

RESEARCH BRIEF  
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## **2024 PN Practice Analysis: Linking the NCLEX-PN® Examination to Practice**



# **2024 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 nursing regulatory bodies 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 2024 PN Practice Analysis includes survey questions to gather data to explore this subject. The following clinical judgment definition was provided to survey respondents:

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 licensed practical nurses/vocational nurses (LPN/VNs) who are newly licensed. 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 were collected and analyzed.

### Methodology Reviewers

Three methodology reviewers were 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 indicated that this methodology was psychometrically sound, legally defensible and in compliance with industry standards for practice analyses. Once 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 remains 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 eight SMEs was assembled to assist with the practice analysis. Seven panel members worked with, educated and/or supervised LPN/VNs who were within their first 12 months of practice; one panel member was newly licensed and represented newly licensed LPN/VNs. Panel members represented geographic areas of the U.S. jurisdictions, major nursing specialties and varied practice settings.

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

## Survey Development

A total of 154 nursing activity statements were incorporated into the practice analysis survey. The survey also included questions about the nurses' practice settings, past experiences and demographics. Six forms of the survey were created to reduce the number of activity statements on each survey and sent via the internet to a sample of newly licensed LPN/VNs. Four of the survey forms contained 26 activity statements each, and two survey forms contained 25 activity statements. Except for the activity statements unique to each survey form, the surveys were identical.

## Survey Process

### Sample Selection

A sample of 26,559 recipients was randomly selected from the candidates who passed the NCLEX-PN® examination from April 8, 2023, through Feb. 15, 2024.

### 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 survey were distributed evenly among 26,559 newly licensed LPN/VNs. A five-stage emailing process was used to engage respondents in the study. All potential respondents were promised confidentiality with regard to their participation and their responses. The survey was conducted from April through May 2024.

### Return Rates

Out of the sample of 26,559 surveys sent, a total of 5,845 were returned (972 were returned from Form 1, 963 from Form 2, 974 from Form 3, 982 from Form 4, 957 from Form 5, and 997 from Form 6). A total of 221 surveys were identified as undeliverable. Therefore, the adjusted return rate was 22.2% for the survey. Of those who completed the survey, 1,069 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 fewer 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 18.1%.

## LPN/VN Practice Analysis Nonrespondent Study

In order to ensure the validity of the results, NCSBN conducted an email survey of nonrespondents to determine if those LPN/VNs not responding would have rated the survey activity statements differently. The nonrespondents rated the activity statements similarly to the respondents, which provides support for the validity of the survey results. When comparing the respondent and nonrespondent ratings, a few statements have variances in frequencies, possibly indicating that the activity statements carry a different frequency in certain practice settings. The importance and clinical judgment relevancy ratings remain comparable between these two groups.

## Demographics, Experiences and Practice Environments of Participants

### Demographics/Past Experiences

The majority of survey respondents (89.5%) indicated their gender as female. The average age of respondents was 34.6 years (SD = 9.9 years). Respondents indicated their racial/ethnic background as follows: 41.0% White, 34.9% Black or African American, 12.1% Hispanic and 7.1% Asian.

Respondents indicated working an average of 6.6 months as an LPN/VN in the U.S. and its territories. On average, LPN/VNs were 12.0 months post graduation. Most of the respondents (85.2%) were graduates of diploma LPN/VN programs, and 11.0% graduated from associate degree LPN/VN programs. Approximately 0.3% of survey respondents were educated outside of the U.S. Approximately 51% of survey respondents



reported experience working as a nurse aide for an average of 5.0 years.

## Orientation

The majority of newly licensed LPN/VNs received some type of formal orientation; only 6.3% of respondents indicated that they did not receive formal orientation. Among respondents who had formal orientation, 2.5% reported having only classroom instruction or skills lab work for their orientation. The majority (65.9%) reported working with an assigned mentor or preceptor for an average of 4.8 weeks; 15.9% reported classroom and/or skills lab plus performing supervised work with clients for an average of 4.0 weeks. Additionally, 6.2% reported having a formal internship that lasted an average of 8.0 weeks.

## Certifications Earned

In the current study, Basic Life Support (94.8%), Intravenous Therapy (30.1%) and Advanced Cardiac Life Support (18.2%) were the most frequently reported certifications.

## Facilities

The majority of newly licensed LPN/VNs in this study reported working in long-term care facilities (44.2%) or hospitals (25.6%), while 21.5% reported working in community-based or ambulatory care facilities.

Overall, the number of beds reported in employing facilities was most commonly distributed among fewer than 100 beds (33.7%), 100-299 beds (27.4%) and 500 or more beds (5.8%).

Respondents were roughly equally split between urban (40.3%), suburban (32.8%) and rural (26.9%) areas.

## Practice Settings

Most frequently, LPN/VNs reported working in long-term care (44.2%) and rehabilitation (25.3%) settings. Other commonly reported settings include medical-surgical or any of its subspecialties (16.2%); ambulatory care, physician offices or clinics (13.2%); home health,

including visiting nurse associations (9.6%); and psychiatry or any of its subspecialties (6.9%).

## Client Health Conditions and Ages

Newly licensed LPN/VNs reported caring most frequently for clients with stable chronic conditions (77.3%), clients with behavioral/emotional conditions (62.2%) and well clients (50.2%). Survey respondents could select more than one client condition category, resulting in a sum greater than 100%.

In terms of age, respondents most frequently reported caring for older adults aged 65 to 85 (81.9%), older adults over age 85 (62.8%) and adults aged 18 to 64 (62.5%). Survey respondents 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 (54.6%), nights (23.3%) and evenings (13.7%). Only a small percentage of respondents (6.6%) 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 basic care and comfort (13.3%), pharmacological therapies (13.2%), physiological adaptation (13.2%), and safety and infection prevention (13.0%). Compared to the 2021 study, there was a slight decrease in time spent on activities related to safety and infection prevention.

## Administrative Responsibilities/Primary Administrative Position

Of the respondents, 40.1% reported having administrative responsibilities, and of those respondents, 15.0% reported having a primary administrative position.

## Enrollment in Registered Nurse Educational Programs

Of the respondents, 25.0% reported enrollment in a registered nurse (RN) educational program, and 23.7% reported that they had applied to such a program but were not currently enrolled.

Of those currently enrolled, 15.5% are in baccalaureate programs, 78.0% are in associate degree programs and 4.7% are in diploma programs. Of those who had applied but are not enrolled, 39.1% are completing prerequisite courses, 25.7% are on waiting lists, 21.8% cannot afford the tuition, 5.8% were turned away because classes were full and 4.6% failed to meet the program requirements. Respondents could select more than one reason for nonenrollment, resulting in a sum greater than 100%. There were also 31.9% of respondents who reported holding nonnursing 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. Standardized Cronbach's alpha coefficients were calculated for frequency and importance ratings for each of the six survey forms. The forms had an average total reliability index of 0.94 for importance, 0.91 for frequency ratings and 0.93 for clinical judgment, which indicate strong reliability. These high reliability indices indicate the survey reliably measures the nursing activities necessary for competent LPN/VN practice.

### SME Panel Validation of Survey Findings

The SME panel for the 2024 PN Practice Analysis was asked to provide independent ratings of the 154 activity statements. In general, the importance ratings of SMEs and survey respondents were somewhat similar; however, respondents regarded most of the activity statements as more important than the SMEs did.

## Applicability of Activities to Practice Setting

Respondents indicated if each of the activities was applicable to their work setting. The activities ranged from 28.2% applicability (i.e., 28.2% reported that the activity was performed in their work setting) to 100%.

## Frequency of Activity Performance

Respondents 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 1.89 to 4.86. Average total group frequencies ranged from 0.92 to 4.83.

## Importance of Activity Performance

Respondents 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 3.99 to 4.89. Average total group importance ratings ranged from 3.39 to 4.86.

## 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.

Respondents 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). Average setting-specific clinical judgment ratings ranged from 3.02 to 3.89. Average total group clinical judgment ratings ranged from 2.72 to 3.88.

## Summary

Respondents to the 2024 PN Practice Analysis found the activities listed in the survey to be representative of the work they perform in their practice settings. In general, the importance ratings of SMEs and newly licensed LPN/VNs supported the results. The reliability of the survey instrument was quite good. 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 0.97, indicating a strong relationship between the two ratings.

## Conclusion

The 2024 PN Practice Analysis 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) SMEs' 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 nursing regulatory bodies in the U.S. and its member board territories, for the preparation of psychometrically sound and legally defensible licensure examinations. The periodic performance of practice analysis (i.e., job analysis) studies assists NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure examination. Furthermore, practice analysis studies have long been recognized by measurement and testing professions as important sources of validity evidence for licensure examinations (APA, AERA and NCME, 2014; Raymond, 2001). Because the U.S. health care industry is rapidly changing, practice analysis studies are traditionally conducted by NCSBN on a three-year cycle. The previous licensed practical/vocational nurse (LPN/VN) practice analysis study was conducted in 2021.

### 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 2024 PN 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 respondents 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 that these nursing leaders provided was documented, and after leaders' identifying information was removed to provide anonymity, a

summary of the interviews was made available for the SME panel to consider when developing the activity statements. In addition, two NCSBN nursing staff members 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 were 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 indicated that this methodology was psychometrically sound, legally defensible and in compliance with industry standards for practice analyses. Once 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 remains 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 eight LPN/VNs and registered nurses (RNs) was assembled to assist with the practice analysis study. Seven panel members worked with, educated and/or supervised LPN/VNs who were within their first 12 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 list 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 2024 PN Practice Analysis study. The activity statements created by the panel of experts were reviewed, edited and approved by the NCLEX® Examination Committee. The committee also approved the survey form. For this survey, internet-based versions were used.

There were 154 nursing activity statements that were incorporated into a practice analysis survey. The survey also included questions about the nurses' practice settings, past experiences and demographics. Six forms of the survey were created to reduce the number of activity statements on each survey. Four of the survey forms contained 26 activity statements each, and two survey forms contained 25 activity statements. 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 respondents' last day of work, including number of hours worked, number of clients for whom care was provided and the amount of time spent on various types of nursing activities. The fifth section pertained to basic demographic information. The sixth section provided space for respondents to write comments or suggestions about the study. All forms of the survey used in the 2024 PN Practice Analysis may be found in [Appendix B](#).

## Survey Process

### Sample Selection

A sample of 26,559 recipients were randomly selected from the candidates who passed the NCLEX-PN® from April 8, 2023, through Feb. 15, 2024, and were not previously included in the 2024 PN Nursing Knowledge Survey. A total of 221 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 respondents by NCSBN jurisdiction.

### Emailing Procedure

Six forms of the survey were distributed evenly among 26,559 newly licensed LPN/VNs.

A five-stage mailing process was used to engage the respondents in the study. A presurvey email was sent to each individual selected for the sample in April 2024. One week later, recipients were sent an email invitation with the survey link. Two weeks later, a reminder email was sent to nonrespondents reiterating the importance of the study and urging participation. Approximately two weeks after the first email, a second reminder was sent

**Table 1. Correspondence of Population, Sample and Respondents for the 2024 LPN/VN Practice Analysis**

Jurisdiction	Population	2024 Sample		2024 Respondents		Response Rate
	%	N	%	N	%	%
ALABAMA	2.5	673	2.5	159	2.7	23.6
ALASKA	0.0	6	0.0	2	0.0	33.3
AMERICAN SAMOA	0.0	8	0.0	2	0.0	25.0
ARIZONA	1.0	259	1.0	48	0.8	18.5
ARKANSAS	1.9	493	1.9	116	2.0	23.5
CALIFORNIA	15.7	4146	15.6	803	13.7	19.4
COLORADO	0.8	211	0.8	47	0.8	22.3
CONNECTICUT	1.2	323	1.2	84	1.4	26.0
DELAWARE	0.3	70	0.3	19	0.3	27.1
DISTRICT OF COLUMBIA	0.0	5	0.0	3	0.1	60.0
FLORIDA	5.7	1513	5.7	283	4.8	18.7
GEORGIA	1.8	481	1.8	110	1.9	22.9
GUAM	0.0	1	0.0	1	0.0	100.0
HAWAII	0.2	45	0.2	16	0.3	35.6
IDAHO	0.3	87	0.3	13	0.2	14.9
ILLINOIS	2.9	769	2.9	186	3.2	24.2
INDIANA	1.4	369	1.4	88	1.5	23.8
IOWA	1.4	385	1.5	109	1.9	28.3
KANSAS	1.4	365	1.4	83	1.4	22.7
KENTUCKY	1.5	384	1.5	83	1.4	21.6
LOUISIANA	2.0	520	2.0	106	1.8	20.4
MAINE	0.1	24	0.1	2	0.0	8.3
MARYLAND	1.2	315	1.2	88	1.5	27.9
MASSACHUSETTS	1.5	395	1.5	100	1.7	25.3
MICHIGAN	2.2	576	2.2	109	1.9	18.9
MINNESOTA	1.5	391	1.5	113	1.9	28.9
MISSISSIPPI	1.9	527	2.0	122	2.1	23.1
MISSOURI	2.4	637	2.4	147	2.5	23.1
MONTANA	0.1	29	0.1	3	0.1	10.3
NEBRASKA	0.7	174	0.7	48	0.8	27.6
NEVADA	0.3	73	0.3	17	0.3	23.3
NEW HAMPSHIRE	0.3	80	0.3	19	0.3	23.8
NEW JERSEY	2.5	681	2.6	158	2.7	23.2
NEW MEXICO	0.4	102	0.4	21	0.4	20.6
NEW YORK	5.8	1528	5.8	345	5.9	22.6
NORTH CAROLINA	2.3	615	2.3	139	2.4	22.6
NORTH DAKOTA	0.5	127	0.5	38	0.7	29.9

**Table 1. Correspondence of Population, Sample and Respondents for the 2024 LPN/VN Practice Analysis**

Jurisdiction	Population	2024 Sample		2024 Respondents		Response Rate
	%	N	%	N	%	%
NORTHERN MARIANA ISLANDS	0.0	2	0.0	0	0.0	0.0
OHIO	6.7	1767	6.7	420	7.2	23.8
OKLAHOMA	2.3	626	2.4	136	2.3	21.7
OREGON	0.8	204	0.8	42	0.7	20.6
PENNSYLVANIA	4.0	1064	4.0	245	4.2	23.0
RHODE ISLAND	0.5	143	0.5	30	0.5	21.0
SOUTH CAROLINA	1.3	323	1.2	67	1.2	20.7
SOUTH DAKOTA	0.6	167	0.6	37	0.6	22.2
TENNESSEE	2.2	593	2.2	145	2.5	24.5
TEXAS	7.5	1992	7.5	393	6.7	19.7
UTAH	1.7	450	1.7	77	1.3	17.1
VERMONT	0.4	102	0.4	13	0.2	12.7
VIRGIN ISLANDS	0.0	1	0.0	0	0.0	0.0
VIRGINIA	2.2	587	2.2	164	2.8	27.9
WASHINGTON	1.1	278	1.1	55	0.9	19.8
WEST VIRGINIA	1.0	258	1.0	70	1.2	27.1
WISCONSIN	2.1	534	2.0	109	1.9	20.4
WYOMING	0.3	81	0.3	12	0.2	14.8
<b>TOTAL</b>	<b>100.0</b>	<b>26559</b>	<b>100.0</b>	<b>5845</b>	<b>100.0</b>	<b>22.0</b>

to nonrespondents, and two weeks later, a third email was sent to remaining nonrespondents. The survey was conducted from April through May 2024.

### Confidentiality

All potential respondents 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 CEO for compliance with organizational guidelines for research studies involving human subjects.

### Return Rates

Out of the sample of 26,559 surveys sent, a total of 5,845 were returned (972 were returned from Form 1, 963 from Form 2, 974 from Form 3, 982 from Form 4, 957 from Form 5, and 997 from Form 6). A total of 221

surveys were identified as undeliverable. Therefore, the adjusted return rate was 22.2%. Of the 26,338 surveys sent, 5,845 respondents completed the survey. A total of 1,069 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 fewer 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 18.1%. See [Table 2](#) and [Table 3](#).

### PN Practice Analysis Nonrespondent Study

In order to ensure the validity of the results, NCSBN conducted an email survey of nonrespondents to determine if LPN/VNs not responding would have rated the survey activity statements differently than

Table 2. Adjusted Return Rates					
	Sample	Undeliverable	Surveys Sent	Surveys Returned	Adjusted Return Rate
Total	26559	221	26338	5845	22.2%

Table 3. Analyzable Return Rates				
	Surveys Sent	Invalid Responses	Analyzable Responses	Analyzable Return Rate
Total	26338	1069	4776	18.1%

the respondents. If there are no systematic differences in respondents versus nonrespondents, there would be further evidence signifying that the survey results are unbiased, which supports the validity of the 2024 PN Practice Analysis results. When comparing the respondent and nonrespondent ratings, a few statements have variances in frequencies, possibly indicating that the activity statements carry a different frequency in certain practice settings. The importance and clinical judgment relevancy ratings remain comparable between these two groups. See [Appendix I](#) for a full report of the nonrespondent study.

## Summary

A panel of eight nurses, SMEs 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 26,559 newly licensed LPN/VNs selected from lists of candidates who passed the NCLEX-PN between April 8, 2023, and Feb. 15, 2024. The survey response rate was 18.1%. This practice analysis contains the responses of 4,776 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 respondents’ work environments, including settings, shifts worked and client characteristics.

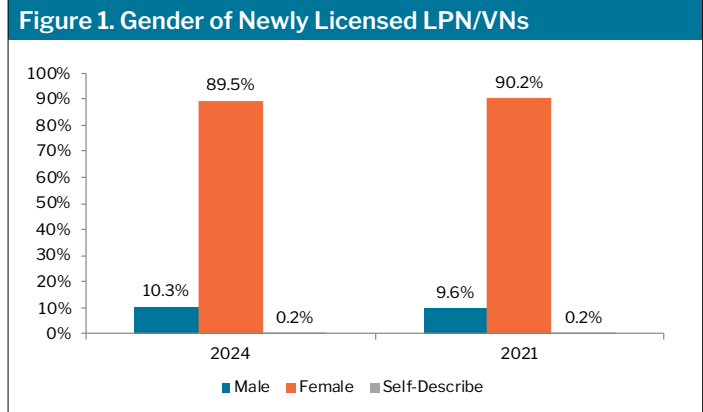
#### Age and Gender

The majority of newly licensed LPN/VNs (89.5%) indicated their gender as female, approximately the same percentage found in the 2021 survey (NCSBN, 2022). See **Figure 1** for gender. The age of respondent nurses averaged 34.6 years (SD = 9.9 years), similar to the average of 32.9 years from the 2021 survey.

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

A total of 41.0% of respondents in the current study reported their race/ethnicity as White – not of Hispanic origin. Respondents also reported their race/ethnicity as follows: 34.9% Black or African American, 12.1% Hispanic and 7.1% Asian. See **Figure 2** for race/ethnicity reported by newly licensed LPN/VNs.

Of the respondents, 78.4% reported English as their primary language, and 17.2% reported both English and another language as their primary languages.

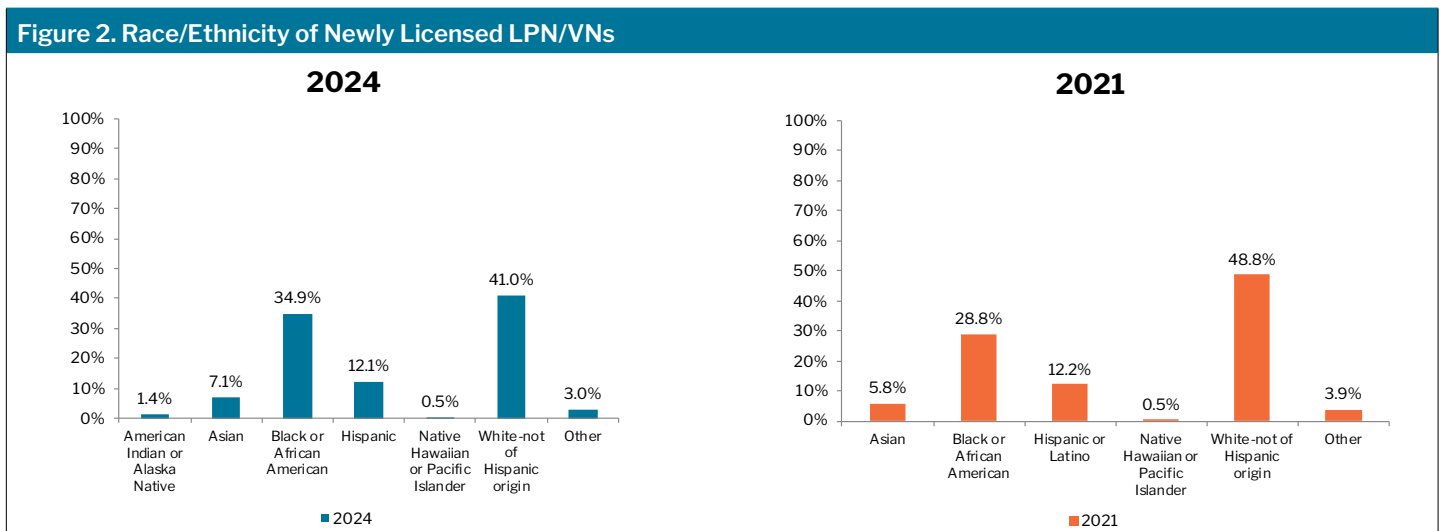


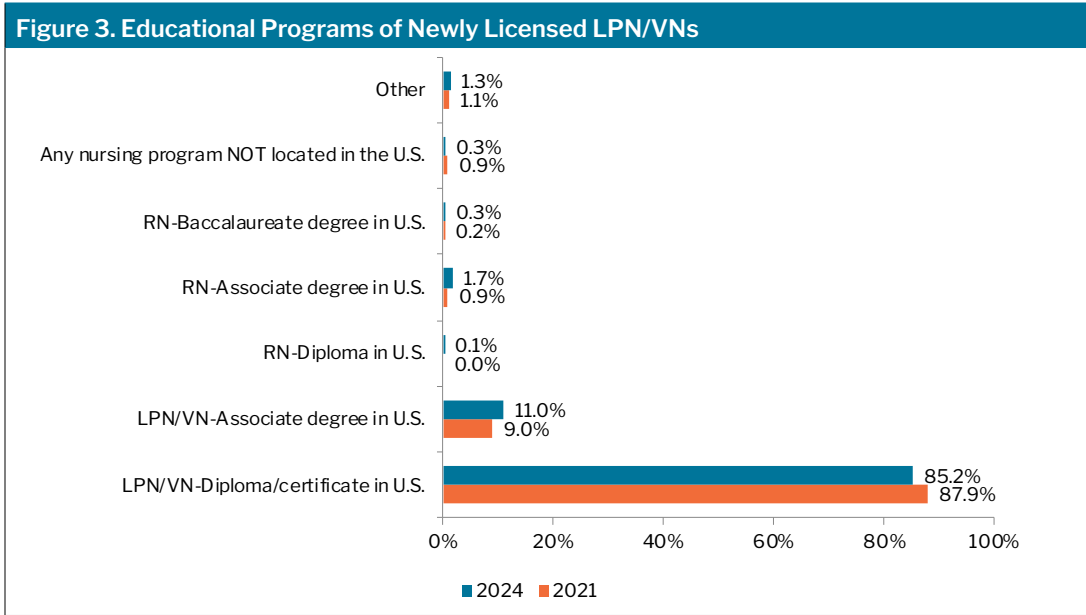
#### Educational Background

Newly licensed LPN/VNs indicated obtaining an LPN/ VN diploma/certificate in the U.S. most frequently (85.2%). The second most frequently chosen response was an LPN/VN associate degree in the U.S. (11.0%). 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 respondents’ educational background.

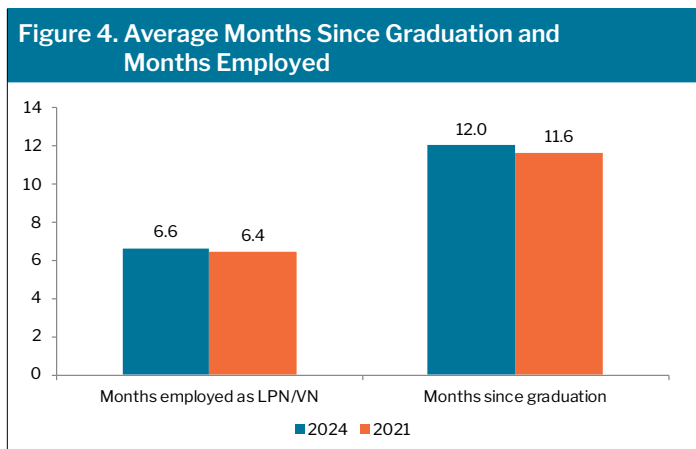
#### Average Months Since Graduation, Months Employed and Previous Nurse Aide Experience

Respondents reported working an average of 6.6 months as LPN/VNs in the U.S. and reported being an average of 12.0 months post graduation. **Figure 4** shows





the months since graduation and months employed for the 2024 and 2021 surveys. Approximately 51.0% of newly licensed LPN/VNs reported previous experience as a nurse aide, similar to the 2021 survey results. Respondents reported an average of 5.0 years of experience as a nurse aide, similar to the result from 2021. See **Table 4** for average years of nurse aide experience.



	2024	2021
Years of experience	5.0	5.2
Percent (%)	51.0	51.7

### Orientation

The majority of newly licensed LPN/VNs (93.7%) indicated receiving some form of formal orientation. No formal orientation was reported by 6.3%, a notable decrease from 2021 (9.7%), and 2.5% reported having only classroom instruction or skills lab work for their orientation. Newly licensed LPN/VNs reported working with an assigned preceptor (65.9%) for an average of 4.8 weeks, and 15.9% reported performing classroom and/or skills lab plus supervised work with clients for an average

	2024		2021	
	%	Avg. Weeks	%	Avg. Weeks
No formal orientation	6.3	N/A	9.7	N/A
Classroom instruction/ skills lab work only	2.5	1.6	3.8	2.4
Classroom and/or skills lab plus supervised work with clients	15.9	4.0	17.4	4.3
Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work	65.9	4.8	63.2	3.8
A formal internship/ residency with or without additional classroom or skills lab work	6.2	8.0	2.3	4.0
Other	3.2	3.1	3.7	3.0

of approximately 4.0 weeks. A formal internship that lasted an average of 8.0 weeks was reported by 6.2%, compared to 2.3% with 4.0 weeks in 2021. See [Table 5](#) for type and length of orientation.

## Certifications Earned

In the current study, 96.7% of respondents reported earning additional certifications or completing coursework compared to 90.5% of 2021 respondents. Basic Life Support (94.8%), Intravenous Therapy (30.1%) and Advanced Cardiac Life Support (18.2%) were the most frequently reported certifications. See [Table 6](#) for a complete list of additional coursework and/or certifications completed. To compare with 2024, 2021 results have been recalculated by excluding the missing responses. Survey respondents could select more than one certification, resulting in a sum greater than 100%.

## Work Settings

### Facilities

The highest proportion of newly licensed LPN/VNs (44.2%) reported working in long-term care facilities, while 25.6% reported working in a hospital. Only 21.5% reported working in community-based or ambulatory care facilities/organizations. Compared to the 2021 survey, there was an increase in the percentage of newly licensed LPN/VNs working in hospital settings and a decrease in long-term care and community-based or ambulatory care facilities/organizations. 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 (27.4%) and 50-99 beds (22.6%). Similar to the results from the 2021 survey, a small percentage of respondents worked in facilities with 300 or more beds; 5.2% worked in facilities with 300-499 beds, and only 5.8% worked in facilities with 500 beds or more.

About the same number of newly licensed LPN/VNs reported working in urban or metropolitan areas (40.3%) and suburban areas (32.8%), while 26.9% of respondents

**Table 6. Additional Coursework/Certification**

Type of Additional Coursework/ Certification	2024	2021
	%	%
Advanced Cardiac Life Support (ACLS)	18.2	15.2
Basic Life Support (BLS/CPR)	94.8	78.3
Behavioral Management	10.0	8.4
Cardiac Care	4.6	3.0
Chemotherapy	0.8	0.4
Community Health	4.0	NA
Critical Care	5.0	3.4
Dialysis	3.3	2.9
Intravenous Therapy	30.1	23.9
Moderate Sedation	1.0	0.9
Neonatal Advanced Life Support	1.0	1.7
Neonatal Resuscitation	2.8	3.1
Palliative Care	8.3	NA
Pediatric Advanced Life Support (PALS)	6.0	5.2
Rehabilitation	9.1	7.7
None	3.3	15.4
Other	6.3	6.0

*Note: Respondents could select all that apply.*

**Table 7. Employment Facilities**

Type of Facility/Organization	2024	2021
	%	%
Hospital	25.6	14.7
Long-term care facility	44.2	48.3
Community-based or ambulatory care facility/organization (including public health department, home health, clinics, school, prison, etc.)	21.5	26.6
Other	8.6	10.3

work in rural areas. Data for the size and location of the facilities where respondents reported working are shown in [Table 8](#).

