



2021-2022 Job Task Analysis of the Certified Pediatric Nurse EXECUTIVE SUMMARY

The Pediatric Nursing Certification Board's (PNCB's) Certified Pediatric Nurse (CPN) examination validates the knowledge and expertise of pediatric nurses beyond basic RN licensure. Certification boards conduct periodic job task analyses (JTAs) to ensure that the examination content accurately represents practice.

PNCB conducted a JTA for the CPN credential from May 2021 through January 2022, in partnership with ACT[®] Credentialing and Career Services (ACT). Findings from this research will be used to update the test specifications and detailed content outline that is the framework for the CPN certification examination.

A JTA is designed to obtain descriptive information about the tasks performed in practice. The goals of this JTA were to develop updated test specifications and a detailed content outline for the CPN examination, and update the inventory of validated:

- > tasks performed by pediatric nurses,
- > clinical categories encountered, and
- > procedures and interventions performed.

Conduct of the JTA

The JTA consisted of qualitative and quantitative data collection activities. The successful outcome of the JTA depended on the thoroughness of information provided by pediatric nurses who deliver evidence-based and family-centered care in a variety of settings.

The existing detailed content outline for the CPN examination, which describes the domains and subdomains of practice and tasks performed by CPNs as well as the clinical categories of patients seen and procedures and interventions performed, served as the starting point for the JTA.

Updating the current content outline was primarily accomplished through the work of a JTA Task Force comprised of subject-matter experts (SMEs) in the specialty. The Task Force was selected to represent diversity in practice settings, geographic location, and other key variables to ensure representativeness in the description of practice.

Survey Development and Delivery

After the Task Force performed its work in updating the examination content outline, ACT gathered validation evidence for the domains and subdomains, tasks, clinical categories, and procedures and interventions by incorporating them into a web-based survey instrument, developing appropriate rating scales, and administering the survey to 30,706 CPNs.

The survey, administered in November 2021, consisted of 7 sections as outlined in the table to the right, and was sent to all currently certified CPNs (N=30,706) at that time. There were 46 undeliverable invitations and 979 completed surveys representing a 3.2% response rate. Power analysis indicated that for a population size of 30,000, a minimum of 380 participants would be required to produce a 95% confidence level in the results. The obtained number of responses is well above this threshold.

Survey Sections
1) Tasks
2) Domains and Subdomains
3) Clinical Categories
4) Procedures and Interventions
5) Evaluation of Survey Comprehensiveness
6) Demographic Questions
7) Evaluation of CPN Eligibility Criteria

Results

Participants were asked to rate how important each task was on a 4-point scale (1=Not at all important to 4=Highly important) and how frequently they performed it on a 5-point scale (1=Never to 5=Very Frequently). Participants also rated the importance of each content domain and subdomain and the percentage of time spent in it. They indicated their most and least frequently encountered clinical categories. Participants also rated how frequently they performed each procedure or intervention.

See page 3 for result highlights.

The JTA Task Force convened to review the results of the JTA survey and create an updated content outline that will guide future versions of the CPN examination until the next JTA is performed.

Summary

This study used a mixed-methods approach to identify tasks performed, clinical categories encountered, and procedures and interventions performed by Certified Pediatric Nurses.

The study was conducted in conformance with best practice accreditation guidelines for certification programs and led to the creation of an updated content outline for the CPN examination.

Who completed the survey?

A total of 979 CPNs completed the survey. The majority of respondents (82%) had 10 or more 9 years of experience in pediatric nursing and spent 77% of their time in clinical practice providing direct patient care.

Domains & Tasks

Respondents spent significant amounts of time in each domain and rated all domains as moderately to highly important.

Tasks

65 of the 70 tasks achieved importance and frequency ratings above the thresholds for inclusion in the CPN detailed content outline. Four tasks with frequency ratings just below the threshold were retained based on their high importance ratings from key subgroups of respondents by certification status or years of experience.

Clinical Categories, Procedures, Interventions

Based on the survey ratings and discussions among Task Force members, 16 of 18 clinical categories and 15 of 19 procedures and interventions were identified as suitable for testing.

Content Coverage

Nearly all survey participants (97%) indicated the survey covered their role as a pediatric nurse adequately to completely.