0.08      |
| 135        | Reinforce client education about procedures and treatments  | 77                                    | 4.14 | 0.09      | 83                               | 4.10 | 0.10      |
| 136        | Reinforce education to client regarding care and condition  | 99                                    | 4.18 | 0.08      | 106                              | 4.09 | 0.09      |
| 137        | Provide care for client drainage device (e.g., wound drain, chest tube)                                   | 85                                    | 4.28 | 0.10      | 131                              | 4.06 | 0.10      |
| 138        | Assist with client wound drainage device removal  | 53                                    | 4.15 | 0.14      | 101                              | 3.59 | 0.14      |
| 139        | Provide cooling/warming measures to restore normal body temperature                                       | 66                                    | 4.20 | 0.10      | 98                               | 4.01 | 0.11      |
| 140        | Perform wound care and/or dressing change   | 90                                    | 4.46 | 0.08      | 101                              | 4.36 | 0.09      |
| 141        | Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)        | 51                                    | 4.82 | 0.09      | 78                               | 4.60 | 0.12      |
| 142        | Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)     | 88                                    | 4.63 | 0.07      | 101                              | 4.49 | 0.10      |
| 143        | Provide care for a client with a tracheostomy   | 74                                    | 4.31 | 0.12      | 125                              | 4.18 | 0.11      |
| 144        | Remove wound sutures or staples   | 45                                    | 3.62 | 0.17      | 95                               | 3.27 | 0.14      |

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

| Activity # | Activity   | Average Importance (Setting-Specific) |      |           | Average Importance (Total Group) |      |           |
|------------|--|---------------------------------------|------|-----------|----------------------------------|------|-----------|
|            |  | N                                     | Avg  | Std. Err. | N                                | Avg  | Std. Err. |
| 145        | Provide care to client on ventilator   | 44                                    | 4.41 | 0.16      | 98                               | 4.06 | 0.14      |
| 146        | Assist in the care of a client with a pacing device                          | 59                                    | 4.15 | 0.13      | 94                               | 3.85 | 0.14      |
| 147        | Recognize and report basic abnormalities on a client cardiac monitor strip   | 34                                    | 4.38 | 0.21      | 74                               | 4.01 | 0.17      |
| 148        | Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy) | 73                                    | 4.03 | 0.10      | 97                               | 3.89 | 0.12      |
| 149        | Identify signs and symptoms related to acute or chronic illness              | 141                                   | 4.55 | 0.06      | 148                              | 4.52 | 0.06      |
| 150        | Recognize and report change in client condition                              | 118                                   | 4.69 | 0.05      | 120                              | 4.66 | 0.06      |
| 151        | Provide care for a client with a fluid and electrolyte imbalance             | 83                                    | 4.35 | 0.08      | 100                              | 4.25 | 0.09      |
| 152        | Provide care for a client receiving peritoneal dialysis or hemodialysis      | 50                                    | 4.42 | 0.11      | 95                               | 3.92 | 0.14      |

**Table 17. Average Total Group and Setting-Specific Clinical Judgment Ratings**

| Activity # | Activity   | Average Clinical Judgment (Setting-Specific) |      |           | Average Clinical Judgment (Total Group) |      |           |
|------------|--|--|------|-----------|---|------|-----------|
|            |  | N  | Avg  | Std. Err. | N                                       | Avg  | Std. Err. |
| 1          | Use data from various credible sources in making clinical decisions  | 108  | 3.49 | 0.07      | 110                                     | 3.50 | 0.07      |
| 2          | Contribute to the development of and/or update the client plan of care   | 85   | 3.44 | 0.08      | 103                                     | 3.43 | 0.08      |
| 3          | Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)                                      | 76   | 3.43 | 0.09      | 85                                      | 3.34 | 0.09      |
| 4          | Organize and prioritize care based on client needs   | 108  | 3.74 | 0.05      | 109                                     | 3.74 | 0.05      |
| 5          | Recognize and report staff conflict  | 119  | 3.03 | 0.09      | 138                                     | 3.01 | 0.08      |
| 6          | Advocate for client rights and needs   | 119  | 3.60 | 0.06      | 121                                     | 3.59 | 0.06      |
| 7          | Promote client self-advocacy   | 108  | 3.41 | 0.07      | 108                                     | 3.41 | 0.07      |
| 8          | Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee)                  | 69   | 3.28 | 0.10      | 93                                      | 3.14 | 0.10      |
| 9          | Involve client in care decision making   | 83   | 3.61 | 0.06      | 86                                      | 3.59 | 0.06      |
| 10         | Follow up with client after discharge  | 48   | 2.94 | 0.13      | 89                                      | 2.43 | 0.11      |
| 11         | Participate in staff education (e.g., inservices, continued competency)  | 132  | 3.52 | 0.07      | 142                                     | 3.48 | 0.06      |
| 12         | Recognize self-limitations of task/assignments and seek assistance when needed                                     | 119  | 3.53 | 0.06      | 120                                     | 3.53 | 0.06      |
| 13         | Respond to the unsafe practice of a health care provider (e.g., intervene, report)                                 | 75   | 3.52 | 0.08      | 101                                     | 3.51 | 0.07      |
| 14         | Participate in client discharge or transfer  | 75   | 3.27 | 0.10      | 96                                      | 3.17 | 0.10      |
| 15         | Participate in client referral process   | 52   | 3.15 | 0.14      | 75                                      | 2.80 | 0.13      |
| 16         | Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease) | 88   | 3.60 | 0.07      | 100                                     | 3.60 | 0.07      |

**Table 17. Average Total Group and Setting-Specific Clinical Judgment Ratings**

| Activity # | Activity  | Average Clinical Judgment (Setting-Specific) |      |           | Average Clinical Judgment (Total Group) |      |           |
|------------|---|--|------|-----------|---|------|-----------|
|            |   | N  | Avg  | Std. Err. | N                                       | Avg  | Std. Err. |
| 17         | Participate in client consent process   | 132  | 3.50 | 0.06      | 139                                     | 3.45 | 0.07      |
| 18         | Maintain client confidentiality   | 122  | 3.62 | 0.07      | 122                                     | 3.62 | 0.07      |
| 19         | Provide for privacy needs   | 103  | 3.48 | 0.08      | 106                                     | 3.44 | 0.08      |
| 20         | Provide information about advance directives  | 62   | 3.08 | 0.12      | 94                                      | 2.97 | 0.11      |
| 21         | Participate in client data collection   | 81   | 3.75 | 0.05      | 82                                      | 3.72 | 0.06      |
| 22         | Use information technology in client care   | 101  | 3.33 | 0.08      | 103                                     | 3.29 | 0.08      |
| 23         | Apply evidence-based practice when providing care   | 145  | 3.65 | 0.05      | 145                                     | 3.65 | 0.05      |
| 24         | Participate as a member of an interdisciplinary team  | 92   | 3.40 | 0.09      | 108                                     | 3.24 | 0.09      |
| 25         | Monitor activities of assistive personnel   | 88   | 3.40 | 0.08      | 101                                     | 3.31 | 0.08      |
| 26         | Participate in providing cost effective care  | 72   | 3.22 | 0.11      | 91                                      | 2.97 | 0.11      |
| 27         | Provide and receive report  | 82   | 3.76 | 0.06      | 83                                      | 3.75 | 0.06      |
| 28         | Practice in a manner consistent with code of ethics for nurses  | 105  | 3.78 | 0.05      | 105                                     | 3.78 | 0.05      |
| 29         | Provide care within the legal scope of practice   | 145  | 3.79 | 0.04      | 145                                     | 3.79 | 0.04      |
| 30         | Verify and process health care provider orders  | 115  | 3.74 | 0.05      | 122                                     | 3.69 | 0.06      |
| 31         | Assure availability and safe functioning of client care equipment                                     | 104  | 3.60 | 0.06      | 106                                     | 3.60 | 0.06      |
| 32         | Evaluate the appropriateness of health care provider's order for client                               | 94   | 3.55 | 0.08      | 99                                      | 3.52 | 0.08      |
| 33         | Verify the identity of client   | 85   | 3.85 | 0.05      | 85                                      | 3.85 | 0.05      |
| 34         | Use safe client handling techniques (e.g., body mechanics)  | 102  | 3.59 | 0.06      | 105                                     | 3.57 | 0.06      |
| 35         | Identify client allergies and intervene as appropriate  | 138  | 3.77 | 0.04      | 139                                     | 3.77 | 0.04      |
| 36         | Participate in preparation for internal and external disasters (e.g., fire, natural disaster)         | 93   | 3.22 | 0.09      | 115                                     | 3.17 | 0.09      |
| 37         | Identify and address unsafe conditions in health care and home environments                           | 94   | 3.62 | 0.06      | 99                                      | 3.61 | 0.06      |
| 38         | Implement least restrictive restraints or seclusion   | 48   | 3.50 | 0.11      | 89                                      | 2.94 | 0.13      |
| 39         | Follow protocol for timed client monitoring (e.g., safety checks)                                     | 76   | 3.67 | 0.08      | 83                                      | 3.59 | 0.09      |
| 40         | Assist in and/or reinforce education to client about safety precautions                               | 103  | 3.60 | 0.06      | 107                                     | 3.56 | 0.07      |
| 41         | Initiate and participate in security alert (e.g., infant abduction, flight risk)                      | 86   | 3.45 | 0.08      | 132                                     | 3.36 | 0.08      |
| 42         | Acknowledge and document practice error (e.g., incident report)                                       | 96   | 3.40 | 0.07      | 113                                     | 3.35 | 0.08      |
| 43         | Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)               | 82   | 3.41 | 0.09      | 99                                      | 3.22 | 0.10      |
| 44         | Apply principles of infection control (e.g., PPE, aseptic technique, isolation, standard precautions) | 102  | 3.75 | 0.06      | 103                                     | 3.75 | 0.06      |
| 45         | Assist with care for the antepartum client  | 25   | 3.04 | 0.21      | 68                                      | 2.68 | 0.15      |
| 46         | Identify community resources for clients  | 66   | 2.98 | 0.10      | 98                                      | 2.70 | 0.10      |

| Activity # | Activity  | Average Clinical Judgment (Setting-Specific) |      |           | Average Clinical Judgment (Total Group) |      |           |
|------------|---|--|------|-----------|---|------|-----------|
|            |   | N  | Avg  | Std. Err. | N                                       | Avg  | Std. Err. |
| 47         | Assist with monitoring a client in labor  | 28   | 3.11 | 0.20      | 113                                     | 2.81 | 0.11      |
| 48         | Monitor recovery of stable postpartum client  | 27   | 3.67 | 0.13      | 88                                      | 2.92 | 0.14      |
| 49         | Compare client to developmental milestones  | 75   | 3.23 | 0.09      | 101                                     | 3.00 | 0.10      |
| 50         | Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)                            | 51   | 3.02 | 0.14      | 88                                      | 2.81 | 0.12      |
| 51         | Participate in health screening or health promotion programs  | 56   | 3.39 | 0.10      | 75                                      | 3.17 | 0.11      |
| 52         | Provide information for prevention of high risk behaviors (e.g. substance abuse, sexual practices, smoking cessation)       | 72   | 3.26 | 0.10      | 99                                      | 3.10 | 0.09      |
| 53         | Collect data for health history (e.g., client medical history, family medical history)                                      | 122  | 3.47 | 0.06      | 136                                     | 3.37 | 0.07      |
| 54         | Collect baseline physical data (e.g., skin integrity, height and weight)  | 117  | 3.51 | 0.07      | 119                                     | 3.47 | 0.07      |
| 55         | Identify clients in need of immunizations (required and voluntary)  | 89   | 3.26 | 0.08      | 102                                     | 3.16 | 0.08      |
| 56         | Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years | 24   | 3.17 | 0.23      | 81                                      | 2.70 | 0.15      |
| 57         | Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years                | 31   | 3.26 | 0.19      | 66                                      | 2.85 | 0.15      |
| 58         | Provide care that meets the needs of the adult client ages 18 through 64 years  | 98   | 3.47 | 0.07      | 104                                     | 3.42 | 0.08      |
| 59         | Provide care that meets the needs of the adult client ages 65 and over  | 132  | 3.65 | 0.05      | 137                                     | 3.62 | 0.05      |
| 60         | Identify barriers to communication  | 116  | 3.29 | 0.08      | 117                                     | 3.27 | 0.08      |
| 61         | Identify barriers to learning   | 99   | 3.32 | 0.08      | 105                                     | 3.27 | 0.08      |
| 62         | Provide emotional support to client   | 102  | 3.47 | 0.07      | 103                                     | 3.47 | 0.07      |
| 63         | Collect data regarding client psychosocial functioning  | 70   | 3.36 | 0.08      | 79                                      | 3.30 | 0.09      |
| 64         | Identify client use of effective and ineffective coping mechanisms  | 90   | 3.36 | 0.07      | 100                                     | 3.28 | 0.08      |
| 65         | Promote positive self-esteem of client  | 138  | 3.35 | 0.06      | 141                                     | 3.33 | 0.06      |
| 66         | Collect data on client's potential for violence to self and others  | 93   | 3.60 | 0.06      | 110                                     | 3.42 | 0.08      |
| 67         | Identify signs and symptoms of substance abuse, substance use disorder, withdrawal and overdose                             | 79   | 3.47 | 0.09      | 99                                      | 3.34 | 0.09      |
| 68         | Reinforce education to caregivers/family on ways to manage client with behavioral disorders                                 | 77   | 3.48 | 0.08      | 97                                      | 3.32 | 0.09      |
| 69         | Explore reasons for client noncompliance with treatment plan  | 71   | 3.55 | 0.08      | 81                                      | 3.47 | 0.08      |
| 70         | Participate in client group session   | 38   | 2.79 | 0.16      | 81                                      | 2.44 | 0.12      |
| 71         | Plan care with consideration of client spiritual, cultural beliefs and/or gender identity                                   | 123  | 3.39 | 0.06      | 132                                     | 3.36 | 0.06      |
| 72         | Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)                             | 106  | 3.56 | 0.06      | 114                                     | 3.49 | 0.07      |
| 73         | Participate in reminiscence therapy, validation therapy or reality orientation  | 70   | 3.16 | 0.09      | 94                                      | 2.96 | 0.09      |

**Table 17. Average Total Group and Setting-Specific Clinical Judgment Ratings**

| Activity # | Activity  | Average Clinical Judgment (Setting-Specific) |      |           | Average Clinical Judgment (Total Group) |      |           |
|------------|---|--|------|-----------|---|------|-----------|
|            |   | N  | Avg  | Std. Err. | N                                       | Avg  | Std. Err. |
| 74         | Assist in the care of the cognitively impaired client   | 91   | 3.66 | 0.06      | 102                                     | 3.55 | 0.08      |
| 75         | Assist client to cope/adapt to stressful events and changes in health status  | 75   | 3.48 | 0.08      | 79                                      | 3.39 | 0.09      |
| 76         | Use therapeutic communication techniques with client  | 101  | 3.59 | 0.06      | 102                                     | 3.59 | 0.06      |
| 77         | Assist in the care of a client experiencing sensory/perceptual alterations  | 123  | 3.46 | 0.06      | 137                                     | 3.41 | 0.06      |
| 78         | Promote a therapeutic environment   | 114  | 3.40 | 0.07      | 116                                     | 3.36 | 0.07      |
| 79         | Incorporate behavioral management techniques when caring for a client   | 92   | 3.25 | 0.08      | 100                                     | 3.23 | 0.08      |
| 80         | Recognize stressors that affect client care   | 96   | 3.45 | 0.07      | 100                                     | 3.41 | 0.08      |
| 81         | Provide end of life care and education to clients   | 52   | 3.29 | 0.11      | 77                                      | 3.12 | 0.12      |
| 82         | Provide site care for client with enteral tubes   | 76   | 3.50 | 0.09      | 94                                      | 3.36 | 0.10      |
| 83         | Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)   | 102  | 3.14 | 0.08      | 131                                     | 3.03 | 0.08      |
| 84         | Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)  | 108  | 3.44 | 0.07      | 116                                     | 3.34 | 0.08      |
| 85         | Provide feeding for client with enteral tubes   | 70   | 3.43 | 0.10      | 99                                      | 3.24 | 0.10      |
| 86         | Monitor and provide for nutritional needs of client   | 84   | 3.52 | 0.08      | 99                                      | 3.40 | 0.09      |
| 87         | Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)   | 75   | 3.35 | 0.09      | 83                                      | 3.19 | 0.10      |
| 88         | Assist with activities of daily living  | 88   | 3.33 | 0.09      | 97                                      | 3.30 | 0.09      |
| 89         | Provide care to client with bowel or bladder management protocol  | 122  | 3.51 | 0.06      | 137                                     | 3.42 | 0.06      |
| 90         | Evaluate pain using standardized rating scales  | 118  | 3.57 | 0.05      | 120                                     | 3.53 | 0.06      |
| 91         | Provide measures to promote sleep and rest  | 87   | 3.25 | 0.09      | 101                                     | 3.19 | 0.09      |
| 92         | Use measures to maintain or improve client skin integrity   | 85   | 3.71 | 0.06      | 101                                     | 3.57 | 0.08      |
| 93         | Assist in providing postmortem care   | 39   | 2.90 | 0.16      | 71                                      | 2.69 | 0.13      |
| 94         | Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)   | 88   | 3.34 | 0.09      | 100                                     | 3.22 | 0.10      |
| 95         | Assist in the care and comfort for a client with a visual and/or hearing impairment   | 135  | 3.43 | 0.06      | 141                                     | 3.41 | 0.06      |
| 96         | Monitor client intake/output  | 100  | 3.50 | 0.08      | 115                                     | 3.33 | 0.08      |
| 97         | Provide care to an immobilized client based on need   | 82   | 3.56 | 0.07      | 99                                      | 3.40 | 0.09      |
| 98         | Follow the rights of medication administration  | 101  | 3.80 | 0.05      | 102                                     | 3.80 | 0.05      |
| 99         | Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications) | 77   | 3.77 | 0.06      | 81                                      | 3.68 | 0.08      |
| 100        | Monitor transfusion of blood product  | 33   | 3.48 | 0.16      | 86                                      | 2.98 | 0.14      |
| 101        | Calculate and monitor intravenous (IV) flow rate  | 79   | 3.56 | 0.08      | 125                                     | 3.34 | 0.09      |
| 102        | Administer medication by oral route   | 108  | 3.65 | 0.06      | 119                                     | 3.54 | 0.07      |
| 103        | Administer medication by various gastrointestinal tubes   | 69   | 3.55 | 0.09      | 97                                      | 3.32 | 0.10      |

**Table 17. Average Total Group and Setting-Specific Clinical Judgment Ratings**

| Activity # | Activity  | Average Clinical Judgment (Setting-Specific) |      |           | Average Clinical Judgment (Total Group) |      |           |
|------------|---|--|------|-----------|---|------|-----------|
|            |   | N  | Avg  | Std. Err. | N                                       | Avg  | Std. Err. |
| 104        | Administer a subcutaneous, intradermal or intramuscular medication  | 94   | 3.66 | 0.07      | 100                                     | 3.59 | 0.07      |
| 105        | Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route   | 78   | 3.71 | 0.06      | 82                                      | 3.62 | 0.07      |
| 106        | Count controlled substances and report discrepancies  | 85   | 3.53 | 0.08      | 97                                      | 3.41 | 0.09      |
| 107        | Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter)                         | 42   | 3.24 | 0.14      | 118                                     | 3.11 | 0.10      |
| 108        | Administer intravenous piggyback (secondary) medications  | 45   | 3.40 | 0.13      | 95                                      | 2.94 | 0.13      |
| 109        | Collect required data prior to medication administration (e.g., contraindications, current medications)                         | 100  | 3.80 | 0.04      | 102                                     | 3.80 | 0.04      |
| 110        | Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values) | 99   | 3.82 | 0.04      | 102                                     | 3.79 | 0.05      |
| 111        | Reinforce education to client regarding medications   | 82   | 3.55 | 0.07      | 84                                      | 3.51 | 0.07      |
| 112        | Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)                              | 101  | 3.69 | 0.06      | 104                                     | 3.66 | 0.06      |
| 113        | Perform calculations needed for medication administration   | 120  | 3.65 | 0.06      | 138                                     | 3.54 | 0.07      |
| 114        | Identify client risk and implement interventions  | 103  | 3.57 | 0.06      | 114                                     | 3.47 | 0.07      |
| 115        | Check for urinary retention (e.g., bladder scan, ultrasound, palpation)   | 72   | 3.46 | 0.09      | 97                                      | 3.29 | 0.09      |
| 116        | Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)   | 92   | 3.49 | 0.07      | 100                                     | 3.39 | 0.08      |
| 117        | Monitor continuous or intermittent suction of nasogastric (NG) tube   | 35   | 3.23 | 0.16      | 73                                      | 2.89 | 0.14      |
| 118        | Monitor diagnostic or laboratory test results   | 98   | 3.64 | 0.06      | 104                                     | 3.62 | 0.06      |
| 119        | Identify signs or symptoms of potential prenatal complication   | 26   | 3.23 | 0.20      | 114                                     | 3.19 | 0.10      |
| 120        | Check and monitor client vital signs  | 119  | 3.66 | 0.05      | 119                                     | 3.66 | 0.05      |
| 121        | Use precautions to prevent injury and/or complications associated with a procedure or diagnosis                                 | 100  | 3.62 | 0.05      | 103                                     | 3.61 | 0.05      |
| 122        | Evaluate client oxygen (O <sub>2</sub> ) saturation   | 92   | 3.70 | 0.06      | 100                                     | 3.59 | 0.08      |
| 123        | Perform an electrocardiogram (EKG/ECG)  | 30   | 3.23 | 0.18      | 68                                      | 2.93 | 0.14      |
| 124        | Assist with the performance of a diagnostic or invasive procedure   | 61   | 3.36 | 0.11      | 93                                      | 3.08 | 0.11      |
| 125        | Perform venipuncture for blood draws  | 68   | 3.40 | 0.10      | 122                                     | 3.26 | 0.08      |
| 126        | Apply and check proper use of compression stockings and/or sequential compression devices (SCD)                                 | 88   | 3.27 | 0.08      | 112                                     | 2.98 | 0.09      |
| 127        | Assist with care for client before and after surgical procedure   | 55   | 3.49 | 0.10      | 92                                      | 3.22 | 0.10      |
| 128        | Insert, maintain and remove urinary catheter  | 69   | 3.48 | 0.08      | 96                                      | 3.25 | 0.10      |
| 129        | Insert, maintain and remove nasogastric (NG) tube   | 25   | 2.96 | 0.23      | 68                                      | 2.68 | 0.15      |
| 130        | Perform blood glucose monitoring  | 96   | 3.57 | 0.07      | 100                                     | 3.55 | 0.07      |
| 131        | Maintain central venous catheter  | 58   | 3.47 | 0.11      | 119                                     | 3.30 | 0.09      |
| 132        | Maintain and remove peripheral intravenous (IV) catheter  | 59   | 3.34 | 0.12      | 97                                      | 3.07 | 0.11      |