## Practice Settings

Newly licensed LPN/VNs reported working in long-term care most frequently (44.2%), which was a 3.8% decrease from the 2021 findings. Rehabilitation was reported by 25.3% of respondents; 16.2% reported

**Table 8. Employment Setting Characteristics**

	2024	2021
Type of Facility/Organization	%	%
Number of Hospital or Nursing Home Beds		
Less than 50 beds	11.1	8.9
50-99 beds	22.6	22.8
100-299 beds	27.4	27.3
300-499 beds	5.2	4.6
500 or more beds	5.8	4.0
I do not know	4.6	4.2
I do not work in a hospital or long-term care facility	23.2	28.2
Location of Employment Setting		
Urban/Metropolitan area	40.3	37.5
Suburban	32.8	33.0
Rural	26.9	29.5

working in a medical-surgical setting (an increase of 7.9% from 2021); and 13.2% reported working in ambulatory care, physician offices or clinics. See [Table 9](#) for practice settings. To compare with 2024, 2021 results have been recalculated by excluding the missing responses.

## Client Health Conditions

Newly licensed LPN/VNs reported caring for clients with stable chronic conditions (77.3%), clients with behavioral/emotional conditions (62.2%), well clients (50.2%), clients at end of life (45.0%) and clients with acute conditions (44.9%). These results are somewhat similar to those from the 2021 survey. See [Figure 5](#) for client conditions. To compare with 2024, 2021 results have been recalculated by excluding the missing responses. Survey respondents 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 adults aged 65 to 85 (81.9%), adults aged 85 and older (62.8%) and adults aged 18 to 64

**Table 9. Practice Settings**

	2024	2021
Type of Facility/Organization	%	%
Ambulatory care, physician office or clinics	13.2	14.6
Critical care	4.5	3.6
Home health	9.6	7.7
Hospice	5.7	5.1
Inpatient medical-surgical	16.2	8.3
Labor and delivery	0.5	0.9
Long-term care	44.2	48.0
Operating room	0.8	0.5
Palliative care	2.7	3.1
Pediatric	5.7	7.6
Psychiatry or subspecialties (detox, inpatient, outpatient)	6.9	5.4
Public health/Occupational health	2.0	4.4
Rehabilitation	25.3	27.5
Residential	4.8	5.4
Other	9.8	11.8

Note: Respondents could select two answers.

(62.5%). Only 18.5% of respondents reported caring for pediatric clients aged 0 to 17. See [Figure 6](#) for client ages. To compare with 2024, 2021 results have been recalculated by excluding the missing responses. Survey respondents could select more than one client age, resulting in a sum greater than 100%.

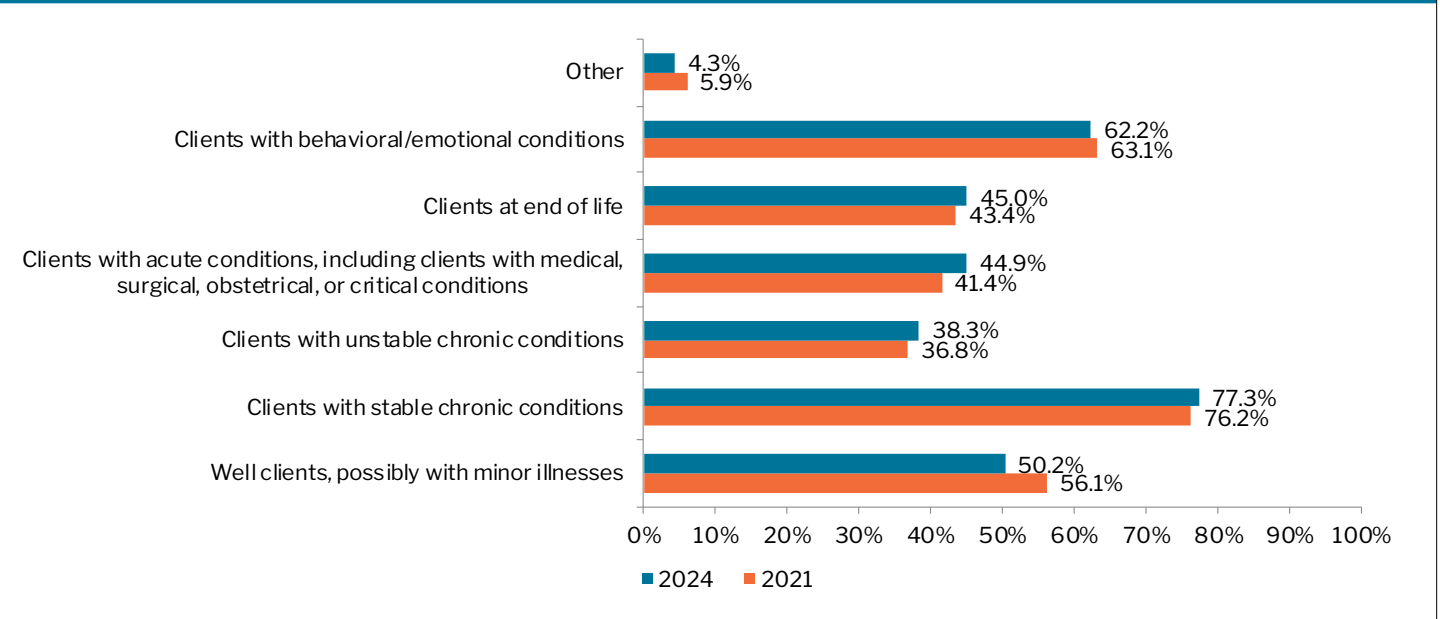
On average, the respondents were responsible for 20.8 clients on their last workday with a standard deviation of 28.0.

## Shifts Worked

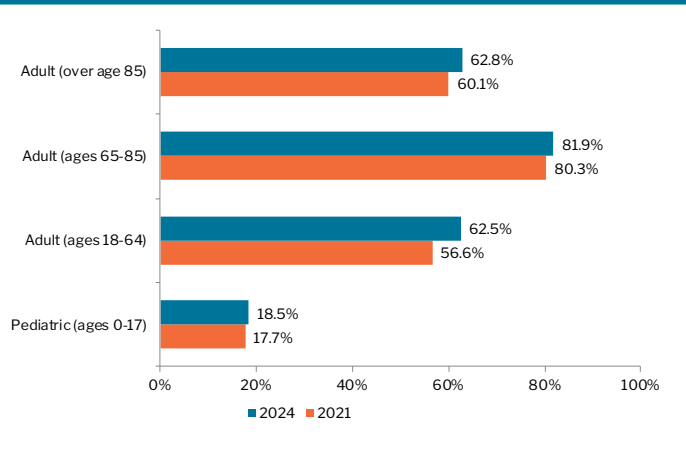
The shifts most commonly worked by newly licensed LPN/VNs were days (54.6%), nights (23.3%) and evenings (13.7%). Only 6.6% of respondents reported working rotating shifts. See [Figure 7](#) for shifts reported. Note that 1.8% selected “other” for shifts worked and that these responses are not reflected in [Figure 7](#).

On a typical workday, the majority of the respondents (46.2%) worked a 12-hour shift, while 36.2% worked an 8-hour shift and 5.6% worked a 10-hour shift.

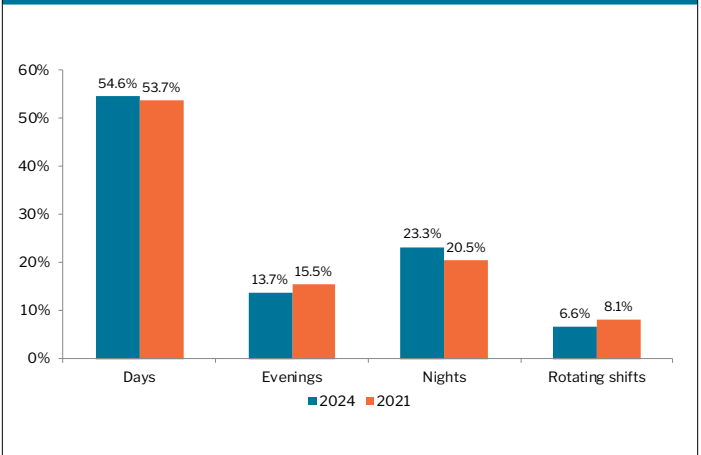
**Figure 5. Client Health Conditions**



**Figure 6. Client Ages**



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



### Time Spent in Different Categories of Nursing Activities

Respondents were asked to record the numbers of hours they 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 basic care and comfort (13.3%), pharmacological therapies (13.2%), physiological adaptation (13.2%), and safety and infection prevention (13.0%). The least amount of time was reportedly spent on reduction of risk potential (12.8%), psychosocial integrity (12.4%), health promotion and maintenance (12.0%), and coordinated care (10.1%). Compared to the 2021 study, there was a slight variation

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

Categories of Activities		2024	2024	2024	2021
		Average Hours	Proportion of Work Hours	Standardized Proportion	Standardized Proportion
Coordinated Care	Collaborate with health care team members to facilitate effective client care.	3.82	36.1%	10.1%	11.0%
Safety and Infection Prevention and Control	Contribute to the protection of client and health care personnel from health and environmental hazards.	4.93	46.6%	13.0%	14.1%
Health Promotion and Maintenance	Provide nursing care for clients that incorporate knowledge of expected stages of growth and development and prevention and/or early detection of health problems.	4.57	43.2%	12.0%	11.9%
Psychosocial Integrity	Provide care that assists with promotion and support of the emotional, mental and social well-being of the client.	4.71	44.4%	12.4%	12.4%
Basic Care and Comfort	Provide comfort to clients and assistance in the performance of activities of daily living.	5.06	47.8%	13.3%	12.9%
Pharmacological Therapies	Provide care related to the administration of medications and monitor clients who are receiving parenteral therapies.	5.01	47.2%	13.2%	13.6%
Reduction of Risk Potential	Reduce the potential for clients to develop complications or health problems related to treatments, procedures or existing conditions.	4.88	46.1%	12.8%	12.4%
Physiological Adaptation	Participate in providing care for clients with acute, chronic or life-threatening physical health conditions.	5.02	47.3%	13.2%	12.4%

in time spent on one category of activities. There was a slight decrease in time spent on activities related to safety and infection prevention (from 14.1% to 13.0%).

### Administrative Responsibilities/Primary Administrative Position

The newly licensed LPN/VNs responding to the practice analysis survey were asked if they had administrative responsibilities in their nursing position. Of all respondents, 40.1% reported having such responsibilities, and of those, 15.0% 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 (58.4% in long-term care compared to 14.5% 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 (13.7% in long-term care facilities compared to 10.3% in hospitals). Of the LPN/VNs working in community-based settings, 32.5% reported having administrative responsibilities with 19.5% of those reporting holding a primary administrative position. Compared to 2021, the results represent a slight decrease overall in administrative responsibilities (from 43.4% to 40.1%) and a significant decrease in newly licensed LPN/VNs holding primary administrative positions. See [Table 11](#) for detailed results of administrative responsibilities.

### Enrollment in RN Educational Programs

Respondents were asked about enrollment in further nursing education. Approximately 25.0% of respondents reported enrollment in a registered nurse (RN) educational program, and 23.7% reported that they had applied to such a program but were not

**Table 11. Administrative Responsibilities**

	2024		2021	
	Administrative Responsibility	Primary Administrative Position*	Administrative Responsibility	Primary Administrative Position*
Facilities	%	%	%	%
All	40.1	15.0	43.4	88.4
Hospital	14.5	10.3	15.9	81.1
Long-term care	58.4	13.7	60.1	89.4
Community-based care	32.5	19.5	26.9	87.7
Other	41.8	19.7	45.3	86.8

\* Percent of all relevant respondents.

**Table 12. RN Education Program Enrollment**

	2024		2021	
	Frequency	%	Frequency	%
<b>Enrolled in a registered nurse education program</b>				
Yes	445	25.0	462	21.5
No	914	51.3	1192	55.5
I have applied but am not currently enrolled	421	23.7	495	23.0
<b>Program enrollment</b>				
Registered Nurse – Diploma program	21	4.7	15	3.3
Registered Nurse – Associate degree program	347	78.0	365	79.4
Registered Nurse – Bachelor’s degree program	69	15.5	72	15.7
Other	8	1.8	8	1.7
<b>Reason for nonenrollment*</b>				
Currently completing prerequisite courses	163	39.1	231	46.7
Turned away because nursing program is full	24	5.8	36	7.3
Unable to afford tuition	91	21.8	95	19.2
Did not meet admission requirements	19	4.6	25	5.1
On a waiting list for admission	107	25.7	105	21.2
Other	96	23.0	126	25.5
<b>Nonnursing college degree</b>				
Yes	566	31.9	667	31.2
No	1211	68.1	1470	68.8

Note: Respondents could select all that apply.

currently enrolled. Of those currently enrolled, 78.0% were in associate degree programs, 15.5% were in baccalaureate degree programs, 4.7% were in diploma programs and 1.8% selected other. Of those who applied but were not enrolled, 39.1% were completing prerequisite courses, 25.7% were on waiting lists, 23.0%

selected other, 21.8% were unable to afford tuition, 5.8% were turned away because classes were full and 4.6% failed to meet program requirements. Additionally, 31.9% of respondents reported holding nonnursing college degrees. See [Table 12](#) for education program enrollment.

## Summary

The newly licensed LPN/VNs responding to the 2024 PN Practice Analysis survey were primarily female with an average age of 34.6 years. The majority worked day, night or evening shifts in long-term care or rehabilitation settings. The majority were provided with an orientation with an assigned preceptor or mentor for an average of 4.8 weeks. The respondents cared mostly for clients with stable chronic conditions who were 65 to 85 years of age.



## ACTIVITY STATEMENT PERFORMANCE FINDINGS

Findings relative to the activities performed by licensed practical nurses/vocational nurses (LPN/VNs) who are newly licensed 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 are discussed. A validation of survey findings with estimates provided by the subject matter expert (SME) panel is also provided.

### Overview of Methods

The 2024 PN Practice Analysis survey asked respondents 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.” Respondents 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, respondents 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 respondents could choose from four ratings: “1” (not relevant), “2” (helpful), “3” (important) or “4” (essential). Each activity statement’s applicability to practice setting was assessed by analyzing the number of respondents having performed each activity statement, excluding those that were marked “never performed.”

### Activity Performance Characteristics

#### Reliability

Reliability indices were calculated to assess the survey’s capability to measure the activities relevant to safe and effective practice of newly licensed LPN/VNs. Standardized Cronbach’s alpha coefficients were calculated for frequency and importance ratings for the forms of the survey to measure the internal consistency of the instrument (Cronbach, 1951). Alpha coefficients range from 0 to 1; a value of 0.70 or greater is generally considered adequate. The forms had an average total reliability index of 0.91 for frequency ratings, 0.94 for importance and 0.93 for clinical judgment. **Table 13** shows that the data suggest strong evidence for the reliability of the measured outcomes in this survey.

#### Subject Matter Expert (SME) Panel Validation of Survey Findings

The SME panel for the 2024 PN Practice Analysis survey was asked to provide independent ratings of the 154

**Table 13. Reliability Estimates**

Form	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	796	0.91	26	796	0.95	26	796	0.95
Form 2	26	787	0.94	26	787	0.96	26	787	0.95
Form 3	26	802	0.91	26	802	0.94	26	802	0.92
Form 4	26	808	0.91	26	808	0.93	26	808	0.93
Form 5	25	782	0.90	25	782	0.92	25	782	0.92
Form 6	25	801	0.91	25	801	0.93	25	801	0.93

activity statements. SMEs estimated the percentage of newly licensed LPN/VNs performing the activities within their practice setting, the average setting-specific frequency with which the activities were performed during one day, 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 1.13 with respect to importance between the SME ratings and the newly licensed LPN/VNs. In general, the importance ratings of SMEs and survey respondents were somewhat similar; however, respondents rated most of the activity statements as more important than the SMEs did.

### 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 28.2% applicability (i.e., 28.2% of the respondents reported that the activity was performed in their work setting) to 100%. The activities with the lowest percentage of applicability were “Assist with monitoring a client in labor” (28.2%), “Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years” (31.2%) and “Identify signs or symptoms of potential prenatal complication” (32.3%). The activities with the highest percentage of applicability for respondents were “Maintain client confidentiality” (100%), “Organize and prioritize care based on client needs” (99.8%) and “Recognize self-limitations and seek assistance when needed (e.g., tasks, assignments)” (99.8%).

### Frequency of Activity Performance

Respondents 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 respondents providing ratings (i.e., respondents indicating that the activity applied to their work setting). The total group frequency was calculated by including the missing frequency ratings (i.e., respondents indicating that the activity did not apply to their work setting) before averaging the rating. To perform this calculation, the missing frequency ratings were converted to zero (“0 times” on the rating scale) for inclusion in the total group frequency calculation. See [Table 15](#) for setting-specific and total group frequency.

#### Setting-Specific

Average setting-specific frequencies ranged from 1.89 to 4.86. The activities performed with the lowest frequencies were “Recognize and report staff conflict” (1.89), “Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)” (2.25) and “Monitor transfusion of blood product” (2.30). The activities with the highest setting-specific average frequencies of performance were “Provide care within the legal scope of practice” (4.86); “Practice in a manner consistent with code of ethics for nurses” (4.84) and “Verify the identity of client” (4.82). [Appendix C](#) presents activity statements rank ordered by average setting-specific frequency.

#### Total Group

Average total group frequencies ranged from 0.92 to 4.83. The activities performed with the lowest total group frequency were “Assist with monitoring a client in labor” (0.92), “Provide care that meets the needs of

**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	95.3	3.64	4.24	3.44	100.0	3.12	4.00	3.38	-4.73	0.52	0.24	0.06
2	Contribute to the development of and/or update of the client plan of care	87.6	3.19	4.19	3.44	100.0	4.25	4.38	3.62	-12.38	-1.06	-0.19	-0.18
3	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	90.1	3.86	4.20	3.41	100.0	3.50	3.62	3.12	-9.89	0.36	0.58	0.29
4	Organize and prioritize care based on client needs	99.8	4.66	4.66	3.78	100.0	4.62	4.62	3.88	-0.21	0.04	0.04	-0.10
5	Recognize and report staff conflict	84.6	1.60	4.03	3.00	100.0	1.00	3.25	2.25	-15.37	0.60	0.78	0.75
6	Advocate for client rights and needs	98.8	4.16	4.68	3.67	100.0	3.12	4.12	3.50	-1.24	1.04	0.56	0.17
7	Promote client self-advocacy	98.5	4.17	4.47	3.52	100.0	2.88	3.62	2.62	-1.49	1.29	0.85	0.90
8	Participate in quality improvement activities (e.g., collecting data, serving on quality improvement committee)	78.7	2.77	4.07	3.26	100.0	1.00	3.00	2.25	-21.29	1.77	1.07	1.01
9	Involve client in care decision-making	95.5	4.21	4.42	3.60	100.0	3.62	3.88	3.00	-4.49	0.59	0.54	0.60
10	Follow up with client after discharge	53.2	1.52	3.39	2.72	87.5	1.12	2.75	2.50	-34.31	0.40	0.64	0.22
11	Participate in staff education (e.g., in-services, continued competency)	98.2	3.38	4.41	3.42	100.0	1.88	3.50	2.62	-1.83	1.50	0.91	0.80
12	Recognize self-limitations and seek assistance when needed (e.g., tasks, assignments)	99.8	3.99	4.65	3.69	100.0	2.88	4.75	3.75	-0.21	1.11	-0.10	-0.06
13	Respond to the unsafe practice of health care personnel (e.g., intervene, report)	86.8	2.38	4.54	3.62	100.0	0.88	4.75	3.86	-13.18	1.50	-0.21	-0.24

**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	84.9	2.93	4.06	3.30	87.5	2.25	3.62	2.62	-2.60	0.68	0.44	0.68
15	Participate in client referral process	76.6	2.35	3.70	3.03	100.0	2.00	3.25	2.38	-23.37	0.35	0.45	0.65
16	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)	86.0	2.95	4.56	3.57	100.0	0.50	4.25	3.00	-14.04	2.45	0.31	0.57
17	Participate in client consent process	91.1	3.26	4.51	3.53	100.0	2.25	3.38	2.88	-8.94	1.01	1.13	0.65
18	Maintain client confidentiality	100.0	4.80	4.84	3.73	100.0	4.88	4.38	2.62	0.00	-0.08	0.46	1.11
19	Provide for privacy needs	98.8	4.50	4.51	3.55	100.0	5.00	3.62	2.12	-1.24	-0.50	0.89	1.43
20	Provide information about advance directives	72.3	2.05	3.94	3.16	100.0	0.62	3.12	2.25	-27.72	1.43	0.82	0.91
21	Participate in client data collection	94.2	4.23	4.45	3.56	100.0	4.62	4.25	3.38	-5.84	-0.39	0.20	0.18
22	Use information technology in client care	97.7	4.41	4.42	3.44	100.0	4.75	4.00	2.88	-2.34	-0.34	0.42	0.56
23	Apply evidence-based practice when providing care	99.1	4.43	4.67	3.75	100.0	4.25	4.25	3.43	-0.92	0.18	0.42	0.32
24	Participate as a member of an interdisciplinary team	89.0	3.52	4.29	3.42	100.0	4.50	4.50	3.00	-10.97	-0.98	-0.21	0.42
25	Monitor activities of assistive personnel	93.3	3.78	4.28	3.42	100.0	3.25	3.50	3.00	-6.72	0.53	0.78	0.42
26	Participate in providing quality cost-effective care	85.1	3.35	4.12	3.31	100.0	4.00	3.50	2.38	-14.85	-0.65	0.62	0.93
27	Provide and receive report	96.4	4.32	4.59	3.68	75.0	2.62	4.50	3.50	21.40	1.70	0.09	0.18
28	Practice in a manner consistent with code of ethics for nurses	99.6	4.81	4.79	3.79	100.0	4.88	4.50	3.25	-0.43	-0.07	0.29	0.54
29	Provide care within the legal scope of practice	99.5	4.83	4.84	3.85	100.0	5.00	4.62	3.38	-0.46	-0.17	0.22	0.47

**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)
30	Verify and process health care provider orders	98.3	4.37	4.73	3.74	100.0	4.38	4.75	3.75	-1.66	-0.01	-0.02	-0.01
31	Perform care for clients to support unbiased treatment and equal access to care, regardless of culture/ethnicity, sexual orientation, gender identity and/or gender expression	98.0	4.46	4.60	3.61	100.0	4.38	4.25	2.75	-1.99	0.08	0.35	0.86
32	Ensure availability and safe functioning of client care equipment	94.6	3.99	4.48	3.51	100.0	4.00	4.50	2.88	-5.45	-0.01	-0.02	0.63
33	Evaluate the appropriateness of health care provider's order for client	94.8	3.99	4.51	3.68	100.0	3.88	4.50	3.75	-5.17	0.11	0.01	-0.07
34	Verify the identity of client	99.4	4.79	4.84	3.77	100.0	5.00	5.00	3.12	-0.64	-0.21	-0.16	0.65
35	Use safe client handling techniques (e.g., body mechanics)	99.1	4.61	4.71	3.68	87.5	3.75	3.75	2.75	11.58	0.86	0.96	0.93
36	Identify client allergies and intervene as appropriate	98.1	4.04	4.80	3.78	100.0	4.38	4.88	3.50	-1.86	-0.34	-0.08	0.28
37	Prepare for and participate in internal and external disaster responses (e.g., fire, natural disaster)	78.1	1.91	4.34	3.43	100.0	0.38	3.75	2.71	-21.89	1.53	0.59	0.72
38	Identify and address unsafe conditions in health care and home environments	90.8	3.51	4.43	3.56	100.0	1.38	4.00	2.62	-9.16	2.13	0.43	0.94
39	Implement least restrictive restraints or seclusion	61.8	1.97	3.78	3.14	75.0	0.50	3.75	3.14	-13.20	1.47	0.03	0.00
40	Follow protocol for timed client monitoring (e.g., safety checks)	97.0	4.54	4.71	3.71	75.0	2.75	4.38	3.12	22.02	1.79	0.33	0.59
41	Assist in and/or reinforce education to client about safety precautions	98.4	4.33	4.66	3.69	87.5	3.62	3.75	3.00	10.89	0.71	0.91	0.69

**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	Initiate and participate in security alerts (e.g., infant abduction, flight risk)	67.3	1.94	4.30	3.35	87.5	0.50	3.75	2.29	-20.21	1.44	0.55	1.06
43	Acknowledge and document practice errors and near misses (e.g., incident report)	88.3	2.30	4.58	3.61	87.5	1.00	4.25	3.17	0.81	1.30	0.33	0.44
44	Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)	86.4	3.37	4.31	3.47	87.5	2.00	3.50	2.88	-1.11	1.37	0.81	0.59
45	Apply principles of infection control (e.g., personal protective equipment (PPE), aseptic technique, isolation, standard precautions)	98.0	4.58	4.72	3.76	100.0	4.50	4.62	3.25	-2.02	0.08	0.10	0.51
46	Assist with care for the antepartum client	42.8	1.44	3.71	2.95	75.0	1.25	3.12	3.12	-32.23	0.19	0.59	-0.17
47	Identify community resources for clients	83.9	2.40	4.06	3.19	75.0	2.00	3.50	2.50	8.94	0.40	0.56	0.69
48	Assist with monitoring a client in labor	28.2	0.92	3.79	3.06	37.5	0.00	3.62	3.50	-9.34	0.92	0.17	-0.44
49	Monitor recovery of stable postpartum client	41.3	1.32	4.10	3.29	37.5	0.00	3.75	3.50	3.79	1.32	0.35	-0.21
50	Compare client to developmental milestones	81.9	2.76	3.96	3.28	75.0	1.62	3.38	3.00	6.93	1.14	0.58	0.28
51	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	67.4	2.18	3.90	3.19	100.0	2.25	3.38	2.75	-32.58	-0.07	0.52	0.44
52	Participate in health screening or health promotion programs	72.1	2.64	3.91	3.17	100.0	2.25	3.75	2.62	-27.87	0.39	0.16	0.55
53	Provide information for prevention of high-risk behaviors (e.g., substance misuse, sexual practices, smoking cessation)	81.9	2.58	4.26	3.40	100.0	1.25	3.50	2.38	-18.12	1.33	0.76	1.02

**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 data for health history (e.g., client medical history, family medical history)	89.6	3.62	4.53	3.55	100.0	4.12	3.88	2.75	-10.35	-0.50	0.65	0.80
55	Collect baseline physical data (e.g., skin/tissue integrity, height and weight)	96.5	4.40	4.63	3.71	100.0	4.50	4.25	3.12	-3.50	-0.10	0.38	0.59
56	Identify clients in need of immunizations (required and voluntary)	81.4	2.67	4.02	3.21	100.0	2.38	3.25	2.62	-18.58	0.29	0.77	0.59
57	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	31.2	0.95	3.68	2.97	50.0	0.62	3.88	3.62	-18.84	0.33	-0.20	-0.65
58	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	42.5	1.50	3.71	2.98	75.0	1.75	3.75	3.50	-32.53	-0.25	-0.04	-0.52
59	Provide care that meets the needs of the adult client ages 18 through 64 years	94.8	4.42	4.48	3.66	100.0	4.00	4.12	3.50	-5.22	0.42	0.36	0.16
60	Provide care that meets the needs of the adult client ages 65 and over	95.9	4.58	4.57	3.66	100.0	3.62	4.12	3.50	-4.13	0.96	0.45	0.16
61	Identify barriers to communication	98.3	3.73	4.51	3.52	100.0	2.50	4.12	2.75	-1.75	1.23	0.39	0.77
62	Identify barriers to learning	91.6	3.43	4.24	3.44	100.0	2.88	4.12	2.75	-8.36	0.55	0.12	0.69
63	Provide emotional support to client	98.9	4.67	4.59	3.63	100.0	2.75	3.75	2.50	-1.13	1.92	0.84	1.13
64	Collect data regarding client psychosocial functioning	90.3	3.74	4.27	3.47	100.0	3.25	3.75	2.88	-9.68	0.49	0.52	0.59
65	Identify client use of effective and ineffective coping mechanisms	95.6	3.76	4.33	3.52	100.0	2.38	3.62	2.75	-4.40	1.38	0.71	0.77
66	Promote positive self-esteem of client	99.0	4.43	4.48	3.46	100.0	2.75	3.75	2.50	-1.03	1.68	0.73	0.96

