



APPLIED MEASUREMENT PROFESSIONALS, INC.

## **Executive Summary**

### **A National Job Analysis of the Wound, Ostomy and Continence Nursing Professional**

Conducted for the  
Wound, Ostomy and Continence Nursing Certification Board

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The purpose of this study was to identify the responsibilities of professionals in Wound, Ostomy and Continence (WOC) nursing as a first step in the development of a job-related certification examination. The Wound, Ostomy and Continence Nursing Certification Board (WOCNCB) requested the services of Applied Measurement Professionals, Inc. (AMP) to design and conduct a study which would provide the support necessary to develop specifications upon which a content valid certification examination could be built. The WOCNCB identified the need to ensure that the examination specifications would be representative of professionals in WOC nursing.

The WOCNCB appointed a Job Analysis Committee (JAC) to conduct the activities necessary to identify WOC nursing practitioners' responsibilities and develop examination specifications. The diversity of this group was reflective of the specialty areas within WOC nursing and all JAC members had demonstrated expertise in their respective areas of specialization.

The study involved development of a job analysis survey, distribution of that survey to practitioners, and an analysis of the responses. Test specifications for the certified WOC nurse were developed on the basis of these data.

The JAC met during April 2005 to initiate the following six tasks:

1. Developing a sampling plan
2. Identifying tasks for the survey instrument
3. Identifying classifications of core tasks
4. Determining the rating scales
5. Determining the relevant demographic variables of interest
6. Integrating demographics, rating scales, and tasks into a survey instrument

A total of 1,867 invitations to participate in an online survey were e-mailed to professionals in WOC nursing. After reducing the sample size for undeliverable addresses (n=341), it was determined that 21% of the sample responded with surveys that were determined to be suitable for analysis (n=322). The responses to the demographic questions indicated there were sufficient numbers of respondents in

relevant groups for subsequent analysis. Approximately 93% of the respondents felt that the job analysis survey at least adequately addressed the responsibilities of the WOC nursing profession. In addition, respondents used all rating scales with an acceptable level of reliability.

During a second meeting of the JAC in August 2005, decision rules were adopted and used to determine which tasks were appropriate for assessment, and therefore for inclusion in the final Test Content Outline. Application of the decision rules resulted in retention of 244 tasks across all three test specialty areas (Wound, Ostomy and Continence). It was determined that a total of 80 multiple-choice items would be sufficient to assess the tasks within each of the three specialty areas, or a total of 240 items across all three examinations, for those candidates seeking the tri-specialty CWOCN credential. An overview of the examination specifications appears in Table 1. The numbers in the “Total” column show the number of items linked to the associated category. The numbers in the columns labeled “RE, AP, and AN” show the distribution of items on each examination that would likely require the use of recall, application, or analysis of information on the part of the candidate.

**Table 1.** Overview of CWOCN Examination Specifications

<b>Category</b>	<b>Total</b>	<b>RE</b>	<b>AP</b>	<b>AN</b>
1. Wound Care	80	19	49	12
A. General Principles of Assessment	18			
B. General Principles of Management	23			
C. Pressure Ulcers	11			
D. Lower Extremity Ulcers	20			
E. Other Types of Wounds	8			
2. Ostomy Care	80	18	51	11
A. General Principles of Assessment	12			
B. General Principles of Management and Patient Teaching	23			
C. Fecal and Urinary Diversions (Colostomy, Ileostomy, Urostomy)	23			
D. Continent Fecal and Urinary Diversions	10			
E. Fistulas and Percutaneous Tubes and Drains	12			
3. Continence Care	80	22	47	11
A. General Principles of Assessment	38			
B. Differentiate and Manage Types of Urinary Incontinence	34			
C. Types of Bowel Dysfunction	8			
Total of all three examinations:	240	59	147	34
As a percentage:	100	25%	61%	14%

The Examination Committee of the WOCNCB will use the resulting Test Specifications in building the three specialty examinations, and all items appearing on an examination will be linked to the specifications based on the unanimous agreement of the committee. In addition, the detailed Test Content Outline will be made available to candidates and education providers for use in preparing to attempt certification.