

VOLUME 14 ■ APRIL 2004

NCSBN Research Brief

Report of Findings from the 2003 Employers Survey

**June Smith, PhD, RN
Lynda Crawford, PhD, RN, CAE**

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

Report of Findings from the
2003 Employers
Survey

June Smith, PhD, RN

Mission Statement

The National Council of State Boards of Nursing, composed of member boards, provides leadership to advance regulatory excellence for public protection.

Copyright © 2004 National Council of State Boards of Nursing, Inc. (NCSBN)

All rights reserved. The NCSBN logo, NCLEX[®], NCLEX-RN[®] and NCLEX-PN[®] are registered trademarks of NCSBN and this document may not be used, reproduced or disseminated to any third party without written permission from NCSBN.

Permission is granted to boards of nursing to use or reproduce all or parts of this document for licensure related purposes only. Nonprofit education programs have permission to use or reproduce all or parts of this document for educational purposes only. Use or reproduction of this document for commercial or for-profit use is strictly prohibited. Any authorized reproduction of this document shall display the notice: "Copyright by the National Council of State Boards of Nursing, Inc. All rights reserved." Or, if a portion of the document is reproduced or incorporated in other materials, such written materials shall include the following credit: "Portions copyright by the National Council of State Boards of Nursing, Inc. All rights reserved."

Address inquiries in writing to NCSBN Permissions, 111 E. Wacker Drive, Suite 2900, Chicago, IL 60601-4277.

Printed in the United States of America

ISBN# 0-9745768-2-4

Table of Contents

- List of Tables v
- List of Figures vi
- Acknowledgments 1
- Executive Summary 3
- I. Background of Study 13
- II. Methodology 15
 - 2.1. Study Design 15
 - 2.2. Study Population 16
 - 2.3. Data Collection 17
 - 2.4. Data Analysis 18
- III. Survey Participants 16
 - 3.1. Participant Demographics 16
 - 3.2. Participant Characteristics 17
 - 3.3. Participant Recruitment 18
- IV. Survey Findings Related to Newly Licensed Nurses 19
 - 4.1. Findings on Knowledge 19
 - 4.2. Findings on Attitudes 20
 - 4.3. Findings on Self-Efficacy 21
 - 4.4. Findings on Clinical Performance 22

List of Tables

Table 1.1	1
Table 1.2	2
Table 1.3	3
Table 1.4	4
Table 1.5	5
Table 1.6	6
Table 1.7	7
Table 1.8	8
Table 1.9	9
Table 1.10	10
Table 1.11	11
Table 1.12	12
Table 1.13	13
Table 1.14	14
Table 1.15	15
Table 1.16	16
Table 1.17	17
Table 1.18	18
Table 1.19	19
Table 1.20	20
Table 1.21	21
Table 1.22	22
Table 1.23	23
Table 1.24	24
Table 1.25	25
Table 1.26	26
Table 1.27	27
Table 1.28	28
Table 1.29	29
Table 1.30	30
Table 1.31	31
Table 1.32	32
Table 1.33	33
Table 1.34	34
Table 1.35	35
Table 1.36	36
Table 1.37	37
Table 1.38	38
Table 1.39	39
Table 1.40	40
Table 1.41	41
Table 1.42	42
Table 1.43	43
Table 1.44	44
Table 1.45	45
Table 1.46	46
Table 1.47	47
Table 1.48	48
Table 1.49	49
Table 1.50	50
Table 1.51	51
Table 1.52	52
Table 1.53	53
Table 1.54	54
Table 1.55	55
Table 1.56	56
Table 1.57	57
Table 1.58	58
Table 1.59	59
Table 1.60	60
Table 1.61	61
Table 1.62	62
Table 1.63	63
Table 1.64	64
Table 1.65	65
Table 1.66	66
Table 1.67	67
Table 1.68	68
Table 1.69	69
Table 1.70	70
Table 1.71	71
Table 1.72	72
Table 1.73	73
Table 1.74	74
Table 1.75	75
Table 1.76	76
Table 1.77	77
Table 1.78	78
Table 1.79	79
Table 1.80	80
Table 1.81	81
Table 1.82	82
Table 1.83	83
Table 1.84	84
Table 1.85	85
Table 1.86	86
Table 1.87	87
Table 1.88	88
Table 1.89	89
Table 1.90	90
Table 1.91	91
Table 1.92	92
Table 1.93	93
Table 1.94	94
Table 1.95	95
Table 1.96	96
Table 1.97	97
Table 1.98	98
Table 1.99	99
Table 1.100	100

List of Figures

Figure 1. Percentage of respondents who reported that their organization is currently providing a variety of services to the community, by organization type	1
Figure 2. Percentage of respondents who reported that their organization is currently providing a variety of services to the community, by organization type	2
Figure 3. Percentage of respondents who reported that their organization is currently providing a variety of services to the community, by organization type	3
Figure 4. Percentage of respondents who reported that their organization is currently providing a variety of services to the community, by organization type	4
Figure 5. Percentage of respondents who reported that their organization is currently providing a variety of services to the community, by organization type	5
Figure 6. Percentage of respondents who reported that their organization is currently providing a variety of services to the community, by organization type	6
Figure 7. Percentage of respondents who reported that their organization is currently providing a variety of services to the community, by organization type	7