**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)
67	Collect data on client's potential for violence to self and others	87.5	3.08	4.54	3.57	100.0	1.38	4.00	2.75	-12.54	1.70	0.54	0.82
68	Identify signs and symptoms of substance misuse, substance use disorder, withdrawal and overdose	82.7	2.81	4.34	3.48	100.0	1.50	4.25	3.50	-17.34	1.31	0.09	-0.02
69	Reinforce education to caregivers/family on ways to manage client with behavioral disorders	86.4	3.49	4.32	3.46	87.5	1.38	3.75	3.12	-1.10	2.11	0.57	0.34
70	Explore reasons for client nonadherence with treatment plan	89.2	3.55	4.36	3.52	100.0	2.00	4.00	2.88	-10.75	1.55	0.36	0.64
71	Participate in client group session	61.5	1.62	3.56	2.90	50.0	0.25	2.62	2.29	11.54	1.37	0.94	0.61
72	Plan care with consideration of client spiritual, cultural beliefs and/or gender identity	94.3	3.68	4.43	3.45	100.0	2.38	3.88	2.75	-5.68	1.30	0.55	0.70
73	Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	94.8	3.46	4.52	3.57	100.0	0.88	3.88	3.12	-5.25	2.58	0.64	0.45
74	Participate in reminiscence therapy, validation therapy or reality orientation	72.8	2.31	3.90	3.13	75.0	1.12	3.00	2.50	-2.24	1.19	0.90	0.63
75	Assist in the care of the cognitively impaired client	94.9	4.17	4.51	3.60	87.5	1.88	3.88	3.00	7.40	2.29	0.63	0.60
76	Assist client to cope/adapt to stressful events and changes in health status	93.0	3.82	4.42	3.56	100.0	1.75	3.50	2.62	-6.99	2.07	0.92	0.94
77	Use therapeutic communication techniques with client	99.7	4.61	4.60	3.66	100.0	4.00	4.25	2.88	-0.27	0.61	0.35	0.78
78	Assist in the care of a client experiencing sensory/perceptual alterations	93.3	3.82	4.49	3.56	100.0	1.38	3.75	3.25	-6.72	2.44	0.74	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)
79	Promote a therapeutic environment	98.8	4.52	4.57	3.57	100.0	4.50	3.88	2.50	-1.17	0.02	0.69	1.07
80	Incorporate behavioral management techniques when caring for a client	88.9	3.38	4.15	3.36	87.5	1.75	3.75	2.88	1.35	1.63	0.40	0.48
81	Recognize and reduce stressors that affect client care	98.0	4.27	4.56	3.66	100.0	3.25	4.12	3.12	-1.98	1.02	0.44	0.54
82	Provide end-of-life care and education to clients	66.7	2.29	4.05	3.28	62.5	0.62	3.62	2.50	4.17	1.67	0.43	0.78
83	Provide site care for client with enteral tubes	79.4	2.96	4.44	3.57	75.0	1.38	3.62	3.25	4.40	1.58	0.82	0.32
84	Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	82.4	2.89	4.08	3.21	62.5	1.50	3.00	2.00	19.93	1.39	1.08	1.21
85	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	95.3	4.10	4.55	3.56	87.5	3.12	4.00	3.12	7.84	0.98	0.55	0.44
86	Provide feeding for client with enteral tubes	79.9	3.02	4.31	3.51	75.0	0.62	3.88	3.38	4.88	2.40	0.43	0.13
87	Monitor and provide for nutritional needs of client	93.5	4.14	4.50	3.61	87.5	2.00	3.50	3.12	5.98	2.14	1.00	0.49
88	Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)	90.6	3.76	4.31	3.48	87.5	2.62	3.75	2.75	3.09	1.14	0.56	0.73
89	Assist with activities of daily living	92.0	3.98	4.38	3.50	87.5	2.75	3.50	2.62	4.53	1.23	0.88	0.88
90	Provide care to client with bowel or bladder (urinary) management protocol	91.2	3.95	4.46	3.56	75.0	1.75	3.62	2.62	16.21	2.20	0.84	0.94
91	Evaluate pain using standardized rating scales	98.3	4.54	4.62	3.62	100.0	4.25	4.25	3.00	-1.75	0.29	0.37	0.62

**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)
92	Provide measures to promote sleep and rest	89.2	3.63	4.20	3.41	87.5	2.25	3.75	2.25	1.66	1.38	0.45	1.16
93	Use measures to maintain or improve client skin/tissue integrity	94.3	4.29	4.66	3.71	87.5	3.25	4.50	3.00	6.83	1.04	0.16	0.71
94	Provide postmortem care	59.7	1.70	3.94	3.10	62.5	0.62	3.38	2.25	-2.82	1.08	0.56	0.85
95	Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)	87.4	3.20	4.45	3.58	100.0	1.88	3.75	2.88	-12.64	1.32	0.70	0.70
96	Assist in the care and comfort for a client with a visual and/or hearing impairment	95.1	4.04	4.50	3.56	100.0	1.75	3.62	2.75	-4.91	2.29	0.88	0.81
97	Monitor client intake/output	89.2	3.82	4.46	3.50	75.0	3.25	4.25	2.75	14.21	0.57	0.21	0.75
98	Provide care to an immobilized client based on need	89.8	3.85	4.33	3.49	75.0	1.25	3.75	2.50	14.78	2.60	0.58	0.99
99	Follow the rights of medication administration	99.2	4.77	4.86	3.88	100.0	4.88	5.00	3.88	-0.85	-0.11	-0.14	0.00
100	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	94.6	4.27	4.69	3.74	100.0	4.25	4.75	3.00	-5.38	0.02	-0.06	0.74
101	Monitor transfusion of blood product	42.6	0.98	4.24	3.41	50.0	0.00	4.62	3.88	-7.42	0.98	-0.38	-0.47
102	Calculate and monitor intravenous flow rate	68.0	2.43	4.27	3.44	100.0	2.38	4.38	3.38	-32.04	0.05	-0.11	0.06
103	Administer medication by oral route	95.6	4.44	4.64	3.66	100.0	4.00	4.38	3.50	-4.37	0.44	0.26	0.16
104	Administer medication by various gastrointestinal tubes	77.7	2.91	4.27	3.49	75.0	1.12	4.00	3.50	2.71	1.79	0.27	-0.01
105	Administer a subcutaneous, intradermal or intramuscular medication	96.3	4.22	4.60	3.70	100.0	3.62	4.00	3.25	-3.68	0.60	0.60	0.45

**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)
106	Administer medication by ear, eye, nose, inhalation, rectum, vagina or topical routes	94.9	4.27	4.60	3.69	100.0	1.75	3.88	3.12	-5.11	2.52	0.72	0.57
107	Count controlled substances and report discrepancies	86.8	3.73	4.61	3.56	100.0	2.12	4.12	2.00	-13.21	1.61	0.49	1.56
108	Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter)	43.7	1.40	4.06	3.26	75.0	0.62	3.62	3.50	-31.30	0.78	0.44	-0.24
109	Administer intravenous piggyback (secondary) medications	53.7	1.59	4.07	3.24	75.0	1.12	3.75	3.29	-21.28	0.47	0.32	-0.05
110	Collect required data prior to medication administration (e.g., contraindications, current medications)	97.6	4.44	4.68	3.79	100.0	4.75	4.88	3.88	-2.42	-0.31	-0.20	-0.09
111	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)	98.1	4.52	4.70	3.77	100.0	4.38	4.75	3.75	-1.94	0.14	-0.05	0.02
112	Reinforce education to client regarding medications	97.0	4.34	4.60	3.71	100.0	3.62	4.38	2.88	-3.02	0.72	0.22	0.83
113	Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)	99.1	4.76	4.83	3.78	100.0	4.38	4.62	3.12	-0.94	0.38	0.21	0.66
114	Perform calculations needed for medication administration	85.0	3.31	4.58	3.62	100.0	2.50	4.62	3.25	-14.96	0.81	-0.04	0.37
115	Identify client risk and implement interventions	93.2	3.94	4.53	3.63	100.0	3.00	4.12	3.25	-6.80	0.94	0.41	0.38
116	Check for urinary retention (e.g., bladder scan, ultrasound, palpation)	77.9	2.84	4.26	3.49	75.0	0.75	3.75	3.00	2.85	2.09	0.51	0.49

**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)
117	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	91.9	3.75	4.41	3.54	100.0	2.62	4.00	2.88	-8.06	1.13	0.41	0.66
118	Monitor continuous or intermittent suction of nasogastric (NG) tube	53.5	1.78	3.96	3.17	75.0	0.62	3.75	3.00	-21.53	1.16	0.21	0.17
119	Monitor diagnostic or laboratory test results	95.0	3.99	4.62	3.71	100.0	2.88	4.12	3.50	-5.03	1.11	0.50	0.21
120	Identify signs or symptoms of potential prenatal complication	32.3	1.10	4.01	3.24	87.5	1.38	4.38	3.62	-55.24	-0.28	-0.37	-0.38
121	Perform point-of-care testing (e.g., pregnancy test, troponin, urinalysis)	74.4	2.73	4.19	3.31	100.0	2.50	4.12	2.88	-25.57	0.23	0.07	0.43
122	Monitor and evaluate client vital signs (e.g., oxygen saturation, blood pressure)	97.9	4.65	4.75	3.79	100.0	4.75	4.75	4.00	-2.08	-0.10	0.00	-0.21
123	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	96.1	4.31	4.64	3.71	87.5	2.50	4.38	3.38	8.63	1.81	0.26	0.33
124	Perform an electrocardiogram (EKG/ECG)	50.8	1.73	3.79	3.00	87.5	1.50	3.88	2.88	-36.74	0.23	-0.09	0.12
125	Assist with the performance of a diagnostic or invasive procedure	71.1	2.28	4.16	3.40	87.5	1.88	3.75	3.00	-16.43	0.40	0.41	0.40
126	Perform venipuncture for blood draws	58.9	1.89	4.11	3.29	75.0	1.25	3.62	2.75	-16.06	0.64	0.49	0.54
127	Apply and monitor proper use of compression stockings and/or sequential compression devices	81.2	3.03	4.21	3.32	75.0	2.50	3.62	2.50	6.23	0.53	0.59	0.82
128	Assist with care for client before and after surgical procedure	72.3	2.53	4.29	3.50	62.5	1.00	4.12	3.38	9.82	1.53	0.17	0.12
129	Insert, maintain and remove urinary catheter	83.5	3.04	4.33	3.45	87.5	1.75	4.00	3.12	-3.95	1.29	0.33	0.33
130	Insert, maintain and remove nasogastric (NG) tube	44.7	1.32	3.77	3.05	62.5	0.62	4.00	3.12	-17.79	0.70	-0.23	-0.07

**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)
131	Perform blood glucose monitoring	93.1	4.21	4.66	3.70	100.0	3.12	4.38	3.25	-6.92	1.09	0.28	0.45
132	Maintain central venous catheter	57.5	1.76	4.17	3.35	75.0	0.88	4.12	3.38	-17.52	0.88	0.05	-0.03
133	Maintain and remove peripheral intravenous catheter	58.3	1.99	4.16	3.30	87.5	3.75	4.00	3.00	-29.25	-1.76	0.16	0.30
134	Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)	91.0	3.73	4.53	3.65	100.0	2.38	4.38	3.75	-9.00	1.35	0.15	-0.10
135	Monitor client responses to procedures and treatments	96.8	4.25	4.62	3.75	87.5	3.38	4.38	3.88	9.27	0.87	0.24	-0.13
136	Reinforce client education about procedures, treatments, equipment	92.1	3.93	4.42	3.50	100.0	2.50	4.00	3.00	-7.85	1.43	0.42	0.50
137	Insert peripheral intravenous catheter	56.3	1.63	4.21	3.38	100.0	2.25	4.00	2.75	-43.71	-0.62	0.21	0.63
138	Reinforce education to client regarding care and condition	96.2	4.26	4.54	3.62	100.0	3.38	4.25	3.00	-3.81	0.88	0.29	0.62
139	Provide care for client drainage device (e.g., wound drain, chest tube)	64.1	2.02	4.30	3.40	75.0	1.25	4.12	3.25	-10.92	0.77	0.18	0.15
140	Assist with client wound drainage device removal	66.1	1.93	4.07	3.33	62.5	0.50	3.62	2.88	3.59	1.43	0.45	0.45
141	Provide cooling/warming measures to restore normal body temperature	79.0	2.79	4.16	3.35	75.0	1.25	4.00	3.12	4.03	1.54	0.16	0.23
142	Perform wound care and/or dressing change	94.0	3.82	4.55	3.61	100.0	2.62	3.88	3.00	-6.04	1.20	0.67	0.61
143	Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	73.0	1.64	4.66	3.75	100.0	0.75	4.88	4.00	-27.04	0.89	-0.22	-0.25

**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)
144	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)	92.7	3.90	4.71	3.74	100.0	2.50	4.88	4.00	-7.33	1.40	-0.17	-0.26
145	Provide care for a client with a tracheostomy	57.0	1.63	4.25	3.37	62.5	0.62	4.25	3.88	-5.54	1.01	0.00	-0.51
146	Remove wound sutures or staples	62.3	1.57	3.90	3.22	87.5	1.00	3.12	2.88	-25.22	0.57	0.78	0.34
147	Provide care to client on ventilator	48.7	1.63	4.08	3.25	62.5	0.62	4.50	3.88	-13.79	1.01	-0.42	-0.63
148	Assist in the care of a client with a pacing device	57.4	1.90	3.93	3.16	75.0	1.00	4.25	3.25	-17.60	0.90	-0.32	-0.09
149	Recognize and report basic abnormalities on a client cardiac monitor strip	56.0	1.60	4.43	3.58	75.0	1.75	4.62	3.75	-19.03	-0.15	-0.19	-0.17
150	Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)	79.2	2.91	4.36	3.46	75.0	1.12	3.62	3.00	4.18	1.79	0.74	0.46
151	Identify signs and symptoms related to acute or chronic illness	93.5	3.91	4.56	3.67	87.5	3.25	4.50	4.00	6.03	0.66	0.06	-0.33
152	Recognize and report change in client condition	97.2	4.20	4.72	3.79	87.5	2.88	4.75	3.75	9.73	1.32	-0.03	0.04
153	Provide care for a client with a fluid and electrolyte imbalance	84.2	3.27	4.40	3.54	87.5	2.38	4.75	3.75	-3.31	0.89	-0.35	-0.21
154	Provide care for a client receiving peritoneal dialysis or hemodialysis	58.3	2.05	3.99	3.21	62.5	1.25	4.25	3.62	-4.19	0.80	-0.26	-0.41

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	95.3	383	3.82	0.07	402	3.64	0.08
2	Contribute to the development of and/or update of the client plan of care	87.6	354	3.64	0.09	404	3.19	0.10
3	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	90.1	401	4.28	0.07	445	3.86	0.08
4	Organize and prioritize care based on client needs	99.8	469	4.67	0.04	470	4.66	0.04
5	Recognize and report staff conflict	84.6	369	1.89	0.09	436	1.60	0.08
6	Advocate for client rights and needs	98.8	477	4.21	0.06	483	4.16	0.06
7	Promote client self-advocacy	98.5	396	4.23	0.06	402	4.17	0.07
8	Participate in quality improvement activities (e.g., collecting data, serving on quality improvement committee)	78.7	318	3.52	0.10	404	2.77	0.11
9	Involve client in care decision-making	95.5	425	4.41	0.05	445	4.21	0.07
10	Follow up with client after discharge	53.2	250	2.86	0.13	470	1.52	0.10
11	Participate in staff education (e.g., in-services, continued competency)	98.2	428	3.44	0.08	436	3.38	0.09
12	Recognize self-limitations and seek assistance when needed (e.g., tasks, assignments)	99.8	482	4.00	0.06	483	3.99	0.06
13	Respond to the unsafe practice of health care personnel (e.g., intervene, report)	86.8	349	2.74	0.10	402	2.38	0.10
14	Participate in client discharge or transfer	84.9	343	3.45	0.10	404	2.93	0.10
15	Participate in client referral process	76.6	341	3.06	0.10	445	2.35	0.10
16	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)	86.0	404	3.43	0.10	470	2.95	0.10
17	Participate in client consent process	91.1	397	3.58	0.09	436	3.26	0.10
18	Maintain client confidentiality	100.0	483	4.80	0.03	483	4.80	0.03
19	Provide for privacy needs	98.8	397	4.55	0.06	402	4.50	0.06
20	Provide information about advance directives	72.3	292	2.84	0.12	404	2.05	0.11
21	Participate in client data collection	94.2	419	4.49	0.05	445	4.23	0.07
22	Use information technology in client care	97.7	459	4.51	0.05	470	4.41	0.06
23	Apply evidence-based practice when providing care	99.1	432	4.47	0.05	436	4.43	0.06
24	Participate as a member of an interdisciplinary team	89.0	430	3.96	0.08	483	3.52	0.09
25	Monitor activities of assistive personnel	93.3	375	4.06	0.08	402	3.78	0.09
26	Participate in providing quality cost-effective care	85.1	344	3.94	0.09	404	3.35	0.10
27	Provide and receive report	96.4	429	4.48	0.06	445	4.32	0.07
28	Practice in a manner consistent with code of ethics for nurses	99.6	468	4.84	0.03	470	4.81	0.03
29	Provide care within the legal scope of practice	99.5	434	4.86	0.03	436	4.83	0.03
30	Verify and process health care provider orders	98.3	475	4.44	0.06	483	4.37	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.
31	Perform care for clients to support unbiased treatment and equal access to care, regardless of culture/ethnicity, sexual orientation, gender identity and/or gender expression	98.0	394	4.55	0.06	402	4.46	0.06
32	Ensure availability and safe functioning of client care equipment	94.6	382	4.22	0.07	404	3.99	0.08
33	Evaluate the appropriateness of health care provider's order for client	94.8	422	4.21	0.06	445	3.99	0.08
34	Verify the identity of client	99.4	467	4.82	0.03	470	4.79	0.04
35	Use safe client handling techniques (e.g., body mechanics)	99.1	432	4.65	0.05	436	4.61	0.05
36	Identify client allergies and intervene as appropriate	98.1	474	4.12	0.07	483	4.04	0.07
37	Prepare for and participate in internal and external disaster responses (e.g., fire, natural disaster)	78.1	314	2.45	0.12	402	1.91	0.10
38	Identify and address unsafe conditions in health care and home environments	90.8	367	3.86	0.08	404	3.51	0.09
39	Implement least restrictive restraints or seclusion	61.8	275	3.18	0.12	445	1.97	0.11
40	Follow protocol for timed client monitoring (e.g., safety checks)	97.0	456	4.68	0.04	470	4.54	0.06
41	Assist in and/or reinforce education to client about safety precautions	98.4	429	4.41	0.06	436	4.33	0.06
42	Initiate and participate in security alerts (e.g., infant abduction, flight risk)	67.3	325	2.88	0.11	483	1.94	0.10
43	Acknowledge and document practice errors and near misses (e.g., incident report)	88.3	355	2.60	0.11	402	2.30	0.10
44	Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)	86.4	349	3.90	0.09	404	3.37	0.10
45	Apply principles of infection control (e.g., personal protective equipment (PPE), aseptic technique, isolation, standard precautions)	98.0	436	4.68	0.05	445	4.58	0.05
46	Assist with care for the antepartum client	42.8	201	3.37	0.14	470	1.44	0.10
47	Identify community resources for clients	83.9	366	2.86	0.10	436	2.40	0.10
48	Assist with monitoring a client in labor	28.2	136	3.26	0.18	483	0.92	0.08
49	Monitor recovery of stable postpartum client	41.3	166	3.19	0.17	402	1.32	0.10
50	Compare client to developmental milestones	81.9	331	3.37	0.10	404	2.76	0.10
51	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	67.4	300	3.23	0.11	445	2.18	0.11
52	Participate in health screening or health promotion programs	72.1	339	3.67	0.09	470	2.64	0.10
53	Provide information for prevention of high-risk behaviors (e.g., substance misuse, sexual practices, smoking cessation)	81.9	357	3.15	0.10	436	2.58	0.10
54	Collect data for health history (e.g., client medical history, family medical history)	89.6	433	4.04	0.08	483	3.62	0.09
55	Collect baseline physical data (e.g., skin/tissue integrity, height and weight)	96.5	331	4.56	0.06	343	4.40	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.
56	Identify clients in need of immunizations (required and voluntary)	81.4	263	3.28	0.11	323	2.67	0.11
57	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	31.2	110	3.05	0.20	353	0.95	0.10
58	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	42.5	158	3.53	0.15	372	1.50	0.11
59	Provide care that meets the needs of the adult client ages 18 through 64 years	94.8	345	4.67	0.05	364	4.42	0.07
60	Provide care that meets the needs of the adult client ages 65 and over	95.9	371	4.77	0.04	387	4.58	0.06
61	Identify barriers to communication	98.3	337	3.80	0.09	343	3.73	0.09
62	Identify barriers to learning	91.6	296	3.74	0.09	323	3.43	0.10
63	Provide emotional support to client	98.9	349	4.72	0.04	353	4.67	0.05
64	Collect data regarding client psychosocial functioning	90.3	336	4.14	0.08	372	3.74	0.10
65	Identify client use of effective and ineffective coping mechanisms	95.6	348	3.93	0.08	364	3.76	0.09
66	Promote positive self-esteem of client	99.0	383	4.48	0.05	387	4.43	0.06
67	Collect data on client's potential for violence to self and others	87.5	300	3.52	0.11	343	3.08	0.11
68	Identify signs and symptoms of substance misuse, substance use disorder, withdrawal and overdose	82.7	267	3.40	0.11	323	2.81	0.11
69	Reinforce education to caregivers/family on ways to manage client with behavioral disorders	86.4	305	4.04	0.09	353	3.49	0.10
70	Explore reasons for client nonadherence with treatment plan	89.2	332	3.98	0.08	372	3.55	0.10
71	Participate in client group session	61.5	224	2.63	0.14	364	1.62	0.11
72	Plan care with consideration of client spiritual, cultural beliefs and/or gender identity	94.3	365	3.90	0.08	387	3.68	0.09
73	Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	94.8	325	3.65	0.09	343	3.46	0.10
74	Participate in reminiscence therapy, validation therapy or reality orientation	72.8	235	3.17	0.12	323	2.31	0.12
75	Assist in the care of the cognitively impaired client	94.9	335	4.39	0.07	353	4.17	0.08
76	Assist client to cope/adapt to stressful events and changes in health status	93.0	346	4.11	0.07	372	3.82	0.09
77	Use therapeutic communication techniques with client	99.7	363	4.62	0.05	364	4.61	0.05
78	Assist in the care of a client experiencing sensory/perceptual alterations	93.3	361	4.09	0.08	387	3.82	0.09
79	Promote a therapeutic environment	98.8	339	4.58	0.05	343	4.52	0.06
80	Incorporate behavioral management techniques when caring for a client	88.9	287	3.81	0.10	323	3.38	0.11
81	Recognize and reduce stressors that affect client care	98.0	346	4.36	0.06	353	4.27	0.07
82	Provide end-of-life care and education to clients	66.7	248	3.44	0.12	372	2.29	0.12

Activity #	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)		
		%	N	Avg.	Std. Err.	N	Avg.	Std. Err.
83	Provide site care for client with enteral tubes	79.4	289	3.72	0.11	364	2.96	0.12
84	Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	82.4	319	3.50	0.10	387	2.89	0.11
85	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	95.3	327	4.30	0.07	343	4.10	0.09
86	Provide feeding for client with enteral tubes	79.9	258	3.79	0.11	323	3.02	0.12
87	Monitor and provide for nutritional needs of client	93.5	330	4.43	0.06	353	4.14	0.08
88	Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)	90.6	337	4.15	0.08	372	3.76	0.10
89	Assist with activities of daily living	92.0	335	4.32	0.07	364	3.98	0.09
90	Provide care to client with bowel or bladder (urinary) management protocol	91.2	353	4.33	0.07	387	3.95	0.09
91	Evaluate pain using standardized rating scales	98.3	337	4.62	0.06	343	4.54	0.06
92	Provide measures to promote sleep and rest	89.2	288	4.07	0.09	323	3.63	0.10
93	Use measures to maintain or improve client skin/tissue integrity	94.3	333	4.55	0.06	353	4.29	0.08
94	Provide postmortem care	59.7	222	2.84	0.14	372	1.70	0.11
95	Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)	87.4	318	3.67	0.10	364	3.20	0.11
96	Assist in the care and comfort for a client with a visual and/or hearing impairment	95.1	368	4.25	0.07	387	4.04	0.08
97	Monitor client intake/output	89.2	306	4.28	0.08	343	3.82	0.10
98	Provide care to an immobilized client based on need	89.8	290	4.29	0.08	323	3.85	0.10
99	Follow the rights of medication administration	99.2	350	4.81	0.04	353	4.77	0.05
100	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	94.6	352	4.51	0.07	372	4.27	0.08
101	Monitor transfusion of blood product	42.6	155	2.30	0.17	364	0.98	0.09
102	Calculate and monitor intravenous flow rate	68.0	263	3.58	0.12	387	2.43	0.12
103	Administer medication by oral route	95.6	328	4.65	0.06	343	4.44	0.08
104	Administer medication by various gastrointestinal tubes	77.7	251	3.75	0.11	323	2.91	0.12
105	Administer a subcutaneous, intradermal or intramuscular medication	96.3	340	4.38	0.07	353	4.22	0.08
106	Administer medication by ear, eye, nose, inhalation, rectum, vagina or topical routes	94.9	353	4.50	0.06	372	4.27	0.08
107	Count controlled substances and report discrepancies	86.8	276	4.30	0.09	318	3.73	0.11
108	Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter)	43.7	149	3.21	0.17	341	1.40	0.11
109	Administer intravenous piggyback (secondary) medications	53.7	166	2.95	0.16	309	1.59	0.12
110	Collect required data prior to medication administration (e.g., contraindications, current medications)	97.6	282	4.55	0.06	289	4.44	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.
111	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)	98.1	304	4.61	0.06	310	4.52	0.07
112	Reinforce education to client regarding medications	97.0	321	4.48	0.06	331	4.34	0.07
113	Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)	99.1	315	4.80	0.04	318	4.76	0.05
114	Perform calculations needed for medication administration	85.0	290	3.90	0.10	341	3.31	0.11
115	Identify client risk and implement interventions	93.2	288	4.23	0.08	309	3.94	0.10
116	Check for urinary retention (e.g., bladder scan, ultrasound, palpation)	77.9	225	3.64	0.12	289	2.84	0.13
117	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	91.9	285	4.07	0.09	310	3.75	0.10
118	Monitor continuous or intermittent suction of nasogastric (NG) tube	53.5	177	3.33	0.15	331	1.78	0.12
119	Monitor diagnostic or laboratory test results	95.0	302	4.20	0.08	318	3.99	0.09
120	Identify signs or symptoms of potential prenatal complication	32.3	110	3.41	0.20	341	1.10	0.11
121	Perform point-of-care testing (e.g., pregnancy test, troponin, urinalysis)	74.4	230	3.67	0.12	309	2.73	0.13
122	Monitor and evaluate client vital signs (e.g., oxygen saturation, blood pressure)	97.9	283	4.75	0.05	289	4.65	0.06
123	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	96.1	298	4.48	0.07	310	4.31	0.08
124	Perform an electrocardiogram (EKG/ECG)	50.8	168	3.41	0.15	331	1.73	0.12
125	Assist with the performance of a diagnostic or invasive procedure	71.1	226	3.20	0.13	318	2.28	0.13
126	Perform venipuncture for blood draws	58.9	201	3.20	0.15	341	1.89	0.12
127	Apply and monitor proper use of compression stockings and/or sequential compression devices	81.2	251	3.73	0.11	309	3.03	0.12
128	Assist with care for client before and after surgical procedure	72.3	209	3.50	0.12	289	2.53	0.13
129	Insert, maintain and remove urinary catheter	83.5	259	3.63	0.11	310	3.04	0.12
130	Insert, maintain and remove nasogastric (NG) tube	44.7	148	2.96	0.17	331	1.32	0.11
131	Perform blood glucose monitoring	93.1	296	4.53	0.07	318	4.21	0.09
132	Maintain central venous catheter	57.5	196	3.07	0.15	341	1.76	0.12
133	Maintain and remove peripheral intravenous catheter	58.3	180	3.41	0.15	309	1.99	0.13
134	Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)	91.0	263	4.10	0.09	289	3.73	0.11
135	Monitor client responses to procedures and treatments	96.8	300	4.40	0.07	310	4.25	0.08
136	Reinforce client education about procedures, treatments, equipment	92.1	305	4.27	0.08	331	3.93	0.10
137	Insert peripheral intravenous catheter	56.3	179	2.89	0.16	318	1.63	0.12

**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.
138	Reinforce education to client regarding care and condition	96.2	328	4.43	0.06	341	4.26	0.08
139	Provide care for client drainage device (e.g., wound drain, chest tube)	64.1	198	3.15	0.14	309	2.02	0.12
140	Assist with client wound drainage device removal	66.1	191	2.93	0.15	289	1.93	0.13
141	Provide cooling/warming measures to restore normal body temperature	79.0	245	3.53	0.12	310	2.79	0.12
142	Perform wound care and/or dressing change	94.0	311	4.06	0.09	331	3.82	0.10
143	Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	73.0	232	2.25	0.14	318	1.64	0.11
144	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)	92.7	316	4.21	0.08	341	3.90	0.09
145	Provide care for a client with a tracheostomy	57.0	176	2.86	0.16	309	1.63	0.12
146	Remove wound sutures or staples	62.3	180	2.52	0.16	289	1.57	0.12
147	Provide care to client on ventilator	48.7	151	3.34	0.17	310	1.63	0.12
148	Assist in the care of a client with a pacing device	57.4	190	3.32	0.14	331	1.90	0.12
149	Recognize and report basic abnormalities on a client cardiac monitor strip	56.0	178	2.86	0.16	318	1.60	0.12
150	Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)	79.2	270	3.67	0.11	341	2.91	0.12
151	Identify signs and symptoms related to acute or chronic illness	93.5	289	4.18	0.08	309	3.91	0.10
152	Recognize and report change in client condition	97.2	281	4.32	0.07	289	4.20	0.08
153	Provide care for a client with a fluid and electrolyte imbalance	84.2	261	3.88	0.10	310	3.27	0.12
154	Provide care for a client receiving peritoneal dialysis or hemodialysis	58.3	193	3.52	0.13	331	2.05	0.12

the newborn less than 1 month old through the infant or toddler client through 2 years” (0.95) and “Monitor transfusion of blood product” (0.98). Those activities performed with the overall highest frequencies were “Provide care within the legal scope of practice” (4.83), “Practice in a manner consistent with code of ethics for nurses” (4.81) and “Maintain client confidentiality” (4.80). [Appendix D](#) presents activity statements rank ordered by average total group frequency.