**Table 17. Average Total Group and Setting-Specific Clinical Judgment Ratings**

| Activity # | Activity  | Average Clinical Judgment (Setting-Specific) |      |           | Average Clinical Judgment (Total Group) |      |           |
|------------|---|--|------|-----------|---|------|-----------|
|            |   | N  | Avg  | Std. Err. | N                                       | Avg  | Std. Err. |
| 133        | Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks) | 94   | 3.55 | 0.07      | 103                                     | 3.47 | 0.08      |
| 134        | Monitor client responses to procedures and treatments   | 96   | 3.67 | 0.05      | 100                                     | 3.65 | 0.06      |
| 135        | Reinforce client education about procedures and treatments  | 76   | 3.41 | 0.08      | 82                                      | 3.37 | 0.09      |
| 136        | Reinforce education to client regarding care and condition  | 98   | 3.49 | 0.06      | 105                                     | 3.44 | 0.07      |
| 137        | Provide care for client drainage device (e.g., wound drain, chest tube)                                   | 82   | 3.51 | 0.07      | 124                                     | 3.30 | 0.08      |
| 138        | Assist with client wound drainage device removal  | 53   | 3.32 | 0.12      | 96                                      | 2.97 | 0.12      |
| 139        | Provide cooling/warming measures to restore normal body temperature                                       | 67   | 3.54 | 0.09      | 95                                      | 3.35 | 0.09      |
| 140        | Perform wound care and/or dressing change   | 88   | 3.68 | 0.06      | 100                                     | 3.53 | 0.08      |
| 141        | Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)        | 51   | 3.73 | 0.09      | 78                                      | 3.55 | 0.11      |
| 142        | Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)     | 87   | 3.74 | 0.06      | 99                                      | 3.61 | 0.08      |
| 143        | Provide care for a client with a tracheostomy   | 67   | 3.52 | 0.09      | 115                                     | 3.31 | 0.09      |
| 144        | Remove wound sutures or staples   | 44   | 3.11 | 0.15      | 89                                      | 2.80 | 0.12      |
| 145        | Provide care to client on ventilator  | 42   | 3.55 | 0.13      | 90                                      | 3.24 | 0.11      |
| 146        | Assist in the care of a client with a pacing device   | 58   | 3.40 | 0.10      | 87                                      | 3.18 | 0.11      |
| 147        | Recognize and report basic abnormalities on a client cardiac monitor strip                                | 34   | 3.47 | 0.18      | 74                                      | 3.20 | 0.14      |
| 148        | Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)                              | 73   | 3.34 | 0.09      | 94                                      | 3.24 | 0.09      |
| 149        | Identify signs and symptoms related to acute or chronic illness   | 135  | 3.66 | 0.05      | 142                                     | 3.63 | 0.05      |
| 150        | Recognize and report change in client condition   | 117  | 3.79 | 0.04      | 119                                     | 3.76 | 0.05      |
| 151        | Provide care for a client with a fluid and electrolyte imbalance  | 80   | 3.64 | 0.06      | 94                                      | 3.53 | 0.08      |
| 152        | Provide care for a client receiving peritoneal dialysis or hemodialysis                                   | 49   | 3.57 | 0.11      | 91                                      | 3.14 | 0.12      |

## REFERENCES

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## APPENDIX A: SUBJECT MATTER EXPERT PANEL

**Member:** Angela Blanton, LPN

**Board:** North Carolina Board of Nursing

**Specialty:** None (entry-level nurse)

Blanton is an entry-level nurse with three months of experience. She is currently working at a skilled nursing facility as an LPN.

**Member:** Joanna B. Buchannon, RN

**Board:** Ohio Board of Nursing, Veteran Health Administration

**Specialty:** Psychiatry

Buchannon has 15 years of nursing experience and is currently an Assistant Nurse Manager in the Psychosocial Rehabilitation Residential Treatment Program (PRRTP) at a hospital. She works with entry-level PNs in the clinical setting and is responsible for new employee orientation.

**Member:** Adam Canary, LN, LNHA, BaEcon

**Board:** Washington State Nursing Care Quality Assurance Commission

**Specialty:** Geriatrics

Canary has nine years of nursing experience and is currently a Nursing Home Administrator at a skilled nursing facility where he hires, trains, and oversees entry-level nurses.

**Member:** Cara Hough, RN

**Board:** Texas Board of Nursing

**Specialty:** Emergency Medicine, Ambulatory Nursing, Nursing Education

Hough has 13 years of nursing experience and is currently a Clinical Nurse Educator at a medical teaching hospital. She works as a nurse educator to various clinics with entry-level nurses specifically within the department responsible for onboarding and continuing education.

**Member:** Charles Silveri, DNP, RN

**Board:** California

**Specialty:** Geriatrics

Silveri has 25 years of nursing experience and is currently a Director of Nursing at a long-term care facility. He hires and recruits LVNs and provides guidance to the new nurses in their practice and how to interact with the patients related to their new skills.

## APPENDIX B: 2021 LPN/VN PRACTICE ANALYSIS SURVEY

### Web Form 1



#### Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 1

##### INSTRUCTIONS

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

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 write in information. Type your answer in the space provided.

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

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



#### Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 1

##### INTRODUCTION

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



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 1

### INTRODUCTION

3. In your current position, do you provide direct care to clients?

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



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 1

### 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, three questions are asked. Please answer all 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.

**QUESTION C – CLINICAL JUDGMENT:** How relevant is clinical judgment when performing this nursing activity?

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern and generate the best possible evidence-based solutions in order to deliver safe client care.

**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 nursing regulatory body for information about your scope of practice.

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

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

**Question C – CLINICAL JUDGMENT** - Rate the overall relevancy of clinical judgment when performing this nursing activity with 0 = Not relevant, 1 = Helpful, 2 = Important, 3 = Essential, DK = Do not know

|  | A - Frequency        | B - Importance       | C - Clinical Judgment |
|--|----------------------|----------------------|-----------------------|
| 1. Use data from various credible sources in making clinical decisions.                                      | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 2. Promote client self-advocacy.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 3. Respond to the unsafe practice of a health care provider (e.g., intervene, report).                       | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 4. Provide for privacy needs.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 5. Monitor activities of assistive personnel.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 6. Assure availability and safe functioning of client care equipment.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 7. Identify and address unsafe conditions in health care and home environments.                              | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 8. Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift).                  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 9. Compare client to developmental milestones.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 10. Identify clients in need of immunizations (required and voluntary).                                      | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 11. Identify barriers to learning.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 12. Identify signs and symptoms of substance abuse, substance use disorder, withdrawal and overdose.         | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 13. Participate in reminiscence therapy, validation therapy or reality orientation.                          | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 14. Incorporate behavioral management techniques when caring for a client.                                   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 15. Provide feeding for client with enteral tubes.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 16. Provide measures to promote sleep and rest.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 17. Provide care to an immobilized client based on need.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 18. Administer medication by various gastrointestinal tubes.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 19. Collect required data prior to medication administration (e.g., contraindications, current medications). | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 20. Check for urinary retention (e.g., bladder scan, ultrasound, palpation).                                 | <input type="text"/> | <input type="text"/> | <input type="text"/>  |

|  |                      |                      |                      |
|--|----------------------|----------------------|----------------------|
| 21. Use precautions to prevent injury and/or complications associated with a procedure or diagnosis.           | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 22. Assist with care for client before and after surgical procedure.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 23. Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks). | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 24. Provide cooling/warming measures to restore normal body temperature.                                       | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 25. Provide care to client on ventilator.  | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 26. Provide care for a client with a fluid and electrolyte imbalance.  | <input type="text"/> | <input type="text"/> | <input type="text"/> |



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### Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 1

#### SECTION 2: EXPERIENCE AND ORIENTATION

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

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

- Yes  
 No

If yes, what is the total number of **months** you worked outside the U.S. or its territories as an LPN/VN?

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

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



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 1

### SECTION 2: EXPERIENCE AND ORIENTATION

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

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

- Advanced Cardiac Life Support
- Basic Life Support
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Pediatric Advanced Life Support
- Rehabilitation
- None
- Other (please specify)

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

- Yes
- No



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 1

### SECTION 2: EXPERIENCE AND ORIENTATION

10. Is this your primary position?

- Yes  
 No



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 1

### SECTION 3: WORK ENVIRONMENT

11. Which of the following **best** describes the acuity of the clients for whom you provided care **on the last day you worked?** (Select **ALL** that apply)

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

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

- Pediatric (ages 0-17)
- Adult (ages 18-64)
- Adult (ages 65-85)
- Adult (over age 85)

13. 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**)

- |   |   |
|---|---|
| <input type="checkbox"/> Critical care                                | <input type="checkbox"/> Hospice  |
| <input type="checkbox"/> Inpatient medical-surgical                   | <input type="checkbox"/> Palliative care  |
| <input type="checkbox"/> Labor and delivery                           | <input type="checkbox"/> Long-term care   |
| <input type="checkbox"/> Operating room                               | <input type="checkbox"/> Rehabilitation   |
| <input type="checkbox"/> Pediatric                                    | <input type="checkbox"/> Residential  |
| <input type="checkbox"/> Ambulatory care, physician office or clinics | <input type="checkbox"/> Psychiatry or sub-specialties (detox, inpatient, outpatient) |
| <input type="checkbox"/> Home health                                  | <input type="checkbox"/> Public health/Occupational health                            |
| <input type="checkbox"/> Other (please specify)                       |   |

14. 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, home health, clinics, school, prison, etc.)
- Other (please specify)

15. 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 long-term care facility

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

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

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

- 8 hours
- 10 hours
- 12 hours
- Combination of 8 hours and 12 hours
- Other (please specify)

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

- Urban/Metropolitan area
- Suburban
- Rural



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### Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 1

#### SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

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

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

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



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### Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 1

#### 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.

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

- Yes  
 No

If yes, for how many months?

23. What is your gender?

- Male  
 Female  
 Prefer to self-describe:

24. What is your age in years?

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

- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Pacific Islander
- White – not of Hispanic origin
- Other

26. What is your primary language?

- English
- English and another language
- Another language

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

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

28. How many months has it been since you completed course requirements from the above nursing education program?

28a. Are you currently enrolled in a registered nurse education program?

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



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 1

### SECTION 5: DEMOGRAPHIC INFORMATION

28b. If yes, in which of the following programs are you enrolled? **(Select only one)**

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



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 1

### SECTION 5: DEMOGRAPHIC INFORMATION

29. 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)

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

- Yes
- No



# NCSBN

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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 1

### SECTIONS 6: COMMENTS

If we need additional information in order to clarify the results of this study, we may call and/or email some participants. If you would be willing to answer a few additional questions by phone or email, 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:

Email address:



# NCSBN

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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 1

### 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

**Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 2****INSTRUCTIONS**

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

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 write in information. Type your answer in the space provided.

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

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

**Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 2****INTRODUCTION**

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



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 2

### INTRODUCTION

3. In your current position, do you provide direct care to clients?

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



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 2

### 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, three questions are asked. Please answer all 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.

**QUESTION C – CLINICAL JUDGMENT:** How relevant is clinical judgment when performing this nursing activity?

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern and generate the best possible evidence-based solutions in order to deliver safe client care.

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 nursing regulatory body for information about your scope of practice.

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

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

**Question C – CLINICAL JUDGMENT** - Rate the overall relevancy of clinical judgment when performing this nursing activity with 0 = Not relevant, 1 = Helpful, 2 = Important, 3 = Essential, DK = Do not know

|  | A - Frequency        | B - Importance       | C - Clinical Judgment |
|--|----------------------|----------------------|-----------------------|
| 1. Contribute to the development of and/or update the client plan of care.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 2. Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee).                                | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 3. Participate in client discharge or transfer.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 4. Provide information about advance directives.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 5. Participate in providing cost effective care.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 6. Evaluate the appropriateness of health care provider's order for client.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 7. Implement least restrictive restraints or seclusion.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 8. Apply principles of infection control (e.g., PPE, aseptic technique, isolation, standard precautions).                            | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 9. Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement).                                 | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 10. Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years.     | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 11. Provide emotional support to client.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 12. Reinforce education to caregivers/family on ways to manage client with behavioral disorders.                                     | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 13. Assist in the care of the cognitively impaired client.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 14. Recognize stressors that affect client care.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 15. Monitor and provide for nutritional needs of client.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 16. Use measures to maintain or improve client skin integrity.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 17. Follow the rights of medication administration.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 18. Administer a subcutaneous, intradermal or intramuscular medication.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 19. Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values). | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 20. Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum).   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 21. Evaluate client oxygen (O2) saturation.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |

|  |                      |                      |                      |
|--|----------------------|----------------------|----------------------|
| 22. Insert, maintain and remove urinary catheter.                            | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 23. Monitor client responses to procedures and treatments.                   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 24. Perform wound care and/or dressing change.                               | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 25. Assist in the care of a client with a pacing device.                     | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 26. Provide care for a client receiving peritoneal dialysis or hemodialysis. | <input type="text"/> | <input type="text"/> | <input type="text"/> |



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 2

### SECTION 2: EXPERIENCE AND ORIENTATION

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

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

- Yes  
 No

If yes, what is the total number of **months** you worked outside the U.S. or its territories as an LPN/VN?

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

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

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



# NCSBN

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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 2

### SECTION 2: EXPERIENCE AND ORIENTATION

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

- Advanced Cardiac Life Support
- Basic Life Support
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Pediatric Advanced Life Support
- Rehabilitation
- None
- Other (please specify)

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

- Yes
- No

10. Is this your primary position?

- Yes
- No



# NCSBN

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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 2

### SECTION 3: WORK ENVIRONMENT

11. Which of the following **best** describes the acuity of the clients for whom you provided care **on the last day you worked**? (**Select ALL that apply**)

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

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

- Pediatric (ages 0-17)
- Adult (ages 18-64)
- Adult (ages 65-85)
- Adult (over age 85)

13. 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**)

- |   |   |
|---|---|
| <input type="checkbox"/> Critical care                                | <input type="checkbox"/> Hospice  |
| <input type="checkbox"/> Inpatient medical-surgical                   | <input type="checkbox"/> Palliative care  |
| <input type="checkbox"/> Labor and delivery                           | <input type="checkbox"/> Long-term care   |
| <input type="checkbox"/> Operating room                               | <input type="checkbox"/> Rehabilitation   |
| <input type="checkbox"/> Pediatric                                    | <input type="checkbox"/> Residential  |
| <input type="checkbox"/> Ambulatory care, physician office or clinics | <input type="checkbox"/> Psychiatry or sub-specialties (detox, inpatient, outpatient) |
| <input type="checkbox"/> Home health                                  | <input type="checkbox"/> Public health/Occupational health                            |
| <input type="checkbox"/> Other (please specify)                       |   |

14. 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, home health, clinics, school, prison, etc.)
- Other (please specify)

15. 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 long-term care facility

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

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

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

- 8 hours
- 10 hours
- 12 hours
- Combination of 8 hours and 12 hours
- Other (please specify)

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

- Urban/Metropolitan area
- Suburban
- Rural



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 2

### SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

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

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

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



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 2

### 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.

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

- Yes  
 No

If yes, for how many months?

23. What is your gender?

- Male  
 Female  
 Prefer to self-describe:

24. What is your age in years?

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

- Asian  
 Black or African American  
 Hispanic or Latino  
 Native Hawaiian or Pacific Islander  
 White – not of Hispanic origin  
 Other

26. What is your primary language?

- English  
 English and another language  
 Another language

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

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

28. How many months has it been since you completed course requirements from the above nursing education program?

28a. Are you currently enrolled in a registered nurse education program?

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

28b. 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)

29. 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)

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

- Yes
- No



# NCSBN

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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 2

### SECTIONS 6: COMMENTS

If we need additional information in order to clarify the results of this study, we may call and/or email some participants. If you would be willing to answer a few additional questions by phone or email, 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:

Email address:



# NCSBN

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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 2

**Thank you!**

Thank you for your participation in this important study.

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

## Web Form 3



### Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 3

#### INSTRUCTIONS

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

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 write in information. Type your answer in the space provided.

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

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



### Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 3

#### INTRODUCTION

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?

Yes, 20 or more hours per week, on average

Yes, less than 20 hours per week, on average

No



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 3

### SECTION 1: NURSING ACTIVITIES

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

**QUESTION C - CLINICAL JUDGMENT:** How relevant is clinical judgment when performing this nursing activity?

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern and generate the best possible evidence-based solutions in order to deliver safe client care.

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 nursing regulatory body for information about your scope of practice.

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

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

**Question C – CLINICAL JUDGMENT** - Rate the overall relevancy of clinical judgment when performing this nursing activity with 0 = Not relevant, 1 = Helpful, 2 = Important, 3 = Essential, DK = Do not know

|   | A - Frequency        | B - Importance       | C - Clinical Judgment |
|---|----------------------|----------------------|-----------------------|
| 1. Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN).                                 | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 2. Involve client in care decision making.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 3. Participate in client referral process.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 4. Participate in client data collection.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 5. Provide and receive report.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 6. Verify the identity of client.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 7. Follow protocol for timed client monitoring (e.g., safety checks).   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 8. Assist with care for the antepartum client.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 9. Participate in health screening or health promotion programs.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 10. Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years. | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 11. Collect data regarding client psychosocial functioning.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |

|  |                      |                      |                      |
|--|----------------------|----------------------|----------------------|
| 12. Explore reasons for client non-compliance with treatment plan.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 13. Assist client to cope/adapt to stressful events and changes in health status.  | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 14. Provide end of life care and education to clients.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 15. Provide non-pharmacological measures for pain relief (e.g., imagery, massage, repositioning).  | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 16. Assist in providing postmortem care.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 17. Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications). | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 18. Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 19. Reinforce education to client regarding medications.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 20. Monitor continuous or intermittent suction of nasogastric (NG) tube.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 21. Perform an electrocardiogram (EKG/ECG).  | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 22. Insert, maintain and remove nasogastric (NG) tube.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 23. Reinforce client education about procedures and treatments.  | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 24. Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation).  | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 25. Recognize and report basic abnormalities on a client cardiac monitor strip.  | <input type="text"/> | <input type="text"/> | <input type="text"/> |



## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 3

### SECTION 2: EXPERIENCE AND ORIENTATION

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

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

Yes

No

If yes, what is the total number of **months** you worked outside the U.S. or its territories as an LPN/VN?

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

No formal orientation

Classroom instruction/skills lab work only

Classroom and/or skills lab plus supervised work with clients

Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work

A formal internship/residency with or without additional classroom or skills lab work

Other (please specify):

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



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 3

### SECTION 2: EXPERIENCE AND ORIENTATION

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

- Advanced Cardiac Life Support
- Basic Life Support
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Pediatric Advanced Life Support
- Rehabilitation
- None
- Other (please specify)

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

- Yes
- No

10. Is this your primary position?

- Yes
- No



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 3

### SECTION 3: WORK ENVIRONMENT

11. Which of the following **best** describes the acuity of the clients for whom you provided care **on the last day you worked?** (Select **ALL** that apply)

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

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

- Pediatric (ages 0-17)
- Adult (ages 18-64)
- Adult (ages 65-85)
- Adult (over age 85)

13. 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)

- |   |   |
|---|---|
| <input type="checkbox"/> Critical care                                | <input type="checkbox"/> Hospice  |
| <input type="checkbox"/> Inpatient medical-surgical                   | <input type="checkbox"/> Palliative care  |
| <input type="checkbox"/> Labor and delivery                           | <input type="checkbox"/> Long-term care   |
| <input type="checkbox"/> Operating room                               | <input type="checkbox"/> Rehabilitation   |
| <input type="checkbox"/> Pediatric                                    | <input type="checkbox"/> Residential  |
| <input type="checkbox"/> Ambulatory care, physician office or clinics | <input type="checkbox"/> Psychiatry or sub-specialties (detox, inpatient, outpatient) |
| <input type="checkbox"/> Home health                                  | <input type="checkbox"/> Public health/Occupational health                            |
| <input type="checkbox"/> Other (please specify)                       |   |

14. 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, home health, clinics, school, prison, etc.)
- Other (please specify)

15. 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 long-term care facility

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

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

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

- 8 hours
- 10 hours
- 12 hours
- Combination of 8 hours and 12 hours
- Other (please specify)

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

- Urban/Metropolitan area
- Suburban
- Rural



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 3

### SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

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

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

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



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 3

### 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.

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

- Yes  
 No

If yes, for how many months?