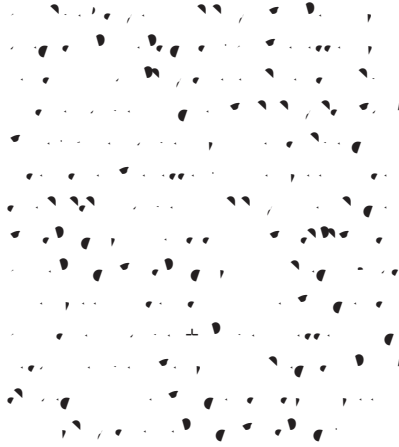
Acknowledgments

I would like to thank my family and friends for their support and encouragement throughout this journey. I am particularly grateful to my parents for their unconditional love and belief in me. My friends have been a source of joy and motivation, and I could not have done this without them. I also want to thank my teachers and mentors for their guidance and wisdom. Finally, I thank myself for not giving up and for pursuing my dreams.

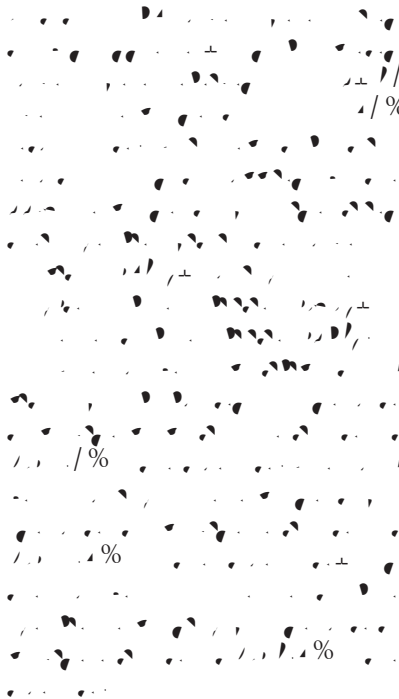




Survey Process



Return Rates





Assistive Personnel Results

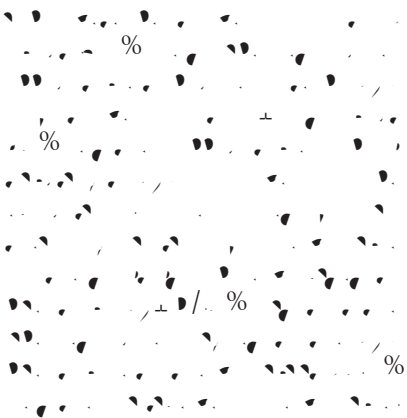
Type of Assistive Personnel Employed by Respondents' Facilities



AP Training



AP Competency Evaluations



Facility Care Delivery Policies



Tasks Performed by AP



Comments





Report of Findings from the
2003 Employers
Survey

June Smith, PhD, RN
Lynda Crawford, PhD, RN, CAE

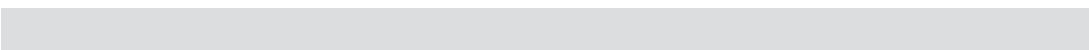
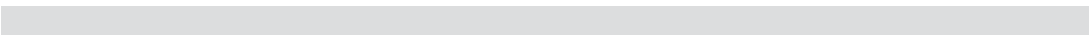
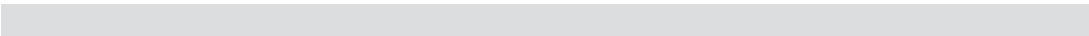


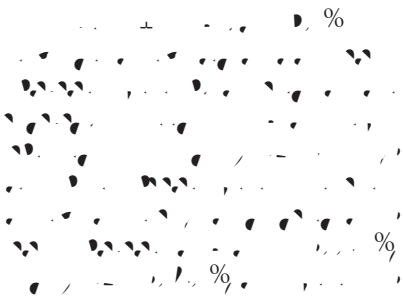
Table 2. R

The table content is entirely redacted with grey bars. The table structure is as follows:

[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]