### Importance of Activity Performance

Respondents 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 respondents 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 154 activities is included in [Table 16](#).

## Setting-Specific

Average setting-specific importance ratings ranged from 3.99 to 4.89. The activities with the lowest importance ratings were “Follow up with client after discharge” (3.99), “Participate in client referral process” (4.01), and “Participate in client group session” (4.03). The activities with the highest importance ratings were “Follow the rights of medication administration” (4.89), “Verify the identity of client” (4.85) and “Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)” (4.85). [Appendix E](#) presents activity statements rank ordered by average setting-specific importance ratings.

## Total Group

Average total group importance ratings ranged from 3.39 to 4.86. The activities with the lowest importance ratings were “Follow up with client after discharge” (3.39), “Participate in client group session” (3.56) and “Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years” (3.68). The activities with the overall highest importance ratings were “Follow the rights of medication administration” (4.86), “Maintain client confidentiality” (4.84), “Verify the identity of client” (4.84) and “Provide care within the legal scope of practice” (4.84). [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.

Respondents 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). 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 respondents who 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 154 activities is included in [Table 17](#).

## Setting-Specific

Average setting-specific clinical judgment relevance ratings ranged from 3.02 to 3.89. The activities with the lowest clinical judgment relevance ratings were “Recognize and report staff conflict” (3.02), “Follow up with client after discharge” (3.21) and “Participate in client group session” (3.24). The activities with the highest clinical judgment relevance ratings were “Follow the rights of medication administration” (3.89), “Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)” (3.86) and “Provide care within the legal scope of practice” (3.85). [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 2.72 to 3.88. The activities with the lowest clinical judgment relevance ratings were “Follow up with client after discharge” (2.72), “Participate in client group session” (2.90) and “Assist with care for the antepartum client” (2.95). The activities with the highest clinical judgment relevance ratings were “Follow the rights of medication administration” (3.88), “Provide care within the legal scope of practice” (3.85), “Collect required data prior to medication administration (e.g., contraindications, current medications)” (3.79), “Monitor and evaluate client vital signs (e.g., oxygen saturation, blood pressure)” (3.79), “Practice in a manner consistent

with code of ethics for nurses” (3.79) and “Recognize and report change in client condition” (3.79). [Appendix H](#) presents activity statements rank ordered by average total group clinical judgment ratings.

## Summary

Respondents to the 2024 PN 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. The reliability of the survey instrument was quite good. Consistent with the 2021 study, 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 0.97, indicating a strong relationship between the two ratings.

## Conclusions

The 2024 PN 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) SMEs’ 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 a PN test plan.

**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.
1	Use data from various credible sources in making clinical decisions	383	4.31	0.04	402	4.24	0.05
2	Contribute to the development of and/or update of the client plan of care	354	4.32	0.04	404	4.19	0.05
3	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	401	4.32	0.04	445	4.20	0.04
4	Organize and prioritize care based on client needs	469	4.66	0.03	470	4.66	0.03
5	Recognize and report staff conflict	369	4.10	0.05	436	4.03	0.05
6	Advocate for client rights and needs	477	4.69	0.03	483	4.68	0.03
7	Promote client self-advocacy	396	4.48	0.04	402	4.47	0.04
8	Participate in quality improvement activities (e.g., collecting data, serving on quality improvement committee)	318	4.26	0.05	404	4.07	0.05
9	Involve client in care decision-making	425	4.49	0.03	445	4.42	0.04
10	Follow up with client after discharge	250	3.99	0.07	470	3.39	0.07
11	Participate in staff education (e.g., in-services, continued competency)	428	4.42	0.04	436	4.41	0.04
12	Recognize self-limitations and seek assistance when needed (e.g., tasks, assignments)	482	4.66	0.03	483	4.65	0.03
13	Respond to the unsafe practice of health care personnel (e.g., intervene, report)	349	4.58	0.04	402	4.54	0.04
14	Participate in client discharge or transfer	343	4.24	0.05	404	4.06	0.05
15	Participate in client referral process	341	4.01	0.05	445	3.70	0.06
16	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)	404	4.62	0.04	470	4.56	0.04
17	Participate in client consent process	397	4.57	0.03	436	4.51	0.04
18	Maintain client confidentiality	483	4.84	0.02	483	4.84	0.02
19	Provide for privacy needs	397	4.51	0.04	402	4.51	0.04
20	Provide information about advance directives	292	4.21	0.05	404	3.94	0.06
21	Participate in client data collection	419	4.57	0.03	445	4.45	0.04
22	Use information technology in client care	459	4.47	0.03	470	4.42	0.04
23	Apply evidence-based practice when providing care	432	4.67	0.03	436	4.67	0.03
24	Participate as a member of an interdisciplinary team	430	4.43	0.04	483	4.29	0.05
25	Monitor activities of assistive personnel	375	4.32	0.04	402	4.28	0.04
26	Participate in providing quality cost-effective care	344	4.29	0.05	404	4.12	0.05
27	Provide and receive report	429	4.64	0.03	445	4.59	0.04
28	Practice in a manner consistent with code of ethics for nurses	468	4.79	0.02	470	4.79	0.02
29	Provide care within the legal scope of practice	434	4.84	0.02	436	4.84	0.02
30	Verify and process health care provider orders	475	4.74	0.02	483	4.73	0.03
31	Perform care for clients to support unbiased treatment and equal access to care, regardless of culture/ethnicity, sexual orientation, gender identity and/or gender expression	394	4.63	0.03	402	4.60	0.03

**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	Ensure availability and safe functioning of client care equipment	382	4.55	0.04	404	4.48	0.04
33	Evaluate the appropriateness of health care provider's order for client	422	4.60	0.03	445	4.51	0.04
34	Verify the identity of client	467	4.85	0.02	470	4.84	0.02
35	Use safe client handling techniques (e.g., body mechanics)	432	4.72	0.03	436	4.71	0.03
36	Identify client allergies and intervene as appropriate	474	4.82	0.02	483	4.80	0.02
37	Prepare for and participate in internal and external disaster responses (e.g., fire, natural disaster)	314	4.44	0.05	402	4.34	0.04
38	Identify and address unsafe conditions in health care and home environments	367	4.55	0.04	404	4.43	0.05
39	Implement least restrictive restraints or seclusion	275	4.25	0.06	445	3.78	0.07
40	Follow protocol for timed client monitoring (e.g., safety checks)	456	4.74	0.03	470	4.71	0.03
41	Assist in and/or reinforce education to client about safety precautions	429	4.67	0.03	436	4.66	0.03
42	Initiate and participate in security alerts (e.g., infant abduction, flight risk)	325	4.56	0.04	483	4.30	0.05
43	Acknowledge and document practice errors and near misses (e.g., incident report)	355	4.61	0.04	402	4.58	0.04
44	Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)	349	4.52	0.04	404	4.31	0.05
45	Apply principles of infection control (e.g., personal protective equipment (PPE), aseptic technique, isolation, standard precautions)	436	4.75	0.03	445	4.72	0.03
46	Assist with care for the antepartum client	201	4.38	0.06	470	3.71	0.07
47	Identify community resources for clients	366	4.14	0.05	436	4.06	0.05
48	Assist with monitoring a client in labor	136	4.49	0.08	483	3.79	0.07
49	Monitor recovery of stable postpartum client	166	4.49	0.06	402	4.10	0.07
50	Compare client to developmental milestones	331	4.21	0.05	404	3.96	0.06
51	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	300	4.33	0.05	445	3.90	0.06
52	Participate in health screening or health promotion programs	339	4.33	0.05	470	3.91	0.06
53	Provide information for prevention of high-risk behaviors (e.g., substance misuse, sexual practices, smoking cessation)	357	4.34	0.05	436	4.26	0.05
54	Collect data for health history (e.g., client medical history, family medical history)	433	4.61	0.03	483	4.53	0.04
55	Collect baseline physical data (e.g., skin/tissue integrity, height and weight)	331	4.66	0.03	343	4.63	0.03
56	Identify clients in need of immunizations (required and voluntary)	263	4.17	0.06	323	4.02	0.06
57	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	110	4.35	0.09	353	3.68	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.
58	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	158	4.44	0.07	372	3.71	0.08
59	Provide care that meets the needs of the adult client ages 18 through 64 years	345	4.55	0.04	364	4.48	0.04
60	Provide care that meets the needs of the adult client ages 65 and over	371	4.62	0.03	387	4.57	0.04
61	Identify barriers to communication	337	4.53	0.04	343	4.51	0.04
62	Identify barriers to learning	296	4.40	0.04	323	4.24	0.05
63	Provide emotional support to client	349	4.62	0.03	353	4.59	0.03
64	Collect data regarding client psychosocial functioning	336	4.44	0.04	372	4.27	0.05
65	Identify client use of effective and ineffective coping mechanisms	348	4.36	0.04	364	4.33	0.04
66	Promote positive self-esteem of client	383	4.49	0.04	387	4.48	0.04
67	Collect data on client's potential for violence to self and others	300	4.65	0.03	343	4.54	0.04
68	Identify signs and symptoms of substance misuse, substance use disorder, withdrawal and overdose	267	4.55	0.04	323	4.34	0.06
69	Reinforce education to caregivers/family on ways to manage client with behavioral disorders	305	4.46	0.05	353	4.32	0.05
70	Explore reasons for client nonadherence with treatment plan	332	4.49	0.04	372	4.36	0.05
71	Participate in client group session	224	4.03	0.07	364	3.56	0.07
72	Plan care with consideration of client spiritual, cultural beliefs and/or gender identity	365	4.47	0.04	387	4.43	0.04
73	Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	325	4.57	0.04	343	4.52	0.04
74	Participate in reminiscence therapy, validation therapy or reality orientation	235	4.23	0.06	323	3.90	0.07
75	Assist in the care of the cognitively impaired client	335	4.59	0.04	353	4.51	0.04
76	Assist client to cope/adapt to stressful events and changes in health status	346	4.51	0.04	372	4.42	0.04
77	Use therapeutic communication techniques with client	363	4.61	0.03	364	4.60	0.03
78	Assist in the care of a client experiencing sensory/perceptual alterations	361	4.53	0.04	387	4.49	0.04
79	Promote a therapeutic environment	339	4.58	0.04	343	4.57	0.04
80	Incorporate behavioral management techniques when caring for a client	287	4.32	0.05	323	4.15	0.06
81	Recognize and reduce stressors that affect client care	346	4.59	0.03	353	4.56	0.04
82	Provide end-of-life care and education to clients	248	4.48	0.05	372	4.05	0.07
83	Provide site care for client with enteral tubes	289	4.66	0.04	364	4.44	0.05
84	Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	319	4.24	0.05	387	4.08	0.06
85	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	327	4.61	0.04	343	4.55	0.04
86	Provide feeding for client with enteral tubes	258	4.58	0.04	323	4.31	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.
87	Monitor and provide for nutritional needs of client	330	4.62	0.03	353	4.50	0.05
88	Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)	337	4.50	0.04	372	4.31	0.05
89	Assist with activities of daily living	335	4.45	0.04	364	4.38	0.05
90	Provide care to client with bowel or bladder (urinary) management protocol	353	4.60	0.03	387	4.46	0.04
91	Evaluate pain using standardized rating scales	337	4.64	0.04	343	4.62	0.04
92	Provide measures to promote sleep and rest	288	4.37	0.04	323	4.20	0.06
93	Use measures to maintain or improve client skin/tissue integrity	333	4.77	0.03	353	4.66	0.04
94	Provide postmortem care	222	4.41	0.06	372	3.94	0.07
95	Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)	318	4.57	0.04	364	4.45	0.05
96	Assist in the care and comfort for a client with a visual and/or hearing impairment	368	4.57	0.03	387	4.50	0.04
97	Monitor client intake/output	306	4.55	0.04	343	4.46	0.05
98	Provide care to an immobilized client based on need	290	4.53	0.04	323	4.33	0.06
99	Follow the rights of medication administration	350	4.89	0.02	353	4.86	0.03
100	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	352	4.76	0.03	372	4.69	0.04
101	Monitor transfusion of blood product	155	4.45	0.07	364	4.24	0.07
102	Calculate and monitor intravenous flow rate	263	4.65	0.04	387	4.27	0.07
103	Administer medication by oral route	328	4.70	0.03	343	4.64	0.04
104	Administer medication by various gastrointestinal tubes	251	4.59	0.04	323	4.27	0.06
105	Administer a subcutaneous, intradermal or intramuscular medication	340	4.67	0.04	353	4.60	0.04
106	Administer medication by ear, eye, nose, inhalation, rectum, vagina or topical routes	353	4.67	0.03	372	4.60	0.04
107	Count controlled substances and report discrepancies	276	4.76	0.03	318	4.61	0.05
108	Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter)	149	4.52	0.06	341	4.06	0.07
109	Administer intravenous piggyback (secondary) medications	166	4.46	0.07	309	4.07	0.07
110	Collect required data prior to medication administration (e.g., contraindications, current medications)	282	4.72	0.04	289	4.68	0.04
111	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)	304	4.74	0.03	310	4.70	0.04
112	Reinforce education to client regarding medications	321	4.65	0.03	331	4.60	0.04
113	Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)	315	4.85	0.02	318	4.83	0.03
114	Perform calculations needed for medication administration	290	4.77	0.03	341	4.58	0.05

**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	Identify client risk and implement interventions	288	4.60	0.04	309	4.53	0.05
116	Check for urinary retention (e.g., bladder scan, ultrasound, palpation)	225	4.56	0.05	289	4.26	0.07
117	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	285	4.51	0.04	310	4.41	0.05
118	Monitor continuous or intermittent suction of nasogastric (NG) tube	177	4.56	0.06	331	3.96	0.08
119	Monitor diagnostic or laboratory test results	302	4.72	0.03	318	4.62	0.05
120	Identify signs or symptoms of potential prenatal complication	110	4.61	0.06	341	4.01	0.08
121	Perform point-of-care testing (e.g., pregnancy test, troponin, urinalysis)	230	4.49	0.05	309	4.19	0.06
122	Monitor and evaluate client vital signs (e.g., oxygen saturation, blood pressure)	283	4.75	0.03	289	4.75	0.03
123	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	298	4.71	0.03	310	4.64	0.04
124	Perform an electrocardiogram (EKG/ECG)	168	4.46	0.06	331	3.79	0.08
125	Assist with the performance of a diagnostic or invasive procedure	226	4.45	0.05	318	4.16	0.07
126	Perform venipuncture for blood draws	201	4.44	0.06	341	4.11	0.07
127	Apply and monitor proper use of compression stockings and/or sequential compression devices	251	4.41	0.05	309	4.21	0.06
128	Assist with care for client before and after surgical procedure	209	4.56	0.05	289	4.29	0.07
129	Insert, maintain and remove urinary catheter	259	4.57	0.04	310	4.33	0.06
130	Insert, maintain and remove nasogastric (NG) tube	148	4.51	0.06	331	3.77	0.09
131	Perform blood glucose monitoring	296	4.74	0.03	318	4.66	0.04
132	Maintain central venous catheter	196	4.49	0.06	341	4.17	0.07
133	Maintain and remove peripheral intravenous catheter	180	4.45	0.05	309	4.16	0.07
134	Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)	263	4.66	0.04	289	4.53	0.05
135	Monitor client responses to procedures and treatments	300	4.67	0.03	310	4.62	0.04
136	Reinforce client education about procedures, treatments, equipment	305	4.59	0.04	331	4.42	0.05
137	Insert peripheral intravenous catheter	179	4.53	0.06	318	4.21	0.07
138	Reinforce education to client regarding care and condition	328	4.58	0.04	341	4.54	0.04
139	Provide care for client drainage device (e.g., wound drain, chest tube)	198	4.55	0.05	309	4.30	0.06
140	Assist with client wound drainage device removal	191	4.37	0.06	289	4.07	0.07
141	Provide cooling/warming measures to restore normal body temperature	245	4.40	0.05	310	4.16	0.07
142	Perform wound care and/or dressing change	311	4.62	0.04	331	4.55	0.05
143	Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	232	4.79	0.03	318	4.66	0.05

**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.
144	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)	316	4.80	0.02	341	4.71	0.04
145	Provide care for a client with a tracheostomy	176	4.56	0.05	309	4.25	0.07
146	Remove wound sutures or staples	180	4.20	0.07	289	3.90	0.07
147	Provide care to client on ventilator	151	4.58	0.07	310	4.08	0.08
148	Assist in the care of a client with a pacing device	190	4.45	0.06	331	3.93	0.08
149	Recognize and report basic abnormalities on a client cardiac monitor strip	178	4.65	0.05	318	4.43	0.06
150	Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)	270	4.56	0.04	341	4.36	0.06
151	Identify signs and symptoms related to acute or chronic illness	289	4.64	0.04	309	4.56	0.04
152	Recognize and report change in client condition	281	4.77	0.03	289	4.72	0.04
153	Provide care for a client with a fluid and electrolyte imbalance	261	4.67	0.04	310	4.40	0.06
154	Provide care for a client receiving peritoneal dialysis or hemodialysis	193	4.53	0.06	331	3.99	0.08

**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	383	3.48	0.04	402	3.44	0.04
2	Contribute to the development of and/or update of the client plan of care	354	3.54	0.03	404	3.44	0.04
3	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	401	3.51	0.04	445	3.41	0.04
4	Organize and prioritize care based on client needs	469	3.78	0.02	470	3.78	0.02
5	Recognize and report staff conflict	369	3.02	0.05	436	3.00	0.05
6	Advocate for client rights and needs	477	3.68	0.03	483	3.67	0.03
7	Promote client self-advocacy	396	3.55	0.03	402	3.52	0.04
8	Participate in quality improvement activities (e.g., collecting data, serving on quality improvement committee)	318	3.42	0.04	404	3.26	0.04
9	Involve client in care decision-making	425	3.65	0.03	445	3.60	0.03
10	Follow up with client after discharge	250	3.21	0.06	470	2.72	0.06
11	Participate in staff education (e.g., in-services, continued competency)	428	3.42	0.04	436	3.42	0.04
12	Recognize self-limitations and seek assistance when needed (e.g., tasks, assignments)	482	3.69	0.03	483	3.69	0.03
13	Respond to the unsafe practice of health care personnel (e.g., intervene, report)	349	3.67	0.03	402	3.62	0.04

**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.
14	Participate in client discharge or transfer	343	3.43	0.04	404	3.30	0.04
15	Participate in client referral process	341	3.29	0.05	445	3.03	0.05
16	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)	404	3.62	0.03	470	3.57	0.03
17	Participate in client consent process	397	3.57	0.03	436	3.53	0.04
18	Maintain client confidentiality	483	3.73	0.03	483	3.73	0.03
19	Provide for privacy needs	397	3.57	0.04	402	3.55	0.04
20	Provide information about advance directives	292	3.35	0.05	404	3.16	0.05
21	Participate in client data collection	419	3.66	0.03	445	3.56	0.04
22	Use information technology in client care	459	3.47	0.04	470	3.44	0.04
23	Apply evidence-based practice when providing care	432	3.75	0.03	436	3.75	0.03
24	Participate as a member of an interdisciplinary team	430	3.52	0.04	483	3.42	0.04
25	Monitor activities of assistive personnel	375	3.44	0.04	402	3.42	0.04
26	Participate in providing quality cost-effective care	344	3.47	0.04	404	3.31	0.05
27	Provide and receive report	429	3.73	0.02	445	3.68	0.03
28	Practice in a manner consistent with code of ethics for nurses	468	3.79	0.02	470	3.79	0.02
29	Provide care within the legal scope of practice	434	3.85	0.02	436	3.85	0.02
30	Verify and process health care provider orders	475	3.75	0.02	483	3.74	0.02
31	Perform care for clients to support unbiased treatment and equal access to care, regardless of culture/ethnicity, sexual orientation, gender identity and/or gender expression	394	3.64	0.03	402	3.61	0.04
32	Ensure availability and safe functioning of client care equipment	382	3.59	0.03	404	3.51	0.04
33	Evaluate the appropriateness of health care provider's order for client	422	3.74	0.03	445	3.68	0.03
34	Verify the identity of client	467	3.78	0.03	470	3.77	0.03
35	Use safe client handling techniques (e.g., body mechanics)	432	3.68	0.03	436	3.68	0.03
36	Identify client allergies and intervene as appropriate	474	3.79	0.02	483	3.78	0.02
37	Prepare for and participate in internal and external disaster responses (e.g., fire, natural disaster)	314	3.53	0.04	402	3.43	0.04
38	Identify and address unsafe conditions in health care and home environments	367	3.65	0.03	404	3.56	0.04
39	Implement least restrictive restraints or seclusion	275	3.49	0.05	445	3.14	0.05
40	Follow protocol for timed client monitoring (e.g., safety checks)	456	3.73	0.03	470	3.71	0.03
41	Assist in and/or reinforce education to client about safety precautions	429	3.70	0.03	436	3.69	0.03
42	Initiate and participate in security alerts (e.g., infant abduction, flight risk)	325	3.55	0.04	483	3.35	0.04
43	Acknowledge and document practice errors and near misses (e.g., incident report)	355	3.65	0.03	402	3.61	0.03

**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.
44	Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)	349	3.60	0.04	404	3.47	0.04
45	Apply principles of infection control (e.g., personal protective equipment (PPE), aseptic technique, isolation, standard precautions)	436	3.79	0.02	445	3.76	0.03
46	Assist with care for the antepartum client	201	3.48	0.06	470	2.95	0.06
47	Identify community resources for clients	366	3.25	0.04	436	3.19	0.04
48	Assist with monitoring a client in labor	136	3.61	0.06	483	3.06	0.06
49	Monitor recovery of stable postpartum client	166	3.65	0.05	402	3.29	0.05
50	Compare client to developmental milestones	331	3.47	0.04	404	3.28	0.04
51	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	300	3.54	0.04	445	3.19	0.05
52	Participate in health screening or health promotion programs	339	3.45	0.04	470	3.17	0.05
53	Provide information for prevention of high-risk behaviors (e.g., substance misuse, sexual practices, smoking cessation)	357	3.48	0.04	436	3.40	0.04
54	Collect data for health history (e.g., client medical history, family medical history)	433	3.62	0.03	483	3.55	0.03
55	Collect baseline physical data (e.g., skin/tissue integrity, height and weight)	331	3.73	0.03	343	3.71	0.03
56	Identify clients in need of immunizations (required and voluntary)	263	3.36	0.05	323	3.21	0.05
57	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	110	3.65	0.06	353	2.97	0.07
58	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	158	3.61	0.05	372	2.98	0.06
59	Provide care that meets the needs of the adult client ages 18 through 64 years	345	3.70	0.03	364	3.66	0.03
60	Provide care that meets the needs of the adult client ages 65 and over	371	3.70	0.03	387	3.66	0.03
61	Identify barriers to communication	337	3.53	0.04	343	3.52	0.04
62	Identify barriers to learning	296	3.57	0.04	323	3.44	0.04
63	Provide emotional support to client	349	3.64	0.03	353	3.63	0.03
64	Collect data regarding client psychosocial functioning	336	3.59	0.04	372	3.47	0.04
65	Identify client use of effective and ineffective coping mechanisms	348	3.55	0.04	364	3.52	0.04
66	Promote positive self-esteem of client	383	3.47	0.04	387	3.46	0.04
67	Collect data on client's potential for violence to self and others	300	3.66	0.03	343	3.57	0.04
68	Identify signs and symptoms of substance misuse, substance use disorder, withdrawal and overdose	267	3.65	0.03	323	3.48	0.04
69	Reinforce education to caregivers/family on ways to manage client with behavioral disorders	305	3.58	0.04	353	3.46	0.04
70	Explore reasons for client nonadherence with treatment plan	332	3.63	0.03	372	3.52	0.04

**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.
71	Participate in client group session	224	3.24	0.06	364	2.90	0.06
72	Plan care with consideration of client spiritual, cultural beliefs and/or gender identity	365	3.49	0.04	387	3.45	0.04
73	Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	325	3.62	0.03	343	3.57	0.04
74	Participate in reminiscence therapy, validation therapy or reality orientation	235	3.39	0.05	323	3.13	0.05
75	Assist in the care of the cognitively impaired client	335	3.67	0.03	353	3.60	0.04
76	Assist client to cope/adapt to stressful events and changes in health status	346	3.64	0.03	372	3.56	0.04
77	Use therapeutic communication techniques with client	363	3.67	0.03	364	3.66	0.03
78	Assist in the care of a client experiencing sensory/perceptual alterations	361	3.60	0.03	387	3.56	0.03
79	Promote a therapeutic environment	339	3.59	0.04	343	3.57	0.04
80	Incorporate behavioral management techniques when caring for a client	287	3.51	0.04	323	3.36	0.05
81	Recognize and reduce stressors that affect client care	346	3.68	0.03	353	3.66	0.03
82	Provide end-of-life care and education to clients	248	3.64	0.04	372	3.28	0.06
83	Provide site care for client with enteral tubes	289	3.75	0.03	364	3.57	0.04
84	Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	319	3.36	0.04	387	3.21	0.05
85	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	327	3.63	0.04	343	3.56	0.04
86	Provide feeding for client with enteral tubes	258	3.72	0.03	323	3.51	0.05
87	Monitor and provide for nutritional needs of client	330	3.71	0.03	353	3.61	0.04
88	Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)	337	3.61	0.03	372	3.48	0.04
89	Assist with activities of daily living	335	3.56	0.04	364	3.50	0.04
90	Provide care to client with bowel or bladder (urinary) management protocol	353	3.67	0.03	387	3.56	0.04
91	Evaluate pain using standardized rating scales	337	3.64	0.03	343	3.62	0.04
92	Provide measures to promote sleep and rest	288	3.54	0.04	323	3.41	0.05
93	Use measures to maintain or improve client skin/tissue integrity	333	3.79	0.03	353	3.71	0.03
94	Provide postmortem care	222	3.47	0.05	372	3.10	0.06
95	Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)	318	3.69	0.03	364	3.58	0.04
96	Assist in the care and comfort for a client with a visual and/or hearing impairment	368	3.62	0.03	387	3.56	0.03
97	Monitor client intake/output	306	3.60	0.04	343	3.50	0.04
98	Provide care to an immobilized client based on need	290	3.65	0.03	323	3.49	0.04
99	Follow the rights of medication administration	350	3.89	0.02	353	3.88	0.02

**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.
100	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	352	3.81	0.02	372	3.74	0.03
101	Monitor transfusion of blood product	155	3.66	0.05	364	3.41	0.05
102	Calculate and monitor intravenous flow rate	263	3.73	0.04	387	3.44	0.05
103	Administer medication by oral route	328	3.70	0.03	343	3.66	0.03
104	Administer medication by various gastrointestinal tubes	251	3.73	0.03	323	3.49	0.05
105	Administer a subcutaneous, intradermal or intramuscular medication	340	3.74	0.03	353	3.70	0.03
106	Administer medication by ear, eye, nose, inhalation, rectum, vagina or topical routes	353	3.75	0.03	372	3.69	0.03
107	Count controlled substances and report discrepancies	276	3.66	0.04	318	3.56	0.05
108	Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter)	149	3.68	0.05	341	3.26	0.06
109	Administer intravenous piggyback (secondary) medications	166	3.58	0.06	309	3.24	0.06
110	Collect required data prior to medication administration (e.g., contraindications, current medications)	282	3.82	0.03	289	3.79	0.03
111	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)	304	3.80	0.03	310	3.77	0.03
112	Reinforce education to client regarding medications	321	3.75	0.03	331	3.71	0.03
113	Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)	315	3.78	0.03	318	3.78	0.03
114	Perform calculations needed for medication administration	290	3.77	0.03	341	3.62	0.04
115	Identify client risk and implement interventions	288	3.71	0.03	309	3.63	0.04
116	Check for urinary retention (e.g., bladder scan, ultrasound, palpation)	225	3.68	0.04	289	3.49	0.05
117	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	285	3.62	0.04	310	3.54	0.04
118	Monitor continuous or intermittent suction of nasogastric (NG) tube	177	3.65	0.04	331	3.17	0.06
119	Monitor diagnostic or laboratory test results	302	3.78	0.03	318	3.71	0.03
120	Identify signs or symptoms of potential prenatal complication	110	3.74	0.05	341	3.24	0.06
121	Perform point-of-care testing (e.g., pregnancy test, troponin, urinalysis)	230	3.54	0.04	309	3.31	0.05
122	Monitor and evaluate client vital signs (e.g., oxygen saturation, blood pressure)	283	3.79	0.03	289	3.79	0.03
123	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	298	3.76	0.03	310	3.71	0.03
124	Perform an electrocardiogram (EKG/ECG)	168	3.58	0.05	331	3.00	0.07
125	Assist with the performance of a diagnostic or invasive procedure	226	3.63	0.04	318	3.40	0.05
126	Perform venipuncture for blood draws	201	3.57	0.05	341	3.29	0.06



**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.
127	Apply and monitor proper use of compression stockings and/or sequential compression devices	251	3.47	0.05	309	3.32	0.05
128	Assist with care for client before and after surgical procedure	209	3.67	0.04	289	3.50	0.05
129	Insert, maintain and remove urinary catheter	259	3.65	0.04	310	3.45	0.05
130	Insert, maintain and remove nasogastric (NG) tube	148	3.65	0.05	331	3.05	0.07
131	Perform blood glucose monitoring	296	3.77	0.03	318	3.70	0.04
132	Maintain central venous catheter	196	3.62	0.05	341	3.35	0.06
133	Maintain and remove peripheral intravenous catheter	180	3.59	0.05	309	3.30	0.06
134	Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)	263	3.75	0.03	289	3.65	0.04
135	Monitor client responses to procedures and treatments	300	3.78	0.03	310	3.75	0.03
136	Reinforce client education about procedures, treatments, equipment	305	3.64	0.04	331	3.50	0.05
137	Insert peripheral intravenous catheter	179	3.61	0.05	318	3.38	0.05
138	Reinforce education to client regarding care and condition	328	3.64	0.03	341	3.62	0.03
139	Provide care for client drainage device (e.g., wound drain, chest tube)	198	3.63	0.04	309	3.40	0.05
140	Assist with client wound drainage device removal	191	3.55	0.05	289	3.33	0.05
141	Provide cooling/warming measures to restore normal body temperature	245	3.53	0.05	310	3.35	0.05
142	Perform wound care and/or dressing change	311	3.68	0.03	331	3.61	0.04
143	Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	232	3.86	0.03	318	3.75	0.04
144	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)	316	3.81	0.02	341	3.74	0.03
145	Provide care for a client with a tracheostomy	176	3.63	0.05	309	3.37	0.05
146	Remove wound sutures or staples	180	3.47	0.05	289	3.22	0.06
147	Provide care to client on ventilator	151	3.69	0.05	310	3.25	0.06
148	Assist in the care of a client with a pacing device	190	3.60	0.05	331	3.16	0.06
149	Recognize and report basic abnormalities on a client cardiac monitor strip	178	3.78	0.04	318	3.58	0.05
150	Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)	270	3.60	0.04	341	3.46	0.05
151	Identify signs and symptoms related to acute or chronic illness	289	3.75	0.03	309	3.67	0.04
152	Recognize and report change in client condition	281	3.83	0.03	289	3.79	0.03
153	Provide care for a client with a fluid and electrolyte imbalance	261	3.74	0.03	310	3.54	0.05
154	Provide care for a client receiving peritoneal dialysis or hemodialysis	193	3.66	0.04	331	3.21	0.06

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## APPENDIX A: SUBJECT MATTER EXPERT (SME) PANEL

**Member:** Kimberly Albers, MSN, RN

**Board:** South Dakota Board of Nursing

**Specialty:** Nursing Management and Leadership

Albers has 16 years of nursing experience and currently works at a hospital in Sioux Falls, SD. She supervises new graduate nurses and is active on shared governance councils such as the Nursing Senate and Ambulatory Council.