23. What is your gender?

- Male  
 Female  
 Prefer to self-describe:

24. What is your age in years?

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

- Asian  
 Black or African American  
 Hispanic or Latino  
 Native Hawaiian or Pacific Islander  
 White – not of Hispanic origin  
 Other

26. What is your primary language?

- English  
 English and another language  
 Another language

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

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

28. How many months has it been since you completed course requirements from the above nursing education program?

28a. Are you currently enrolled in a registered nurse education program?

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

28b. 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)

29. 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)

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

- Yes
- No



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 3

### SECTIONS 6: COMMENTS

If we need additional information in order to clarify the results of this study, we may call and/or email some participants. If you would be willing to answer a few additional questions by phone or email, 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:

Email address:



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 3

**Thank you!**

Thank you for your participation in this important study.

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

## Web Form 4



# NCSBN

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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 4

### INSTRUCTIONS

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

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 write in information. Type your answer in the space provided.

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

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



# NCSBN

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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 4

### INTRODUCTION

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?

Yes, 20 or more hours per week, on average

Yes, less than 20 hours per week, on average

No



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 4

### 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, three questions are asked. Please answer all 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.

**QUESTION C – CLINICAL JUDGMENT:** How relevant is clinical judgment when performing this nursing activity?

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern and generate the best possible evidence-based solutions in order to deliver safe client care.

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 nursing regulatory body for information about your scope of practice.

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

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

**Question C – CLINICAL JUDGMENT** - Rate the overall relevancy of clinical judgment when performing this nursing activity with 0 = Not relevant, 1 = Helpful, 2 = Important, 3 = Essential, DK = Do not know

|   | A - Frequency        | B - Importance       | C - Clinical Judgment |
|---|----------------------|----------------------|-----------------------|
| 1. Organize and prioritize care based on client needs.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 2. Follow up with client after discharge.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 3. Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease).    | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 4. Use information technology in client care.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 5. Practice in a manner consistent with code of ethics for nurses.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 6. Use safe client handling techniques (e.g., body mechanics).  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 7. Assist in and/or reinforce education to client about safety precautions.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 8. Identify community resources for clients.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 9. Provide information for prevention of high risk behaviors (e.g. substance abuse, sexual practices, smoking cessation). | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 10. Provide care that meets the needs of the adult client ages 18 through 64 years.                                       | <input type="text"/> | <input type="text"/> | <input type="text"/>  |

|  |                      |                      |                      |
|--|----------------------|----------------------|----------------------|
| 11. Identify client use of effective and ineffective coping mechanisms.                                    | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 12. Participate in client group session.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 13. Use therapeutic communication techniques with client.  | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 14. Provide site care for client with enteral tubes.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 15. Assist with activities of daily living.  | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 16. Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye).                           | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 17. Monitor transfusion of blood product.  | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 18. Count controlled substances and report discrepancies.  | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 19. Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility).    | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 20. Monitor diagnostic or laboratory test results.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 21. Assist with the performance of a diagnostic or invasive procedure.                                     | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 22. Perform blood glucose monitoring.  | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 23. Reinforce education to client regarding care and condition.  | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 24. Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning). | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 25. Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy).                          | <input type="text"/> | <input type="text"/> | <input type="text"/> |



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### Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 4

#### SECTION 2: EXPERIENCE AND ORIENTATION

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

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

- Yes  
 No

If yes, what is the total number of **months** you worked outside the U.S. or its territories as an LPN/VN?

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

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

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

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

- Advanced Cardiac Life Support
- Basic Life Support
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Pediatric Advanced Life Support
- Rehabilitation
- None
- Other (please specify)

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

- Yes
- No

10. Is this your primary position?

- Yes
- No



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 4

### SECTION 3: WORK ENVIRONMENT

11. Which of the following **best** describes the acuity of the clients for whom you provided care **on the last day you worked**? (Select **ALL that apply**)

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

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

- Pediatric (ages 0-17)
- Adult (ages 18-64)
- Adult (ages 65-85)
- Adult (over age 85)

13. 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**)

- |   |   |
|---|---|
| <input type="checkbox"/> Critical care                                | <input type="checkbox"/> Hospice  |
| <input type="checkbox"/> Inpatient medical-surgical                   | <input type="checkbox"/> Palliative care  |
| <input type="checkbox"/> Labor and delivery                           | <input type="checkbox"/> Long-term care   |
| <input type="checkbox"/> Operating room                               | <input type="checkbox"/> Rehabilitation   |
| <input type="checkbox"/> Pediatric                                    | <input type="checkbox"/> Residential  |
| <input type="checkbox"/> Ambulatory care, physician office or clinics | <input type="checkbox"/> Psychiatry or sub-specialties (detox, inpatient, outpatient) |
| <input type="checkbox"/> Home health                                  | <input type="checkbox"/> Public health/Occupational health                            |
| <input type="checkbox"/> Other (please specify)                       |   |

14. 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, home health, clinics, school, prison, etc.)
- Other (please specify)

15. 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 long-term care facility

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

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

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

- 8 hours
- 10 hours
- 12 hours
- Combination of 8 hours and 12 hours
- Other (please specify)

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

- Urban/Metropolitan area
- Suburban
- Rural



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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 4

### SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

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

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

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



# NCSBN

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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 4

### 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.

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

Yes

No

If yes, for how many months?

23. What is your gender?

Male

Female

Prefer to self-describe:

24. What is your age in years?

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

Asian

Black or African American

Hispanic or Latino

Native Hawaiian or Pacific Islander

White – not of Hispanic origin

Other

26. What is your primary language?

English

English and another language

Another language

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

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

28. How many months has it been since you completed course requirements from the above nursing education program?

28a. Are you currently enrolled in a registered nurse education program?

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

28b. 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)

29. 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)

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

- Yes
- No



# NCSBN

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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 4

### SECTIONS 6: COMMENTS

If we need additional information in order to clarify the results of this study, we may call and/or email some participants. If you would be willing to answer a few additional questions by phone or email, 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:

Email address:



# NCSBN

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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 4

### Thank you!

Thank you for your participation in this important study.

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

## Web Form 5



# NCSBN

Leading Regulatory Excellence

## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 5

### INSTRUCTIONS

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

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 write in information. Type your answer in the space provided.

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

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



# NCSBN

Leading Regulatory Excellence

## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 5

### INTRODUCTION

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?

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



# NCSBN

Leading Regulatory Excellence

## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 5

### 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, three questions are asked. Please answer all 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.

**QUESTION C – CLINICAL JUDGMENT:** How relevant is clinical judgment when performing this nursing activity?

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern and generate the best possible evidence-based solutions in order to deliver safe client care.

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 nursing regulatory body for information about your scope of practice.

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

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

**Question C – CLINICAL JUDGMENT** - Rate the overall relevancy of clinical judgment when performing this nursing activity with 0 = Not relevant, 1 = Helpful, 2 = Important, 3 = Essential, DK = Do not know

|  | A - Frequency        | B - Importance       | C - Clinical Judgment |
|--|----------------------|----------------------|-----------------------|
| 1. Recognize and report staff conflict.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 2. Participate in staff education (e.g., inservices, continued competency).                | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 3. Participate in client consent process.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 4. Apply evidence-based practice when providing care.                                      | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 5. Provide care within the legal scope of practice.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 6. Identify client allergies and intervene as appropriate.                                 | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 7. Initiate and participate in security alert (e.g., infant abduction, flight risk).       | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 8. Assist with monitoring a client in labor.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 9. Collect data for health history (e.g., client medical history, family medical history). | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 10. Provide care that meets the needs of the adult client ages 65 and over.                | <input type="text"/> | <input type="text"/> | <input type="text"/>  |

|  |                      |                      |                      |
|--|----------------------|----------------------|----------------------|
| 11. Promote positive self-esteem of client.  | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 12. Plan care with consideration of client spiritual, cultural beliefs and/or gender identity.               | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 13. Assist in the care of a client experiencing sensory/perceptual alterations.                              | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 14. Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy).   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 15. Provide care to client with bowel or bladder management protocol.  | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 16. Assist in the care and comfort for a client with a visual and/or hearing impairment.                     | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 17. Calculate and monitor intravenous (IV) flow rate.  | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 18. Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter). | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 19. Perform calculations needed for medication administration.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 20. Identify signs or symptoms of potential prenatal complication.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 21. Perform venipuncture for blood draws.  | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 22. Maintain central venous catheter.  | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 23. Provide care for client drainage device (e.g., wound drain, chest tube).                                 | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 24. Provide care for a client with a tracheostomy.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 25. Identify signs and symptoms related to acute or chronic illness.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |



# NCSBN

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## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 5

### SECTION 2: EXPERIENCE AND ORIENTATION

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

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

Yes

No

If yes, what is the total number of **months** you worked outside the U.S. or its territories as an LPN/VN?

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

No formal orientation

Classroom instruction/skills lab work only

Classroom and/or skills lab plus supervised work with clients

Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work

A formal internship/residency with or without additional classroom or skills lab work

Other (please specify):

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

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

- Advanced Cardiac Life Support
- Basic Life Support
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Pediatric Advanced Life Support
- Rehabilitation
- None
- Other (please specify)

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

- Yes
- No

10. Is this your primary position?

- Yes
- No



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**Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 5**

**SECTION 3: WORK ENVIRONMENT**

11. Which of the following **best** describes the acuity of the clients for whom you provided care **on the last day you worked?** **(Select ALL that apply)**

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

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

- Pediatric (ages 0-17)
- Adult (ages 18-64)
- Adult (ages 65-85)
- Adult (over age 85)

13. 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**)

- |   |   |
|---|---|
| <input type="checkbox"/> Critical care                                | <input type="checkbox"/> Hospice  |
| <input type="checkbox"/> Inpatient medical-surgical                   | <input type="checkbox"/> Palliative care  |
| <input type="checkbox"/> Labor and delivery                           | <input type="checkbox"/> Long-term care   |
| <input type="checkbox"/> Operating room                               | <input type="checkbox"/> Rehabilitation   |
| <input type="checkbox"/> Pediatric                                    | <input type="checkbox"/> Residential  |
| <input type="checkbox"/> Ambulatory care, physician office or clinics | <input type="checkbox"/> Psychiatry or sub-specialties (detox, inpatient, outpatient) |
| <input type="checkbox"/> Home health                                  | <input type="checkbox"/> Public health/Occupational health                            |
| <input type="checkbox"/> Other (please specify)                       |   |

14. 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, home health, clinics, school, prison, etc.)
- Other (please specify)

15. 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 long-term care facility

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

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

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

- 8 hours
- 10 hours
- 12 hours
- Combination of 8 hours and 12 hours
- Other (please specify)

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

- Urban/Metropolitan area
- Suburban
- Rural



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**Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 5**

**SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK**

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

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

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



# NCSBN

Leading Regulatory Excellence

## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 5

### 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.

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

- Yes  
 No

If yes, for how many months?

23. What is your gender?

- Male  
 Female  
 Prefer to self-describe:

24. What is your age in years?

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

- Asian  
 Black or African American  
 Hispanic or Latino  
 Native Hawaiian or Pacific Islander  
 White – not of Hispanic origin  
 Other

26. What is your primary language?

- English  
 English and another language  
 Another language

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

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

28. How many months has it been since you completed course requirements from the above nursing education program?

28a. Are you currently enrolled in a registered nurse education program?

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

28b. 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)

29. 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)

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

- Yes
- No



# NCSBN

Leading Regulatory Excellence

## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 5

### SECTIONS 6: COMMENTS

If we need additional information in order to clarify the results of this study, we may call and/or email some participants. If you would be willing to answer a few additional questions by phone or email, 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:

Email address:



# NCSBN

Leading Regulatory Excellence

## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 5

**Thank you!**

Thank you for your participation in this important study.

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

## Web Form 6



# NCSBN

Leading Regulatory Excellence

## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 6

### INSTRUCTIONS

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

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 write in information. Type your answer in the space provided.

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

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



# NCSBN

Leading Regulatory Excellence

## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 6

### INTRODUCTION

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?

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



# NCSBN

Leading Regulatory Excellence

## Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 6

### 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, three questions are asked. Please answer all 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.

**QUESTION C - CLINICAL JUDGMENT:** How relevant is clinical judgment when performing this nursing activity?

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern and generate the best possible evidence-based solutions in order to deliver safe client care.

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 nursing regulatory body for information about your scope of practice.

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

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

**Question C – CLINICAL JUDGMENT** - Rate the overall relevancy of clinical judgment when performing this nursing activity with 0 = Not relevant, 1 = Helpful, 2 = Important, 3 = Essential, DK = Do not know

|   | A - Frequency        | B - Importance       | C - Clinical Judgment |
|---|----------------------|----------------------|-----------------------|
| 1. Advocate for client rights and needs.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 2. Recognize self-limitations of task/assignments and seek assistance when needed.                | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 3. Maintain client confidentiality.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 4. Participate as a member of an interdisciplinary team.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 5. Verify and process health care provider orders.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 6. Participate in preparation for internal and external disasters (e.g., fire, natural disaster). | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 7. Acknowledge and document practice error (e.g., incident report).                               | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 8. Monitor recovery of stable postpartum client.  | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 9. Collect baseline physical data (e.g., skin integrity, height and weight).                      | <input type="text"/> | <input type="text"/> | <input type="text"/>  |
| 10. Identify barriers to communication.   | <input type="text"/> | <input type="text"/> | <input type="text"/>  |

|   |                      |                      |                      |
|---|----------------------|----------------------|----------------------|
| 11. Collect data on client's potential for violence to self and others.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 12. Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques).                    | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 13. Promote a therapeutic environment.  | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 14. Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment). | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 15. Evaluate pain using standardized rating scales.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 16. Monitor client intake/output.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 17. Administer medication by oral route.  | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 18. Administer intravenous piggyback (secondary) medications.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 19. Identify client risk and implement interventions.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 20. Check and monitor client vital signs.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 21. Apply and check proper use of compression stockings and/or sequential compression devices (SCD).                    | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 22. Maintain and remove peripheral intravenous (IV) catheter.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 23. Assist with client wound drainage device removal.   | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 24. Remove wound sutures or staples.  | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 25. Recognize and report change in client condition.  | <input type="text"/> | <input type="text"/> | <input type="text"/> |



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**Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 6**

**SECTION 2: EXPERIENCE AND ORIENTATION**

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

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

- Yes
- No

If yes, what is the total number of **months** you worked outside the U.S. or its territories as an LPN/VN?

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

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

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

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

- Advanced Cardiac Life Support
- Basic Life Support
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Pediatric Advanced Life Support
- Rehabilitation
- None
- Other (please specify)

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

- Yes
- No

10. Is this your primary position?

- Yes
- No



### Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 6

#### SECTION 3: WORK ENVIRONMENT

11. Which of the following **best** describes the acuity of the clients for whom you provided care **on the last day you worked?** (Select **ALL** that apply)

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

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

- Pediatric (ages 0-17)
- Adult (ages 18-64)
- Adult (ages 65-85)
- Adult (over age 85)

13. 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)

- |   |   |
|---|---|
| <input type="checkbox"/> Critical care                                | <input type="checkbox"/> Hospice  |
| <input type="checkbox"/> Inpatient medical-surgical                   | <input type="checkbox"/> Palliative care  |
| <input type="checkbox"/> Labor and delivery                           | <input type="checkbox"/> Long-term care   |
| <input type="checkbox"/> Operating room                               | <input type="checkbox"/> Rehabilitation   |
| <input type="checkbox"/> Pediatric                                    | <input type="checkbox"/> Residential  |
| <input type="checkbox"/> Ambulatory care, physician office or clinics | <input type="checkbox"/> Psychiatry or sub-specialties (detox, inpatient, outpatient) |
| <input type="checkbox"/> Home health                                  | <input type="checkbox"/> Public health/Occupational health                            |
| <input type="checkbox"/> Other (please specify)                       |   |

14. 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, home health, clinics, school, prison, etc.)
- Other (please specify)

15. 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 long-term care facility

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

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

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

- 8 hours
- 10 hours
- 12 hours
- Combination of 8 hours and 12 hours
- Other (please specify)

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

- Urban/Metropolitan area
- Suburban
- Rural



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### Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 6

#### SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

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

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

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



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**SECTION 5: DEMOGRAPHIC INFORMATION**

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

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

- Yes
- No

If yes, for how many months?

23. What is your gender?

- Male
- Female
- Prefer to self-describe:

24. What is your age in years?

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

- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Pacific Islander
- White – not of Hispanic origin
- Other

26. What is your primary language?

- English
- English and another language
- Another language

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

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

28. How many months has it been since you completed course requirements from the above nursing education program?

28a. Are you currently enrolled in a registered nurse education program?

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

28b. 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)

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

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



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**SECTION 5: DEMOGRAPHIC INFORMATION**

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

Yes

No



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**SECTIONS 6: COMMENTS**

If we need additional information in order to clarify the results of this study, we may call and/or email some participants. If you would be willing to answer a few additional questions by phone or email, 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:

Email address:



**Licensed Practical/Vocational (LPN/VN) Nursing Survey - Form 6**

**Thank you!**

Thank you for your participation in this important study.

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

## APPENDIX C: ACTIVITIES RANK ORDERED BY AVERAGE SETTING-SPECIFIC FREQUENCY\*

| Activities Rank Ordered by Average Setting-Specific Frequency* |   |                                      |      |          |
|--|---|--------------------------------------|------|----------|
| Activity #   | Activity  | Average Frequency (Setting-Specific) |      |          |
|  |   | N                                    | Avg  | Std. Err |
| 47   | Assist with monitoring a client in labor  | 121                                  | 0.61 | 0.13     |
| 129  | Insert, maintain and remove nasogastric (NG) tube   | 140                                  | 1.13 | 0.15     |
| 100  | Monitor transfusion of blood product  | 174                                  | 1.31 | 0.15     |
| 119  | Identify signs or symptoms of potential prenatal complication   | 123                                  | 1.37 | 0.19     |
| 141  | Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)                          | 249                                  | 1.47 | 0.11     |
| 144  | Remove wound sutures or staples   | 221                                  | 1.54 | 0.13     |
| 5  | Recognize and report staff conflict   | 336                                  | 1.61 | 0.09     |
| 13   | Respond to the unsafe practice of a health care provider (e.g., intervene, report)  | 262                                  | 1.75 | 0.12     |
| 107  | Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter)                     | 156                                  | 1.78 | 0.17     |
| 10   | Follow up with client after discharge   | 243                                  | 1.84 | 0.12     |
| 48   | Monitor recovery of stable postpartum client  | 160                                  | 1.88 | 0.17     |
| 70   | Participate in client group session   | 221                                  | 1.90 | 0.14     |
| 93   | Assist in providing postmortem care   | 192                                  | 1.91 | 0.15     |
| 41   | Initiate and participate in security alert (e.g., infant abduction, flight risk)  | 256                                  | 1.93 | 0.12     |
| 117  | Monitor continuous or intermittent suction of nasogastric (NG) tube   | 170                                  | 1.98 | 0.16     |
| 145  | Provide care to client on ventilator  | 150                                  | 2.01 | 0.18     |
| 20   | Provide information about advance directives  | 304                                  | 2.02 | 0.11     |
| 147  | Recognize and report basic abnormalities on a client cardiac monitor strip  | 173                                  | 2.02 | 0.16     |
| 123  | Perform an electrocardiogram (EKG/ECG)  | 168                                  | 2.06 | 0.16     |
| 36   | Participate in preparation for internal and external disasters (e.g., fire, natural disaster)                               | 330                                  | 2.12 | 0.10     |
| 138  | Assist with client wound drainage device removal  | 225                                  | 2.12 | 0.14     |
| 56   | Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years | 145                                  | 2.14 | 0.19     |
| 108  | Administer intravenous piggyback (secondary) medications  | 210                                  | 2.18 | 0.15     |
| 131  | Maintain central venous catheter  | 186                                  | 2.18 | 0.16     |
| 143  | Provide care for a client with a tracheostomy   | 222                                  | 2.21 | 0.14     |
| 42   | Acknowledge and document practice error (e.g., incident report)   | 345                                  | 2.22 | 0.11     |
| 132  | Maintain and remove peripheral intravenous (IV) catheter  | 230                                  | 2.33 | 0.15     |
| 45   | Assist with care for the antepartum client  | 151                                  | 2.34 | 0.18     |
| 124  | Assist with the performance of a diagnostic or invasive procedure   | 289                                  | 2.42 | 0.13     |
| 146  | Assist in the care of a client with a pacing device   | 279                                  | 2.43 | 0.13     |
| 50   | Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)                            | 238                                  | 2.45 | 0.14     |
| 137  | Provide care for client drainage device (e.g., wound drain, chest tube)   | 242                                  | 2.52 | 0.13     |
| 38   | Implement least restrictive restraints or seclusion   | 234                                  | 2.53 | 0.14     |

