Identifying Entry-Level Nursing Practice Characteristics and Emerging Trends in the United States through Evidence-Based Research

Philip Dickison, PhD, RN - Chief Officer, Examinations
Kathy Apple, MS, RN, FAAN - Chief Executive Officer
Ada Woo, PhD - Associate Director of Measurement and Testing
Disclosure

• Dr. Dickison, Ms. Apple and Dr. Woo are staff members of the National Council of State Boards of Nursing (NCSBN).

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Outline

• Practice Analysis Background
• Entry-Level Nursing Trends in the United States
• Summary
PRACTICE ANALYSIS BACKGROUND
NCLEX® Practice Analysis

• Assists in defining the exam construct
• A triennial survey of entry-level nursing activities
• Subject Matter Expert panel develops a list of activities relevant to entry-level nursing
• Results from the NCLEX Practice Analysis are used to develop the NCLEX Test Plan
NCLEX® Practice Analysis

• Survey is distributed to 12,000 newly licensed entry-level nurses across all NCLEX areas
• Entry-level nurses are requested to rate a list of nursing activities considering two questions:
  1. How important is the activity related to client safety and decreasing complications?
  2. How often do you perform this activity?
NCLEX® Continuous Practice Analysis

• Method of validating the current NCLEX Test Plan between triennial practice analysis cycles
• Separate sampling of newly licensed entry-level nurses is used
• Same activity statements and survey format as the NCLEX Practice Analysis
NCLEX® Continuous Practice Analysis

• Monitor the data to detect changes in entry-level practice that would necessitate a review of the currently approved NCLEX Test Plan

• Overall, data in both the NCLEX Practice Analysis and Continuous Practice Analysis is similar

• Trends reflected were gradual over time
ENTRY-LEVEL NURSING TRENDS IN THE UNITED STATES
Current NCLEX-RN® Test Plan

• Management of Care
• Safety and Infection Control
• Health Promotion and Maintenance
• Psychosocial Integrity
• Basic Care and Comfort
• Pharmacological and Parenteral Therapies
• Reduction of Risk Potential
• Physiological Adaptation
Continuous Practice Analysis Results

• Trends
  – Survey ratings reflected an increase in frequency and importance in activities designated in the Management of Care category
  – Entry-level registered nurses are spending more time managing the care of the current client population
  – The time spent by an entry-level nurse in each NCLEX Test Plan category has increased as well as their performance of multi-tasking
management of Care

The nurse provides and directs nursing care that enhances the care delivery setting to protect the client and health care personnel.
Activity Statement Representation

Management Care

Number of Activity Statements

Practice Analysis and Continuous Practice Analysis

National Council of State Boards of Nursing
NCLEX-RN® Test Plan

Management of Care

Test Plan Percentage

<table>
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<tr>
<th>Year</th>
<th>2004</th>
<th>2007</th>
<th>2010</th>
<th>2013</th>
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NCLEX-RN® Approved Dates

National Council of State Boards of Nursing
Total Time in Each NCLEX® Test Plan Category

Practice Analysis and Continuous Practice Analysis

- Management of Care
- Safety and Infection Control
- Health Promotion and Maintenance
- Psychosocial Integrity
- Basic Care and Comfort
- Pharmacological and Parenteral Therapies
- Reduction of Risk Potential
- Physiological Adaptation

Hours

2005 2006 2007 2008 2009 2010 2011 2012 2013
Overall Total Time Spent by Entry-Level Nurses

Total Time

Practice Analysis and Continuous Practice Analysis

Hours

NCSBN
National Council of State Boards of Nursing
Total Time in Management of Care

Management of Care

Practice Analysis & Continuous Practice Analysis

Hours

2005 2006 2007 2008 2009 2010 2011 2012 2013
Summary

• NCSBN applies rigor to established industry standards to ensure a systematic, comprehensive, defensible methodology is used to establish content domain.

• Analysis of nursing trends using the triennial NCLEX Practice Analysis and the Continuous Practice Analysis noted entry-level nurses are spending more time multitasking as well as coordinating and managing client care.
Thank You