Types of AP Employed by Respondents' Facilities



AP Training



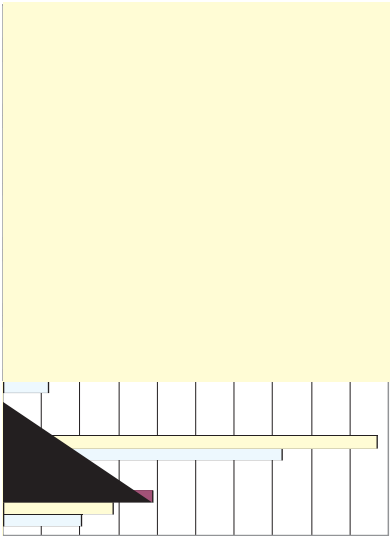
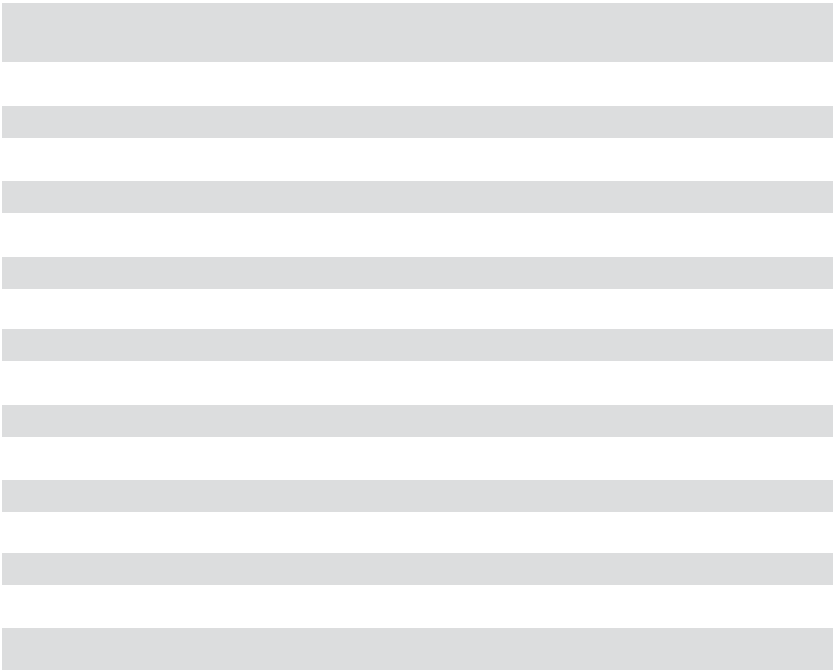


Table 11. Frequency of Competency Evaluations Performed for AP

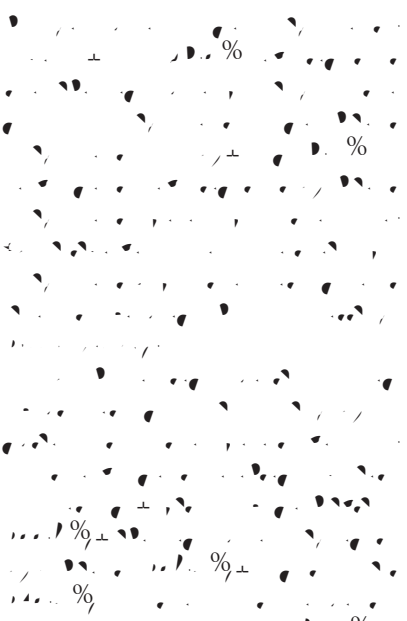
	Overall %	Hospital %	LTC %	HHC %
Only at time of hire	9.5	5.2	11.6	17.7
Every 6 to 12 months	80.7	87.1	74.3	76.6
Less often than every 12 months	6	6.1	6.1	5.7



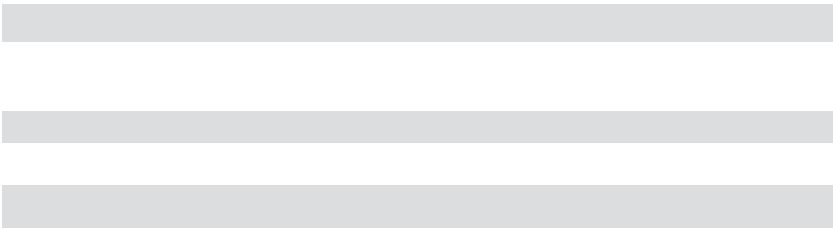
AP Competency Evaluations



Facility Care Delivery Policies







Summary

	Overall (%)	Hospital (%)	LTC (%)	HHC (%)
Basic nurse aide skills (ADLs, VSs, bed making, etc.)	99.1	99.0	99.5	97.9
Transporting clients	83.8	93.9	92.3	24
Feeding clients	94.6	97.0	97.7	77.4
Taking vital signs	94.2	96.8	93.7	87
Giving oral medications	10.0	3.6	17.4	8.9
Giving topical medications – creams & ointments	17.7	9.9	24.4	23.8
Giving topical medications – patches	7.1	1.8	13.6	5.5
Giving rectal medications	6.7	2.6	11.5	6.1
Inserting urinary catheters	8.4	14.4	3.4	3.4
Removing urinary catheters	14.2	24.7	5.4	5.5
Oral suctioning	15.2	24.5	6.8	8.9
Tracheal suctioning	1.9	2.6	1.1	2.1
Monitoring IV infusions	2.6	3.6	1.6	2.1
Removing IV lines	5.9	10.7	1.6	2.7
Other	11.6	13.9	7.9	15.3



Research Services

National Council of State Boards of Nursing