\*Activities are rank ordered from least to most frequent

| Activities Rank Ordered by Average Setting-Specific Frequency* |   |                                      |      |          |
|--|---|--------------------------------------|------|----------|
| Activity #   | Activity  | Average Frequency (Setting-Specific) |      |          |
|  |   | N                                    | Avg  | Std. Err |
| 15   | Participate in client referral process  | 260                                  | 2.58 | 0.12     |
| 101  | Calculate and monitor intravenous (IV) flow rate  | 235                                  | 2.63 | 0.14     |
| 67   | Identify signs and symptoms of substance abuse, substance use disorder, withdrawal and overdose                       | 265                                  | 2.69 | 0.12     |
| 139  | Provide cooling/warming measures to restore normal body temperature   | 246                                  | 2.71 | 0.13     |
| 16   | Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)    | 354                                  | 2.72 | 0.11     |
| 128  | Insert, maintain and remove urinary catheter  | 310                                  | 2.73 | 0.12     |
| 125  | Perform venipuncture for blood draws  | 207                                  | 2.74 | 0.16     |
| 46   | Identify community resources for clients  | 325                                  | 2.77 | 0.11     |
| 8  | Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee)                     | 313                                  | 2.80 | 0.12     |
| 148  | Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)  | 310                                  | 2.82 | 0.12     |
| 57   | Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years          | 151                                  | 2.83 | 0.18     |
| 127  | Assist with care for client before and after surgical procedure   | 233                                  | 2.83 | 0.13     |
| 66   | Collect data on client's potential for violence to self and others  | 325                                  | 2.85 | 0.11     |
| 81   | Provide end of life care and education to clients   | 248                                  | 2.88 | 0.13     |
| 152  | Provide care for a client receiving peritoneal dialysis or hemodialysis   | 237                                  | 2.88 | 0.14     |
| 14   | Participate in client discharge or transfer   | 340                                  | 2.89 | 0.11     |
| 73   | Participate in reminiscence therapy, validation therapy or reality orientation  | 243                                  | 2.94 | 0.13     |
| 83   | Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)                 | 294                                  | 2.94 | 0.11     |
| 115  | Check for urinary retention (e.g., bladder scan, ultrasound, palpation)   | 255                                  | 2.95 | 0.13     |
| 49   | Compare client to developmental milestones  | 260                                  | 2.98 | 0.12     |
| 11   | Participate in staff education (e.g., inservices, continued competency)   | 364                                  | 3.07 | 0.09     |
| 151  | Provide care for a client with a fluid and electrolyte imbalance  | 274                                  | 3.11 | 0.12     |
| 52   | Provide information for prevention of high risk behaviors (e.g. substance abuse, sexual practices, smoking cessation) | 328                                  | 3.12 | 0.11     |
| 26   | Participate in providing cost effective care  | 330                                  | 3.17 | 0.12     |
| 68   | Reinforce education to caregivers/family on ways to manage client with behavioral disorders                           | 333                                  | 3.19 | 0.11     |
| 94   | Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)   | 342                                  | 3.25 | 0.11     |
| 37   | Identify and address unsafe conditions in health care and home environments   | 302                                  | 3.27 | 0.10     |
| 17   | Participate in client consent process   | 356                                  | 3.29 | 0.10     |
| 82   | Provide site care for client with enteral tubes   | 306                                  | 3.30 | 0.12     |
| 2  | Contribute to the development of and/or update the client plan of care  | 364                                  | 3.34 | 0.10     |
| 61   | Identify barriers to learning   | 314                                  | 3.34 | 0.10     |
| 126  | Apply and check proper use of compression stockings and/or sequential compression devices (SCD)                       | 307                                  | 3.34 | 0.11     |

\*Activities are rank ordered from least to most frequent

| Activities Rank Ordered by Average Setting-Specific Frequency* |   |                                      |      |          |
|--|---|--------------------------------------|------|----------|
| Activity #   | Activity  | Average Frequency (Setting-Specific) |      |          |
|  |   | N                                    | Avg  | Std. Err |
| 55   | Identify clients in need of immunizations (required and voluntary)  | 291                                  | 3.35 | 0.11     |
| 69   | Explore reasons for client noncompliance with treatment plan  | 302                                  | 3.40 | 0.10     |
| 43   | Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)                   | 288                                  | 3.41 | 0.11     |
| 72   | Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)           | 362                                  | 3.44 | 0.09     |
| 51   | Participate in health screening or health promotion programs  | 264                                  | 3.45 | 0.12     |
| 113  | Perform calculations needed for medication administration   | 324                                  | 3.45 | 0.11     |
| 60   | Identify barriers to communication  | 371                                  | 3.49 | 0.09     |
| 85   | Provide feeding for client with enteral tubes   | 250                                  | 3.49 | 0.12     |
| 103  | Administer medication by various gastrointestinal tubes   | 260                                  | 3.49 | 0.12     |
| 79   | Incorporate behavioral management techniques when caring for a client                                     | 301                                  | 3.54 | 0.10     |
| 24   | Participate as a member of an interdisciplinary team  | 318                                  | 3.56 | 0.10     |
| 1  | Use data from various credible sources in making clinical decisions                                       | 335                                  | 3.57 | 0.09     |
| 53   | Collect data for health history (e.g., client medical history, family medical history)                    | 344                                  | 3.58 | 0.10     |
| 64   | Identify client use of effective and ineffective coping mechanisms  | 370                                  | 3.61 | 0.09     |
| 63   | Collect data regarding client psychosocial functioning  | 305                                  | 3.63 | 0.10     |
| 71   | Plan care with consideration of client spiritual, cultural beliefs and/or gender identity                 | 344                                  | 3.67 | 0.10     |
| 142  | Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)     | 357                                  | 3.67 | 0.10     |
| 32   | Evaluate the appropriateness of health care provider's order for client                                   | 384                                  | 3.68 | 0.09     |
| 75   | Assist client to cope/adapt to stressful events and changes in health status                              | 319                                  | 3.71 | 0.09     |
| 114  | Identify client risk and implement interventions  | 346                                  | 3.71 | 0.09     |
| 12   | Recognize self-limitations of task/assignments and seek assistance when needed                            | 385                                  | 3.73 | 0.08     |
| 35   | Identify client allergies and intervene as appropriate  | 374                                  | 3.75 | 0.09     |
| 77   | Assist in the care of a client experiencing sensory/perceptual alterations                                | 345                                  | 3.76 | 0.09     |
| 116  | Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)                               | 378                                  | 3.80 | 0.09     |
| 91   | Provide measures to promote sleep and rest  | 296                                  | 3.83 | 0.10     |
| 133  | Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks) | 309                                  | 3.83 | 0.09     |
| 97   | Provide care to an immobilized client based on need   | 286                                  | 3.85 | 0.10     |
| 140  | Perform wound care and/or dressing change   | 358                                  | 3.87 | 0.09     |
| 118  | Monitor diagnostic or laboratory test results   | 375                                  | 3.90 | 0.09     |
| 121  | Use precautions to prevent injury and/or complications associated with a procedure or diagnosis           | 322                                  | 3.93 | 0.09     |
| 25   | Monitor activities of assistive personnel   | 305                                  | 3.94 | 0.09     |
| 87   | Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)               | 312                                  | 3.94 | 0.09     |
| 106  | Count controlled substances and report discrepancies  | 351                                  | 3.95 | 0.09     |
| 6  | Advocate for client rights and needs  | 377                                  | 3.97 | 0.07     |
| 96   | Monitor client intake/output  | 319                                  | 3.97 | 0.09     |

\*Activities are rank ordered from least to most frequent

| Activities Rank Ordered by Average Setting-Specific Frequency* |   |                                      |      |          |
|--|---|--------------------------------------|------|----------|
| Activity #   | Activity  | Average Frequency (Setting-Specific) |      |          |
|  |   | N                                    | Avg  | Std. Err |
| 95   | Assist in the care and comfort for a client with a visual and/or hearing impairment   | 358                                  | 3.99 | 0.08     |
| 9  | Involve client in care decision making  | 333                                  | 4.02 | 0.08     |
| 135  | Reinforce client education about procedures and treatments  | 320                                  | 4.02 | 0.09     |
| 3  | Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)   | 313                                  | 4.04 | 0.09     |
| 89   | Provide care to client with bowel or bladder management protocol  | 335                                  | 4.05 | 0.09     |
| 150  | Recognize and report change in client condition   | 377                                  | 4.06 | 0.08     |
| 84   | Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)  | 353                                  | 4.07 | 0.08     |
| 136  | Reinforce education to client regarding care and condition  | 386                                  | 4.09 | 0.08     |
| 149  | Identify signs and symptoms related to acute or chronic illness   | 358                                  | 4.10 | 0.08     |
| 7  | Promote client self-advocacy  | 344                                  | 4.12 | 0.07     |
| 111  | Reinforce education to client regarding medications   | 330                                  | 4.12 | 0.08     |
| 88   | Assist with activities of daily living  | 346                                  | 4.13 | 0.08     |
| 31   | Assure availability and safe functioning of client care equipment   | 329                                  | 4.14 | 0.08     |
| 86   | Monitor and provide for nutritional needs of client   | 360                                  | 4.16 | 0.07     |
| 74   | Assist in the care of the cognitively impaired client   | 379                                  | 4.20 | 0.07     |
| 130  | Perform blood glucose monitoring  | 379                                  | 4.21 | 0.08     |
| 27   | Provide and receive report  | 336                                  | 4.24 | 0.08     |
| 80   | Recognize stressors that affect client care   | 387                                  | 4.25 | 0.07     |
| 134  | Monitor client responses to procedures and treatments   | 383                                  | 4.25 | 0.07     |
| 23   | Apply evidence-based practice when providing care   | 379                                  | 4.28 | 0.07     |
| 30   | Verify and process health care provider orders  | 374                                  | 4.28 | 0.07     |
| 21   | Participate in client data collection   | 347                                  | 4.30 | 0.07     |
| 40   | Assist in and/or reinforce education to client about safety precautions   | 405                                  | 4.31 | 0.06     |
| 99   | Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications) | 333                                  | 4.31 | 0.08     |
| 109  | Collect required data prior to medication administration (e.g., contraindications, current medications)   | 324                                  | 4.31 | 0.08     |
| 104  | Administer a subcutaneous, intradermal or intramuscular medication  | 381                                  | 4.32 | 0.08     |
| 105  | Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route   | 326                                  | 4.32 | 0.08     |
| 54   | Collect baseline physical data (e.g., skin integrity, height and weight)  | 378                                  | 4.34 | 0.07     |
| 65   | Promote positive self-esteem of client  | 376                                  | 4.35 | 0.07     |
| 78   | Promote a therapeutic environment   | 374                                  | 4.38 | 0.06     |
| 92   | Use measures to maintain or improve client skin integrity   | 362                                  | 4.41 | 0.07     |
| 22   | Use information technology in client care   | 398                                  | 4.45 | 0.06     |
| 4  | Organize and prioritize care based on client needs  | 411                                  | 4.46 | 0.06     |
| 34   | Use safe client handling techniques (e.g., body mechanics)  | 405                                  | 4.46 | 0.06     |

\*Activities are rank ordered from least to most frequent

| Activities Rank Ordered by Average Setting-Specific Frequency* |   |                                      |      |          |
|--|---|--------------------------------------|------|----------|
| Activity #   | Activity  | Average Frequency (Setting-Specific) |      |          |
|  |   | N                                    | Avg  | Std. Err |
| 58   | Provide care that meets the needs of the adult client ages 18 through 64 years  | 392                                  | 4.49 | 0.06     |
| 90   | Evaluate pain using standardized rating scales  | 369                                  | 4.52 | 0.06     |
| 62   | Provide emotional support to client   | 406                                  | 4.53 | 0.05     |
| 110  | Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values) | 403                                  | 4.57 | 0.05     |
| 39   | Follow protocol for timed client monitoring (e.g., safety checks)   | 333                                  | 4.58 | 0.06     |
| 102  | Administer medication by oral route   | 344                                  | 4.58 | 0.07     |
| 76   | Use therapeutic communication techniques with client  | 399                                  | 4.59 | 0.05     |
| 112  | Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)                              | 401                                  | 4.61 | 0.05     |
| 122  | Evaluate client oxygen (O <sub>2</sub> ) saturation   | 382                                  | 4.62 | 0.05     |
| 19   | Provide for privacy needs   | 338                                  | 4.66 | 0.05     |
| 33   | Verify the identity of client   | 346                                  | 4.74 | 0.05     |
| 120  | Check and monitor client vital signs  | 375                                  | 4.74 | 0.04     |
| 98   | Follow the rights of medication administration  | 401                                  | 4.75 | 0.05     |
| 28   | Practice in a manner consistent with code of ethics for nurses  | 415                                  | 4.77 | 0.04     |
| 59   | Provide care that meets the needs of the adult client ages 65 and over  | 360                                  | 4.79 | 0.04     |
| 18   | Maintain client confidentiality   | 391                                  | 4.81 | 0.04     |
| 44   | Apply principles of infection control (e.g., PPE, aseptic technique, isolation, standard precautions)                           | 412                                  | 4.85 | 0.03     |
| 29   | Provide care within the legal scope of practice   | 384                                  | 4.86 | 0.03     |

\*Activities are rank ordered from least to most frequent

## APPENDIX D: ACTIVITIES RANK ORDERED BY AVERAGE TOTAL GROUP FREQUENCY\*

| Activities Rank Ordered by Average Total Group Frequency* |   |                                 |      |           |
|---|---|---------------------------------|------|-----------|
| Activity #  | Activity  | Average Frequency (Total Group) |      |           |
|   |   | N                               | Avg  | Std. Err. |
| 47  | Assist with monitoring a client in labor  | 387                             | 0.19 | 0.04      |
| 119   | Identify signs or symptoms of potential prenatal complication   | 383                             | 0.44 | 0.07      |
| 129   | Insert, maintain and remove nasogastric (NG) tube   | 354                             | 0.45 | 0.06      |
| 100   | Monitor transfusion of blood product  | 404                             | 0.56 | 0.07      |
| 107   | Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter)                     | 382                             | 0.73 | 0.08      |
| 56  | Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years | 414                             | 0.75 | 0.08      |
| 48  | Monitor recovery of stable postpartum client  | 391                             | 0.77 | 0.08      |
| 144   | Remove wound sutures or staples   | 378                             | 0.90 | 0.09      |
| 145   | Provide care to client on ventilator  | 329                             | 0.91 | 0.10      |
| 117   | Monitor continuous or intermittent suction of nasogastric (NG) tube   | 353                             | 0.95 | 0.09      |
| 147   | Recognize and report basic abnormalities on a client cardiac monitor strip  | 357                             | 0.98 | 0.09      |
| 123   | Perform an electrocardiogram (EKG/ECG)  | 348                             | 0.99 | 0.10      |
| 45  | Assist with care for the antepartum client  | 352                             | 1.00 | 0.10      |
| 70  | Participate in client group session   | 411                             | 1.02 | 0.09      |
| 93  | Assist in providing postmortem care   | 355                             | 1.03 | 0.10      |
| 141   | Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)                          | 357                             | 1.03 | 0.09      |
| 10  | Follow up with client after discharge   | 418                             | 1.07 | 0.08      |
| 131   | Maintain central venous catheter  | 378                             | 1.07 | 0.10      |
| 108   | Administer intravenous piggyback (secondary) medications  | 388                             | 1.18 | 0.10      |
| 57  | Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years                | 354                             | 1.21 | 0.11      |
| 138   | Assist with client wound drainage device removal  | 384                             | 1.24 | 0.10      |
| 41  | Initiate and participate in security alert (e.g., infant abduction, flight risk)  | 386                             | 1.28 | 0.09      |
| 143   | Provide care for a client with a tracheostomy   | 380                             | 1.29 | 0.10      |
| 13  | Respond to the unsafe practice of a health care provider (e.g., intervene, report)  | 342                             | 1.34 | 0.10      |
| 50  | Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)                            | 421                             | 1.38 | 0.10      |
| 132   | Maintain and remove peripheral intravenous (IV) catheter  | 386                             | 1.39 | 0.11      |
| 5   | Recognize and report staff conflict   | 385                             | 1.40 | 0.08      |
| 38  | Implement least restrictive restraints or seclusion   | 419                             | 1.41 | 0.10      |
| 20  | Provide information about advance directives  | 418                             | 1.47 | 0.09      |
| 125   | Perform venipuncture for blood draws  | 377                             | 1.50 | 0.11      |
| 137   | Provide care for client drainage device (e.g., wound drain, chest tube)   | 378                             | 1.61 | 0.10      |
| 101   | Calculate and monitor intravenous (IV) flow rate  | 382                             | 1.62 | 0.11      |

\*Activities are rank ordered from least to most frequent

| Activities Rank Ordered by Average Total Group Frequency* |   |                                 |      |           |
|---|---|---------------------------------|------|-----------|
| Activity #  | Activity  | Average Frequency (Total Group) |      |           |
|   |   | N                               | Avg  | Std. Err. |
| 146   | Assist in the care of a client with a pacing device   | 410                             | 1.65 | 0.10      |
| 152   | Provide care for a client receiving peritoneal dialysis or hemodialysis   | 413                             | 1.65 | 0.11      |
| 124   | Assist with the performance of a diagnostic or invasive procedure   | 410                             | 1.71 | 0.10      |
| 36  | Participate in preparation for internal and external disasters (e.g., fire, natural disaster)                         | 393                             | 1.78 | 0.09      |
| 15  | Participate in client referral process  | 356                             | 1.88 | 0.11      |
| 127   | Assist with care for client before and after surgical procedure   | 339                             | 1.95 | 0.11      |
| 139   | Provide cooling/warming measures to restore normal body temperature   | 339                             | 1.96 | 0.12      |
| 42  | Acknowledge and document practice error (e.g., incident report)   | 390                             | 1.97 | 0.10      |
| 81  | Provide end of life care and education to clients   | 352                             | 2.03 | 0.12      |
| 8   | Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee)                     | 422                             | 2.08 | 0.11      |
| 128   | Insert, maintain and remove urinary catheter  | 406                             | 2.08 | 0.11      |
| 67  | Identify signs and symptoms of substance abuse, substance use disorder, withdrawal and overdose                       | 341                             | 2.09 | 0.11      |
| 73  | Participate in reminiscence therapy, validation therapy or reality orientation  | 340                             | 2.10 | 0.12      |
| 148   | Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)  | 405                             | 2.16 | 0.11      |
| 46  | Identify community resources for clients  | 410                             | 2.20 | 0.10      |
| 115   | Check for urinary retention (e.g., bladder scan, ultrasound, palpation)   | 339                             | 2.22 | 0.12      |
| 83  | Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)                 | 381                             | 2.27 | 0.11      |
| 16  | Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)    | 419                             | 2.30 | 0.11      |
| 49  | Compare client to developmental milestones  | 335                             | 2.32 | 0.12      |
| 14  | Participate in client discharge or transfer   | 421                             | 2.33 | 0.10      |
| 66  | Collect data on client's potential for violence to self and others  | 386                             | 2.40 | 0.11      |
| 52  | Provide information for prevention of high risk behaviors (e.g. substance abuse, sexual practices, smoking cessation) | 415                             | 2.47 | 0.11      |
| 26  | Participate in providing cost effective care  | 420                             | 2.49 | 0.11      |
| 82  | Provide site care for client with enteral tubes   | 406                             | 2.49 | 0.11      |
| 151   | Provide care for a client with a fluid and electrolyte imbalance  | 337                             | 2.53 | 0.11      |
| 51  | Participate in health screening or health promotion programs  | 353                             | 2.58 | 0.12      |
| 68  | Reinforce education to caregivers/family on ways to manage client with behavioral disorders                           | 412                             | 2.58 | 0.11      |
| 85  | Provide feeding for client with enteral tubes   | 335                             | 2.60 | 0.12      |
| 126   | Apply and check proper use of compression stockings and/or sequential compression devices (SCD)                       | 387                             | 2.65 | 0.11      |
| 103   | Administer medication by various gastrointestinal tubes   | 339                             | 2.68 | 0.12      |
| 94  | Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)   | 408                             | 2.73 | 0.11      |
| 2   | Contribute to the development of and/or update the client plan of care  | 427                             | 2.84 | 0.10      |