**Member:** Amber Bonitatibus, RN

**Board:** Montana Board of Nursing

**Specialty:** Medical-Surgical

Bonitatibus has five years of nursing experience and currently works at a hospital in Montana. She is also an adjunct faculty member for a university nursing program. She precepts entry-level nurses at her hospital as well as nursing students from local nursing programs.

**Member:** Rosemane Cilius, RN

**Board:** New York State Board of Nursing

**Specialty:** GI, Dermatology, PCP, Urology, Preop, PACU, and Leadership

Cilius has three years of nursing experience and currently works at a subacute rehabilitation and multispecialty outpatient clinic in New York. She supervises and manages entry-level nurses. She provides RN and LPN/VN teaching with hands-on clinical skills and assists throughout the nursing judgment process.

**Member:** Kaylan Colbert, LPN

**Board:** Indiana State Board of Nursing

**Specialty:** Cosmetic Surgery, Long-Term Care

Colbert has six months of nursing experience and currently works at a surgical center and long-term care/rehabilitation facility. She is a newly licensed LPN.

**Member:** Donna Moses, RN

**Board:** Arkansas State Board of Nursing

**Specialty:** Trauma – Emergency Services

Moses has six years of nursing experience and currently works at a level III trauma facility hospital in Fort Smith, Ark. She educates, precepts and works alongside entry-level practical nurses in trauma care. She rounds every morning to answer questions, concerns, comments or documentation. She also helps teach TNCC at her facility to entry-level nurses to ensure they understand the importance of quality trauma care.

**Member:** Bonnie Ryan, LVN

**Board:** California State Board of Vocational Nursing and Psychiatric Technicians

**Specialty:** Nursing Education

Ryan has 19 years of nursing experience and currently works at a nursing school in Beaumont, Calif. She is a clinical instructor for a practical nursing program in medical-surgical, emergency and obstetrics developments.

**Member:** Shari Stickels, RN

**Board:** Nebraska Board of Nursing

**Specialty:** Nursing Education

Stickels has eight years of nursing experience and currently works in the ADN program of a community college in Nebraska. She is an instructor in a concept-based practical nurse/associate degree nursing program. She is a PN instructor with neuro-trauma, urgent care, progressive care, medical-surgical and dialysis experience.

**Member:** Krishan Ventress, LPN

**Board:** Louisiana State Board of Nursing

**Specialty:** Women Services

Ventress has nine years of nursing experience in an outpatient clinic in Louisiana. She supervises LPNs and medical assistants in an obstetrics-gynecology clinic.

## APPENDIX B: 2024 PN PRACTICE ANALYSIS SURVEY

### Form 1



NATIONAL COUNCIL OF STATE BOARDS OF NURSING

LICENSED PRACTICAL/VOCATIONAL (LPN/VN) NURSING SURVEY- FORM 1

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

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 its territories?

- 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

**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 or more 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 and Question C.

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

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

**Question C –** Rate the overall relevancy of clinical judgment when performing this nursing activity with 1 = Not relevant, 2 = Helpful, 3 = Important, 4 = Essential.

	A - FREQUENCY							B - IMPORTANCE					C - CLINICAL JUDGMENT			
	Never performed in work setting	0 times	1 time	2 times	3 times	4 times	5 or more times	1 = Not important	2 = Minimally important	3 = Moderately important	4 = Important	5 = Critically important	1 = Not relevant	2 = Helpful	3 = Important	4 = Essential
1. Use data from various credible sources in making clinical decisions	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Promote client self-advocacy	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Respond to the unsafe practice of health care personnel (e.g., intervene, report)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Provide for privacy needs	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Monitor activities of assistive personnel	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Perform care for clients to support unbiased treatment and equal access to care, regardless of culture/ethnicity, sexual orientation, gender identity and/or gender expression	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Prepare for and participate in internal and external disaster responses (e.g., fire, natural disaster)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Acknowledge and document practice errors and near misses (e.g., incident report)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Monitor recovery of stable postpartum 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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For each activity, three questions are asked. Please answer all questions.

	A - FREQUENCY							B - IMPORTANCE					C - CLINICAL JUDGMENT			
	Never performed in work setting	0 times	1 time	2 times	3 times	4 times	5 or more times	1 = Not important	2 = Minimally important	3 = Moderately important	4 = Important	5 = Critically important	1 = Not relevant	2 = Helpful	3 = Important	4 = Essential
10. Collect baseline physical data (e.g., skin/tissue integrity, height and weight)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Identify barriers to communication	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Collect data on client's potential for violence to self and others	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Promote a therapeutic environment	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Evaluate pain using standardized rating scales	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Monitor client intake/output	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Administer medication by oral route	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For each activity, three questions are asked. Please answer all questions.

	A - FREQUENCY							B - IMPORTANCE					C - CLINICAL JUDGMENT			
	Never performed in work setting	0 times	1 time	2 times	3 times	4 times	5 or more times	1 = Not important	2 = Minimally important	3 = Moderately important	4 = Important	5 = Critically important	1 = Not relevant	2 = Helpful	3 = Important	4 = Essential
19. Administer intravenous piggyback (secondary) medications	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Identify client risk and implement interventions	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Perform point-of-care testing (e.g., pregnancy test, troponin, urinalysis)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Apply and monitor proper use of compression stockings and/or sequential compression devices	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Maintain and remove peripheral intravenous catheter	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Provide care for client drainage device (e.g., wound drain, chest tube)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Provide care for a client with a tracheostomy	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. Identify signs and symptoms related to acute or chronic illness	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 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? (Whole numbers only.)

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

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

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 instruction/skills lab plus supervised work with clients
- Work with an assigned preceptor(s) or mentor(s) with or without additional classroom instruction/skills lab work
- A formal internship/residency with or without additional classroom instruction/skills lab work
- Other, please specify:

7. If you had an orientation period, how many **weeks** did it last? (Whole numbers only.)

8. Which of the following types of certificates have you earned or courses completed? (**Select ALL that apply.**)

- Advanced Cardiac Life Support (ACLS)
- Basic Life Support (BLS/CPR)
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Community Health
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Palliative Care
- Pediatric Advanced Life Support (PALS)
- 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 your nursing position primarily administrative?

- Yes
- No



## 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 stable 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 the clients for whom you provided care **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.)

- Ambulatory care, physician office, or clinics
- Critical care
- Home health
- Hospice
- Inpatient medical-surgical
- Labor and delivery
- Long-term care
- Operating room
- Palliative care
- Pediatric
- Psychiatry or subspecialties (detox, inpatient, outpatient)
- Public health/Occupational health
- Rehabilitation
- Residential
- 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 long-term care facility, how large is the facility? (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 workday**? (Select **only one**.)

- Days
- Evenings
- Nights
- Rotating shifts
- Other, please specify:

17. What is the length of your shift **on a typical workday**? (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

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

19. How many hours did you work on the **last shift you worked**? (Whole numbers only.)

20. How many clients were you responsible for on the **last day you worked**? (Whole numbers only.) 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 2.25 hours on a set of activities, select the option 2. If you spent 3.5 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
<b>1. Coordinated Care:</b> 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"/>
<b>2. Safety and Infection Prevention:</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"/>
<b>3. 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"/>	<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"/>
<b>4. 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"/>
<b>5. Basic Care and Comfort:</b> 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"/>
<b>6. Pharmacological Therapies:</b> 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"/>
<b>7. 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"/>	<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"/>
<b>8. Physiological Adaptation:</b> 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- If yes, for how many months?
- No
- 

23. What is your gender?

- Male
- Female
- Prefer to self-describe:
- 

24. What is your age in years? (Whole numbers only.)

---

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

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic
- 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 the U.S.
- LPN/VN - Associate degree in the U.S.
- RN - Diploma in U.S.
- RN - Associate degree in U.S.
- RN - Baccalaureate degree in U.S.
- Any nursing program NOT located in the U.S.
- Other program, please specify:
- 

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

---

29a. Are you currently enrolled in a registered nurse education program?

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

29b. 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):

30. 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 prerequisite 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):

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

- Yes  
 No

#### SECTION 6: ADDITIONAL QUESTIONS

If you took the updated NCLEX after April 2023, please help us by answering a few questions about the addition of clinical judgment to the NCLEX.

32. Did you take the updated NCLEX on or after April 1, 2023?

- Yes  
 No

33. Rate the following statements on a scale from 1 to 4: 1 = Strongly disagree, 2 = Disagree, 3 = Agree, 4 = Strongly agree

	1 = Strongly disagree	2 = Disagree	3 = Agree	4 = Strongly agree
1. The use of clinical judgment in your daily duties, e.g., decision-making, communications, etc., is essential to safe care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. The questions in the current NCLEX exam accurately assessed your clinical judgment skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. The addition of clinical judgment and the unfolding case scenarios reflect the type of work you are now doing as a licensed nurse.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. The unfolding case scenarios measured real-world clinical judgment skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### SECTION 7: COMMENTS

34. 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:

35. We thank you for your time spent taking this survey. Click the following link to download your recognition letter.

[PN PA Recognition Letter](#)

## Form 2



## NATIONAL COUNCIL OF STATE BOARDS OF NURSING

## LICENSED PRACTICAL/VOCATIONAL (LPN/VN) NURSING SURVEY- FORM 2

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

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 its territories?

- 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

**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 or more 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 and Question C.

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

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

**Question C –** Rate the overall relevancy of clinical judgment when performing this nursing activity with 1 = Not relevant, 2 = Helpful, 3 = Important, 4 = Essential.

	A - FREQUENCY							B - IMPORTANCE					C - CLINICAL JUDGMENT			
	Never performed in work setting	0 times	1 time	2 times	3 times	4 times	5 or more times	1 = Not important	2 = Minimally important	3 = Moderately important	4 = Important	5 = Critically important	1 = Not relevant	2 = Helpful	3 = Important	4 = Essential
1. Contribute to the development of and/or update of the client plan of 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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Participate in quality improvement activities (e.g., collecting data, serving on quality improvement committee)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Participate in client discharge or transfer	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Provide information about advance directives	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Participate in providing quality cost-effective 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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Ensure availability and safe functioning of client care equipment	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Identify and address unsafe conditions in health care and home environments	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Compare client to developmental milestones	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For each activity, three questions are asked. Please answer all questions.

	A - FREQUENCY							B - IMPORTANCE					C - CLINICAL JUDGMENT			
	Never performed in work setting	0 times	1 time	2 times	3 times	4 times	5 or more times	1 = Not important	2 = Minimally important	3 = Moderately important	4 = Important	5 = Critically important	1 = Not relevant	2 = Helpful	3 = Important	4 = Essential
10. Identify clients in need of immunizations (required and voluntary)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Identify barriers to learning	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Identify signs and symptoms of substance misuse, substance use disorder, withdrawal and overdose	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Participate in reminiscence therapy, validation therapy or reality orientation	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Incorporate behavioral management techniques when caring for a 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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Provide feeding for client with enteral tubes	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Provide measures to promote sleep and rest	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Provide care to an immobilized client based on need	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Administer medication by various gastrointestinal tubes	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For each activity, three questions are asked. Please answer all questions.

	A - FREQUENCY							B - IMPORTANCE					C - CLINICAL JUDGMENT			
	Never performed in work setting	0 times	1 time	2 times	3 times	4 times	5 or more times	1 = Not important	2 = Minimally important	3 = Moderately important	4 = Important	5 = Critically important	1 = Not relevant	2 = Helpful	3 = Important	4 = Essential
19. Collect required data prior to medication administration (e.g., contraindications, current medications)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Check for urinary retention (e.g., bladder scan, ultrasound, palpation)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Monitor and evaluate client vital signs (e.g., oxygen saturation, blood pressure)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Assist with care for client before and after surgical procedure	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Assist with client wound drainage device removal	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Remove wound sutures or staples	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. Recognize and report change in client condition	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 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? (Whole numbers only.)

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

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

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 instruction/skills lab plus supervised work with clients
- Work with an assigned preceptor(s) or mentor(s) with or without additional classroom instruction/skills lab work
- A formal internship/residency with or without additional classroom instruction/skills lab work
- Other, please specify:

7. If you had an orientation period, how many **weeks** did it last? (Whole numbers only.)

8. Which of the following types of certificates have you earned or courses completed? (Select **ALL** that apply.)

- Advanced Cardiac Life Support (ACLS)
- Basic Life Support (BLS/CPR)
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Community Health
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Palliative Care
- Pediatric Advanced Life Support (PALS)
- 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 your nursing position primarily administrative?

- Yes
- No



## 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 stable 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 the clients for whom you provided care **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.)

- Ambulatory care, physician office, or clinics
- Critical care
- Home health
- Hospice
- Inpatient medical-surgical
- Labor and delivery
- Long-term care
- Operating room
- Palliative care
- Pediatric
- Psychiatry or subspecialties (detox, inpatient, outpatient)
- Public health/Occupational health
- Rehabilitation
- Residential
- 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 long-term care facility, how large is the facility? (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 workday**? (Select **only one**.)

- Days
- Evenings
- Nights
- Rotating shifts
- Other, please specify:

17. What is the length of your shift on a typical workday? (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

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

19. How many hours did you work on the last shift you worked? (Whole numbers only.)

20. How many clients were you responsible for on the last day you worked? (Whole numbers only.) 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 2.25 hours on a set of activities, select the option 2. If you spent 3.5 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
<b>1. Coordinated Care:</b> 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"/>
<b>2. Safety and Infection Prevention:</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"/>
<b>3. 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"/>	<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"/>
<b>4. 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"/>
<b>5. Basic Care and Comfort:</b> 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"/>
<b>6. Pharmacological Therapies:</b> 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"/>
<b>7. 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"/>	<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"/>
<b>8. Physiological Adaptation:</b> 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- If yes, for how many months?
- No
- 

23. What is your gender?

- Male
- Female
- Prefer to self-describe:
- 

24. What is your age in years? (Whole numbers only.)

---

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

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic
- 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 the U.S.
- LPN/VN - Associate degree in the U.S.
- RN - Diploma in U.S.
- RN - Associate degree in U.S.
- RN - Baccalaureate degree in U.S.
- Any nursing program NOT located in the U.S.
- Other program, please specify:
- 

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

---

29a. Are you currently enrolled in a registered nurse education program?

- Yes  
 No  
 I have applied but am currently not enrolled

29b. 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):

30. 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 prerequisite 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):

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

- Yes  
 No

#### SECTION 6: ADDITIONAL QUESTIONS

If you took the updated NCLEX after April 2023, please help us by answering a few questions about the addition of clinical judgment to the NCLEX.

32. Did you take the updated NCLEX on or after April 1, 2023?

- Yes  
 No

33. Rate the following statements on a scale from 1 to 4: 1 = Strongly disagree, 2 = Disagree, 3 = Agree, 4 = Strongly agree

	1 = Strongly disagree	2 = Disagree	3 = Agree	4 = Strongly agree
1. The use of clinical judgment in your daily duties, e.g., decision-making, communications, etc., is essential to safe care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. The questions in the current NCLEX exam accurately assessed your clinical judgment skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. The addition of clinical judgment and the unfolding case scenarios reflect the type of work you are now doing as a licensed nurse.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. The unfolding case scenarios measured real-world clinical judgment skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### SECTION 7: COMMENTS

34. 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:

35. We thank you for your time spent taking this survey. Click the following link to download your recognition letter.

[PN PA Recognition Letter](#)

## Form 3



## NATIONAL COUNCIL OF STATE BOARDS OF NURSING

## LICENSED PRACTICAL/VOCATIONAL (LPN/VN) NURSING SURVEY- FORM 3

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

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 its territories?

- 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

**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 or more 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 and Question C.

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

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

**Question C –** Rate the overall relevancy of clinical judgment when performing this nursing activity with 1 = Not relevant, 2 = Helpful, 3 = Important, 4 = Essential.

	A - FREQUENCY							B - IMPORTANCE					C - CLINICAL JUDGMENT			
	Never performed in work setting	0 times	1 time	2 times	3 times	4 times	5 or more times	1 = Not important	2 = Minimally important	3 = Moderately important	4 = Important	5 = Critically important	1 = Not relevant	2 = Helpful	3 = Important	4 = Essential
1. Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Involve client in care decision-making	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Participate in client referral process	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Participate in client data collection	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Provide and receive report	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Evaluate the appropriateness of health care provider's order for 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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Implement least restrictive restraints or seclusion	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Apply principles of infection control (e.g., personal protective equipment (PPE), aseptic technique, isolation, standard precautions)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For each activity, three questions are asked. Please answer all questions.

	A - FREQUENCY							B - IMPORTANCE					C - CLINICAL JUDGMENT			
	Never performed in work setting	0 times	1 time	2 times	3 times	4 times	5 or more times	1 = Not important	2 = Minimally important	3 = Moderately important	4 = Important	5 = Critically important	1 = Not relevant	2 = Helpful	3 = Important	4 = Essential
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="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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Provide emotional support to 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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Reinforce education to caregivers/family on ways to manage client with behavioral disorders	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Assist in the care of the cognitively impaired 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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Recognize and reduce stressors that affect 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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Monitor and provide for nutritional needs of 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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Use measures to maintain or improve client skin/tissue integrity	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Follow the rights of medication administration	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Administer a subcutaneous, intradermal or intramuscular medication	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For each activity, three questions are asked. Please answer all questions.

	A - FREQUENCY							B - IMPORTANCE					C - CLINICAL JUDGMENT			
	Never performed in work setting	0 times	1 time	2 times	3 times	4 times	5 or more times	1 = Not important	2 = Minimally important	3 = Moderately important	4 = Important	5 = Critically important	1 = Not relevant	2 = Helpful	3 = Important	4 = Essential
19. Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Insert, maintain and remove urinary catheter	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Monitor client responses to procedures and treatments	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Provide cooling/warming measures to restore normal body temperature	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Provide care to client on ventilator	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. Provide care for a client with a fluid and electrolyte imbalance	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 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? (Whole numbers only.)

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

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

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 instruction/skills lab plus supervised work with clients
- Work with an assigned preceptor(s) or mentor(s) with or without additional classroom instruction/skills lab work
- A formal internship/residency with or without additional classroom instruction/skills lab work
- Other, please specify:

7. If you had an orientation period, how many **weeks** did it last? (Whole numbers only.)

8. Which of the following types of certificates have you earned or courses completed? (**Select ALL that apply.**)

- Advanced Cardiac Life Support (ACLS)
- Basic Life Support (BLS/CPR)
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Community Health
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Palliative Care
- Pediatric Advanced Life Support (PALS)
- 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 your nursing position primarily administrative?

- Yes
- No



## 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 stable 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 the clients for whom you provided care **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.)

- Ambulatory care, physician office, or clinics
- Critical care
- Home health
- Hospice
- Inpatient medical-surgical
- Labor and delivery
- Long-term care
- Operating room
- Palliative care
- Pediatric
- Psychiatry or subspecialties (detox, inpatient, outpatient)
- Public health/Occupational health
- Rehabilitation
- Residential
- 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 long-term care facility, how large is the facility? (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 workday**? (Select **only one**.)

- Days
- Evenings
- Nights
- Rotating shifts
- Other, please specify:

17. What is the length of your shift on a typical workday? (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

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

19. How many hours did you work on the last shift you worked? (Whole numbers only.)

20. How many clients were you responsible for on the last day you worked? (Whole numbers only.) 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 2.25 hours on a set of activities, select the option 2. If you spent 3.5 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
<b>1. Coordinated Care:</b> 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"/>
<b>2. Safety and Infection Prevention:</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"/>
<b>3. 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"/>	<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"/>
<b>4. 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"/>
<b>5. Basic Care and Comfort:</b> 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"/>
<b>6. Pharmacological Therapies:</b> 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"/>
<b>7. 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"/>	<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"/>
<b>8. Physiological Adaptation:</b> 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"/>

**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- If yes, for how many months?
- No

23. What is your gender?

- Male
- Female
- Prefer to self-describe:

24. What is your age in years? (Whole numbers only.)

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

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic
- 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 the U.S.
- LPN/VN - Associate degree in the U.S.
- RN - Diploma in U.S.
- RN - Associate degree in U.S.
- RN - Baccalaureate degree in U.S.
- Any nursing program NOT located in the U.S.
- Other program, please specify:

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

29a. Are you currently enrolled in a registered nurse education program?

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

29b. 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):

30. 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 prerequisite 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):

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

- Yes
- No

#### SECTION 6: ADDITIONAL QUESTIONS

If you took the updated NCLEX after April 2023, please help us by answering a few questions about the addition of clinical judgment to the NCLEX.

32. Did you take the updated NCLEX on or after April 1, 2023?

- Yes
- No

33. Rate the following statements on a scale from 1 to 4: 1 = Strongly disagree, 2 = Disagree, 3 = Agree, 4 = Strongly agree

	1 = Strongly disagree	2 = Disagree	3 = Agree	4 = Strongly agree
1. The use of clinical judgment in your daily duties, e.g., decision-making, communications, etc., is essential to safe care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. The questions in the current NCLEX exam accurately assessed your clinical judgment skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. The addition of clinical judgment and the unfolding case scenarios reflect the type of work you are now doing as a licensed nurse.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. The unfolding case scenarios measured real-world clinical judgment skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### SECTION 7: COMMENTS

34. 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:

35. We thank you for your time spent taking this survey. Click the following link to download your recognition letter.

[PN PA Recognition Letter](#)

## Form 4



## NATIONAL COUNCIL OF STATE BOARDS OF NURSING

## LICENSED PRACTICAL/VOCATIONAL (LPN/VN) NURSING SURVEY- FORM 4

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

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 its territories?

- 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

**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 or more 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 and Question C.

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

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

**Question C –** Rate the overall relevancy of clinical judgment when performing this nursing activity with 1 = Not relevant, 2 = Helpful, 3 = Important, 4 = Essential.

	A - FREQUENCY							B - IMPORTANCE					C - CLINICAL JUDGMENT			
	Never performed in work setting	0 times	1 time	2 times	3 times	4 times	5 or more times	1 = Not important	2 = Minimally important	3 = Moderately important	4 = Important	5 = Critically important	1 = Not relevant	2 = Helpful	3 = Important	4 = Essential
1. Organize and prioritize care based on client needs	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Follow up with client after discharge	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Use information technology in 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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Practice in a manner consistent with code of ethics for nurses	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Verify the identity of 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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Follow protocol for timed client monitoring (e.g., safety checks)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Assist with care for the antepartum 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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Participate in health screening or health promotion programs	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For each activity, three questions are asked. Please answer all questions.

	A - FREQUENCY							B - IMPORTANCE					C - CLINICAL JUDGMENT			
	Never performed in work setting	0 times	1 time	2 times	3 times	4 times	5 or more times	1 = Not important	2 = Minimally important	3 = Moderately important	4 = Important	5 = Critically important	1 = Not relevant	2 = Helpful	3 = Important	4 = Essential
10. Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Collect data regarding client psychosocial functioning	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Explore reasons for client nonadherence with treatment plan	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Assist client to cope/adapt to stressful events and changes in health status	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Provide end-of-life care and education to clients	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Provide postmortem 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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Administer medication by ear, eye, nose, inhalation, rectum, vagina or topical routes	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For each activity, three questions are asked. Please answer all questions.

	A - FREQUENCY							B - IMPORTANCE					C - CLINICAL JUDGMENT			
	Never performed in work setting	0 times	1 time	2 times	3 times	4 times	5 or more times	1 = Not important	2 = Minimally important	3 = Moderately important	4 = Important	5 = Critically important	1 = Not relevant	2 = Helpful	3 = Important	4 = Essential
19. Reinforce education to client regarding medications	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Monitor continuous or intermittent suction of nasogastric (NG) tube	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Perform an electrocardiogram (EKG/ECG)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Insert, maintain and remove nasogastric (NG) tube	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Reinforce client education about procedures, treatments, equipment	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Perform wound care and/or dressing change	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Assist in the care of a client with a pacing device	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. Provide care for a client receiving peritoneal dialysis or hemodialysis	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 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? (Whole numbers only.)

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

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

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 instruction/skills lab plus supervised work with clients
- Work with an assigned preceptor(s) or mentor(s) with or without additional classroom instruction/skills lab work
- A formal internship/residency with or without additional classroom instruction/skills lab work
- Other, please specify:

7. If you had an orientation period, how many **weeks** did it last? (Whole numbers only.)

8. Which of the following types of certificates have you earned or courses completed? (Select **ALL** that apply.)

- Advanced Cardiac Life Support (ACLS)
- Basic Life Support (BLS/CPR)
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Community Health
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Palliative Care
- Pediatric Advanced Life Support (PALS)
- 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 your nursing position primarily administrative?

- Yes
- No



## 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 stable 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 the clients for whom you provided care **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.)

- Ambulatory care, physician office, or clinics
- Critical care
- Home health
- Hospice
- Inpatient medical-surgical
- Labor and delivery
- Long-term care
- Operating room
- Palliative care
- Pediatric
- Psychiatry or subspecialties (detox, inpatient, outpatient)
- Public health/Occupational health
- Rehabilitation
- Residential
- 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 long-term care facility, how large is the facility? (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 workday**? (Select **only one**.)

- Days
- Evenings
- Nights
- Rotating shifts
- Other, please specify:

17. What is the length of your shift on a typical workday? (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

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

19. How many hours did you work on the last shift you worked? (Whole numbers only.)

20. How many clients were you responsible for on the last day you worked? (Whole numbers only.) 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 2.25 hours on a set of activities, select the option 2. If you spent 3.5 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
<b>1. Coordinated Care:</b> 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"/>
<b>2. Safety and Infection Prevention:</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"/>
<b>3. 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"/>	<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"/>
<b>4. 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"/>
<b>5. Basic Care and Comfort:</b> 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"/>
<b>6. Pharmacological Therapies:</b> 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"/>
<b>7. 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"/>	<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"/>
<b>8. Physiological Adaptation:</b> 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"/>

**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- If yes, for how many months?
- No

23. What is your gender?

- Male
- Female
- Prefer to self-describe:

24. What is your age in years? (Whole numbers only.)

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

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic
- 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 the U.S.
- LPN/VN - Associate degree in the U.S.
- RN - Diploma in U.S.
- RN - Associate degree in U.S.
- RN - Baccalaureate degree in U.S.
- Any nursing program NOT located in the U.S.
- Other program, please specify:

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

29a. Are you currently enrolled in a registered nurse education program?

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

29b. 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):

30. 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 prerequisite 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):

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

- Yes
- No

#### SECTION 6: ADDITIONAL QUESTIONS

If you took the updated NCLEX after April 2023, please help us by answering a few questions about the addition of clinical judgment to the NCLEX.