\*Activities are rank ordered from least to most frequent

| Activities Rank Ordered by Average Total Group Frequency* |   |                                 |      |           |
|---|---|---------------------------------|------|-----------|
| Activity #  | Activity  | Average Frequency (Total Group) |      |           |
|   |   | N                               | Avg  | Std. Err. |
| 55  | Identify clients in need of immunizations (required and voluntary)  | 341                             | 2.86 | 0.12      |
| 43  | Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)                   | 342                             | 2.87 | 0.12      |
| 37  | Identify and address unsafe conditions in health care and home environments                               | 343                             | 2.88 | 0.11      |
| 69  | Explore reasons for client noncompliance with treatment plan  | 356                             | 2.88 | 0.11      |
| 11  | Participate in staff education (e.g., inservices, continued competency)                                   | 385                             | 2.90 | 0.10      |
| 24  | Participate as a member of an interdisciplinary team  | 386                             | 2.93 | 0.11      |
| 113   | Perform calculations needed for medication administration   | 382                             | 2.93 | 0.11      |
| 17  | Participate in client consent process   | 383                             | 3.05 | 0.10      |
| 61  | Identify barriers to learning   | 341                             | 3.07 | 0.11      |
| 63  | Collect data regarding client psychosocial functioning  | 352                             | 3.14 | 0.11      |
| 79  | Incorporate behavioral management techniques when caring for a client                                     | 340                             | 3.14 | 0.11      |
| 53  | Collect data for health history (e.g., client medical history, family medical history)                    | 385                             | 3.20 | 0.11      |
| 72  | Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)           | 388                             | 3.21 | 0.10      |
| 142   | Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)     | 408                             | 3.21 | 0.10      |
| 97  | Provide care to an immobilized client based on need   | 337                             | 3.26 | 0.11      |
| 64  | Identify client use of effective and ineffective coping mechanisms  | 408                             | 3.28 | 0.10      |
| 71  | Plan care with consideration of client spiritual, cultural beliefs and/or gender identity                 | 379                             | 3.33 | 0.10      |
| 96  | Monitor client intake/output  | 378                             | 3.35 | 0.11      |
| 91  | Provide measures to promote sleep and rest  | 337                             | 3.36 | 0.11      |
| 114   | Identify client risk and implement interventions  | 381                             | 3.37 | 0.10      |
| 60  | Identify barriers to communication  | 384                             | 3.38 | 0.09      |
| 106   | Count controlled substances and report discrepancies  | 410                             | 3.38 | 0.10      |
| 140   | Perform wound care and/or dressing change   | 409                             | 3.38 | 0.10      |
| 75  | Assist client to cope/adapt to stressful events and changes in health status                              | 347                             | 3.41 | 0.10      |
| 77  | Assist in the care of a client experiencing sensory/perceptual alterations                                | 379                             | 3.42 | 0.10      |
| 32  | Evaluate the appropriateness of health care provider's order for client                                   | 413                             | 3.43 | 0.10      |
| 1   | Use data from various credible sources in making clinical decisions                                       | 347                             | 3.44 | 0.09      |
| 87  | Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)               | 352                             | 3.49 | 0.10      |
| 116   | Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)                               | 410                             | 3.50 | 0.10      |
| 3   | Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)                             | 359                             | 3.52 | 0.10      |
| 25  | Monitor activities of assistive personnel   | 339                             | 3.54 | 0.11      |
| 88  | Assist with activities of daily living  | 403                             | 3.54 | 0.10      |
| 89  | Provide care to client with bowel or bladder management protocol  | 383                             | 3.54 | 0.10      |
| 133   | Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks) | 334                             | 3.54 | 0.10      |

\*Activities are rank ordered from least to most frequent

| Activities Rank Ordered by Average Total Group Frequency* |   |                                 |      |           |
|---|---|---------------------------------|------|-----------|
| Activity #  | Activity  | Average Frequency (Total Group) |      |           |
|   |   | N                               | Avg  | Std. Err. |
| 118   | Monitor diagnostic or laboratory test results   | 408                             | 3.58 | 0.10      |
| 86  | Monitor and provide for nutritional needs of client   | 410                             | 3.65 | 0.09      |
| 35  | Identify client allergies and intervene as appropriate  | 383                             | 3.67 | 0.10      |
| 12  | Recognize self-limitations of task/assignments and seek assistance when needed  | 390                             | 3.68 | 0.08      |
| 135   | Reinforce client education about procedures and treatments  | 349                             | 3.68 | 0.10      |
| 9   | Involve client in care decision making  | 359                             | 3.73 | 0.09      |
| 84  | Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)  | 383                             | 3.75 | 0.10      |
| 95  | Assist in the care and comfort for a client with a visual and/or hearing impairment   | 380                             | 3.76 | 0.09      |
| 121   | Use precautions to prevent injury and/or complications associated with a procedure or diagnosis   | 335                             | 3.78 | 0.10      |
| 6   | Advocate for client rights and needs  | 392                             | 3.82 | 0.08      |
| 74  | Assist in the care of the cognitively impaired client   | 415                             | 3.84 | 0.09      |
| 149   | Identify signs and symptoms related to acute or chronic illness   | 379                             | 3.87 | 0.09      |
| 92  | Use measures to maintain or improve client skin integrity   | 409                             | 3.90 | 0.09      |
| 111   | Reinforce education to client regarding medications   | 347                             | 3.91 | 0.09      |
| 130   | Perform blood glucose monitoring  | 407                             | 3.92 | 0.09      |
| 150   | Recognize and report change in client condition   | 387                             | 3.96 | 0.08      |
| 31  | Assure availability and safe functioning of client care equipment   | 343                             | 3.97 | 0.08      |
| 136   | Reinforce education to client regarding care and condition  | 396                             | 3.98 | 0.08      |
| 105   | Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route   | 353                             | 3.99 | 0.09      |
| 134   | Monitor client responses to procedures and treatments   | 408                             | 3.99 | 0.08      |
| 104   | Administer a subcutaneous, intradermal or intramuscular medication  | 407                             | 4.05 | 0.09      |
| 99  | Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications) | 353                             | 4.06 | 0.09      |
| 7   | Promote client self-advocacy  | 348                             | 4.07 | 0.07      |
| 27  | Provide and receive report  | 350                             | 4.07 | 0.09      |
| 80  | Recognize stressors that affect client care   | 402                             | 4.09 | 0.08      |
| 30  | Verify and process health care provider orders  | 390                             | 4.11 | 0.08      |
| 21  | Participate in client data collection   | 356                             | 4.19 | 0.08      |
| 109   | Collect required data prior to medication administration (e.g., contraindications, current medications)   | 334                             | 4.19 | 0.08      |
| 54  | Collect baseline physical data (e.g., skin integrity, height and weight)  | 390                             | 4.20 | 0.08      |
| 102   | Administer medication by oral route   | 375                             | 4.20 | 0.09      |
| 40  | Assist in and/or reinforce education to client about safety precautions   | 414                             | 4.21 | 0.07      |
| 23  | Apply evidence-based practice when providing care   | 384                             | 4.22 | 0.07      |
| 22  | Use information technology in client care   | 416                             | 4.25 | 0.07      |

\*Activities are rank ordered from least to most frequent

| Activities Rank Ordered by Average Total Group Frequency* |   |                                 |      |           |
|---|---|---------------------------------|------|-----------|
| Activity #  | Activity  | Average Frequency (Total Group) |      |           |
|   |   | N                               | Avg  | Std. Err. |
| 58  | Provide care that meets the needs of the adult client ages 18 through 64 years  | 412                             | 4.27 | 0.08      |
| 39  | Follow protocol for timed client monitoring (e.g., safety checks)   | 356                             | 4.29 | 0.08      |
| 65  | Promote positive self-esteem of client  | 381                             | 4.29 | 0.07      |
| 78  | Promote a therapeutic environment   | 380                             | 4.31 | 0.07      |
| 90  | Evaluate pain using standardized rating scales  | 386                             | 4.32 | 0.08      |
| 4   | Organize and prioritize care based on client needs  | 421                             | 4.36 | 0.07      |
| 122   | Evaluate client oxygen (O <sub>2</sub> ) saturation   | 403                             | 4.38 | 0.07      |
| 34  | Use safe client handling techniques (e.g., body mechanics)  | 412                             | 4.39 | 0.07      |
| 110   | Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values) | 416                             | 4.43 | 0.07      |
| 62  | Provide emotional support to client   | 414                             | 4.44 | 0.06      |
| 59  | Provide care that meets the needs of the adult client ages 65 and over  | 381                             | 4.52 | 0.07      |
| 112   | Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)                              | 409                             | 4.52 | 0.06      |
| 76  | Use therapeutic communication techniques with client  | 404                             | 4.54 | 0.06      |
| 19  | Provide for privacy needs   | 344                             | 4.58 | 0.06      |
| 98  | Follow the rights of medication administration  | 412                             | 4.62 | 0.06      |
| 120   | Check and monitor client vital signs  | 379                             | 4.69 | 0.05      |
| 33  | Verify the identity of client   | 348                             | 4.71 | 0.05      |
| 28  | Practice in a manner consistent with code of ethics for nurses  | 416                             | 4.75 | 0.04      |
| 18  | Maintain client confidentiality   | 391                             | 4.81 | 0.04      |
| 44  | Apply principles of infection control (e.g., PPE, aseptic technique, isolation, standard precautions)                           | 415                             | 4.82 | 0.04      |
| 29  | Provide care within the legal scope of practice   | 384                             | 4.86 | 0.03      |

\*Activities are rank ordered from least to most frequent

## APPENDIX E: ACTIVITIES RANK ORDERED BY AVERAGE SETTING-SPECIFIC IMPORTANCE\*

| Activities Rank Ordered by Average Setting-Specific Importance* |   |                             |      |           |
|---|---|-----------------------------|------|-----------|
| Activity #  | Activity  | Setting-Specific Importance |      |           |
|   |   | N                           | Avg  | Std. Err. |
| 70  | Participate in client group session   | 42                          | 3.24 | 0.19      |
| 10  | Follow up with client after discharge   | 52                          | 3.52 | 0.17      |
| 46  | Identify community resources for clients  | 69                          | 3.55 | 0.12      |
| 144   | Remove wound sutures or staples   | 45                          | 3.62 | 0.17      |
| 15  | Participate in client referral process  | 57                          | 3.65 | 0.15      |
| 47  | Assist with monitoring a client in labor  | 30                          | 3.67 | 0.28      |
| 50  | Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)                            | 52                          | 3.67 | 0.15      |
| 93  | Assist in providing postmortem care   | 40                          | 3.70 | 0.15      |
| 73  | Participate in reminiscence therapy, validation therapy or reality orientation  | 72                          | 3.71 | 0.12      |
| 20  | Provide information about advance directives  | 65                          | 3.72 | 0.14      |
| 49  | Compare client to developmental milestones  | 77                          | 3.77 | 0.12      |
| 26  | Participate in providing cost effective care  | 76                          | 3.78 | 0.12      |
| 119   | Identify signs or symptoms of potential prenatal complication   | 29                          | 3.79 | 0.23      |
| 5   | Recognize and report staff conflict   | 129                         | 3.83 | 0.08      |
| 52  | Provide information for prevention of high risk behaviors (e.g. substance abuse, sexual practices, smoking cessation)       | 73                          | 3.86 | 0.12      |
| 83  | Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)                       | 108                         | 3.86 | 0.08      |
| 55  | Identify clients in need of immunizations (required and voluntary)  | 91                          | 3.87 | 0.09      |
| 56  | Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years | 26                          | 3.88 | 0.23      |
| 91  | Provide measures to promote sleep and rest  | 91                          | 3.88 | 0.10      |
| 3   | Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)   | 79                          | 3.90 | 0.10      |
| 64  | Identify client use of effective and ineffective coping mechanisms  | 93                          | 3.92 | 0.09      |
| 129   | Insert, maintain and remove nasogastric (NG) tube   | 24                          | 3.92 | 0.28      |
| 8   | Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee)                           | 72                          | 3.93 | 0.10      |
| 79  | Incorporate behavioral management techniques when caring for a client   | 94                          | 3.94 | 0.10      |
| 81  | Provide end of life care and education to clients   | 53                          | 3.94 | 0.14      |
| 123   | Perform an electrocardiogram (EKG/ECG)  | 31                          | 3.94 | 0.23      |
| 124   | Assist with the performance of a diagnostic or invasive procedure   | 65                          | 3.95 | 0.14      |
| 61  | Identify barriers to learning   | 100                         | 3.97 | 0.09      |
| 63  | Collect data regarding client psychosocial functioning  | 72                          | 3.97 | 0.11      |
| 125   | Perform venipuncture for blood draws  | 73                          | 4.01 | 0.12      |
| 126   | Apply and check proper use of compression stockings and/or sequential compression devices (SCD)                             | 89                          | 4.01 | 0.10      |

\*Activities are rank ordered from least to most important

| Activities Rank Ordered by Average Setting-Specific Importance* |  |                             |      |           |
|---|--|-----------------------------|------|-----------|
| Activity #  | Activity   | Setting-Specific Importance |      |           |
|   |  | N                           | Avg  | Std. Err. |
| 57  | Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years | 34                          | 4.03 | 0.21      |
| 148   | Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)                                 | 73                          | 4.03 | 0.10      |
| 14  | Participate in client discharge or transfer  | 78                          | 4.04 | 0.11      |
| 25  | Monitor activities of assistive personnel  | 94                          | 4.06 | 0.10      |
| 94  | Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)                                  | 88                          | 4.06 | 0.11      |
| 60  | Identify barriers to communication   | 117                         | 4.07 | 0.09      |
| 107   | Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter)      | 45                          | 4.07 | 0.15      |
| 117   | Monitor continuous or intermittent suction of nasogastric (NG) tube  | 34                          | 4.09 | 0.21      |
| 127   | Assist with care for client before and after surgical procedure  | 55                          | 4.11 | 0.13      |
| 45  | Assist with care for the antepartum client   | 25                          | 4.12 | 0.22      |
| 100   | Monitor transfusion of blood product   | 34                          | 4.12 | 0.22      |
| 2   | Contribute to the development of and/or update the client plan of care                                       | 88                          | 4.13 | 0.09      |
| 24  | Participate as a member of an interdisciplinary team   | 98                          | 4.13 | 0.10      |
| 1   | Use data from various credible sources in making clinical decisions  | 107                         | 4.14 | 0.07      |
| 71  | Plan care with consideration of client spiritual, cultural beliefs and/or gender identity                    | 130                         | 4.14 | 0.07      |
| 135   | Reinforce client education about procedures and treatments   | 77                          | 4.14 | 0.09      |
| 75  | Assist client to cope/adapt to stressful events and changes in health status                                 | 78                          | 4.15 | 0.09      |
| 138   | Assist with client wound drainage device removal   | 53                          | 4.15 | 0.14      |
| 146   | Assist in the care of a client with a pacing device  | 59                          | 4.15 | 0.13      |
| 7   | Promote client self-advocacy   | 110                         | 4.16 | 0.07      |
| 36  | Participate in preparation for internal and external disasters (e.g., fire, natural disaster)                | 95                          | 4.16 | 0.10      |
| 38  | Implement least restrictive restraints or seclusion  | 50                          | 4.16 | 0.14      |
| 68  | Reinforce education to caregivers/family on ways to manage client with behavioral disorders                  | 77                          | 4.16 | 0.08      |
| 132   | Maintain and remove peripheral intravenous (IV) catheter   | 60                          | 4.17 | 0.13      |
| 136   | Reinforce education to client regarding care and condition   | 99                          | 4.18 | 0.08      |
| 115   | Check for urinary retention (e.g., bladder scan, ultrasound, palpation)                                      | 72                          | 4.19 | 0.12      |
| 88  | Assist with activities of daily living   | 88                          | 4.20 | 0.10      |
| 108   | Administer intravenous piggyback (secondary) medications   | 45                          | 4.20 | 0.15      |
| 139   | Provide cooling/warming measures to restore normal body temperature  | 66                          | 4.20 | 0.10      |
| 48  | Monitor recovery of stable postpartum client   | 28                          | 4.21 | 0.19      |
| 69  | Explore reasons for client noncompliance with treatment plan   | 73                          | 4.21 | 0.10      |
| 85  | Provide feeding for client with enteral tubes  | 71                          | 4.21 | 0.14      |
| 77  | Assist in the care of a client experiencing sensory/perceptual alterations                                   | 129                         | 4.23 | 0.08      |
| 82  | Provide site care for client with enteral tubes  | 77                          | 4.23 | 0.12      |

\*Activities are rank ordered from least to most important

| Activities Rank Ordered by Average Setting-Specific Importance* |  |                             |      |           |
|---|--|-----------------------------|------|-----------|
| Activity #  | Activity   | Setting-Specific Importance |      |           |
|   |  | N                           | Avg  | Std. Err. |
| 80  | Recognize stressors that affect client care  | 96                          | 4.24 | 0.08      |
| 95  | Assist in the care and comfort for a client with a visual and/or hearing impairment                                | 140                         | 4.24 | 0.07      |
| 128   | Insert, maintain and remove urinary catheter   | 71                          | 4.24 | 0.10      |
| 51  | Participate in health screening or health promotion programs   | 59                          | 4.25 | 0.11      |
| 65  | Promote positive self-esteem of client   | 146                         | 4.25 | 0.06      |
| 78  | Promote a therapeutic environment  | 117                         | 4.25 | 0.07      |
| 87  | Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)                        | 76                          | 4.25 | 0.09      |
| 22  | Use information technology in client care  | 105                         | 4.26 | 0.08      |
| 9   | Involve client in care decision making   | 85                          | 4.27 | 0.08      |
| 58  | Provide care that meets the needs of the adult client ages 18 through 64 years                                     | 100                         | 4.28 | 0.09      |
| 84  | Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment) | 110                         | 4.28 | 0.07      |
| 137   | Provide care for client drainage device (e.g., wound drain, chest tube)  | 85                          | 4.28 | 0.10      |
| 12  | Recognize self-limitations of task/assignments and seek assistance when needed                                     | 122                         | 4.30 | 0.08      |
| 32  | Evaluate the appropriateness of health care provider's order for client  | 96                          | 4.30 | 0.10      |
| 97  | Provide care to an immobilized client based on need  | 83                          | 4.30 | 0.10      |
| 89  | Provide care to client with bowel or bladder management protocol   | 127                         | 4.31 | 0.07      |
| 118   | Monitor diagnostic or laboratory test results  | 99                          | 4.31 | 0.08      |
| 143   | Provide care for a client with a tracheostomy  | 74                          | 4.31 | 0.12      |
| 42  | Acknowledge and document practice error (e.g., incident report)  | 99                          | 4.32 | 0.09      |
| 72  | Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)                    | 108                         | 4.32 | 0.08      |
| 11  | Participate in staff education (e.g., inservices, continued competency)  | 141                         | 4.33 | 0.06      |
| 53  | Collect data for health history (e.g., client medical history, family medical history)                             | 128                         | 4.33 | 0.06      |
| 54  | Collect baseline physical data (e.g., skin integrity, height and weight)   | 117                         | 4.33 | 0.07      |
| 116   | Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)  | 93                          | 4.33 | 0.08      |
| 131   | Maintain central venous catheter   | 60                          | 4.33 | 0.12      |
| 41  | Initiate and participate in security alert (e.g., infant abduction, flight risk)                                   | 92                          | 4.35 | 0.09      |
| 43  | Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)                            | 84                          | 4.35 | 0.10      |
| 67  | Identify signs and symptoms of substance abuse, substance use disorder, withdrawal and overdose                    | 79                          | 4.35 | 0.10      |
| 86  | Monitor and provide for nutritional needs of client  | 85                          | 4.35 | 0.08      |
| 96  | Monitor client intake/output   | 102                         | 4.35 | 0.07      |
| 111   | Reinforce education to client regarding medications  | 84                          | 4.35 | 0.09      |
| 133   | Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)          | 94                          | 4.35 | 0.08      |
| 151   | Provide care for a client with a fluid and electrolyte imbalance   | 83                          | 4.35 | 0.08      |

\*Activities are rank ordered from least to most important

| Activities Rank Ordered by Average Setting-Specific Importance* |  |                             |      |           |
|---|--|-----------------------------|------|-----------|
| Activity #  | Activity   | Setting-Specific Importance |      |           |
|   |  | N                           | Avg  | Std. Err. |
| 4   | Organize and prioritize care based on client needs   | 110                         | 4.37 | 0.07      |
| 19  | Provide for privacy needs  | 106                         | 4.37 | 0.07      |
| 37  | Identify and address unsafe conditions in health care and home environments  | 97                          | 4.38 | 0.08      |
| 76  | Use therapeutic communication techniques with client   | 104                         | 4.38 | 0.07      |
| 103   | Administer medication by various gastrointestinal tubes  | 69                          | 4.38 | 0.10      |
| 147   | Recognize and report basic abnormalities on a client cardiac monitor strip   | 34                          | 4.38 | 0.21      |
| 17  | Participate in client consent process  | 142                         | 4.39 | 0.06      |
| 62  | Provide emotional support to client  | 102                         | 4.39 | 0.07      |
| 101   | Calculate and monitor intravenous (IV) flow rate   | 82                          | 4.39 | 0.10      |
| 121   | Use precautions to prevent injury and/or complications associated with a procedure or diagnosis                    | 100                         | 4.40 | 0.08      |
| 145   | Provide care to client on ventilator   | 44                          | 4.41 | 0.16      |
| 13  | Respond to the unsafe practice of a health care provider (e.g., intervene, report)                                 | 78                          | 4.42 | 0.09      |
| 90  | Evaluate pain using standardized rating scales   | 118                         | 4.42 | 0.06      |
| 152   | Provide care for a client receiving peritoneal dialysis or hemodialysis  | 50                          | 4.42 | 0.11      |
| 114   | Identify client risk and implement interventions   | 105                         | 4.43 | 0.06      |
| 130   | Perform blood glucose monitoring   | 97                          | 4.43 | 0.09      |
| 134   | Monitor client responses to procedures and treatments  | 98                          | 4.43 | 0.08      |
| 59  | Provide care that meets the needs of the adult client ages 65 and over   | 140                         | 4.46 | 0.06      |
| 102   | Administer medication by oral route  | 109                         | 4.46 | 0.07      |
| 140   | Perform wound care and/or dressing change  | 90                          | 4.46 | 0.08      |
| 6   | Advocate for client rights and needs   | 120                         | 4.48 | 0.06      |
| 16  | Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease) | 93                          | 4.48 | 0.07      |
| 74  | Assist in the care of the cognitively impaired client  | 91                          | 4.49 | 0.07      |
| 40  | Assist in and/or reinforce education to client about safety precautions  | 103                         | 4.50 | 0.07      |
| 21  | Participate in client data collection  | 86                          | 4.51 | 0.07      |
| 34  | Use safe client handling techniques (e.g., body mechanics)   | 103                         | 4.51 | 0.07      |
| 106   | Count controlled substances and report discrepancies   | 85                          | 4.51 | 0.08      |
| 31  | Assure availability and safe functioning of client care equipment  | 104                         | 4.52 | 0.07      |
| 66  | Collect data on client's potential for violence to self and others   | 95                          | 4.52 | 0.07      |
| 104   | Administer a subcutaneous, intradermal or intramuscular medication   | 94                          | 4.53 | 0.07      |
| 120   | Check and monitor client vital signs   | 122                         | 4.53 | 0.05      |
| 105   | Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route                                  | 80                          | 4.54 | 0.08      |
| 113   | Perform calculations needed for medication administration  | 125                         | 4.55 | 0.07      |
| 149   | Identify signs and symptoms related to acute or chronic illness  | 141                         | 4.55 | 0.06      |
| 23  | Apply evidence-based practice when providing care  | 151                         | 4.58 | 0.05      |

\*Activities are rank ordered from least to most important

| Activities Rank Ordered by Average Setting-Specific Importance* |   |                             |      |           |
|---|---|-----------------------------|------|-----------|
| Activity #  | Activity  | Setting-Specific Importance |      |           |
|   |   | N                           | Avg  | Std. Err. |
| 27  | Provide and receive report  | 85                          | 4.61 | 0.07      |
| 92  | Use measures to maintain or improve client skin integrity   | 85                          | 4.61 | 0.06      |
| 122   | Evaluate client oxygen (O <sub>2</sub> ) saturation   | 93                          | 4.62 | 0.06      |
| 39  | Follow protocol for timed client monitoring (e.g., safety checks)   | 78                          | 4.63 | 0.09      |
| 112   | Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)  | 102                         | 4.63 | 0.07      |
| 142   | Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)   | 88                          | 4.63 | 0.07      |
| 30  | Verify and process health care provider orders  | 116                         | 4.64 | 0.07      |
| 109   | Collect required data prior to medication administration (e.g., contraindications, current medications)   | 101                         | 4.64 | 0.06      |
| 18  | Maintain client confidentiality   | 123                         | 4.68 | 0.06      |
| 99  | Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications) | 79                          | 4.68 | 0.09      |
| 28  | Practice in a manner consistent with code of ethics for nurses  | 107                         | 4.69 | 0.06      |
| 150   | Recognize and report change in client condition   | 118                         | 4.69 | 0.05      |
| 29  | Provide care within the legal scope of practice   | 151                         | 4.71 | 0.04      |
| 35  | Identify client allergies and intervene as appropriate  | 146                         | 4.71 | 0.05      |
| 110   | Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)                             | 99                          | 4.72 | 0.05      |
| 44  | Apply principles of infection control (e.g., PPE, aseptic technique, isolation, standard precautions)   | 102                         | 4.81 | 0.04      |
| 98  | Follow the rights of medication administration  | 101                         | 4.81 | 0.04      |
| 141   | Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)  | 51                          | 4.82 | 0.09      |
| 33  | Verify the identity of client   | 87                          | 4.84 | 0.05      |

\*Activities are rank ordered from least to most important

## APPENDIX F: ACTIVITIES RANK ORDERED BY AVERAGE TOTAL GROUP IMPORTANCE\*

| Activities Rank Ordered by Average Total Group Importance* |   |                        |      |           |
|--|---|------------------------|------|-----------|
| Activity #   | Activity  | Total Group Importance |      |           |
|  |   | N                      | Avg  | Std. Err. |
| 70   | Participate in client group session   | 93                     | 2.73 | 0.14      |
| 10   | Follow up with client after discharge   | 101                    | 3.15 | 0.13      |
| 46   | Identify community resources for clients  | 102                    | 3.27 | 0.11      |
| 144  | Remove wound sutures or staples   | 95                     | 3.27 | 0.14      |
| 15   | Participate in client referral process  | 83                     | 3.33 | 0.14      |
| 93   | Assist in providing postmortem care   | 74                     | 3.38 | 0.15      |
| 50   | Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)                            | 91                     | 3.45 | 0.14      |
| 56   | Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years | 89                     | 3.45 | 0.17      |
| 129  | Insert, maintain and remove nasogastric (NG) tube   | 70                     | 3.46 | 0.18      |
| 45   | Assist with care for the antepartum client  | 75                     | 3.47 | 0.18      |
| 26   | Participate in providing cost effective care  | 97                     | 3.54 | 0.13      |
| 57   | Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years                | 72                     | 3.54 | 0.16      |
| 73   | Participate in reminiscence therapy, validation therapy or reality orientation  | 101                    | 3.56 | 0.11      |
| 38   | Implement least restrictive restraints or seclusion   | 93                     | 3.57 | 0.15      |
| 108  | Administer intravenous piggyback (secondary) medications  | 101                    | 3.58 | 0.15      |
| 49   | Compare client to developmental milestones  | 104                    | 3.59 | 0.11      |
| 138  | Assist with client wound drainage device removal  | 101                    | 3.59 | 0.14      |
| 124  | Assist with the performance of a diagnostic or invasive procedure   | 99                     | 3.61 | 0.14      |
| 8  | Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee)                           | 101                    | 3.65 | 0.11      |
| 123  | Perform an electrocardiogram (EKG/ECG)  | 72                     | 3.65 | 0.17      |
| 48   | Monitor recovery of stable postpartum client  | 99                     | 3.66 | 0.15      |
| 52   | Provide information for prevention of high risk behaviors (e.g. substance abuse, sexual practices, smoking cessation)       | 102                    | 3.67 | 0.12      |
| 47   | Assist with monitoring a client in labor  | 123                    | 3.68 | 0.13      |
| 117  | Monitor continuous or intermittent suction of nasogastric (NG) tube   | 73                     | 3.68 | 0.17      |
| 100  | Monitor transfusion of blood product  | 90                     | 3.70 | 0.17      |
| 20   | Provide information about advance directives  | 98                     | 3.71 | 0.12      |
| 126  | Apply and check proper use of compression stockings and/or sequential compression devices (SCD)                             | 111                    | 3.72 | 0.12      |
| 3  | Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)   | 91                     | 3.73 | 0.11      |
| 55   | Identify clients in need of immunizations (required and voluntary)  | 106                    | 3.74 | 0.10      |
| 132  | Maintain and remove peripheral intravenous (IV) catheter  | 104                    | 3.76 | 0.14      |
| 64   | Identify client use of effective and ineffective coping mechanisms  | 105                    | 3.78 | 0.10      |

\*Activities are rank ordered from least to most important

| Activities Rank Ordered by Average Total Group Importance* |   |                        |      |           |
|--|---|------------------------|------|-----------|
| Activity #   | Activity  | Total Group Importance |      |           |
|  |   | N                      | Avg  | Std. Err. |
| 83   | Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)   | 140                    | 3.80 | 0.08      |
| 14   | Participate in client discharge or transfer   | 101                    | 3.81 | 0.11      |
| 81   | Provide end of life care and education to clients   | 80                     | 3.83 | 0.13      |
| 91   | Provide measures to promote sleep and rest  | 106                    | 3.83 | 0.10      |
| 146  | Assist in the care of a client with a pacing device   | 94                     | 3.85 | 0.14      |
| 5  | Recognize and report staff conflict   | 148                    | 3.88 | 0.07      |
| 94   | Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)                             | 101                    | 3.89 | 0.12      |
| 125  | Perform venipuncture for blood draws  | 132                    | 3.89 | 0.10      |
| 127  | Assist with care for client before and after surgical procedure   | 97                     | 3.89 | 0.13      |
| 148  | Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)                            | 97                     | 3.89 | 0.12      |
| 63   | Collect data regarding client psychosocial functioning  | 81                     | 3.91 | 0.10      |
| 24   | Participate as a member of an interdisciplinary team  | 116                    | 3.92 | 0.11      |
| 79   | Incorporate behavioral management techniques when caring for a client                                   | 104                    | 3.92 | 0.10      |
| 152  | Provide care for a client receiving peritoneal dialysis or hemodialysis                                 | 95                     | 3.92 | 0.14      |
| 107  | Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter) | 127                    | 3.93 | 0.11      |
| 119  | Identify signs or symptoms of potential prenatal complication   | 123                    | 3.93 | 0.12      |
| 61   | Identify barriers to learning   | 106                    | 3.94 | 0.09      |
| 51   | Participate in health screening or health promotion programs  | 80                     | 3.95 | 0.13      |
| 85   | Provide feeding for client with enteral tubes   | 104                    | 3.97 | 0.13      |
| 115  | Check for urinary retention (e.g., bladder scan, ultrasound, palpation)                                 | 99                     | 3.97 | 0.12      |
| 25   | Monitor activities of assistive personnel   | 107                    | 3.99 | 0.10      |
| 128  | Insert, maintain and remove urinary catheter  | 97                     | 3.99 | 0.12      |
| 87   | Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)             | 85                     | 4.00 | 0.12      |
| 75   | Assist client to cope/adapt to stressful events and changes in health status                            | 83                     | 4.01 | 0.12      |
| 139  | Provide cooling/warming measures to restore normal body temperature                                     | 98                     | 4.01 | 0.11      |
| 147  | Recognize and report basic abnormalities on a client cardiac monitor strip                              | 74                     | 4.01 | 0.17      |
| 68   | Reinforce education to caregivers/family on ways to manage client with behavioral disorders             | 97                     | 4.03 | 0.10      |
| 60   | Identify barriers to communication  | 118                    | 4.04 | 0.09      |
| 2  | Contribute to the development of and/or update the client plan of care                                  | 107                    | 4.05 | 0.10      |
| 137  | Provide care for client drainage device (e.g., wound drain, chest tube)                                 | 131                    | 4.06 | 0.10      |
| 145  | Provide care to client on ventilator  | 98                     | 4.06 | 0.14      |
| 36   | Participate in preparation for internal and external disasters (e.g., fire, natural disaster)           | 119                    | 4.07 | 0.10      |
| 103  | Administer medication by various gastrointestinal tubes   | 101                    | 4.07 | 0.12      |
| 136  | Reinforce education to client regarding care and condition  | 106                    | 4.09 | 0.09      |

\*Activities are rank ordered from least to most important

| Activities Rank Ordered by Average Total Group Importance* |  |                        |      |           |
|--|--|------------------------|------|-----------|
| Activity #   | Activity   | Total Group Importance |      |           |
|  |  | N                      | Avg  | Std. Err. |
| 135  | Reinforce client education about procedures and treatments   | 83                     | 4.10 | 0.10      |
| 82   | Provide site care for client with enteral tubes  | 98                     | 4.11 | 0.12      |
| 88   | Assist with activities of daily living   | 99                     | 4.11 | 0.10      |
| 43   | Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)                            | 104                    | 4.12 | 0.11      |
| 97   | Provide care to an immobilized client based on need  | 102                    | 4.12 | 0.11      |
| 71   | Plan care with consideration of client spiritual, cultural beliefs and/or gender identity                          | 140                    | 4.13 | 0.07      |
| 96   | Monitor client intake/output   | 118                    | 4.13 | 0.09      |
| 131  | Maintain central venous catheter   | 127                    | 4.13 | 0.11      |
| 1  | Use data from various credible sources in making clinical decisions  | 110                    | 4.15 | 0.07      |
| 69   | Explore reasons for client noncompliance with treatment plan   | 84                     | 4.15 | 0.10      |
| 7  | Promote client self-advocacy   | 110                    | 4.16 | 0.07      |
| 84   | Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment) | 117                    | 4.16 | 0.08      |
| 101  | Calculate and monitor intravenous (IV) flow rate   | 132                    | 4.16 | 0.11      |
| 67   | Identify signs and symptoms of substance abuse, substance use disorder, withdrawal and overdose                    | 102                    | 4.17 | 0.11      |
| 143  | Provide care for a client with a tracheostomy  | 125                    | 4.18 | 0.11      |
| 78   | Promote a therapeutic environment  | 120                    | 4.19 | 0.08      |
| 80   | Recognize stressors that affect client care  | 100                    | 4.19 | 0.09      |
| 95   | Assist in the care and comfort for a client with a visual and/or hearing impairment                                | 146                    | 4.20 | 0.07      |
| 22   | Use information technology in client care  | 107                    | 4.21 | 0.08      |
| 42   | Acknowledge and document practice error (e.g., incident report)  | 116                    | 4.21 | 0.10      |
| 77   | Assist in the care of a client experiencing sensory/perceptual alterations   | 146                    | 4.21 | 0.07      |
| 116  | Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)  | 102                    | 4.22 | 0.10      |
| 65   | Promote positive self-esteem of client   | 149                    | 4.23 | 0.06      |
| 89   | Provide care to client with bowel or bladder management protocol   | 144                    | 4.23 | 0.07      |
| 133  | Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)          | 103                    | 4.23 | 0.09      |
| 41   | Initiate and participate in security alert (e.g., infant abduction, flight risk)                                   | 139                    | 4.24 | 0.09      |
| 58   | Provide care that meets the needs of the adult client ages 18 through 64 years                                     | 106                    | 4.24 | 0.09      |
| 86   | Monitor and provide for nutritional needs of client  | 100                    | 4.24 | 0.09      |
| 9  | Involve client in care decision making   | 89                     | 4.25 | 0.08      |
| 53   | Collect data for health history (e.g., client medical history, family medical history)                             | 143                    | 4.25 | 0.07      |
| 72   | Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)                    | 117                    | 4.25 | 0.08      |
| 151  | Provide care for a client with a fluid and electrolyte imbalance   | 100                    | 4.25 | 0.09      |
| 11   | Participate in staff education (e.g., inservices, continued competency)  | 152                    | 4.28 | 0.06      |

\*Activities are rank ordered from least to most important

| Activities Rank Ordered by Average Total Group Importance* |  |                        |      |           |
|--|--|------------------------|------|-----------|
| Activity #   | Activity   | Total Group Importance |      |           |
|  |  | N                      | Avg  | Std. Err. |
| 54   | Collect baseline physical data (e.g., skin integrity, height and weight)   | 121                    | 4.28 | 0.08      |
| 114  | Identify client risk and implement interventions   | 116                    | 4.29 | 0.08      |
| 118  | Monitor diagnostic or laboratory test results  | 105                    | 4.29 | 0.08      |
| 12   | Recognize self-limitations of task/assignments and seek assistance when needed                                     | 123                    | 4.30 | 0.07      |
| 32   | Evaluate the appropriateness of health care provider's order for client  | 101                    | 4.30 | 0.10      |
| 19   | Provide for privacy needs  | 109                    | 4.32 | 0.08      |
| 66   | Collect data on client's potential for violence to self and others   | 113                    | 4.32 | 0.10      |
| 74   | Assist in the care of the cognitively impaired client  | 102                    | 4.32 | 0.09      |
| 102  | Administer medication by oral route  | 119                    | 4.32 | 0.09      |
| 106  | Count controlled substances and report discrepancies   | 98                     | 4.33 | 0.11      |
| 111  | Reinforce education to client regarding medications  | 86                     | 4.34 | 0.09      |
| 17   | Participate in client consent process  | 149                    | 4.35 | 0.07      |
| 90   | Evaluate pain using standardized rating scales   | 120                    | 4.36 | 0.07      |
| 140  | Perform wound care and/or dressing change  | 101                    | 4.36 | 0.09      |
| 37   | Identify and address unsafe conditions in health care and home environments  | 104                    | 4.37 | 0.08      |
| 4  | Organize and prioritize care based on client needs   | 111                    | 4.38 | 0.07      |
| 13   | Respond to the unsafe practice of a health care provider (e.g., intervene, report)                                 | 106                    | 4.38 | 0.08      |
| 76   | Use therapeutic communication techniques with client   | 105                    | 4.38 | 0.07      |
| 62   | Provide emotional support to client  | 103                    | 4.39 | 0.07      |
| 121  | Use precautions to prevent injury and/or complications associated with a procedure or diagnosis                    | 104                    | 4.39 | 0.07      |
| 59   | Provide care that meets the needs of the adult client ages 65 and over   | 146                    | 4.40 | 0.07      |
| 113  | Perform calculations needed for medication administration  | 144                    | 4.40 | 0.09      |
| 130  | Perform blood glucose monitoring   | 102                    | 4.40 | 0.09      |
| 105  | Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route                                  | 84                     | 4.44 | 0.10      |
| 134  | Monitor client responses to procedures and treatments  | 102                    | 4.45 | 0.08      |
| 6  | Advocate for client rights and needs   | 122                    | 4.47 | 0.06      |
| 21   | Participate in client data collection  | 87                     | 4.47 | 0.08      |
| 40   | Assist in and/or reinforce education to client about safety precautions  | 107                    | 4.47 | 0.07      |
| 92   | Use measures to maintain or improve client skin integrity  | 100                    | 4.48 | 0.08      |
| 104  | Administer a subcutaneous, intradermal or intramuscular medication   | 100                    | 4.48 | 0.08      |
| 16   | Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease) | 105                    | 4.49 | 0.07      |
| 142  | Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)              | 101                    | 4.49 | 0.10      |
| 34   | Use safe client handling techniques (e.g., body mechanics)   | 106                    | 4.50 | 0.07      |
| 39   | Follow protocol for timed client monitoring (e.g., safety checks)  | 86                     | 4.51 | 0.11      |

\*Activities are rank ordered from least to most important

| Activities Rank Ordered by Average Total Group Importance* |   |                        |      |           |
|--|---|------------------------|------|-----------|
| Activity #   | Activity  | Total Group Importance |      |           |
|  |   | N                      | Avg  | Std. Err. |
| 149  | Identify signs and symptoms related to acute or chronic illness   | 148                    | 4.52 | 0.06      |
| 31   | Assure availability and safe functioning of client care equipment   | 106                    | 4.53 | 0.06      |
| 120  | Check and monitor client vital signs  | 122                    | 4.53 | 0.05      |
| 122  | Evaluate client oxygen (O <sub>2</sub> ) saturation   | 101                    | 4.54 | 0.08      |
| 30   | Verify and process health care provider orders  | 123                    | 4.55 | 0.08      |
| 23   | Apply evidence-based practice when providing care   | 151                    | 4.58 | 0.05      |
| 99   | Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications) | 83                     | 4.59 | 0.10      |
| 27   | Provide and receive report  | 87                     | 4.60 | 0.06      |
| 112  | Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)  | 105                    | 4.60 | 0.07      |
| 141  | Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)  | 78                     | 4.60 | 0.12      |
| 109  | Collect required data prior to medication administration (e.g., contraindications, current medications)   | 103                    | 4.64 | 0.06      |
| 150  | Recognize and report change in client condition   | 120                    | 4.66 | 0.06      |
| 18   | Maintain client confidentiality   | 123                    | 4.68 | 0.06      |
| 28   | Practice in a manner consistent with code of ethics for nurses  | 107                    | 4.69 | 0.06      |
| 110  | Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)                             | 102                    | 4.69 | 0.06      |
| 29   | Provide care within the legal scope of practice   | 151                    | 4.71 | 0.04      |
| 35   | Identify client allergies and intervene as appropriate  | 147                    | 4.71 | 0.05      |
| 98   | Follow the rights of medication administration  | 102                    | 4.81 | 0.04      |
| 44   | Apply principles of infection control (e.g., PPE, aseptic technique, isolation, standard precautions)   | 103                    | 4.82 | 0.04      |
| 33   | Verify the identity of client   | 87                     | 4.84 | 0.05      |