32. Did you take the updated NCLEX on or after April 1, 2023?

- Yes
- No

33. Rate the following statements on a scale from 1 to 4: 1 = Strongly disagree, 2 = Disagree, 3 = Agree, 4 = Strongly agree

	1 = Strongly disagree	2 = Disagree	3 = Agree	4 = Strongly agree
1. The use of clinical judgment in your daily duties, e.g., decision-making, communications, etc., is essential to safe care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. The questions in the current NCLEX exam accurately assessed your clinical judgment skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. The addition of clinical judgment and the unfolding case scenarios reflect the type of work you are now doing as a licensed nurse.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. The unfolding case scenarios measured real-world clinical judgment skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### SECTION 7: COMMENTS

34. 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:

35. We thank you for your time spent taking this survey. Click the following link to download your recognition letter.

[PN PA Recognition Letter](#)

## Form 5



## NATIONAL COUNCIL OF STATE BOARDS OF NURSING

## LICENSED PRACTICAL/VOCATIONAL (LPN/VN) NURSING SURVEY- FORM 5

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

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 its territories?

- 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

**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 or more 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 and Question C.

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

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

**Question C –** Rate the overall relevancy of clinical judgment when performing this nursing activity with 1 = Not relevant, 2 = Helpful, 3 = Important, 4 = Essential.

	A - FREQUENCY							B - IMPORTANCE					C - CLINICAL JUDGMENT			
	Never performed in work setting	0 times	1 time	2 times	3 times	4 times	5 or more times	1 = Not important	2 = Minimally important	3 = Moderately important	4 = Important	5 = Critically important	1 = Not relevant	2 = Helpful	3 = Important	4 = Essential
1. Recognize and report staff conflict	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Participate in staff education (e.g., in-services, continued competency)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Participate in client consent process	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Apply evidence-based practice when providing 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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Provide care within the legal scope of practice	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Use safe client handling techniques (e.g., body mechanics)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Assist in and/or reinforce education to client about safety precautions	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Identify community resources for clients	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Provide information for prevention of high-risk behaviors (e.g., substance misuse, sexual practices, smoking cessation)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For each activity, three questions are asked. Please answer all questions.

	A - FREQUENCY							B - IMPORTANCE					C - CLINICAL JUDGMENT			
	Never performed in work setting	0 times	1 time	2 times	3 times	4 times	5 or more times	1 = Not important	2 = Minimally important	3 = Moderately important	4 = Important	5 = Critically important	1 = Not relevant	2 = Helpful	3 = Important	4 = Essential
10. Provide care that meets the needs of the adult client ages 18 through 64 years	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Identify client use of effective and ineffective coping mechanisms	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Participate in client group session	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Use therapeutic communication techniques with 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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Provide site care for client with enteral tubes	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Assist with 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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Monitor transfusion of blood product	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For each activity, three questions are asked. Please answer all questions.

	A - FREQUENCY							B - IMPORTANCE					C - CLINICAL JUDGMENT			
	Never performed in work setting	0 times	1 time	2 times	3 times	4 times	5 or more times	1 = Not important	2 = Minimally important	3 = Moderately important	4 = Important	5 = Critically important	1 = Not relevant	2 = Helpful	3 = Important	4 = Essential
18. Count controlled substances and report discrepancies	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Monitor diagnostic or laboratory test results	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Assist with the performance of a diagnostic or invasive procedure	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Perform blood glucose monitoring	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Insert peripheral intravenous catheter	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Recognize and report basic abnormalities on a client cardiac monitor strip	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 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? (Whole numbers only.)

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

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

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 instruction/skills lab plus supervised work with clients
- Work with an assigned preceptor(s) or mentor(s) with or without additional classroom instruction/skills lab work
- A formal internship/residency with or without additional classroom instruction/skills lab work
- Other, please specify:

7. If you had an orientation period, how many **weeks** did it last? (Whole numbers only.)

8. Which of the following types of certificates have you earned or courses completed? (**Select ALL that apply.**)

- Advanced Cardiac Life Support (ACLS)
- Basic Life Support (BLS/CPR)
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Community Health
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Palliative Care
- Pediatric Advanced Life Support (PALS)
- 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 your nursing position primarily administrative?

- Yes
- No



## 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 stable 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 the clients for whom you provided care **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.)

- Ambulatory care, physician office, or clinics
- Critical care
- Home health
- Hospice
- Inpatient medical-surgical
- Labor and delivery
- Long-term care
- Operating room
- Palliative care
- Pediatric
- Psychiatry or subspecialties (detox, inpatient, outpatient)
- Public health/Occupational health
- Rehabilitation
- Residential
- 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 long-term care facility, how large is the facility? (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 workday**? (Select **only one**.)

- Days
- Evenings
- Nights
- Rotating shifts
- Other, please specify:

17. What is the length of your shift on a typical workday? (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

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

19. How many hours did you work on the last shift you worked? (Whole numbers only.)

20. How many clients were you responsible for on the last day you worked? (Whole numbers only.) 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 2.25 hours on a set of activities, select the option 2. If you spent 3.5 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
<b>1. Coordinated Care:</b> 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"/>
<b>2. Safety and Infection Prevention:</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"/>
<b>3. 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"/>	<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"/>
<b>4. 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"/>
<b>5. Basic Care and Comfort:</b> 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"/>
<b>6. Pharmacological Therapies:</b> 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"/>
<b>7. 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"/>	<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"/>
<b>8. Physiological Adaptation:</b> 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"/>

**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- If yes, for how many months?
- No

23. What is your gender?

- Male
- Female
- Prefer to self-describe:

24. What is your age in years? (Whole numbers only.)

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

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic
- 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 the U.S.
- LPN/VN - Associate degree in the U.S.
- RN - Diploma in U.S.
- RN - Associate degree in U.S.
- RN - Baccalaureate degree in U.S.
- Any nursing program NOT located in the U.S.
- Other program, please specify:

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

29a. Are you currently enrolled in a registered nurse education program?

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

29b. 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):

30. 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 prerequisite 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):

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

- Yes
- No

#### SECTION 6: ADDITIONAL QUESTIONS

If you took the updated NCLEX after April 2023, please help us by answering a few questions about the addition of clinical judgment to the NCLEX.

32. Did you take the updated NCLEX on or after April 1, 2023?

- Yes
- No

33. Rate the following statements on a scale from 1 to 4: 1 = Strongly disagree, 2 = Disagree, 3 = Agree, 4 = Strongly agree

	1 = Strongly disagree	2 = Disagree	3 = Agree	4 = Strongly agree
1. The use of clinical judgment in your daily duties, e.g., decision-making, communications, etc., is essential to safe care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. The questions in the current NCLEX exam accurately assessed your clinical judgment skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. The addition of clinical judgment and the unfolding case scenarios reflect the type of work you are now doing as a licensed nurse.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. The unfolding case scenarios measured real-world clinical judgment skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### SECTION 7: COMMENTS

34. 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:

35. We thank you for your time spent taking this survey. Click the following link to download your recognition letter.

[PN PA Recognition Letter](#)

## Form 6



## NATIONAL COUNCIL OF STATE BOARDS OF NURSING

## LICENSED PRACTICAL/VOCATIONAL (LPN/VN) NURSING SURVEY- FORM 6

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

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 its territories?

- 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

**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 or more 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 and Question C.

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

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

**Question C –** Rate the overall relevancy of clinical judgment when performing this nursing activity with 1 = Not relevant, 2 = Helpful, 3 = Important, 4 = Essential.

	A - FREQUENCY							B - IMPORTANCE					C - CLINICAL JUDGMENT			
	Never performed in work setting	0 times	1 time	2 times	3 times	4 times	5 or more times	1 = Not important	2 = Minimally important	3 = Moderately important	4 = Important	5 = Critically important	1 = Not relevant	2 = Helpful	3 = Important	4 = Essential
1. Advocate for client rights and needs	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Recognize self-limitations and seek assistance when needed (e.g., tasks, assignments)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Maintain client confidentiality	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Participate as a member of an interdisciplinary team	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Verify and process health care provider orders	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Identify client allergies and intervene as appropriate	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Initiate and participate in security alerts (e.g., infant abduction, flight risk)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Assist with monitoring a client in labor	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Collect data for health history (e.g., client medical history, family medical history)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For each activity, three questions are asked. Please answer all questions.

	A - FREQUENCY							B - IMPORTANCE					C - CLINICAL JUDGMENT			
	Never performed in work setting	0 times	1 time	2 times	3 times	4 times	5 or more times	1 = Not important	2 = Minimally important	3 = Moderately important	4 = Important	5 = Critically important	1 = Not relevant	2 = Helpful	3 = Important	4 = Essential
10. Provide care that meets the needs of the adult client ages 65 and over	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Promote positive self-esteem of 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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Plan care with consideration of client spiritual, cultural beliefs and/or gender identity	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Assist in the care of a client experiencing sensory/perceptual alterations	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Provide care to client with bowel or bladder (urinary) management protocol	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Assist in the care and comfort for a client with a visual and/or hearing impairment	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Calculate and monitor intravenous flow rate	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For each activity, three questions are asked. Please answer all questions.

	A - FREQUENCY							B - IMPORTANCE					C - CLINICAL JUDGMENT			
	Never performed in work setting	0 times	1 time	2 times	3 times	4 times	5 or more times	1 = Not important	2 = Minimally important	3 = Moderately important	4 = Important	5 = Critically important	1 = Not relevant	2 = Helpful	3 = Important	4 = Essential
18. Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Perform calculations needed for medication administration	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Identify signs or symptoms of potential prenatal complication	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Perform venipuncture for blood draws	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Maintain central venous catheter	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Reinforce education to client regarding care and condition	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 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? (Whole numbers only.)

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

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

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 instruction/skills lab plus supervised work with clients
- Work with an assigned preceptor(s) or mentor(s) with or without additional classroom instruction/skills lab work
- A formal internship/residency with or without additional classroom instruction/skills lab work
- Other, please specify:

7. If you had an orientation period, how many **weeks** did it last? (Whole numbers only.)

8. Which of the following types of certificates have you earned or courses completed? (Select **ALL** that apply.)

- Advanced Cardiac Life Support (ACLS)
- Basic Life Support (BLS/CPR)
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Community Health
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Palliative Care
- Pediatric Advanced Life Support (PALS)
- 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 your nursing position primarily administrative?

- Yes
- No



## 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 stable 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 the clients for whom you provided care **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.)

- Ambulatory care, physician office, or clinics
- Critical care
- Home health
- Hospice
- Inpatient medical-surgical
- Labor and delivery
- Long-term care
- Operating room
- Palliative care
- Pediatric
- Psychiatry or subspecialties (detox, inpatient, outpatient)
- Public health/Occupational health
- Rehabilitation
- Residential
- 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 long-term care facility, how large is the facility? (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 workday**? (Select **only one**.)

- Days
- Evenings
- Nights
- Rotating shifts
- Other, please specify:

17. What is the length of your shift on a typical workday? (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

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

19. How many hours did you work on the last shift you worked? (Whole numbers only.)

20. How many clients were you responsible for on the last day you worked? (Whole numbers only.) 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 2.25 hours on a set of activities, select the option 2. If you spent 3.5 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
<b>1. Coordinated Care:</b> 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"/>
<b>2. Safety and Infection Prevention:</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"/>
<b>3. 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"/>	<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"/>
<b>4. 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"/>
<b>5. Basic Care and Comfort:</b> 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"/>
<b>6. Pharmacological Therapies:</b> 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"/>
<b>7. 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"/>	<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"/>
<b>8. Physiological Adaptation:</b> 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"/>

**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- If yes, for how many months?
- No

23. What is your gender?

- Male
- Female
- Prefer to self-describe:

24. What is your age in years? (Whole numbers only.)

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

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic
- 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 the U.S.
- LPN/VN - Associate degree in the U.S.
- RN - Diploma in U.S.
- RN - Associate degree in U.S.
- RN - Baccalaureate degree in U.S.
- Any nursing program NOT located in the U.S.
- Other program, please specify:

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

29a. Are you currently enrolled in a registered nurse education program?

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

29b. 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):

30. 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 prerequisite 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):

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

- Yes
- No

**SECTION 6: ADDITIONAL QUESTIONS**

If you took the updated NCLEX after April 2023, please help us by answering a few questions about the addition of clinical judgment to the NCLEX.

32. Did you take the updated NCLEX on or after April 1, 2023?

- Yes
- No

33. Rate the following statements on a scale from 1 to 4: 1 = Strongly disagree, 2 = Disagree, 3 = Agree, 4 = Strongly agree

	1 = Strongly disagree	2 = Disagree	3 = Agree	4 = Strongly agree
1. The use of clinical judgment in your daily duties, e.g., decision-making, communications, etc., is essential to safe care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. The questions in the current NCLEX exam accurately assessed your clinical judgment skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. The addition of clinical judgment and the unfolding case scenarios reflect the type of work you are now doing as a licensed nurse.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. The unfolding case scenarios measured real-world clinical judgment skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**SECTION 7: COMMENTS**

34. 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:

35. We thank you for your time spent taking this survey. Click the following link to download your recognition letter.

[PN PA Recognition Letter](#)

## 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.
5	Recognize and report staff conflict	369	1.89	0.09
143	Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	232	2.25	0.14
101	Monitor transfusion of blood product	155	2.30	0.17
37	Prepare for and participate in internal and external disaster responses (e.g., fire, natural disaster)	314	2.45	0.12
146	Remove wound sutures or staples	180	2.52	0.16
43	Acknowledge and document practice errors and near misses (e.g., incident report)	355	2.60	0.11
71	Participate in client group session	224	2.63	0.14
13	Respond to the unsafe practice of health care personnel (e.g., intervene, report)	349	2.74	0.10
20	Provide information about advance directives	292	2.84	0.12
94	Provide postmortem care	222	2.84	0.14
47	Identify community resources for clients	366	2.86	0.10
149	Recognize and report basic abnormalities on a client cardiac monitor strip	178	2.86	0.16
145	Provide care for a client with a tracheostomy	176	2.86	0.16
10	Follow up with client after discharge	250	2.86	0.13
42	Initiate and participate in security alerts (e.g., infant abduction, flight risk)	325	2.88	0.11
137	Insert peripheral intravenous catheter	179	2.89	0.16
140	Assist with client wound drainage device removal	191	2.93	0.15
109	Administer intravenous piggyback (secondary) medications	166	2.95	0.16
130	Insert, maintain and remove nasogastric (NG) tube	148	2.96	0.17
57	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	110	3.05	0.20
15	Participate in client referral process	341	3.06	0.10
132	Maintain central venous catheter	196	3.07	0.15
53	Provide information for prevention of high-risk behaviors (e.g., substance misuse, sexual practices, smoking cessation)	357	3.15	0.10
139	Provide care for client drainage device (e.g., wound drain, chest tube)	198	3.15	0.14
74	Participate in reminiscence therapy, validation therapy or reality orientation	235	3.17	0.12
39	Implement least restrictive restraints or seclusion	275	3.18	0.12
49	Monitor recovery of stable postpartum client	166	3.19	0.17
126	Perform venipuncture for blood draws	201	3.20	0.15
125	Assist with the performance of a diagnostic or invasive procedure	226	3.20	0.13
108	Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter)	149	3.21	0.17
51	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	300	3.23	0.11
48	Assist with monitoring a client in labor	136	3.26	0.18

\* Activities are rank ordered from least to most frequently performed.

Activities Rank Ordered by Average Setting-Specific Frequency*				
Activity #	Activity	Average Frequency (Setting-Specific)		
		N	Avg.	Std. Err.
56	Identify clients in need of immunizations (required and voluntary)	263	3.28	0.11
148	Assist in the care of a client with a pacing device	190	3.32	0.14
118	Monitor continuous or intermittent suction of nasogastric (NG) tube	177	3.33	0.15
147	Provide care to client on ventilator	151	3.34	0.17
50	Compare client to developmental milestones	331	3.37	0.10
46	Assist with care for the antepartum client	201	3.37	0.14
68	Identify signs and symptoms of substance misuse, substance use disorder, withdrawal and overdose	267	3.40	0.11
120	Identify signs or symptoms of potential prenatal complication	110	3.41	0.20
124	Perform an electrocardiogram (EKG/ECG)	168	3.41	0.15
133	Maintain and remove peripheral intravenous catheter	180	3.41	0.15
16	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)	404	3.43	0.10
11	Participate in staff education (e.g., in-services, continued competency)	428	3.44	0.08
82	Provide end-of-life care and education to clients	248	3.44	0.12
14	Participate in client discharge or transfer	343	3.45	0.10
128	Assist with care for client before and after surgical procedure	209	3.50	0.12
84	Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	319	3.50	0.10
67	Collect data on client's potential for violence to self and others	300	3.52	0.11
8	Participate in quality improvement activities (e.g., collecting data, serving on quality improvement committee)	318	3.52	0.10
154	Provide care for a client receiving peritoneal dialysis or hemodialysis	193	3.52	0.13
58	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	158	3.53	0.15
141	Provide cooling/warming measures to restore normal body temperature	245	3.53	0.12
102	Calculate and monitor intravenous flow rate	263	3.58	0.12
17	Participate in client consent process	397	3.58	0.09
129	Insert, maintain and remove urinary catheter	259	3.63	0.11
2	Contribute to the development of and/or update of the client plan of care	354	3.64	0.09
116	Check for urinary retention (e.g., bladder scan, ultrasound, palpation)	225	3.64	0.12
73	Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	325	3.65	0.09
121	Perform point-of-care testing (e.g., pregnancy test, troponin, urinalysis)	230	3.67	0.12
52	Participate in health screening or health promotion programs	339	3.67	0.09
95	Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)	318	3.67	0.10
150	Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)	270	3.67	0.11
83	Provide site care for client with enteral tubes	289	3.72	0.11
127	Apply and monitor proper use of compression stockings and/or sequential compression devices	251	3.73	0.11

\* Activities are rank ordered from least to most frequently performed.

Activities Rank Ordered by Average Setting-Specific Frequency*				
Activity #	Activity	Average Frequency (Setting-Specific)		
		N	Avg.	Std. Err.
62	Identify barriers to learning	296	3.74	0.09
104	Administer medication by various gastrointestinal tubes	251	3.75	0.11
86	Provide feeding for client with enteral tubes	258	3.79	0.11
61	Identify barriers to communication	337	3.80	0.09
80	Incorporate behavioral management techniques when caring for a client	287	3.81	0.10
1	Use data from various credible sources in making clinical decisions	383	3.82	0.07
38	Identify and address unsafe conditions in health care and home environments	367	3.86	0.08
153	Provide care for a client with a fluid and electrolyte imbalance	261	3.88	0.10
114	Perform calculations needed for medication administration	290	3.90	0.10
44	Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)	349	3.90	0.09
72	Plan care with consideration of client spiritual, cultural beliefs and/or gender identity	365	3.90	0.08
65	Identify client use of effective and ineffective coping mechanisms	348	3.93	0.08
26	Participate in providing quality cost-effective care	344	3.94	0.09
24	Participate as a member of an interdisciplinary team	430	3.96	0.08
70	Explore reasons for client nonadherence with treatment plan	332	3.98	0.08
12	Recognize self-limitations and seek assistance when needed (e.g., tasks, assignments)	482	4.00	0.06
69	Reinforce education to caregivers/family on ways to manage client with behavioral disorders	305	4.04	0.09
54	Collect data for health history (e.g., client medical history, family medical history)	433	4.04	0.08
25	Monitor activities of assistive personnel	375	4.06	0.08
142	Perform wound care and/or dressing change	311	4.06	0.09
92	Provide measures to promote sleep and rest	288	4.07	0.09
117	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	285	4.07	0.09
78	Assist in the care of a client experiencing sensory/perceptual alterations	361	4.09	0.08
134	Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)	263	4.10	0.09
76	Assist client to cope/adapt to stressful events and changes in health status	346	4.11	0.07
36	Identify client allergies and intervene as appropriate	474	4.12	0.07
64	Collect data regarding client psychosocial functioning	336	4.14	0.08
88	Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)	337	4.15	0.08
151	Identify signs and symptoms related to acute or chronic illness	289	4.18	0.08
119	Monitor diagnostic or laboratory test results	302	4.20	0.08
33	Evaluate the appropriateness of health care provider's order for client	422	4.21	0.06
144	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)	316	4.21	0.08
6	Advocate for client rights and needs	477	4.21	0.06
32	Ensure availability and safe functioning of client care equipment	382	4.22	0.07
115	Identify client risk and implement interventions	288	4.23	0.08

\* Activities are rank ordered from least to most frequently performed.

Activities Rank Ordered by Average Setting-Specific Frequency*				
Activity #	Activity	Average Frequency (Setting-Specific)		
		N	Avg.	Std. Err.
7	Promote client self-advocacy	396	4.23	0.06
96	Assist in the care and comfort for a client with a visual and/or hearing impairment	368	4.25	0.07
136	Reinforce client education about procedures, treatments, equipment	305	4.27	0.08
97	Monitor client intake/output	306	4.28	0.08
3	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	401	4.28	0.07
98	Provide care to an immobilized client based on need	290	4.29	0.08
107	Count controlled substances and report discrepancies	276	4.30	0.09
85	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	327	4.30	0.07
89	Assist with activities of daily living	335	4.32	0.07
152	Recognize and report change in client condition	281	4.32	0.07
90	Provide care to client with bowel or bladder (urinary) management protocol	353	4.33	0.07
81	Recognize and reduce stressors that affect client care	346	4.36	0.06
105	Administer a subcutaneous, intradermal or intramuscular medication	340	4.38	0.07
75	Assist in the care of the cognitively impaired client	335	4.39	0.07
135	Monitor client responses to procedures and treatments	300	4.40	0.07
41	Assist in and/or reinforce education to client about safety precautions	429	4.41	0.06
9	Involve client in care decision-making	425	4.41	0.05
138	Reinforce education to client regarding care and condition	328	4.43	0.06
87	Monitor and provide for nutritional needs of client	330	4.43	0.06
30	Verify and process health care provider orders	475	4.44	0.06
23	Apply evidence-based practice when providing care	432	4.47	0.05
66	Promote positive self-esteem of client	383	4.48	0.05
112	Reinforce education to client regarding medications	321	4.48	0.06
123	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	298	4.48	0.07
27	Provide and receive report	429	4.48	0.06
21	Participate in client data collection	419	4.49	0.05
106	Administer medication by ear, eye, nose, inhalation, rectum, vagina or topical routes	353	4.50	0.06
22	Use information technology in client care	459	4.51	0.05
100	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	352	4.51	0.07
131	Perform blood glucose monitoring	296	4.53	0.07
31	Perform care for clients to support unbiased treatment and equal access to care, regardless of culture/ethnicity, sexual orientation, gender identity and/or gender expression	394	4.55	0.06
19	Provide for privacy needs	397	4.55	0.06
93	Use measures to maintain or improve client skin/tissue integrity	333	4.55	0.06
110	Collect required data prior to medication administration (e.g., contraindications, current medications)	282	4.55	0.06

\* Activities are rank ordered from least to most frequently performed.



Activities Rank Ordered by Average Setting-Specific Frequency*				
Activity #	Activity	Average Frequency (Setting-Specific)		
		N	Avg.	Std. Err.
55	Collect baseline physical data (e.g., skin/tissue integrity, height and weight)	331	4.56	0.06
79	Promote a therapeutic environment	339	4.58	0.05
111	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)	304	4.61	0.06
91	Evaluate pain using standardized rating scales	337	4.62	0.06
77	Use therapeutic communication techniques with client	363	4.62	0.05
103	Administer medication by oral route	328	4.65	0.06
35	Use safe client handling techniques (e.g., body mechanics)	432	4.65	0.05
59	Provide care that meets the needs of the adult client ages 18 through 64 years	345	4.67	0.05
4	Organize and prioritize care based on client needs	469	4.67	0.04
45	Apply principles of infection control (e.g., personal protective equipment (PPE), aseptic technique, isolation, standard precautions)	436	4.68	0.05
40	Follow protocol for timed client monitoring (e.g., safety checks)	456	4.68	0.04
63	Provide emotional support to client	349	4.72	0.04
122	Monitor and evaluate client vital signs (e.g., oxygen saturation, blood pressure)	283	4.75	0.05
60	Provide care that meets the needs of the adult client ages 65 and over	371	4.77	0.04
18	Maintain client confidentiality	483	4.80	0.03
113	Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)	315	4.80	0.04
99	Follow the rights of medication administration	350	4.81	0.04
34	Verify the identity of client	467	4.82	0.03
28	Practice in a manner consistent with code of ethics for nurses	468	4.84	0.03
29	Provide care within the legal scope of practice	434	4.86	0.03

\* Activities are rank ordered from least to most frequently performed.

## 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.
48	Assist with monitoring a client in labor	483	0.92	0.08
57	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	353	0.95	0.10
101	Monitor transfusion of blood product	364	0.98	0.09
120	Identify signs or symptoms of potential prenatal complication	341	1.10	0.11
49	Monitor recovery of stable postpartum client	402	1.32	0.10
130	Insert, maintain and remove nasogastric (NG) tube	331	1.32	0.11
108	Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter)	341	1.40	0.11
46	Assist with care for the antepartum client	470	1.44	0.10
58	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	372	1.50	0.11
10	Follow up with client after discharge	470	1.52	0.10
146	Remove wound sutures or staples	289	1.57	0.12
109	Administer intravenous piggyback (secondary) medications	309	1.59	0.12
149	Recognize and report basic abnormalities on a client cardiac monitor strip	318	1.60	0.12
5	Recognize and report staff conflict	436	1.60	0.08
71	Participate in client group session	364	1.62	0.11
147	Provide care to client on ventilator	310	1.63	0.12
137	Insert peripheral intravenous catheter	318	1.63	0.12
145	Provide care for a client with a tracheostomy	309	1.63	0.12
143	Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	318	1.64	0.11
94	Provide postmortem care	372	1.70	0.11
124	Perform an electrocardiogram (EKG/ECG)	331	1.73	0.12
132	Maintain central venous catheter	341	1.76	0.12
118	Monitor continuous or intermittent suction of nasogastric (NG) tube	331	1.78	0.12
126	Perform venipuncture for blood draws	341	1.89	0.12
148	Assist in the care of a client with a pacing device	331	1.90	0.12
37	Prepare for and participate in internal and external disaster responses (e.g., fire, natural disaster)	402	1.91	0.10
140	Assist with client wound drainage device removal	289	1.93	0.13
42	Initiate and participate in security alerts (e.g., infant abduction, flight risk)	483	1.94	0.10
39	Implement least restrictive restraints or seclusion	445	1.97	0.11
133	Maintain and remove peripheral intravenous catheter	309	1.99	0.13
139	Provide care for client drainage device (e.g., wound drain, chest tube)	309	2.02	0.12
20	Provide information about advance directives	404	2.05	0.11

\* Activities are rank ordered from least to most frequently performed.

Activities Rank Ordered by Average Total Group Frequency*				
Activity #	Activity	Average Frequency (Total Group)		
		N	Avg.	Std. Err.
154	Provide care for a client receiving peritoneal dialysis or hemodialysis	331	2.05	0.12
51	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	445	2.18	0.11
125	Assist with the performance of a diagnostic or invasive procedure	318	2.28	0.13
82	Provide end-of-life care and education to clients	372	2.29	0.12
43	Acknowledge and document practice errors and near misses (e.g., incident report)	402	2.30	0.10
74	Participate in reminiscence therapy, validation therapy or reality orientation	323	2.31	0.12
15	Participate in client referral process	445	2.35	0.10
13	Respond to the unsafe practice of health care personnel (e.g., intervene, report)	402	2.38	0.10
47	Identify community resources for clients	436	2.40	0.10
102	Calculate and monitor intravenous flow rate	387	2.43	0.12
128	Assist with care for client before and after surgical procedure	289	2.53	0.13
53	Provide information for prevention of high-risk behaviors (e.g., substance misuse, sexual practices, smoking cessation)	436	2.58	0.10
52	Participate in health screening or health promotion programs	470	2.64	0.10
56	Identify clients in need of immunizations (required and voluntary)	323	2.67	0.11
121	Perform point-of-care testing (e.g., pregnancy test, troponin, urinalysis)	309	2.73	0.13
50	Compare client to developmental milestones	404	2.76	0.10
8	Participate in quality improvement activities (e.g., collecting data, serving on quality improvement committee)	404	2.77	0.11
141	Provide cooling/warming measures to restore normal body temperature	310	2.79	0.12
68	Identify signs and symptoms of substance misuse, substance use disorder, withdrawal and overdose	323	2.81	0.11
116	Check for urinary retention (e.g., bladder scan, ultrasound, palpation)	289	2.84	0.13
84	Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	387	2.89	0.11
150	Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)	341	2.91	0.12
104	Administer medication by various gastrointestinal tubes	323	2.91	0.12
14	Participate in client discharge or transfer	404	2.93	0.10
16	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)	470	2.95	0.10
83	Provide site care for client with enteral tubes	364	2.96	0.12
86	Provide feeding for client with enteral tubes	323	3.02	0.12
127	Apply and monitor proper use of compression stockings and/or sequential compression devices	309	3.03	0.12
129	Insert, maintain and remove urinary catheter	310	3.04	0.12
67	Collect data on client's potential for violence to self and others	343	3.08	0.11
2	Contribute to the development of and/or update of the client plan of care	404	3.19	0.10
95	Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)	364	3.20	0.11

\* Activities are rank ordered from least to most frequently performed.