\*Activities are rank ordered from least to most important

## APPENDIX G: ACTIVITIES RANK ORDERED BY AVERAGE SETTING-SPECIFIC CLINICAL JUDGMENT\*

| Activities Rank Ordered by Average Setting-Specific Clinical Judgment* |   |                                    |      |           |
|--|---|------------------------------------|------|-----------|
| Activity #   | Activity  | Setting-Specific Clinical Judgment |      |           |
|  |   | N                                  | Avg  | Std. Err. |
| 70   | Participate in client group session   | 38                                 | 2.79 | 0.16      |
| 93   | Assist in providing postmortem care   | 39                                 | 2.90 | 0.16      |
| 10   | Follow up with client after discharge   | 48                                 | 2.94 | 0.13      |
| 129  | Insert, maintain and remove nasogastric (NG) tube   | 25                                 | 2.96 | 0.23      |
| 46   | Identify community resources for clients  | 66                                 | 2.98 | 0.10      |
| 50   | Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)                            | 51                                 | 3.02 | 0.14      |
| 5  | Recognize and report staff conflict   | 119                                | 3.03 | 0.09      |
| 45   | Assist with care for the antepartum client  | 25                                 | 3.04 | 0.21      |
| 20   | Provide information about advance directives  | 62                                 | 3.08 | 0.12      |
| 47   | Assist with monitoring a client in labor  | 28                                 | 3.11 | 0.20      |
| 144  | Remove wound sutures or staples   | 44                                 | 3.11 | 0.15      |
| 83   | Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)                       | 102                                | 3.14 | 0.08      |
| 15   | Participate in client referral process  | 52                                 | 3.15 | 0.14      |
| 73   | Participate in reminiscence therapy, validation therapy or reality orientation  | 70                                 | 3.16 | 0.09      |
| 56   | Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years | 24                                 | 3.17 | 0.23      |
| 26   | Participate in providing cost effective care  | 72                                 | 3.22 | 0.11      |
| 36   | Participate in preparation for internal and external disasters (e.g., fire, natural disaster)                               | 93                                 | 3.22 | 0.09      |
| 49   | Compare client to developmental milestones  | 75                                 | 3.23 | 0.09      |
| 117  | Monitor continuous or intermittent suction of nasogastric (NG) tube   | 35                                 | 3.23 | 0.16      |
| 119  | Identify signs or symptoms of potential prenatal complication   | 26                                 | 3.23 | 0.20      |
| 123  | Perform an electrocardiogram (EKG/ECG)  | 30                                 | 3.23 | 0.18      |
| 107  | Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter)                     | 42                                 | 3.24 | 0.14      |
| 79   | Incorporate behavioral management techniques when caring for a client   | 92                                 | 3.25 | 0.08      |
| 91   | Provide measures to promote sleep and rest  | 87                                 | 3.25 | 0.09      |
| 52   | Provide information for prevention of high risk behaviors (e.g. substance abuse, sexual practices, smoking cessation)       | 72                                 | 3.26 | 0.10      |
| 55   | Identify clients in need of immunizations (required and voluntary)  | 89                                 | 3.26 | 0.08      |
| 57   | Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years                | 31                                 | 3.26 | 0.19      |
| 14   | Participate in client discharge or transfer   | 75                                 | 3.27 | 0.10      |
| 126  | Apply and check proper use of compression stockings and/or sequential compression devices (SCD)                             | 88                                 | 3.27 | 0.08      |

\*Activities are rank ordered from least to most clinical judgment relevancy

| Activities Rank Ordered by Average Setting-Specific Clinical Judgment* |  |                                    |      |           |
|--|--|------------------------------------|------|-----------|
| Activity #   | Activity   | Setting-Specific Clinical Judgment |      |           |
|  |  | N                                  | Avg  | Std. Err. |
| 8  | Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee)                  | 69                                 | 3.28 | 0.10      |
| 60   | Identify barriers to communication   | 116                                | 3.29 | 0.08      |
| 81   | Provide end of life care and education to clients  | 52                                 | 3.29 | 0.11      |
| 61   | Identify barriers to learning  | 99                                 | 3.32 | 0.08      |
| 138  | Assist with client wound drainage device removal   | 53                                 | 3.32 | 0.12      |
| 22   | Use information technology in client care  | 101                                | 3.33 | 0.08      |
| 88   | Assist with activities of daily living   | 88                                 | 3.33 | 0.09      |
| 94   | Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)  | 88                                 | 3.34 | 0.09      |
| 132  | Maintain and remove peripheral intravenous (IV) catheter   | 59                                 | 3.34 | 0.12      |
| 148  | Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)                                       | 73                                 | 3.34 | 0.09      |
| 65   | Promote positive self-esteem of client   | 138                                | 3.35 | 0.06      |
| 87   | Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)                        | 75                                 | 3.35 | 0.09      |
| 63   | Collect data regarding client psychosocial functioning   | 70                                 | 3.36 | 0.08      |
| 64   | Identify client use of effective and ineffective coping mechanisms   | 90                                 | 3.36 | 0.07      |
| 124  | Assist with the performance of a diagnostic or invasive procedure  | 61                                 | 3.36 | 0.11      |
| 51   | Participate in health screening or health promotion programs   | 56                                 | 3.39 | 0.10      |
| 71   | Plan care with consideration of client spiritual, cultural beliefs and/or gender identity                          | 123                                | 3.39 | 0.06      |
| 24   | Participate as a member of an interdisciplinary team   | 92                                 | 3.40 | 0.09      |
| 25   | Monitor activities of assistive personnel  | 88                                 | 3.40 | 0.08      |
| 42   | Acknowledge and document practice error (e.g., incident report)  | 96                                 | 3.40 | 0.07      |
| 78   | Promote a therapeutic environment  | 114                                | 3.40 | 0.07      |
| 108  | Administer intravenous piggyback (secondary) medications   | 45                                 | 3.40 | 0.13      |
| 125  | Perform venipuncture for blood draws   | 68                                 | 3.40 | 0.10      |
| 146  | Assist in the care of a client with a pacing device  | 58                                 | 3.40 | 0.10      |
| 7  | Promote client self-advocacy   | 108                                | 3.41 | 0.07      |
| 43   | Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)                            | 82                                 | 3.41 | 0.09      |
| 135  | Reinforce client education about procedures and treatments   | 76                                 | 3.41 | 0.08      |
| 3  | Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)                                      | 76                                 | 3.43 | 0.09      |
| 85   | Provide feeding for client with enteral tubes  | 70                                 | 3.43 | 0.10      |
| 95   | Assist in the care and comfort for a client with a visual and/or hearing impairment                                | 135                                | 3.43 | 0.06      |
| 2  | Contribute to the development of and/or update the client plan of care   | 85                                 | 3.44 | 0.08      |
| 84   | Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment) | 108                                | 3.44 | 0.07      |
| 41   | Initiate and participate in security alert (e.g., infant abduction, flight risk)                                   | 86                                 | 3.45 | 0.08      |
| 80   | Recognize stressors that affect client care  | 96                                 | 3.45 | 0.07      |

\*Activities are rank ordered from least to most clinical judgment relevancy

| Activities Rank Ordered by Average Setting-Specific Clinical Judgment* |   |                                    |      |           |
|--|---|------------------------------------|------|-----------|
| Activity #   | Activity  | Setting-Specific Clinical Judgment |      |           |
|  |   | N                                  | Avg  | Std. Err. |
| 77   | Assist in the care of a client experiencing sensory/perceptual alterations                      | 123                                | 3.46 | 0.06      |
| 115  | Check for urinary retention (e.g., bladder scan, ultrasound, palpation)                         | 72                                 | 3.46 | 0.09      |
| 53   | Collect data for health history (e.g., client medical history, family medical history)          | 122                                | 3.47 | 0.06      |
| 58   | Provide care that meets the needs of the adult client ages 18 through 64 years                  | 98                                 | 3.47 | 0.07      |
| 62   | Provide emotional support to client   | 102                                | 3.47 | 0.07      |
| 67   | Identify signs and symptoms of substance abuse, substance use disorder, withdrawal and overdose | 79                                 | 3.47 | 0.09      |
| 131  | Maintain central venous catheter  | 58                                 | 3.47 | 0.11      |
| 147  | Recognize and report basic abnormalities on a client cardiac monitor strip                      | 34                                 | 3.47 | 0.18      |
| 19   | Provide for privacy needs   | 103                                | 3.48 | 0.08      |
| 68   | Reinforce education to caregivers/family on ways to manage client with behavioral disorders     | 77                                 | 3.48 | 0.08      |
| 75   | Assist client to cope/adapt to stressful events and changes in health status                    | 75                                 | 3.48 | 0.08      |
| 100  | Monitor transfusion of blood product  | 33                                 | 3.48 | 0.16      |
| 128  | Insert, maintain and remove urinary catheter  | 69                                 | 3.48 | 0.08      |
| 1  | Use data from various credible sources in making clinical decisions                             | 108                                | 3.49 | 0.07      |
| 116  | Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)                     | 92                                 | 3.49 | 0.07      |
| 127  | Assist with care for client before and after surgical procedure                                 | 55                                 | 3.49 | 0.10      |
| 136  | Reinforce education to client regarding care and condition                                      | 98                                 | 3.49 | 0.06      |
| 17   | Participate in client consent process   | 132                                | 3.50 | 0.06      |
| 38   | Implement least restrictive restraints or seclusion   | 48                                 | 3.50 | 0.11      |
| 82   | Provide site care for client with enteral tubes   | 76                                 | 3.50 | 0.09      |
| 96   | Monitor client intake/output  | 100                                | 3.50 | 0.08      |
| 54   | Collect baseline physical data (e.g., skin integrity, height and weight)                        | 117                                | 3.51 | 0.07      |
| 89   | Provide care to client with bowel or bladder management protocol                                | 122                                | 3.51 | 0.06      |
| 137  | Provide care for client drainage device (e.g., wound drain, chest tube)                         | 82                                 | 3.51 | 0.07      |
| 11   | Participate in staff education (e.g., inservices, continued competency)                         | 132                                | 3.52 | 0.07      |
| 13   | Respond to the unsafe practice of a health care provider (e.g., intervene, report)              | 75                                 | 3.52 | 0.08      |
| 86   | Monitor and provide for nutritional needs of client   | 84                                 | 3.52 | 0.08      |
| 143  | Provide care for a client with a tracheostomy   | 67                                 | 3.52 | 0.09      |
| 12   | Recognize self-limitations of task/assignments and seek assistance when needed                  | 119                                | 3.53 | 0.06      |
| 106  | Count controlled substances and report discrepancies  | 85                                 | 3.53 | 0.08      |
| 139  | Provide cooling/warming measures to restore normal body temperature                             | 67                                 | 3.54 | 0.09      |
| 32   | Evaluate the appropriateness of health care provider's order for client                         | 94                                 | 3.55 | 0.08      |
| 69   | Explore reasons for client noncompliance with treatment plan                                    | 71                                 | 3.55 | 0.08      |
| 103  | Administer medication by various gastrointestinal tubes   | 69                                 | 3.55 | 0.09      |

\*Activities are rank ordered from least to most clinical judgment relevancy

| Activities Rank Ordered by Average Setting-Specific Clinical Judgment* |  |                                    |      |           |
|--|--|------------------------------------|------|-----------|
| Activity #   | Activity   | Setting-Specific Clinical Judgment |      |           |
|  |  | N                                  | Avg  | Std. Err. |
| 111  | Reinforce education to client regarding medications  | 82                                 | 3.55 | 0.07      |
| 133  | Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)          | 94                                 | 3.55 | 0.07      |
| 145  | Provide care to client on ventilator   | 42                                 | 3.55 | 0.13      |
| 72   | Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)                    | 106                                | 3.56 | 0.06      |
| 97   | Provide care to an immobilized client based on need  | 82                                 | 3.56 | 0.07      |
| 101  | Calculate and monitor intravenous (IV) flow rate   | 79                                 | 3.56 | 0.08      |
| 90   | Evaluate pain using standardized rating scales   | 118                                | 3.57 | 0.05      |
| 114  | Identify client risk and implement interventions   | 103                                | 3.57 | 0.06      |
| 130  | Perform blood glucose monitoring   | 96                                 | 3.57 | 0.07      |
| 152  | Provide care for a client receiving peritoneal dialysis or hemodialysis  | 49                                 | 3.57 | 0.11      |
| 34   | Use safe client handling techniques (e.g., body mechanics)   | 102                                | 3.59 | 0.06      |
| 76   | Use therapeutic communication techniques with client   | 101                                | 3.59 | 0.06      |
| 6  | Advocate for client rights and needs   | 119                                | 3.60 | 0.06      |
| 16   | Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease) | 88                                 | 3.60 | 0.07      |
| 31   | Assure availability and safe functioning of client care equipment  | 104                                | 3.60 | 0.06      |
| 40   | Assist in and/or reinforce education to client about safety precautions  | 103                                | 3.60 | 0.06      |
| 66   | Collect data on client's potential for violence to self and others   | 93                                 | 3.60 | 0.06      |
| 9  | Involve client in care decision making   | 83                                 | 3.61 | 0.06      |
| 18   | Maintain client confidentiality  | 122                                | 3.62 | 0.07      |
| 37   | Identify and address unsafe conditions in health care and home environments  | 94                                 | 3.62 | 0.06      |
| 121  | Use precautions to prevent injury and/or complications associated with a procedure or diagnosis                    | 100                                | 3.62 | 0.05      |
| 118  | Monitor diagnostic or laboratory test results  | 98                                 | 3.64 | 0.06      |
| 151  | Provide care for a client with a fluid and electrolyte imbalance   | 80                                 | 3.64 | 0.06      |
| 23   | Apply evidence-based practice when providing care  | 145                                | 3.65 | 0.05      |
| 59   | Provide care that meets the needs of the adult client ages 65 and over   | 132                                | 3.65 | 0.05      |
| 102  | Administer medication by oral route  | 108                                | 3.65 | 0.06      |
| 113  | Perform calculations needed for medication administration  | 120                                | 3.65 | 0.06      |
| 74   | Assist in the care of the cognitively impaired client  | 91                                 | 3.66 | 0.06      |
| 104  | Administer a subcutaneous, intradermal or intramuscular medication   | 94                                 | 3.66 | 0.07      |
| 120  | Check and monitor client vital signs   | 119                                | 3.66 | 0.05      |
| 149  | Identify signs and symptoms related to acute or chronic illness  | 135                                | 3.66 | 0.05      |
| 39   | Follow protocol for timed client monitoring (e.g., safety checks)  | 76                                 | 3.67 | 0.08      |
| 48   | Monitor recovery of stable postpartum client   | 27                                 | 3.67 | 0.13      |

\*Activities are rank ordered from least to most clinical judgment relevancy

| Activities Rank Ordered by Average Setting-Specific Clinical Judgment* |   |                                    |      |           |
|--|---|------------------------------------|------|-----------|
| Activity #   | Activity  | Setting-Specific Clinical Judgment |      |           |
|  |   | N                                  | Avg  | Std. Err. |
| 134  | Monitor client responses to procedures and treatments   | 96                                 | 3.67 | 0.05      |
| 140  | Perform wound care and/or dressing change   | 88                                 | 3.68 | 0.06      |
| 112  | Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)  | 101                                | 3.69 | 0.06      |
| 122  | Evaluate client oxygen (O <sub>2</sub> ) saturation   | 92                                 | 3.70 | 0.06      |
| 92   | Use measures to maintain or improve client skin integrity   | 85                                 | 3.71 | 0.06      |
| 105  | Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route   | 78                                 | 3.71 | 0.06      |
| 141  | Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)  | 51                                 | 3.73 | 0.09      |
| 4  | Organize and prioritize care based on client needs  | 108                                | 3.74 | 0.05      |
| 30   | Verify and process health care provider orders  | 115                                | 3.74 | 0.05      |
| 142  | Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)   | 87                                 | 3.74 | 0.06      |
| 21   | Participate in client data collection   | 81                                 | 3.75 | 0.05      |
| 44   | Apply principles of infection control (e.g., PPE, aseptic technique, isolation, standard precautions)   | 102                                | 3.75 | 0.06      |
| 27   | Provide and receive report  | 82                                 | 3.76 | 0.06      |
| 35   | Identify client allergies and intervene as appropriate  | 138                                | 3.77 | 0.04      |
| 99   | Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications) | 77                                 | 3.77 | 0.06      |
| 28   | Practice in a manner consistent with code of ethics for nurses  | 105                                | 3.78 | 0.05      |
| 29   | Provide care within the legal scope of practice   | 145                                | 3.79 | 0.04      |
| 150  | Recognize and report change in client condition   | 117                                | 3.79 | 0.04      |
| 98   | Follow the rights of medication administration  | 101                                | 3.80 | 0.05      |
| 109  | Collect required data prior to medication administration (e.g., contraindications, current medications)   | 100                                | 3.80 | 0.04      |
| 110  | Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)                             | 99                                 | 3.82 | 0.04      |
| 33   | Verify the identity of client   | 85                                 | 3.85 | 0.05      |

\*Activities are rank ordered from least to most clinical judgment relevancy

## APPENDIX H: ACTIVITIES RANK ORDERED BY AVERAGE TOTAL GROUP CLINICAL JUDGMENT\*

| Activities Rank Ordered by Average Total Group Clinical Judgment* |   |                               |      |           |
|---|---|-------------------------------|------|-----------|
| Activity #  | Activity  | Total Group Clinical Judgment |      |           |
|   |   | N                             | Avg  | Std. Err. |
| 10  | Follow up with client after discharge   | 89                            | 2.43 | 0.11      |
| 70  | Participate in client group session   | 81                            | 2.44 | 0.12      |
| 45  | Assist with care for the antepartum client  | 68                            | 2.68 | 0.15      |
| 129   | Insert, maintain and remove nasogastric (NG) tube   | 68                            | 2.68 | 0.15      |
| 93  | Assist in providing postmortem care   | 71                            | 2.69 | 0.13      |
| 46  | Identify community resources for clients  | 98                            | 2.70 | 0.10      |
| 56  | Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years | 81                            | 2.70 | 0.15      |
| 15  | Participate in client referral process  | 75                            | 2.80 | 0.13      |
| 144   | Remove wound sutures or staples   | 89                            | 2.80 | 0.12      |
| 47  | Assist with monitoring a client in labor  | 113                           | 2.81 | 0.11      |
| 50  | Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)                            | 88                            | 2.81 | 0.12      |
| 57  | Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years                | 66                            | 2.85 | 0.15      |
| 117   | Monitor continuous or intermittent suction of nasogastric (NG) tube   | 73                            | 2.89 | 0.14      |
| 48  | Monitor recovery of stable postpartum client  | 88                            | 2.92 | 0.14      |
| 123   | Perform an electrocardiogram (EKG/ECG)  | 68                            | 2.93 | 0.14      |
| 38  | Implement least restrictive restraints or seclusion   | 89                            | 2.94 | 0.13      |
| 108   | Administer intravenous piggyback (secondary) medications  | 95                            | 2.94 | 0.13      |
| 73  | Participate in reminiscence therapy, validation therapy or reality orientation  | 94                            | 2.96 | 0.09      |
| 20  | Provide information about advance directives  | 94                            | 2.97 | 0.11      |
| 26  | Participate in providing cost effective care  | 91                            | 2.97 | 0.11      |
| 138   | Assist with client wound drainage device removal  | 96                            | 2.97 | 0.12      |
| 100   | Monitor transfusion of blood product  | 86                            | 2.98 | 0.14      |
| 126   | Apply and check proper use of compression stockings and/or sequential compression devices (SCD)                             | 112                           | 2.98 | 0.09      |
| 49  | Compare client to developmental milestones  | 101                           | 3.00 | 0.10      |
| 5   | Recognize and report staff conflict   | 138                           | 3.01 | 0.08      |
| 83  | Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)                       | 131                           | 3.03 | 0.08      |
| 132   | Maintain and remove peripheral intravenous (IV) catheter  | 97                            | 3.07 | 0.11      |
| 124   | Assist with the performance of a diagnostic or invasive procedure   | 93                            | 3.08 | 0.11      |
| 52  | Provide information for prevention of high risk behaviors (e.g. substance abuse, sexual practices, smoking cessation)       | 99                            | 3.10 | 0.09      |
| 107   | Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter)                     | 118                           | 3.11 | 0.10      |

\*Activities are rank ordered from least to most clinical judgment relevancy

| Activities Rank Ordered by Average Total Group Clinical Judgment* |   |                               |      |           |
|---|---|-------------------------------|------|-----------|
| Activity #  | Activity  | Total Group Clinical Judgment |      |           |
|   |   | N                             | Avg  | Std. Err. |
| 81  | Provide end of life care and education to clients   | 77                            | 3.12 | 0.12      |
| 8   | Participate in quality improvement (QI) activity (e.g., collecting data, serving on QI committee) | 93                            | 3.14 | 0.10      |
| 152   | Provide care for a client receiving peritoneal dialysis or hemodialysis                           | 91                            | 3.14 | 0.12      |
| 55  | Identify clients in need of immunizations (required and voluntary)                                | 102                           | 3.16 | 0.08      |
| 14  | Participate in client discharge or transfer   | 96                            | 3.17 | 0.10      |
| 36  | Participate in preparation for internal and external disasters (e.g., fire, natural disaster)     | 115                           | 3.17 | 0.09      |
| 51  | Participate in health screening or health promotion programs                                      | 75                            | 3.17 | 0.11      |
| 146   | Assist in the care of a client with a pacing device   | 87                            | 3.18 | 0.11      |
| 87  | Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)       | 83                            | 3.19 | 0.10      |
| 91  | Provide measures to promote sleep and rest  | 101                           | 3.19 | 0.09      |
| 119   | Identify signs or symptoms of potential prenatal complication                                     | 114                           | 3.19 | 0.10      |
| 147   | Recognize and report basic abnormalities on a client cardiac monitor strip                        | 74                            | 3.20 | 0.14      |
| 43  | Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)           | 99                            | 3.22 | 0.10      |
| 94  | Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)                       | 100                           | 3.22 | 0.10      |
| 127   | Assist with care for client before and after surgical procedure                                   | 92                            | 3.22 | 0.10      |
| 79  | Incorporate behavioral management techniques when caring for a client                             | 100                           | 3.23 | 0.08      |
| 24  | Participate as a member of an interdisciplinary team  | 108                           | 3.24 | 0.09      |
| 85  | Provide feeding for client with enteral tubes   | 99                            | 3.24 | 0.10      |
| 145   | Provide care to client on ventilator  | 90                            | 3.24 | 0.11      |
| 148   | Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)                      | 94                            | 3.24 | 0.09      |
| 128   | Insert, maintain and remove urinary catheter  | 96                            | 3.25 | 0.10      |
| 125   | Perform venipuncture for blood draws  | 122                           | 3.26 | 0.08      |
| 60  | Identify barriers to communication  | 117                           | 3.27 | 0.08      |
| 61  | Identify barriers to learning   | 105                           | 3.27 | 0.08      |
| 64  | Identify client use of effective and ineffective coping mechanisms                                | 100                           | 3.28 | 0.08      |
| 22  | Use information technology in client care   | 103                           | 3.29 | 0.08      |
| 115   | Check for urinary retention (e.g., bladder scan, ultrasound, palpation)                           | 97                            | 3.29 | 0.09      |
| 63  | Collect data regarding client psychosocial functioning  | 79                            | 3.30 | 0.09      |
| 88  | Assist with activities of daily living  | 97                            | 3.30 | 0.09      |
| 131   | Maintain central venous catheter  | 119                           | 3.30 | 0.09      |
| 137   | Provide care for client drainage device (e.g., wound drain, chest tube)                           | 124                           | 3.30 | 0.08      |
| 25  | Monitor activities of assistive personnel   | 101                           | 3.31 | 0.08      |
| 143   | Provide care for a client with a tracheostomy   | 115                           | 3.31 | 0.09      |
| 68  | Reinforce education to caregivers/family on ways to manage client with behavioral disorders       | 97                            | 3.32 | 0.09      |
| 103   | Administer medication by various gastrointestinal tubes   | 97                            | 3.32 | 0.10      |