Activities Rank Ordered by Average Total Group Frequency*				
Activity #	Activity	Average Frequency (Total Group)		
		N	Avg.	Std. Err.
17	Participate in client consent process	436	3.26	0.10
153	Provide care for a client with a fluid and electrolyte imbalance	310	3.27	0.12
114	Perform calculations needed for medication administration	341	3.31	0.11
26	Participate in providing quality cost-effective care	404	3.35	0.10
44	Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)	404	3.37	0.10
11	Participate in staff education (e.g., in-services, continued competency)	436	3.38	0.09
80	Incorporate behavioral management techniques when caring for a client	323	3.38	0.11
62	Identify barriers to learning	323	3.43	0.10
73	Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	343	3.46	0.10
69	Reinforce education to caregivers/family on ways to manage client with behavioral disorders	353	3.49	0.10
38	Identify and address unsafe conditions in health care and home environments	404	3.51	0.09
24	Participate as a member of an interdisciplinary team	483	3.52	0.09
70	Explore reasons for client nonadherence with treatment plan	372	3.55	0.10
54	Collect data for health history (e.g., client medical history, family medical history)	483	3.62	0.09
92	Provide measures to promote sleep and rest	323	3.63	0.10
1	Use data from various credible sources in making clinical decisions	402	3.64	0.08
72	Plan care with consideration of client spiritual, cultural beliefs and/or gender identity	387	3.68	0.09
107	Count controlled substances and report discrepancies	318	3.73	0.11
134	Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)	289	3.73	0.11
61	Identify barriers to communication	343	3.73	0.09
64	Collect data regarding client psychosocial functioning	372	3.74	0.10
117	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	310	3.75	0.10
88	Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)	372	3.76	0.10
65	Identify client use of effective and ineffective coping mechanisms	364	3.76	0.09
25	Monitor activities of assistive personnel	402	3.78	0.09
142	Perform wound care and/or dressing change	331	3.82	0.10
78	Assist in the care of a client experiencing sensory/perceptual alterations	387	3.82	0.09
97	Monitor client intake/output	343	3.82	0.10
76	Assist client to cope/adapt to stressful events and changes in health status	372	3.82	0.09
98	Provide care to an immobilized client based on need	323	3.85	0.10
3	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	445	3.86	0.08
144	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)	341	3.90	0.09
151	Identify signs and symptoms related to acute or chronic illness	309	3.91	0.10
136	Reinforce client education about procedures, treatments, equipment	331	3.93	0.10

\* Activities are rank ordered from least to most frequently performed.

Activities Rank Ordered by Average Total Group Frequency*				
Activity #	Activity	Average Frequency (Total Group)		
		N	Avg.	Std. Err.
115	Identify client risk and implement interventions	309	3.94	0.10
90	Provide care to client with bowel or bladder (urinary) management protocol	387	3.95	0.09
89	Assist with activities of daily living	364	3.98	0.09
33	Evaluate the appropriateness of health care provider's order for client	445	3.99	0.08
12	Recognize self-limitations and seek assistance when needed (e.g., tasks, assignments)	483	3.99	0.06
119	Monitor diagnostic or laboratory test results	318	3.99	0.09
32	Ensure availability and safe functioning of client care equipment	404	3.99	0.08
96	Assist in the care and comfort for a client with a visual and/or hearing impairment	387	4.04	0.08
36	Identify client allergies and intervene as appropriate	483	4.04	0.07
85	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	343	4.10	0.09
87	Monitor and provide for nutritional needs of client	353	4.14	0.08
6	Advocate for client rights and needs	483	4.16	0.06
75	Assist in the care of the cognitively impaired client	353	4.17	0.08
7	Promote client self-advocacy	402	4.17	0.07
152	Recognize and report change in client condition	289	4.20	0.08
9	Involve client in care decision-making	445	4.21	0.07
131	Perform blood glucose monitoring	318	4.21	0.09
105	Administer a subcutaneous, intradermal or intramuscular medication	353	4.22	0.08
21	Participate in client data collection	445	4.23	0.07
135	Monitor client responses to procedures and treatments	310	4.25	0.08
138	Reinforce education to client regarding care and condition	341	4.26	0.08
106	Administer medication by ear, eye, nose, inhalation, rectum, vagina or topical routes	372	4.27	0.08
100	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	372	4.27	0.08
81	Recognize and reduce stressors that affect client care	353	4.27	0.07
93	Use measures to maintain or improve client skin/tissue integrity	353	4.29	0.08
123	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	310	4.31	0.08
27	Provide and receive report	445	4.32	0.07
41	Assist in and/or reinforce education to client about safety precautions	436	4.33	0.06
112	Reinforce education to client regarding medications	331	4.34	0.07
30	Verify and process health care provider orders	483	4.37	0.06
55	Collect baseline physical data (e.g., skin/tissue integrity, height and weight)	343	4.40	0.07
22	Use information technology in client care	470	4.41	0.06
59	Provide care that meets the needs of the adult client ages 18 through 64 years	364	4.42	0.07
23	Apply evidence-based practice when providing care	436	4.43	0.06

\* Activities are rank ordered from least to most frequently performed.

Activities Rank Ordered by Average Total Group Frequency*				
Activity #	Activity	Average Frequency (Total Group)		
		N	Avg.	Std. Err.
66	Promote positive self-esteem of client	387	4.43	0.06
110	Collect required data prior to medication administration (e.g., contraindications, current medications)	289	4.44	0.07
103	Administer medication by oral route	343	4.44	0.08
31	Perform care for clients to support unbiased treatment and equal access to care, regardless of culture/ethnicity, sexual orientation, gender identity and/or gender expression	402	4.46	0.06
19	Provide for privacy needs	402	4.50	0.06
111	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)	310	4.52	0.07
79	Promote a therapeutic environment	343	4.52	0.06
91	Evaluate pain using standardized rating scales	343	4.54	0.06
40	Follow protocol for timed client monitoring (e.g., safety checks)	470	4.54	0.06
60	Provide care that meets the needs of the adult client ages 65 and over	387	4.58	0.06
45	Apply principles of infection control (e.g., personal protective equipment (PPE), aseptic technique, isolation, standard precautions)	445	4.58	0.05
35	Use safe client handling techniques (e.g., body mechanics)	436	4.61	0.05
77	Use therapeutic communication techniques with client	364	4.61	0.05
122	Monitor and evaluate client vital signs (e.g., oxygen saturation, blood pressure)	289	4.65	0.06
4	Organize and prioritize care based on client needs	470	4.66	0.04
63	Provide emotional support to client	353	4.67	0.05
113	Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)	318	4.76	0.05
99	Follow the rights of medication administration	353	4.77	0.05
34	Verify the identity of client	470	4.79	0.04
18	Maintain client confidentiality	483	4.80	0.03
28	Practice in a manner consistent with code of ethics for nurses	470	4.81	0.03
29	Provide care within the legal scope of practice	436	4.83	0.03

\* Activities are rank ordered from least to most frequently performed.

## 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.
10	Follow up with client after discharge	250	3.99	0.07
15	Participate in client referral process	341	4.01	0.05
71	Participate in client group session	224	4.03	0.07
5	Recognize and report staff conflict	369	4.10	0.05
47	Identify community resources for clients	366	4.14	0.05
56	Identify clients in need of immunizations (required and voluntary)	263	4.17	0.06
146	Remove wound sutures or staples	180	4.20	0.07
20	Provide information about advance directives	292	4.21	0.05
50	Compare client to developmental milestones	331	4.21	0.05
74	Participate in reminiscence therapy, validation therapy or reality orientation	235	4.23	0.06
84	Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	319	4.24	0.05
14	Participate in client discharge or transfer	343	4.24	0.05
39	Implement least restrictive restraints or seclusion	275	4.25	0.06
8	Participate in quality improvement activities (e.g., collecting data, serving on quality improvement committee)	318	4.26	0.05
26	Participate in providing quality cost-effective care	344	4.29	0.05
1	Use data from various credible sources in making clinical decisions	383	4.31	0.04
3	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	401	4.32	0.04
2	Contribute to the development of and/or update of the client plan of care	354	4.32	0.04
25	Monitor activities of assistive personnel	375	4.32	0.04
80	Incorporate behavioral management techniques when caring for a client	287	4.32	0.05
51	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	300	4.33	0.05
52	Participate in health screening or health promotion programs	339	4.33	0.05
53	Provide information for prevention of high-risk behaviors (e.g., substance misuse, sexual practices, smoking cessation)	357	4.34	0.05
57	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	110	4.35	0.09
65	Identify client use of effective and ineffective coping mechanisms	348	4.36	0.04
140	Assist with client wound drainage device removal	191	4.37	0.06
92	Provide measures to promote sleep and rest	288	4.37	0.04
46	Assist with care for the antepartum client	201	4.38	0.06
62	Identify barriers to learning	296	4.40	0.04
141	Provide cooling/warming measures to restore normal body temperature	245	4.40	0.05
94	Provide postmortem care	222	4.41	0.06
127	Apply and monitor proper use of compression stockings and/or sequential compression devices	251	4.41	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.
11	Participate in staff education (e.g., in-services, continued competency)	428	4.42	0.04
24	Participate as a member of an interdisciplinary team	430	4.43	0.04
64	Collect data regarding client psychosocial functioning	336	4.44	0.04
37	Prepare for and participate in internal and external disaster responses (e.g., fire, natural disaster)	314	4.44	0.05
126	Perform venipuncture for blood draws	201	4.44	0.06
58	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	158	4.44	0.07
125	Assist with the performance of a diagnostic or invasive procedure	226	4.45	0.05
133	Maintain and remove peripheral intravenous catheter	180	4.45	0.05
101	Monitor transfusion of blood product	155	4.45	0.07
148	Assist in the care of a client with a pacing device	190	4.45	0.06
89	Assist with activities of daily living	335	4.45	0.04
109	Administer intravenous piggyback (secondary) medications	166	4.46	0.07
124	Perform an electrocardiogram (EKG/ECG)	168	4.46	0.06
69	Reinforce education to caregivers/family on ways to manage client with behavioral disorders	305	4.46	0.05
22	Use information technology in client care	459	4.47	0.03
72	Plan care with consideration of client spiritual, cultural beliefs and/or gender identity	365	4.47	0.04
82	Provide end-of-life care and education to clients	248	4.48	0.05
7	Promote client self-advocacy	396	4.48	0.04
48	Assist with monitoring a client in labor	136	4.49	0.08
70	Explore reasons for client nonadherence with treatment plan	332	4.49	0.04
132	Maintain central venous catheter	196	4.49	0.06
121	Perform point-of-care testing (e.g., pregnancy test, troponin, urinalysis)	230	4.49	0.05
9	Involve client in care decision-making	425	4.49	0.03
66	Promote positive self-esteem of client	383	4.49	0.04
49	Monitor recovery of stable postpartum client	166	4.49	0.06
88	Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)	337	4.50	0.04
130	Insert, maintain and remove nasogastric (NG) tube	148	4.51	0.06
117	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	285	4.51	0.04
19	Provide for privacy needs	397	4.51	0.04
76	Assist client to cope/adapt to stressful events and changes in health status	346	4.51	0.04
44	Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)	349	4.52	0.04
108	Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter)	149	4.52	0.06
137	Insert peripheral intravenous catheter	179	4.53	0.06
61	Identify barriers to communication	337	4.53	0.04
78	Assist in the care of a client experiencing sensory/perceptual alterations	361	4.53	0.04

\* 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.
154	Provide care for a client receiving peritoneal dialysis or hemodialysis	193	4.53	0.06
98	Provide care to an immobilized client based on need	290	4.53	0.04
68	Identify signs and symptoms of substance misuse, substance use disorder, withdrawal and overdose	267	4.55	0.04
97	Monitor client intake/output	306	4.55	0.04
139	Provide care for client drainage device (e.g., wound drain, chest tube)	198	4.55	0.05
59	Provide care that meets the needs of the adult client ages 18 through 64 years	345	4.55	0.04
32	Ensure availability and safe functioning of client care equipment	382	4.55	0.04
38	Identify and address unsafe conditions in health care and home environments	367	4.55	0.04
128	Assist with care for client before and after surgical procedure	209	4.56	0.05
145	Provide care for a client with a tracheostomy	176	4.56	0.05
42	Initiate and participate in security alerts (e.g., infant abduction, flight risk)	325	4.56	0.04
116	Check for urinary retention (e.g., bladder scan, ultrasound, palpation)	225	4.56	0.05
150	Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)	270	4.56	0.04
118	Monitor continuous or intermittent suction of nasogastric (NG) tube	177	4.56	0.06
73	Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	325	4.57	0.04
17	Participate in client consent process	397	4.57	0.03
129	Insert, maintain and remove urinary catheter	259	4.57	0.04
21	Participate in client data collection	419	4.57	0.03
95	Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)	318	4.57	0.04
96	Assist in the care and comfort for a client with a visual and/or hearing impairment	368	4.57	0.03
13	Respond to the unsafe practice of health care personnel (e.g., intervene, report)	349	4.58	0.04
86	Provide feeding for client with enteral tubes	258	4.58	0.04
138	Reinforce education to client regarding care and condition	328	4.58	0.04
147	Provide care to client on ventilator	151	4.58	0.07
79	Promote a therapeutic environment	339	4.58	0.04
75	Assist in the care of the cognitively impaired client	335	4.59	0.04
104	Administer medication by various gastrointestinal tubes	251	4.59	0.04
81	Recognize and reduce stressors that affect client care	346	4.59	0.03
136	Reinforce client education about procedures, treatments, equipment	305	4.59	0.04
33	Evaluate the appropriateness of health care provider's order for client	422	4.60	0.03
90	Provide care to client with bowel or bladder (urinary) management protocol	353	4.60	0.03
115	Identify client risk and implement interventions	288	4.60	0.04
120	Identify signs or symptoms of potential prenatal complication	110	4.61	0.06
85	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	327	4.61	0.04
43	Acknowledge and document practice errors and near misses (e.g., incident report)	355	4.61	0.04

\* 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.
54	Collect data for health history (e.g., client medical history, family medical history)	433	4.61	0.03
77	Use therapeutic communication techniques with client	363	4.61	0.03
16	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)	404	4.62	0.04
63	Provide emotional support to client	349	4.62	0.03
142	Perform wound care and/or dressing change	311	4.62	0.04
87	Monitor and provide for nutritional needs of client	330	4.62	0.03
60	Provide care that meets the needs of the adult client ages 65 and over	371	4.62	0.03
31	Perform care for clients to support unbiased treatment and equal access to care, regardless of culture/ethnicity, sexual orientation, gender identity and/or gender expression	394	4.63	0.03
151	Identify signs and symptoms related to acute or chronic illness	289	4.64	0.04
27	Provide and receive report	429	4.64	0.03
91	Evaluate pain using standardized rating scales	337	4.64	0.04
149	Recognize and report basic abnormalities on a client cardiac monitor strip	178	4.65	0.05
102	Calculate and monitor intravenous flow rate	263	4.65	0.04
67	Collect data on client's potential for violence to self and others	300	4.65	0.03
112	Reinforce education to client regarding medications	321	4.65	0.03
4	Organize and prioritize care based on client needs	469	4.66	0.03
83	Provide site care for client with enteral tubes	289	4.66	0.04
12	Recognize self-limitations and seek assistance when needed (e.g., tasks, assignments)	482	4.66	0.03
55	Collect baseline physical data (e.g., skin/tissue integrity, height and weight)	331	4.66	0.03
134	Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)	263	4.66	0.04
41	Assist in and/or reinforce education to client about safety precautions	429	4.67	0.03
135	Monitor client responses to procedures and treatments	300	4.67	0.03
153	Provide care for a client with a fluid and electrolyte imbalance	261	4.67	0.04
105	Administer a subcutaneous, intradermal or intramuscular medication	340	4.67	0.04
106	Administer medication by ear, eye, nose, inhalation, rectum, vagina or topical routes	353	4.67	0.03
23	Apply evidence-based practice when providing care	432	4.67	0.03
6	Advocate for client rights and needs	477	4.69	0.03
103	Administer medication by oral route	328	4.70	0.03
123	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	298	4.71	0.03
119	Monitor diagnostic or laboratory test results	302	4.72	0.03
35	Use safe client handling techniques (e.g., body mechanics)	432	4.72	0.03
110	Collect required data prior to medication administration (e.g., contraindications, current medications)	282	4.72	0.04
40	Follow protocol for timed client monitoring (e.g., safety checks)	456	4.74	0.03

\* 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.
30	Verify and process health care provider orders	475	4.74	0.02
131	Perform blood glucose monitoring	296	4.74	0.03
111	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)	304	4.74	0.03
45	Apply principles of infection control (e.g., personal protective equipment (PPE), aseptic technique, isolation, standard precautions)	436	4.75	0.03
122	Monitor and evaluate client vital signs (e.g., oxygen saturation, blood pressure)	283	4.75	0.03
107	Count controlled substances and report discrepancies	276	4.76	0.03
100	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	352	4.76	0.03
114	Perform calculations needed for medication administration	290	4.77	0.03
93	Use measures to maintain or improve client skin/tissue integrity	333	4.77	0.03
152	Recognize and report change in client condition	281	4.77	0.03
28	Practice in a manner consistent with code of ethics for nurses	468	4.79	0.02
143	Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	232	4.79	0.03
144	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)	316	4.80	0.02
36	Identify client allergies and intervene as appropriate	474	4.82	0.02
29	Provide care within the legal scope of practice	434	4.84	0.02
18	Maintain client confidentiality	483	4.84	0.02
113	Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)	315	4.85	0.02
34	Verify the identity of client	467	4.85	0.02
99	Follow the rights of medication administration	350	4.89	0.02

\* 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.
10	Follow up with client after discharge	470	3.39	0.07
71	Participate in client group session	364	3.56	0.07
57	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	353	3.68	0.08
15	Participate in client referral process	445	3.70	0.06
46	Assist with care for the antepartum client	470	3.71	0.07
58	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	372	3.71	0.08
130	Insert, maintain and remove nasogastric (NG) tube	331	3.77	0.09
39	Implement least restrictive restraints or seclusion	445	3.78	0.07
124	Perform an electrocardiogram (EKG/ECG)	331	3.79	0.08
48	Assist with monitoring a client in labor	483	3.79	0.07
74	Participate in reminiscence therapy, validation therapy or reality orientation	323	3.90	0.07
51	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	445	3.90	0.06
146	Remove wound sutures or staples	289	3.90	0.07
52	Participate in health screening or health promotion programs	470	3.91	0.06
148	Assist in the care of a client with a pacing device	331	3.93	0.08
20	Provide information about advance directives	404	3.94	0.06
94	Provide postmortem care	372	3.94	0.07
118	Monitor continuous or intermittent suction of nasogastric (NG) tube	331	3.96	0.08
50	Compare client to developmental milestones	404	3.96	0.06
154	Provide care for a client receiving peritoneal dialysis or hemodialysis	331	3.99	0.08
120	Identify signs or symptoms of potential prenatal complication	341	4.01	0.08
56	Identify clients in need of immunizations (required and voluntary)	323	4.02	0.06
5	Recognize and report staff conflict	436	4.03	0.05
82	Provide end-of-life care and education to clients	372	4.05	0.07
47	Identify community resources for clients	436	4.06	0.05
14	Participate in client discharge or transfer	404	4.06	0.05
108	Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter)	341	4.06	0.07
140	Assist with client wound drainage device removal	289	4.07	0.07
8	Participate in quality improvement activities (e.g., collecting data, serving on quality improvement committee)	404	4.07	0.05
109	Administer intravenous piggyback (secondary) medications	309	4.07	0.07
147	Provide care to client on ventilator	310	4.08	0.08

\* 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.
84	Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	387	4.08	0.06
49	Monitor recovery of stable postpartum client	402	4.10	0.07
126	Perform venipuncture for blood draws	341	4.11	0.07
26	Participate in providing quality cost-effective care	404	4.12	0.05
80	Incorporate behavioral management techniques when caring for a client	323	4.15	0.06
133	Maintain and remove peripheral intravenous catheter	309	4.16	0.07
125	Assist with the performance of a diagnostic or invasive procedure	318	4.16	0.07
141	Provide cooling/warming measures to restore normal body temperature	310	4.16	0.07
132	Maintain central venous catheter	341	4.17	0.07
2	Contribute to the development of and/or update of the client plan of care	404	4.19	0.05
121	Perform point-of-care testing (e.g., pregnancy test, troponin, urinalysis)	309	4.19	0.06
3	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	445	4.20	0.04
92	Provide measures to promote sleep and rest	323	4.20	0.06
137	Insert peripheral intravenous catheter	318	4.21	0.07
127	Apply and monitor proper use of compression stockings and/or sequential compression devices	309	4.21	0.06
62	Identify barriers to learning	323	4.24	0.05
101	Monitor transfusion of blood product	364	4.24	0.07
1	Use data from various credible sources in making clinical decisions	402	4.24	0.05
145	Provide care for a client with a tracheostomy	309	4.25	0.07
116	Check for urinary retention (e.g., bladder scan, ultrasound, palpation)	289	4.26	0.07
53	Provide information for prevention of high-risk behaviors (e.g., substance misuse, sexual practices, smoking cessation)	436	4.26	0.05
104	Administer medication by various gastrointestinal tubes	323	4.27	0.06
102	Calculate and monitor intravenous flow rate	387	4.27	0.07
64	Collect data regarding client psychosocial functioning	372	4.27	0.05
25	Monitor activities of assistive personnel	402	4.28	0.04
128	Assist with care for client before and after surgical procedure	289	4.29	0.07
24	Participate as a member of an interdisciplinary team	483	4.29	0.05
139	Provide care for client drainage device (e.g., wound drain, chest tube)	309	4.30	0.06
42	Initiate and participate in security alerts (e.g., infant abduction, flight risk)	483	4.30	0.05
88	Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)	372	4.31	0.05
86	Provide feeding for client with enteral tubes	323	4.31	0.06
44	Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)	404	4.31	0.05
69	Reinforce education to caregivers/family on ways to manage client with behavioral disorders	353	4.32	0.05
129	Insert, maintain and remove urinary catheter	310	4.33	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.
65	Identify client use of effective and ineffective coping mechanisms	364	4.33	0.04
98	Provide care to an immobilized client based on need	323	4.33	0.06
68	Identify signs and symptoms of substance misuse, substance use disorder, withdrawal and overdose	323	4.34	0.06
37	Prepare for and participate in internal and external disaster responses (e.g., fire, natural disaster)	402	4.34	0.04
70	Explore reasons for client nonadherence with treatment plan	372	4.36	0.05
150	Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)	341	4.36	0.06
89	Assist with activities of daily living	364	4.38	0.05
153	Provide care for a client with a fluid and electrolyte imbalance	310	4.40	0.06
11	Participate in staff education (e.g., in-services, continued competency)	436	4.41	0.04
117	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	310	4.41	0.05
76	Assist client to cope/adapt to stressful events and changes in health status	372	4.42	0.04
9	Involve client in care decision-making	445	4.42	0.04
136	Reinforce client education about procedures, treatments, equipment	331	4.42	0.05
22	Use information technology in client care	470	4.42	0.04
38	Identify and address unsafe conditions in health care and home environments	404	4.43	0.05
149	Recognize and report basic abnormalities on a client cardiac monitor strip	318	4.43	0.06
72	Plan care with consideration of client spiritual, cultural beliefs and/or gender identity	387	4.43	0.04
83	Provide site care for client with enteral tubes	364	4.44	0.05
95	Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)	364	4.45	0.05
21	Participate in client data collection	445	4.45	0.04
97	Monitor client intake/output	343	4.46	0.05
90	Provide care to client with bowel or bladder (urinary) management protocol	387	4.46	0.04
7	Promote client self-advocacy	402	4.47	0.04
66	Promote positive self-esteem of client	387	4.48	0.04
32	Ensure availability and safe functioning of client care equipment	404	4.48	0.04
59	Provide care that meets the needs of the adult client ages 18 through 64 years	364	4.48	0.04
78	Assist in the care of a client experiencing sensory/perceptual alterations	387	4.49	0.04
87	Monitor and provide for nutritional needs of client	353	4.50	0.05
96	Assist in the care and comfort for a client with a visual and/or hearing impairment	387	4.50	0.04
75	Assist in the care of the cognitively impaired client	353	4.51	0.04
19	Provide for privacy needs	402	4.51	0.04
17	Participate in client consent process	436	4.51	0.04
61	Identify barriers to communication	343	4.51	0.04
33	Evaluate the appropriateness of health care provider's order for client	445	4.51	0.04
73	Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	343	4.52	0.04

\* 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.
115	Identify client risk and implement interventions	309	4.53	0.05
134	Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)	289	4.53	0.05
54	Collect data for health history (e.g., client medical history, family medical history)	483	4.53	0.04
138	Reinforce education to client regarding care and condition	341	4.54	0.04
67	Collect data on client's potential for violence to self and others	343	4.54	0.04
13	Respond to the unsafe practice of health care personnel (e.g., intervene, report)	402	4.54	0.04
142	Perform wound care and/or dressing change	331	4.55	0.05
85	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	343	4.55	0.04
81	Recognize and reduce stressors that affect client care	353	4.56	0.04
16	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)	470	4.56	0.04
151	Identify signs and symptoms related to acute or chronic illness	309	4.56	0.04
79	Promote a therapeutic environment	343	4.57	0.04
60	Provide care that meets the needs of the adult client ages 65 and over	387	4.57	0.04
114	Perform calculations needed for medication administration	341	4.58	0.05
43	Acknowledge and document practice errors and near misses (e.g., incident report)	402	4.58	0.04
63	Provide emotional support to client	353	4.59	0.03
27	Provide and receive report	445	4.59	0.04
105	Administer a subcutaneous, intradermal or intramuscular medication	353	4.60	0.04
106	Administer medication by ear, eye, nose, inhalation, rectum, vagina or topical routes	372	4.60	0.04
31	Perform care for clients to support unbiased treatment and equal access to care, regardless of culture/ethnicity, sexual orientation, gender identity and/or gender expression	402	4.60	0.03
112	Reinforce education to client regarding medications	331	4.60	0.04
77	Use therapeutic communication techniques with client	364	4.60	0.03
107	Count controlled substances and report discrepancies	318	4.61	0.05
135	Monitor client responses to procedures and treatments	310	4.62	0.04
119	Monitor diagnostic or laboratory test results	318	4.62	0.05
91	Evaluate pain using standardized rating scales	343	4.62	0.04
55	Collect baseline physical data (e.g., skin/tissue integrity, height and weight)	343	4.63	0.03
123	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	310	4.64	0.04
103	Administer medication by oral route	343	4.64	0.04
12	Recognize self-limitations and seek assistance when needed (e.g., tasks, assignments)	483	4.65	0.03
4	Organize and prioritize care based on client needs	470	4.66	0.03
93	Use measures to maintain or improve client skin/tissue integrity	353	4.66	0.04
143	Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	318	4.66	0.05

\* 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.
41	Assist in and/or reinforce education to client about safety precautions	436	4.66	0.03
131	Perform blood glucose monitoring	318	4.66	0.04
23	Apply evidence-based practice when providing care	436	4.67	0.03
6	Advocate for client rights and needs	483	4.68	0.03
110	Collect required data prior to medication administration (e.g., contraindications, current medications)	289	4.68	0.04
100	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	372	4.69	0.04
111	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)	310	4.70	0.04
144	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)	341	4.71	0.04
40	Follow protocol for timed client monitoring (e.g., safety checks)	470	4.71	0.03
35	Use safe client handling techniques (e.g., body mechanics)	436	4.71	0.03
45	Apply principles of infection control (e.g., personal protective equipment (PPE), aseptic technique, isolation, standard precautions)	445	4.72	0.03
152	Recognize and report change in client condition	289	4.72	0.04
30	Verify and process health care provider orders	483	4.73	0.03
122	Monitor and evaluate client vital signs (e.g., oxygen saturation, blood pressure)	289	4.75	0.03
28	Practice in a manner consistent with code of ethics for nurses	470	4.79	0.02
36	Identify client allergies and intervene as appropriate	483	4.80	0.02
113	Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)	318	4.83	0.03
29	Provide care within the legal scope of practice	436	4.84	0.02
34	Verify the identity of client	470	4.84	0.02
18	Maintain client confidentiality	483	4.84	0.02
99	Follow the rights of medication administration	353	4.86	0.03

\* 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.
5	Recognize and report staff conflict	369	3.02	0.05
10	Follow up with client after discharge	250	3.21	0.06
71	Participate in client group session	224	3.24	0.06
47	Identify community resources for clients	366	3.25	0.04
15	Participate in client referral process	341	3.29	0.05
20	Provide information about advance directives	292	3.35	0.05
84	Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	319	3.36	0.04
56	Identify clients in need of immunizations (required and voluntary)	263	3.36	0.05
74	Participate in reminiscence therapy, validation therapy or reality orientation	235	3.39	0.05
11	Participate in staff education (e.g., in-services, continued competency)	428	3.42	0.04
8	Participate in quality improvement activities (e.g., collecting data, serving on quality improvement committee)	318	3.42	0.04
14	Participate in client discharge or transfer	343	3.43	0.04
25	Monitor activities of assistive personnel	375	3.44	0.04
52	Participate in health screening or health promotion programs	339	3.45	0.04
26	Participate in providing quality cost-effective care	344	3.47	0.04
50	Compare client to developmental milestones	331	3.47	0.04
146	Remove wound sutures or staples	180	3.47	0.05
66	Promote positive self-esteem of client	383	3.47	0.04
94	Provide postmortem care	222	3.47	0.05
127	Apply and monitor proper use of compression stockings and/or sequential compression devices	251	3.47	0.05
22	Use information technology in client care	459	3.47	0.04
46	Assist with care for the antepartum client	201	3.48	0.06
1	Use data from various credible sources in making clinical decisions	383	3.48	0.04
53	Provide information for prevention of high-risk behaviors (e.g., substance misuse, sexual practices, smoking cessation)	357	3.48	0.04
72	Plan care with consideration of client spiritual, cultural beliefs and/or gender identity	365	3.49	0.04
39	Implement least restrictive restraints or seclusion	275	3.49	0.05
80	Incorporate behavioral management techniques when caring for a client	287	3.51	0.04
3	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	401	3.51	0.04
24	Participate as a member of an interdisciplinary team	430	3.52	0.04
37	Prepare for and participate in internal and external disaster responses (e.g., fire, natural disaster)	314	3.53	0.04
61	Identify barriers to communication	337	3.53	0.04
141	Provide cooling/warming measures to restore normal body temperature	245	3.53	0.05

\* 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.
51	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	300	3.54	0.04
121	Perform point-of-care testing (e.g., pregnancy test, troponin, urinalysis)	230	3.54	0.04
2	Contribute to the development of and/or update of the client plan of care	354	3.54	0.03
92	Provide measures to promote sleep and rest	288	3.54	0.04
65	Identify client use of effective and ineffective coping mechanisms	348	3.55	0.04
7	Promote client self-advocacy	396	3.55	0.03
42	Initiate and participate in security alerts (e.g., infant abduction, flight risk)	325	3.55	0.04
140	Assist with client wound drainage device removal	191	3.55	0.05
89	Assist with activities of daily living	335	3.56	0.04
17	Participate in client consent process	397	3.57	0.03
19	Provide for privacy needs	397	3.57	0.04
62	Identify barriers to learning	296	3.57	0.04
126	Perform venipuncture for blood draws	201	3.57	0.05
124	Perform an electrocardiogram (EKG/ECG)	168	3.58	0.05
69	Reinforce education to caregivers/family on ways to manage client with behavioral disorders	305	3.58	0.04
109	Administer intravenous piggyback (secondary) medications	166	3.58	0.06
64	Collect data regarding client psychosocial functioning	336	3.59	0.04
79	Promote a therapeutic environment	339	3.59	0.04
32	Ensure availability and safe functioning of client care equipment	382	3.59	0.03
133	Maintain and remove peripheral intravenous catheter	180	3.59	0.05
78	Assist in the care of a client experiencing sensory/perceptual alterations	361	3.60	0.03
44	Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)	349	3.60	0.04
148	Assist in the care of a client with a pacing device	190	3.60	0.05
150	Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)	270	3.60	0.04
97	Monitor client intake/output	306	3.60	0.04
88	Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)	337	3.61	0.03
58	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	158	3.61	0.05
48	Assist with monitoring a client in labor	136	3.61	0.06
137	Insert peripheral intravenous catheter	179	3.61	0.05
54	Collect data for health history (e.g., client medical history, family medical history)	433	3.62	0.03
117	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	285	3.62	0.04
73	Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	325	3.62	0.03
96	Assist in the care and comfort for a client with a visual and/or hearing impairment	368	3.62	0.03
16	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)	404	3.62	0.03
132	Maintain central venous catheter	196	3.62	0.05

\* 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.
145	Provide care for a client with a tracheostomy	176	3.63	0.05
85	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	327	3.63	0.04
70	Explore reasons for client nonadherence with treatment plan	332	3.63	0.03
139	Provide care for client drainage device (e.g., wound drain, chest tube)	198	3.63	0.04
125	Assist with the performance of a diagnostic or invasive procedure	226	3.63	0.04
136	Reinforce client education about procedures, treatments, equipment	305	3.64	0.04
82	Provide end-of-life care and education to clients	248	3.64	0.04
76	Assist client to cope/adapt to stressful events and changes in health status	346	3.64	0.03
31	Perform care for clients to support unbiased treatment and equal access to care, regardless of culture/ethnicity, sexual orientation, gender identity and/or gender expression	394	3.64	0.03
91	Evaluate pain using standardized rating scales	337	3.64	0.03
138	Reinforce education to client regarding care and condition	328	3.64	0.03
63	Provide emotional support to client	349	3.64	0.03
43	Acknowledge and document practice errors and near misses (e.g., incident report)	355	3.65	0.03
57	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	110	3.65	0.06
38	Identify and address unsafe conditions in health care and home environments	367	3.65	0.03
68	Identify signs and symptoms of substance misuse, substance use disorder, withdrawal and overdose	267	3.65	0.03
98	Provide care to an immobilized client based on need	290	3.65	0.03
130	Insert, maintain and remove nasogastric (NG) tube	148	3.65	0.05
118	Monitor continuous or intermittent suction of nasogastric (NG) tube	177	3.65	0.04
49	Monitor recovery of stable postpartum client	166	3.65	0.05
129	Insert, maintain and remove urinary catheter	259	3.65	0.04
9	Involve client in care decision-making	425	3.65	0.03
21	Participate in client data collection	419	3.66	0.03
154	Provide care for a client receiving peritoneal dialysis or hemodialysis	193	3.66	0.04
101	Monitor transfusion of blood product	155	3.66	0.05
107	Count controlled substances and report discrepancies	276	3.66	0.04
67	Collect data on client's potential for violence to self and others	300	3.66	0.03
77	Use therapeutic communication techniques with client	363	3.67	0.03
13	Respond to the unsafe practice of health care personnel (e.g., intervene, report)	349	3.67	0.03
90	Provide care to client with bowel or bladder (urinary) management protocol	353	3.67	0.03
75	Assist in the care of the cognitively impaired client	335	3.67	0.03
128	Assist with care for client before and after surgical procedure	209	3.67	0.04
6	Advocate for client rights and needs	477	3.68	0.03

\* 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.
108	Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter)	149	3.68	0.05
142	Perform wound care and/or dressing change	311	3.68	0.03
116	Check for urinary retention (e.g., bladder scan, ultrasound, palpation)	225	3.68	0.04
35	Use safe client handling techniques (e.g., body mechanics)	432	3.68	0.03
81	Recognize and reduce stressors that affect client care	346	3.68	0.03
12	Recognize self-limitations and seek assistance when needed (e.g., tasks, assignments)	482	3.69	0.03
95	Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)	318	3.69	0.03
147	Provide care to client on ventilator	151	3.69	0.05
41	Assist in and/or reinforce education to client about safety precautions	429	3.70	0.03
103	Administer medication by oral route	328	3.70	0.03
60	Provide care that meets the needs of the adult client ages 65 and over	371	3.70	0.03
59	Provide care that meets the needs of the adult client ages 18 through 64 years	345	3.70	0.03
87	Monitor and provide for nutritional needs of client	330	3.71	0.03
115	Identify client risk and implement interventions	288	3.71	0.03
86	Provide feeding for client with enteral tubes	258	3.72	0.03
55	Collect baseline physical data (e.g., skin/tissue integrity, height and weight)	331	3.73	0.03
102	Calculate and monitor intravenous flow rate	263	3.73	0.04
104	Administer medication by various gastrointestinal tubes	251	3.73	0.03
18	Maintain client confidentiality	483	3.73	0.03
27	Provide and receive report	429	3.73	0.02
40	Follow protocol for timed client monitoring (e.g., safety checks)	456	3.73	0.03
120	Identify signs or symptoms of potential prenatal complication	110	3.74	0.05
153	Provide care for a client with a fluid and electrolyte imbalance	261	3.74	0.03
105	Administer a subcutaneous, intradermal or intramuscular medication	340	3.74	0.03
33	Evaluate the appropriateness of health care provider's order for client	422	3.74	0.03
134	Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)	263	3.75	0.03
23	Apply evidence-based practice when providing care	432	3.75	0.03
30	Verify and process health care provider orders	475	3.75	0.02
112	Reinforce education to client regarding medications	321	3.75	0.03
106	Administer medication by ear, eye, nose, inhalation, rectum, vagina or topical routes	353	3.75	0.03
83	Provide site care for client with enteral tubes	289	3.75	0.03
151	Identify signs and symptoms related to acute or chronic illness	289	3.75	0.03
123	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	298	3.76	0.03
131	Perform blood glucose monitoring	296	3.77	0.03
114	Perform calculations needed for medication administration	290	3.77	0.03

\* 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.
149	Recognize and report basic abnormalities on a client cardiac monitor strip	178	3.78	0.04
135	Monitor client responses to procedures and treatments	300	3.78	0.03
119	Monitor diagnostic or laboratory test results	302	3.78	0.03
34	Verify the identity of client	467	3.78	0.03
4	Organize and prioritize care based on client needs	469	3.78	0.02
113	Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)	315	3.78	0.03
45	Apply principles of infection control (e.g., personal protective equipment (PPE), aseptic technique, isolation, standard precautions)	436	3.79	0.02
122	Monitor and evaluate client vital signs (e.g., oxygen saturation, blood pressure)	283	3.79	0.03
28	Practice in a manner consistent with code of ethics for nurses	468	3.79	0.02
36	Identify client allergies and intervene as appropriate	474	3.79	0.02
93	Use measures to maintain or improve client skin/tissue integrity	333	3.79	0.03
111	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)	304	3.80	0.03
100	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	352	3.81	0.02
144	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)	316	3.81	0.02
110	Collect required data prior to medication administration (e.g., contraindications, current medications)	282	3.82	0.03
152	Recognize and report change in client condition	281	3.83	0.03
29	Provide care within the legal scope of practice	434	3.85	0.02
143	Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	232	3.86	0.03
99	Follow the rights of medication administration	350	3.89	0.02

\* 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	470	2.72	0.06
71	Participate in client group session	364	2.90	0.06
46	Assist with care for the antepartum client	470	2.95	0.06
57	Provide care that meets the needs of the newborn less than 1 month old through the infant or toddler client through 2 years	353	2.97	0.07
58	Provide care that meets the needs of the preschool, school age and adolescent client ages 3 through 17 years	372	2.98	0.06
124	Perform an electrocardiogram (EKG/ECG)	331	3.00	0.07
5	Recognize and report staff conflict	436	3.00	0.05
15	Participate in client referral process	445	3.03	0.05
130	Insert, maintain and remove nasogastric (NG) tube	331	3.05	0.07
48	Assist with monitoring a client in labor	483	3.06	0.06
94	Provide postmortem care	372	3.10	0.06
74	Participate in reminiscence therapy, validation therapy or reality orientation	323	3.13	0.05
39	Implement least restrictive restraints or seclusion	445	3.14	0.05
20	Provide information about advance directives	404	3.16	0.05
148	Assist in the care of a client with a pacing device	331	3.16	0.06
52	Participate in health screening or health promotion programs	470	3.17	0.05
118	Monitor continuous or intermittent suction of nasogastric (NG) tube	331	3.17	0.06
47	Identify community resources for clients	436	3.19	0.04
51	Assist client with expected life transition (e.g., attachment to newborn, parenting, retirement)	445	3.19	0.05
84	Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	387	3.21	0.05
56	Identify clients in need of immunizations (required and voluntary)	323	3.21	0.05
154	Provide care for a client receiving peritoneal dialysis or hemodialysis	331	3.21	0.06
146	Remove wound sutures or staples	289	3.22	0.06
120	Identify signs or symptoms of potential prenatal complication	341	3.24	0.06
109	Administer intravenous piggyback (secondary) medications	309	3.24	0.06
147	Provide care to client on ventilator	310	3.25	0.06
108	Maintain pain control devices (e.g., epidural, patient-controlled analgesia, peripheral nerve catheter)	341	3.26	0.06
8	Participate in quality improvement activities (e.g., collecting data, serving on quality improvement committee)	404	3.26	0.04
50	Compare client to developmental milestones	404	3.28	0.04
82	Provide end-of-life care and education to clients	372	3.28	0.06
49	Monitor recovery of stable postpartum client	402	3.29	0.05

\* 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.
126	Perform venipuncture for blood draws	341	3.29	0.06
14	Participate in client discharge or transfer	404	3.30	0.04
133	Maintain and remove peripheral intravenous catheter	309	3.30	0.06
26	Participate in providing quality cost-effective care	404	3.31	0.05
121	Perform point-of-care testing (e.g., pregnancy test, troponin, urinalysis)	309	3.31	0.05
127	Apply and monitor proper use of compression stockings and/or sequential compression devices	309	3.32	0.05
140	Assist with client wound drainage device removal	289	3.33	0.05
141	Provide cooling/warming measures to restore normal body temperature	310	3.35	0.05
132	Maintain central venous catheter	341	3.35	0.06
42	Initiate and participate in security alerts (e.g., infant abduction, flight risk)	483	3.35	0.04
80	Incorporate behavioral management techniques when caring for a client	323	3.36	0.05
145	Provide care for a client with a tracheostomy	309	3.37	0.05
137	Insert peripheral intravenous catheter	318	3.38	0.05
53	Provide information for prevention of high-risk behaviors (e.g., substance misuse, sexual practices, smoking cessation)	436	3.40	0.04
125	Assist with the performance of a diagnostic or invasive procedure	318	3.40	0.05
139	Provide care for client drainage device (e.g., wound drain, chest tube)	309	3.40	0.05
92	Provide measures to promote sleep and rest	323	3.41	0.05
3	Assign client care and/or related tasks (e.g., assistive personnel or LPN/VN)	445	3.41	0.04
101	Monitor transfusion of blood product	364	3.41	0.05
25	Monitor activities of assistive personnel	402	3.42	0.04
11	Participate in staff education (e.g., in-services, continued competency)	436	3.42	0.04
24	Participate as a member of an interdisciplinary team	483	3.42	0.04
37	Prepare for and participate in internal and external disaster responses (e.g., fire, natural disaster)	402	3.43	0.04
1	Use data from various credible sources in making clinical decisions	402	3.44	0.04
102	Calculate and monitor intravenous flow rate	387	3.44	0.05
62	Identify barriers to learning	323	3.44	0.04
2	Contribute to the development of and/or update of the client plan of care	404	3.44	0.04
22	Use information technology in client care	470	3.44	0.04
129	Insert, maintain and remove urinary catheter	310	3.45	0.05
72	Plan care with consideration of client spiritual, cultural beliefs and/or gender identity	387	3.45	0.04
69	Reinforce education to caregivers/family on ways to manage client with behavioral disorders	353	3.46	0.04
66	Promote positive self-esteem of client	387	3.46	0.04
150	Provide care to client with an ostomy (e.g., colostomy, ileostomy, urostomy)	341	3.46	0.05
64	Collect data regarding client psychosocial functioning	372	3.47	0.04
44	Use transfer assistive devices (e.g., gait/transfer belt, slide board, mechanical lift)	404	3.47	0.04

\* 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.
68	Identify signs and symptoms of substance misuse, substance use disorder, withdrawal and overdose	323	3.48	0.04
88	Provide nonpharmacological measures for pain relief (e.g., imagery, massage, repositioning)	372	3.48	0.04
104	Administer medication by various gastrointestinal tubes	323	3.49	0.05
116	Check for urinary retention (e.g., bladder scan, ultrasound, palpation)	289	3.49	0.05
98	Provide care to an immobilized client based on need	323	3.49	0.04
136	Reinforce client education about procedures, treatments, equipment	331	3.50	0.05
97	Monitor client intake/output	343	3.50	0.04
128	Assist with care for client before and after surgical procedure	289	3.50	0.05
89	Assist with activities of daily living	364	3.50	0.04
86	Provide feeding for client with enteral tubes	323	3.51	0.05
32	Ensure availability and safe functioning of client care equipment	404	3.51	0.04
70	Explore reasons for client nonadherence with treatment plan	372	3.52	0.04
61	Identify barriers to communication	343	3.52	0.04
65	Identify client use of effective and ineffective coping mechanisms	364	3.52	0.04
7	Promote client self-advocacy	402	3.52	0.04
17	Participate in client consent process	436	3.53	0.04
117	Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum)	310	3.54	0.04
153	Provide care for a client with a fluid and electrolyte imbalance	310	3.54	0.05
19	Provide for privacy needs	402	3.55	0.04
54	Collect data for health history (e.g., client medical history, family medical history)	483	3.55	0.03
76	Assist client to cope/adapt to stressful events and changes in health status	372	3.56	0.04
107	Count controlled substances and report discrepancies	318	3.56	0.05
38	Identify and address unsafe conditions in health care and home environments	404	3.56	0.04
78	Assist in the care of a client experiencing sensory/perceptual alterations	387	3.56	0.03
21	Participate in client data collection	445	3.56	0.04
85	Provide for mobility needs (e.g., ambulation, range of motion, transfer, repositioning, use of adaptive equipment)	343	3.56	0.04
96	Assist in the care and comfort for a client with a visual and/or hearing impairment	387	3.56	0.03
90	Provide care to client with bowel or bladder (urinary) management protocol	387	3.56	0.04
79	Promote a therapeutic environment	343	3.57	0.04
73	Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	343	3.57	0.04
67	Collect data on client's potential for violence to self and others	343	3.57	0.04
83	Provide site care for client with enteral tubes	364	3.57	0.04
16	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)	470	3.57	0.03
95	Perform irrigation (e.g., urinary catheter, bladder, wound, ear, nose, eye)	364	3.58	0.04

\* 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.
149	Recognize and report basic abnormalities on a client cardiac monitor strip	318	3.58	0.05
9	Involve client in care decision-making	445	3.60	0.03
75	Assist in the care of the cognitively impaired client	353	3.60	0.04
31	Perform care for clients to support unbiased treatment and equal access to care, regardless of culture/ethnicity, sexual orientation, gender identity and/or gender expression	402	3.61	0.04
142	Perform wound care and/or dressing change	331	3.61	0.04
43	Acknowledge and document practice errors and near misses (e.g., incident report)	402	3.61	0.03
87	Monitor and provide for nutritional needs of client	353	3.61	0.04
91	Evaluate pain using standardized rating scales	343	3.62	0.04
138	Reinforce education to client regarding care and condition	341	3.62	0.03
13	Respond to the unsafe practice of health care personnel (e.g., intervene, report)	402	3.62	0.04
114	Perform calculations needed for medication administration	341	3.62	0.04
63	Provide emotional support to client	353	3.63	0.03
115	Identify client risk and implement interventions	309	3.63	0.04
134	Perform focused data collection based on client condition (e.g., neurological checks, circulatory checks)	289	3.65	0.04
103	Administer medication by oral route	343	3.66	0.03
59	Provide care that meets the needs of the adult client ages 18 through 64 years	364	3.66	0.03
60	Provide care that meets the needs of the adult client ages 65 and over	387	3.66	0.03
81	Recognize and reduce stressors that affect client care	353	3.66	0.03
77	Use therapeutic communication techniques with client	364	3.66	0.03
6	Advocate for client rights and needs	483	3.67	0.03
151	Identify signs and symptoms related to acute or chronic illness	309	3.67	0.04
33	Evaluate the appropriateness of health care provider's order for client	445	3.68	0.03
35	Use safe client handling techniques (e.g., body mechanics)	436	3.68	0.03
27	Provide and receive report	445	3.68	0.03
12	Recognize self-limitations and seek assistance when needed (e.g., tasks, assignments)	483	3.69	0.03
106	Administer medication by ear, eye, nose, inhalation, rectum, vagina or topical routes	372	3.69	0.03
41	Assist in and/or reinforce education to client about safety precautions	436	3.69	0.03
105	Administer a subcutaneous, intradermal or intramuscular medication	353	3.70	0.03
131	Perform blood glucose monitoring	318	3.70	0.04
55	Collect baseline physical data (e.g., skin/tissue integrity, height and weight)	343	3.71	0.03
123	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	310	3.71	0.03
93	Use measures to maintain or improve client skin/tissue integrity	353	3.71	0.03
112	Reinforce education to client regarding medications	331	3.71	0.03
119	Monitor diagnostic or laboratory test results	318	3.71	0.03

\* 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.
40	Follow protocol for timed client monitoring (e.g., safety checks)	470	3.71	0.03
18	Maintain client confidentiality	483	3.73	0.03
100	Reconcile and maintain medication list or medication administration record (e.g., prescribed medications, herbal supplements, over-the-counter medications)	372	3.74	0.03
30	Verify and process health care provider orders	483	3.74	0.02
144	Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning)	341	3.74	0.03
135	Monitor client responses to procedures and treatments	310	3.75	0.03
23	Apply evidence-based practice when providing care	436	3.75	0.03
143	Respond and intervene to a client life-threatening situation (e.g., cardiopulmonary resuscitation)	318	3.75	0.04
45	Apply principles of infection control (e.g., personal protective equipment (PPE), aseptic technique, isolation, standard precautions)	445	3.76	0.03
111	Evaluate client response to medication (e.g., adverse reactions, interactions, therapeutic effects, critical laboratory values)	310	3.77	0.03
34	Verify the identity of client	470	3.77	0.03
113	Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility)	318	3.78	0.03
4	Organize and prioritize care based on client needs	470	3.78	0.02
36	Identify client allergies and intervene as appropriate	483	3.78	0.02
152	Recognize and report change in client condition	289	3.79	0.03
28	Practice in a manner consistent with code of ethics for nurses	470	3.79	0.02
122	Monitor and evaluate client vital signs (e.g., oxygen saturation, blood pressure)	289	3.79	0.03
110	Collect required data prior to medication administration (e.g., contraindications, current medications)	289	3.79	0.03
29	Provide care within the legal scope of practice	436	3.85	0.02
99	Follow the rights of medication administration	353	3.88	0.02

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

## APPENDIX I: 2024 PN PRACTICE ANALYSIS NONRESPONDENT 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 2024 PN Practice Analysis had an adequate analyzable response rate of approximately 18.1%, many individuals did not respond to the survey. Out of the 26,559 licensed practical nurses/vocational nurses (LPN/VNs) who were newly licensed and invited to take the survey, 5,845 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 and demographic information against the 2024 PN Practice Analysis survey respondents.

### Background of Study

NCSBN is responsible to its members, the nursing regulatory bodies 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.

Findings from the 2024 PN Practice Analysis Nonrespondent Study will provide possible reasons why individuals do not participate in surveys and differences between survey respondents and nonrespondents to determine if the nonrespondents 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 2024 PN Practice Analysis survey were contacted via email. The sample was derived from the 26,559 invitees who were emailed the 2024 PN Practice Analysis survey. A total of 103 LPN/VNs from this sample completed the email survey.

#### Survey Instrument and Process

Nonrespondents were contacted via email. The nonrespondents were first asked about their reasons for not completing the survey. In order to facilitate the gathering of data from nonrespondents, a list of possible reasons was developed as to 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 nonrespondents, including employment setting and specialty. Finally, nonrespondents were asked to rate the frequency of performance, importance and clinical judgment of 10 activities that were listed in the 2024 PN Practice Analysis survey. Nonrespondents were thanked for their time, and the data collected were recorded.

### Nonrespondent Results

#### Reasons for Not Responding

Reasons provided by the nonrespondent LPN/VNs included “too busy” (66 responses or 64.1%), “did not receive” (22 responses or 21.4%), “other” (8 responses or 7.8%), “do not like/trust surveys” (4 responses or 3.9%) and “did not care” (3 responses or 2.9%).

#### Months Since Graduation

Nonrespondents were asked how long it has been since they graduated from a nursing program.

Nonrespondents indicated an average of 8.2 months of work experience, while respondents averaged 6.6 months. Overall, nonrespondents averaged a longer time in their position compared to original survey respondents because they were contacted one month or more after the 2024 PN Practice Analysis was completed.

### **Employment Setting and Specialty**

Nonrespondents were asked to provide their nursing employment setting and specialty. The different settings and specialties were well represented in this sample. The largest percentage (28.2% or 29 nonrespondents) worked in long-term care facilities. Inpatient medical-surgical units were also frequently cited (23.3% or 24 nonrespondents). These results are similar to the 2024 PN Practice Analysis survey, which also identified that the largest percentage of nonrespondents worked in long-term care facilities (44.2%). See [Table I.1](#).

### **Importance Ratings**

In general, the importance ratings between nonrespondents and respondents 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 nonrespondents were compared to the average response ratings of the 2024 PN Practice Analysis survey respondents. Overall, the frequency ratings were somewhat similar. Five activity statement frequency ratings between nonrespondents and respondents were more than one point, possibly indicating that the activity statements carry a different frequency in certain practice settings. See [Table I.3](#).

### **Clinical Judgment Ratings**

Clinical judgment ratings between nonrespondents and respondents were also very similar. No activity statements for clinical judgment had more than a one-point difference between nonrespondents and respondents. See [Table I.4](#).

## **Summary**

The nonrespondent study suggests that the main reasons individuals did not complete the 2024 PN 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 nonrespondent study provides support for the validity of the 2024 PN Practice Analysis results.

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

Job Title	Nonrespondents		Respondents*	
	Frequency	%	Frequency	%
Ambulatory care, physician office or clinics	15	14.6	242	13.2
Critical care	2	1.9	82	4.5
Home health	4	3.9	176	9.6
Hospice	2	1.9	104	5.7
Inpatient medical-surgical	24	23.3	297	16.2
Labor and delivery	0	0.0	9	0.5
Long-term care	29	28.2	809	44.2
Operating room	0	0.0	15	0.8
Palliative care	0	0.0	49	2.7
Pediatric	1	1.0	104	5.7
Psychiatry or subspecialties (detox, inpatient, outpatient)	5	4.9	126	6.9
Public health/Occupational health	0	0.0	37	2.0
Rehabilitation	8	7.8	463	25.3
Residential	3	2.9	88	4.8
Other	10	9.7	179	9.8

Note: Nonrespondents were able to select one response. Respondents were able to select two responses.

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

Activity #	Activity Statement	Nonrespondent Rating	Respondent Rating
16	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)	4.70 (n = 103)	4.56 (n = 470)
31	Perform care for clients to support unbiased treatment and equal access to care, regardless of culture/ethnicity, sexual orientation, gender identity and/or gender expression	4.61 (n = 103)	4.60 (n = 402)
43	Acknowledge and document practice errors and near misses (e.g., incident report)	4.66 (n = 103)	4.58 (n = 402)
56	Identify clients in need of immunizations (required and voluntary)	3.85 (n = 103)	4.02 (n = 323)
73	Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	4.53 (n = 103)	4.52 (n = 343)
84	Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	3.77 (n = 102)	4.08 (n = 387)
109	Administer intravenous piggyback (secondary) medications	3.78 (n = 100)	4.07 (n = 309)
114	Perform calculations needed for medication administration	4.47 (n = 102)	4.58 (n = 341)
137	Insert peripheral intravenous catheter	3.90 (n = 101)	4.21 (n = 318)
154	Provide care for a client receiving peritoneal dialysis or hemodialysis	4.10 (n = 103)	3.99 (n = 331)

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

Activity #	Activity Statement	Nonrespondent Rating	Respondent Rating
16	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)	1.78 (n = 103)	2.95 (n = 470)
31	Perform care for clients to support unbiased treatment and equal access to care, regardless of culture/ethnicity, sexual orientation, gender identity and/or gender expression	0.63 (n = 103)	4.46 (n = 402)
43	Acknowledge and document practice errors and near misses (e.g., incident report)	2.12 (n = 103)	2.30 (n = 402)
56	Identify clients in need of immunizations (required and voluntary)	1.81 (n = 102)	2.67 (n = 323)
73	Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	2.20 (n = 103)	3.46 (n = 343)
84	Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	1.79 (n = 103)	2.89 (n = 387)
109	Administer intravenous piggyback (secondary) medications	1.53 (n = 103)	1.59 (n = 309)
114	Perform calculations needed for medication administration	1.88 (n = 103)	3.31 (n = 341)
137	Insert peripheral intravenous catheter	1.65 (n = 102)	1.63 (n = 318)
154	Provide care for a client receiving peritoneal dialysis or hemodialysis	1.70 (n = 103)	2.05 (n = 331)

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

Activity #	Activity Statement	Nonrespondent Rating	Respondent Rating
16	Follow regulation/policy for reporting specific issues (e.g., abuse, neglect, gunshot wound, communicable disease)	3.51 (n = 103)	3.57 (n = 470)
31	Perform care for clients to support unbiased treatment and equal access to care, regardless of culture/ethnicity, sexual orientation, gender identity and/or gender expression	3.51 (n = 103)	3.61 (n = 402)
43	Acknowledge and document practice errors and near misses (e.g., incident report)	3.57 (n = 103)	3.61 (n = 402)
56	Identify clients in need of immunizations (required and voluntary)	2.97 (n = 103)	3.21 (n = 323)
73	Assist in managing the care of an angry and/or agitated client (e.g., de-escalation techniques)	3.51 (n = 103)	3.57 (n = 343)
84	Promote alternative/complementary therapy in providing client care (e.g., music therapy, pet therapy)	2.85 (n = 102)	3.21 (n = 387)
109	Administer intravenous piggyback (secondary) medications	3.08 (n = 100)	3.24 (n = 309)
114	Perform calculations needed for medication administration	3.57 (n = 102)	3.62 (n = 341)
137	Insert peripheral intravenous catheter	3.10 (n = 101)	3.38 (n = 318)
154	Provide care for a client receiving peritoneal dialysis or hemodialysis	3.27 (n = 102)	3.21 (n = 331)



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