\*Activities are rank ordered from least to most clinical judgment relevancy

| Activities Rank Ordered by Average Total Group Clinical Judgment* |  |                               |      |           |
|---|--|-------------------------------|------|-----------|
| Activity #  | Activity   | Total Group Clinical Judgment |      |           |
|   |  | N                             | Avg  | Std. Err. |
| 65  | Promote positive self-esteem of client   | 141                           | 3.33 | 0.06      |
| 96  | Monitor client intake/output   | 115                           | 3.33 | 0.08      |
| 3   | Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)                                      | 85                            | 3.34 | 0.09      |
| 67  | Identify signs and symptoms of substance abuse, substance use disorder, withdrawal and overdose                    | 99                            | 3.34 | 0.09      |
| 84  | Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment) | 116                           | 3.34 | 0.08      |
| 101   | Calculate and monitor intravenous (IV) flow rate   | 125                           | 3.34 | 0.09      |
| 42  | Acknowledge and document practice error (e.g., incident report)  | 113                           | 3.35 | 0.08      |
| 139   | Provide cooling/warming measures to restore normal body temperature  | 95                            | 3.35 | 0.09      |
| 41  | Initiate and participate in security alert (e.g., infant abduction, flight risk)                                   | 132                           | 3.36 | 0.08      |
| 71  | Plan care with consideration of client spiritual, cultural beliefs and/or gender identity                          | 132                           | 3.36 | 0.06      |
| 78  | Promote a therapeutic environment  | 116                           | 3.36 | 0.07      |
| 82  | Provide site care for client with enteral tubes  | 94                            | 3.36 | 0.10      |
| 53  | Collect data for health history (e.g., client medical history, family medical history)                             | 136                           | 3.37 | 0.07      |
| 135   | Reinforce client education about procedures and treatments   | 82                            | 3.37 | 0.09      |
| 75  | Assist client to cope/adapt to stressful events and changes in health status                                       | 79                            | 3.39 | 0.09      |
| 116   | Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)  | 100                           | 3.39 | 0.08      |
| 86  | Monitor and provide for nutritional needs of client  | 99                            | 3.40 | 0.09      |
| 97  | Provide care to an immobilized client based on need  | 99                            | 3.40 | 0.09      |
| 7   | Promote client self-advocacy   | 108                           | 3.41 | 0.07      |
| 77  | Assist in the care of a client experiencing sensory/perceptual alterations   | 137                           | 3.41 | 0.06      |
| 80  | Recognize stressors that affect client care  | 100                           | 3.41 | 0.08      |
| 95  | Assist in the care and comfort for a client with a visual and/or hearing impairment                                | 141                           | 3.41 | 0.06      |
| 106   | Count controlled substances and report discrepancies   | 97                            | 3.41 | 0.09      |
| 58  | Provide care that meets the needs of the adult client ages 18 through 64 years                                     | 104                           | 3.42 | 0.08      |
| 66  | Collect data on client's potential for violence to self and others   | 110                           | 3.42 | 0.08      |
| 89  | Provide care to client with bowel or bladder management protocol   | 137                           | 3.42 | 0.06      |
| 2   | Contribute to the development of and/or update the client plan of care   | 103                           | 3.43 | 0.08      |
| 19  | Provide for privacy needs  | 106                           | 3.44 | 0.08      |
| 136   | Reinforce education to client regarding care and condition   | 105                           | 3.44 | 0.07      |
| 17  | Participate in client consent process  | 139                           | 3.45 | 0.07      |
| 54  | Collect baseline physical data (e.g., skin integrity, height and weight)   | 119                           | 3.47 | 0.07      |
| 62  | Provide emotional support to client  | 103                           | 3.47 | 0.07      |
| 69  | Explore reasons for client noncompliance with treatment plan   | 81                            | 3.47 | 0.08      |
| 114   | Identify client risk and implement interventions   | 114                           | 3.47 | 0.07      |

\*Activities are rank ordered from least to most clinical judgment relevancy

| Activities Rank Ordered by Average Total Group Clinical Judgment* |  |                               |      |           |
|---|--|-------------------------------|------|-----------|
| Activity #  | Activity   | Total Group Clinical Judgment |      |           |
|   |  | N                             | Avg  | Std. Err. |
| 133   | Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)          | 103                           | 3.47 | 0.08      |
| 11  | Participate in staff education (e.g., inservices, continued competency)  | 142                           | 3.48 | 0.06      |
| 72  | Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)                    | 114                           | 3.49 | 0.07      |
| 1   | Use data from various credible sources in making clinical decisions  | 110                           | 3.50 | 0.07      |
| 13  | Respond to the unsafe practice of a health care provider (e.g., intervene, report)                                 | 101                           | 3.51 | 0.07      |
| 111   | Reinforce education to client regarding medications  | 84                            | 3.51 | 0.07      |
| 32  | Evaluate the appropriateness of health care provider's order for client  | 99                            | 3.52 | 0.08      |
| 12  | Recognize self-limitations of task/assignments and seek assistance when needed                                     | 120                           | 3.53 | 0.06      |
| 90  | Evaluate pain using standardized rating scales   | 120                           | 3.53 | 0.06      |
| 140   | Perform wound care and/or dressing change  | 100                           | 3.53 | 0.08      |
| 151   | Provide care for a client with a fluid and electrolyte imbalance   | 94                            | 3.53 | 0.08      |
| 102   | Administer medication by oral route  | 119                           | 3.54 | 0.07      |
| 113   | Perform calculations needed for medication administration  | 138                           | 3.54 | 0.07      |
| 74  | Assist in the care of the cognitively impaired client  | 102                           | 3.55 | 0.08      |
| 130   | Perform blood glucose monitoring   | 100                           | 3.55 | 0.07      |
| 141   | Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)                 | 78                            | 3.55 | 0.11      |
| 40  | Assist in and/or reinforce education to client about safety precautions  | 107                           | 3.56 | 0.07      |
| 34  | Use safe client handling techniques (e.g., body mechanics)   | 105                           | 3.57 | 0.06      |
| 92  | Use measures to maintain or improve client skin integrity  | 101                           | 3.57 | 0.08      |
| 6   | Advocate for client rights and needs   | 121                           | 3.59 | 0.06      |
| 9   | Involve client in care decision making   | 86                            | 3.59 | 0.06      |
| 39  | Follow protocol for timed client monitoring (e.g., safety checks)  | 83                            | 3.59 | 0.09      |
| 76  | Use therapeutic communication techniques with client   | 102                           | 3.59 | 0.06      |
| 104   | Administer a subcutaneous, intradermal or intramuscular medication   | 100                           | 3.59 | 0.07      |
| 122   | Evaluate client oxygen (O <sub>2</sub> ) saturation  | 100                           | 3.59 | 0.08      |
| 16  | Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease) | 100                           | 3.60 | 0.07      |
| 31  | Assure availability and safe functioning of client care equipment  | 106                           | 3.60 | 0.06      |
| 37  | Identify and address unsafe conditions in health care and home environments  | 99                            | 3.61 | 0.06      |
| 121   | Use precautions to prevent injury and/or complications associated with a procedure or diagnosis                    | 103                           | 3.61 | 0.05      |
| 142   | Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)              | 99                            | 3.61 | 0.08      |
| 18  | Maintain client confidentiality  | 122                           | 3.62 | 0.07      |
| 59  | Provide care that meets the needs of the adult client ages 65 and over   | 137                           | 3.62 | 0.05      |
| 105   | Administer medication by ear, eye, nose, inhalation, rectum, vagina or skin route                                  | 82                            | 3.62 | 0.07      |

\*Activities are rank ordered from least to most clinical judgment relevancy

| Activities Rank Ordered by Average Total Group Clinical Judgment* |   |                               |      |           |
|---|---|-------------------------------|------|-----------|
| Activity #  | Activity  | Total Group Clinical Judgment |      |           |
|   |   | N                             | Avg  | Std. Err. |
| 118   | Monitor diagnostic or laboratory test results   | 104                           | 3.62 | 0.06      |
| 149   | Identify signs and symptoms related to acute or chronic illness   | 142                           | 3.63 | 0.05      |
| 23  | Apply evidence-based practice when providing care   | 145                           | 3.65 | 0.05      |
| 134   | Monitor client responses to procedures and treatments   | 100                           | 3.65 | 0.06      |
| 112   | Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)  | 104                           | 3.66 | 0.06      |
| 120   | Check and monitor client vital signs  | 119                           | 3.66 | 0.05      |
| 99  | Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications) | 81                            | 3.68 | 0.08      |
| 30  | Verify and process health care provider orders  | 122                           | 3.69 | 0.06      |
| 21  | Participate in client data collection   | 82                            | 3.72 | 0.06      |
| 4   | Organize and prioritize care based on client needs  | 109                           | 3.74 | 0.05      |
| 27  | Provide and receive report  | 83                            | 3.75 | 0.06      |
| 44  | Apply principles of infection control (e.g., PPE, aseptic technique, isolation, standard precautions)   | 103                           | 3.75 | 0.06      |
| 150   | Recognize and report change in client condition   | 119                           | 3.76 | 0.05      |
| 35  | Identify client allergies and intervene as appropriate  | 139                           | 3.77 | 0.04      |
| 28  | Practice in a manner consistent with code of ethics for nurses  | 105                           | 3.78 | 0.05      |
| 29  | Provide care within the legal scope of practice   | 145                           | 3.79 | 0.04      |
| 110   | Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)                             | 102                           | 3.79 | 0.05      |
| 98  | Follow the rights of medication administration  | 102                           | 3.80 | 0.05      |
| 109   | Collect required data prior to medication administration (e.g., contraindications, current medications)   | 102                           | 3.80 | 0.04      |
| 33  | Verify the identity of client   | 85                            | 3.85 | 0.05      |

\*Activities are rank ordered from least to most clinical judgment relevancy

## APPENDIX I. 2021 LPN/VN PRACTICE ANALYSIS SURVEY NONRESPONDER STUDY

### Introduction

The National Council of State Boards of Nursing (NCSBN®) conducts practice analysis studies every three years to assess the practice environment and emerging practice changes. Although the response rate for the 2021 LPN/VN Practice Analysis survey had an adequate return rate of approximately 20.5%, many individuals did not respond to the survey. Out of the 24,000 newly licensed LPN/VNs who were invited to take the survey, 4,801 returned the survey. NCSBN wanted to contact a sample of the invitees who chose not to participate in the survey and compare a sample of activity statements, as well as demographic information against the 2021 LPN/VN Practice Analysis survey responders.

### Background of Study

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

The findings from the 2021 LPN/VN Practice Analysis Nonresponder Study will provide possible reasons why individuals do not participate in surveys and differences between survey responders and nonresponders to determine if the nonresponders were systematically different in terms of demographics and ratings of the activity statements. This study was conducted to determine if the results for the practice analysis were somehow biased.

### Methodology

#### Sample Selection

A random sample of newly licensed LPN/VNs who were invited but did not respond to the 2021 LPN/VN Practice Analysis survey were contacted via email and telephone.

The sample was derived from the 24,000 invitees who were emailed the 2021 LPN/VN Practice Analysis survey. A total of 50 LPN/VNs from this sample completed the telephone interview.

### Survey Instrument and Process

Nonresponders were contacted via email and telephone, using emails and telephone numbers provided by NCSBN. First, an email of the nonresponder survey was sent out to the nonresponders. If the nonresponders were instead reached using the telephone, they were given the option to complete the nonresponder survey by email or over the telephone. Regardless of email or telephone, the nonresponders were first asked about their reasons for not completing the survey. In order to facilitate the gathering of data from nonresponders, NCSBN developed a list of possible reasons why invitees may not have responded to the survey based on prior research. Possible reasons included the following: “too busy,” “did not care,” “do not like/trust surveys,” “did not receive,” or “other.” Second, individuals were asked demographic information in order to provide background on nonresponders, including employment setting/specialty, and length of time. Finally, nonresponders were asked to rate the frequency of performance, importance and clinical judgment of 10 activities that were listed in the 2021 LPN/VN Practice Analysis survey. Nonresponders were thanked for their time and the data collected was recorded.

### Nonresponder Results

#### Reasons for Not Responding

Reasons provided by the nonresponder LPN/VNs included “too busy” (22 responses or 44%), “did not receive” (20 responses or 40%), “other” (5 responses or 10%), “do not like/trust surveys” (2 responses or 4%) and “did not care” (1 response or 2%).

### Months Employed as an LPN/VN

Nonresponders were asked how many total months they worked as an LPN/VN. Nonresponders indicated an average of 8.6 months of work experience, while responders averaged 6.4 months. Overall, nonresponders averaged a longer time in their position compared to original survey responders because they were contacted one month or more after the 2021 LPN/VN Practice Analysis was completed.

### Employment Setting/Specialty

Nonresponders were asked to provide their setting/specialty. The different nursing specialties/employment settings were well represented in this sample and are included in [Table I.1](#). The largest percentage (34.0% or 17 nonresponders) worked in long-term care facilities. Medical-surgical unit or any of its subspecialties (e.g., oncology, orthopedics, neurology) setting was also frequently cited (16.0% or 8 nonresponders). These results are similar to the 2021 LPN/VN Practice Analysis survey, which also identified that the largest percentage of nonresponders worked in long-term care facilities (29.4%). See [Table I.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 I.2](#).

### Frequency Ratings

Frequency ratings provided by the nonresponders were compared to the average response rating of the 2021 LPN/VN Practice Analysis survey responders. Overall, the frequency ratings were very similar, with no activity statement importance rating differing by more than one point. See [Table I.3](#).

### Clinical Judgment Ratings

Clinical judgment ratings between nonresponders and responders were also very similar. No activity statements for clinical judgment were more than one point between nonresponders and responders. See [Table I.4](#).

### Summary

The nonresponder study suggests that the main reasons individuals did not complete the 2021 LPN/VN Practice Analysis survey were they were either too busy or did not receive it. In summary, most of the activity statement ratings were very similar, which indicates that the results of the survey are not systematically biased. The nonresponder study provides support for the validity of the 2021 LPN/VN Practice Analysis results.

**Table I.1. Employment Setting/Specialty\***

| Job Title  | Nonresponders |      | Responders |      |
|--|---------------|------|------------|------|
|  | Frequency     | %    | Frequency  | %    |
| Critical care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, postanesthesia recovery unit) | 0             | 0.0  | 82         | 2.2  |
| Medical-surgical unit or any of its subspecialties (e.g., oncology, orthopedics, neurology)  | 8             | 16.0 | 189        | 5.1  |
| Pediatrics (including nursery)   | 2             | 4.0  | 173        | 4.7  |
| Labor and delivery (including postpartum unit)   | 1             | 2.0  | 20         | 0.5  |
| Psychiatry or any of its subspecialties (e.g., detox inpatient, outpatient)  | 1             | 2.0  | 122        | 3.3  |
| Assisted Living  | 2             | 4.0  | N/A        | N/A  |
| Operating room, including outpatient surgery and surgicenters  | 0             | 0.0  | 11         | 0.3  |
| Long-term care (e.g., nursing home, skilled or intermediate care)  | 17            | 34.0 | 1,091      | 29.4 |
| Residential (e.g., developmental disability)   | 0             | 0.0  | 123        | 3.3  |
| Rehabilitation (e.g., subacute or transitional care unit)  | 2             | 4.0  | 624        | 16.8 |
| Ambulatory care, physician office or clinics (e.g., physician/APRN/dentist office, occupational health, outpatient clinic)             | 2             | 4.0  | 332        | 8.9  |
| Home health, including visiting nurses associations  | 2             | 4.0  | 176        | 4.7  |
| Public health (e.g., public health/occupational health, student/school health, prison/correctional facility/jail)                      | 6             | 12.0 | 101        | 2.7  |
| Hospice care   | 0             | 0.0  | 116        | 3.1  |
| Palliative care  | N/A           | N/A  | 70         | 1.9  |
| Short Stay/Observational   | 0             | 0.0  | N/A        | N/A  |
| Step-down/Progressive Care   | 0             | 0.0  | N/A        | N/A  |
| Other  | 7             | 14.0 | 268        | 7.2  |

\* Number of participants for Employment Setting/Specialty does not equal total number of participants in the survey because individuals may have indicated multiple responses.

**Table I.2. Activity Statement Importance Ratings**

| Activity # | Activity Statement  | Nonresponder Rating | Responder Rating |
|------------|---|---------------------|------------------|
| 2          | Contribute to the development of and/or update the client plan of care  | 4.04 (n=50)         | 4.05 (n=107)     |
| 12         | Recognize self-limitations of task/assignments and seek assistance when needed  | 4.30 (n=50)         | 4.30 (n=123)     |
| 32         | Evaluate the appropriateness of health care provider's order for client   | 4.30 (n=50)         | 4.30 (n=101)     |
| 53         | Collect data for health history (e.g., client medical history, family medical history)  | 4.16 (n=50)         | 4.25 (n=143)     |
| 74         | Assist in the care of the cognitively impaired client   | 4.28 (n=50)         | 4.32 (n=102)     |
| 84         | Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)  | 3.90 (n=50)         | 4.16 (n=117)     |
| 99         | Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications) | 4.64 (n=50)         | 4.59 (n=83)      |
| 110        | Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)                             | 4.62 (n=50)         | 4.69 (n=102)     |
| 134        | Monitor client responses to procedures and treatments   | 4.54 (n=50)         | 4.45 (n=102)     |
| 151        | Provide care for a client with a fluid and electrolyte imbalance  | 4.16 (n=50)         | 4.25 (n=100)     |

**Table I.3. Activity Statement Frequency Ratings**

| Activity # | Activity Statement  | Nonresponder Rating | Responder Rating |
|------------|---|---------------------|------------------|
| 2          | Contribute to the development of and/or update the client plan of care  | 2.94 (n=50)         | 2.84 (n=427)     |
| 12         | Recognize self-limitations of task/assignments and seek assistance when needed  | 3.06 (n=50)         | 3.68 (n=390)     |
| 32         | Evaluate the appropriateness of health care provider's order for client   | 3.54 (n=50)         | 3.43 (n=413)     |
| 53         | Collect data for health history (e.g., client medical history, family medical history)  | 3.40 (n=50)         | 3.20 (n=385)     |
| 74         | Assist in the care of the cognitively impaired client   | 3.76 (n=50)         | 3.84 (n=415)     |
| 84         | Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)  | 3.42 (n=50)         | 3.75 (n=383)     |
| 99         | Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications) | 4.30 (n=50)         | 4.06 (n=353)     |
| 110        | Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)                             | 4.18 (n=50)         | 4.43 (n=416)     |
| 134        | Monitor client responses to procedures and treatments   | 3.46 (n=50)         | 3.99 (n=408)     |
| 151        | Provide care for a client with a fluid and electrolyte imbalance  | 2.38 (n=50)         | 2.53 (n=337)     |

**Table I.4. Activity Statement Clinical Judgment Ratings**

| Activity # | Activity Statement  | Nonresponder Rating | Responder Rating |
|------------|---|---------------------|------------------|
| 2          | Contribute to the development of and/or update the client plan of care  | 3.37 (n=49)         | 3.43 (n=103)     |
| 12         | Recognize self-limitations of task/assignments and seek assistance when needed  | 3.47 (n=49)         | 3.53 (n=120)     |
| 32         | Evaluate the appropriateness of health care provider's order for client   | 3.41 (n=49)         | 3.52 (n=99)      |
| 53         | Collect data for health history (e.g., client medical history, family medical history)  | 3.22 (n=49)         | 3.37 (n=136)     |
| 74         | Assist in the care of the cognitively impaired client   | 3.55 (n=49)         | 3.55 (n=102)     |
| 84         | Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)  | 3.16 (n=49)         | 3.34 (n=116)     |
| 99         | Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications) | 3.75 (n=48)         | 3.68 (n=81)      |
| 110        | Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)                             | 3.65 (n=49)         | 3.79 (n=102)     |
| 134        | Monitor client responses to procedures and treatments   | 3.58 (n=48)         | 3.65 (n=100)     |
| 151        | Provide care for a client with a fluid and electrolyte imbalance  | 3.39 (n=49)         | 3.53 (n=94)      |



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