confidential

Technology
That Works

People
Who Care

American Board of
Wound Management

A National Job Task Analysis Study of the Wound Care Associate Executive Summary

www.goAMP.com

Copyright © 2012 by Applied Measurement Professionals, Inc. (AMP) and the American Board of Wound Management (ABWM). PROPRIETARY. All rights reserved. No part of this publication may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopy and recording, or any information and retrieval system, without permission in writing from AMP and ABWM.

A National Job Task Analysis Study of the Wound Care Associate

Executive Summary

The purpose of this study was to identify the knowledge requirements (topics) and responsibilities (tasks) of wound care associates as a first step in the continuing development of a job-related certification examination. The American Board of Wound Management (ABWM) requested the services of Applied Measurement Professionals, Inc. (AMP) to design and conduct a study that would provide the support necessary to develop specifications upon which a content valid certification examination could be built. The ABWM identified the need to ensure that the Examination Specifications would be representative of wound care associates.

The ABWM appointed a Job Task Analysis Advisory Committee (AC) to conduct the activities necessary to identify responsibilities of wound management practitioners and develop Examination Specifications. The diversity of this group was reflective of the specialty areas practiced throughout the United States, and all AC members had demonstrated expertise in their respective areas of specialization.

The study involved development of a web-based job task analysis survey, distribution of the survey to target practitioners, and an analysis of their responses. The survey was designed to include three job analyses for wound care associates, wound specialists, and wound specialist physicians. Examination Specifications for wound care associates were developed only on the basis of wound care associate data. The Examination Specifications can be described as including a Detailed Content Outline and associated tasks, along with requirements related to the number of items to be included.

The AC met in December 2011 to initiate the following six tasks:

1. Develop a sampling plan
2. Identify topics and tasks for the survey instrument
3. Identify content categories
4. Determine the rating scales
5. Determine the relevant demographic variables of interest
6. Integrate demographics, rating scales, topics and tasks into a survey instrument

A total of 5,434 survey invitations containing a link to the online job task analysis study were e-mailed to wound management practitioners. After adjusting for undeliverable addresses (n=370) and opt outs (n=2), it was determined that approximately 30% of the sample responded (n=1,628). Among 1,628 respondents, 218 respondents identified themselves as wound care associates and completed the wound care associate part of the survey.

During a second meeting of the AC in April 2012, the AC reviewed the demographics of the respondent group, and concluded that the respondents were consistent with their expectation of the population of wound care associates. In addition, it was determined that a sufficient number of responses in relevant subgroups was received to facilitate subsequent analysis. Responses to some of the demographic variables are depicted in the following graphs.

Copyright © 2012. AMP and ABWM. All rights reserved.

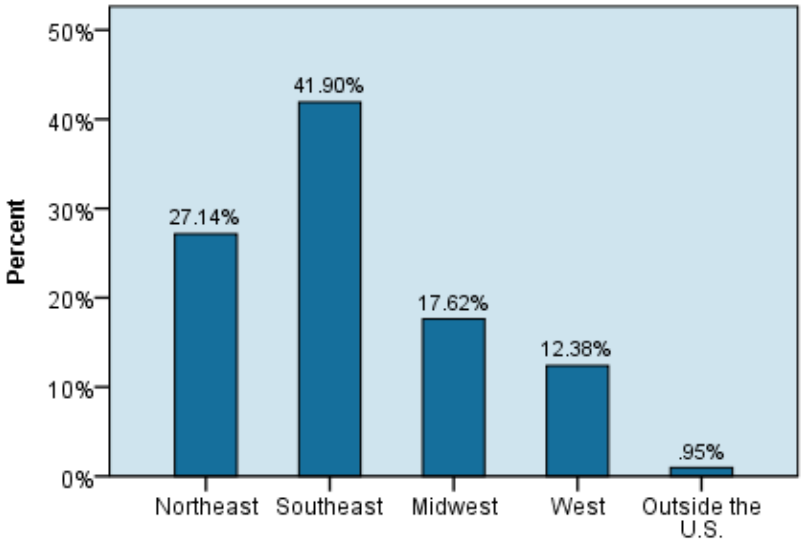

Figure 1. In which state do you primarily practice? (Recoded into Regions)

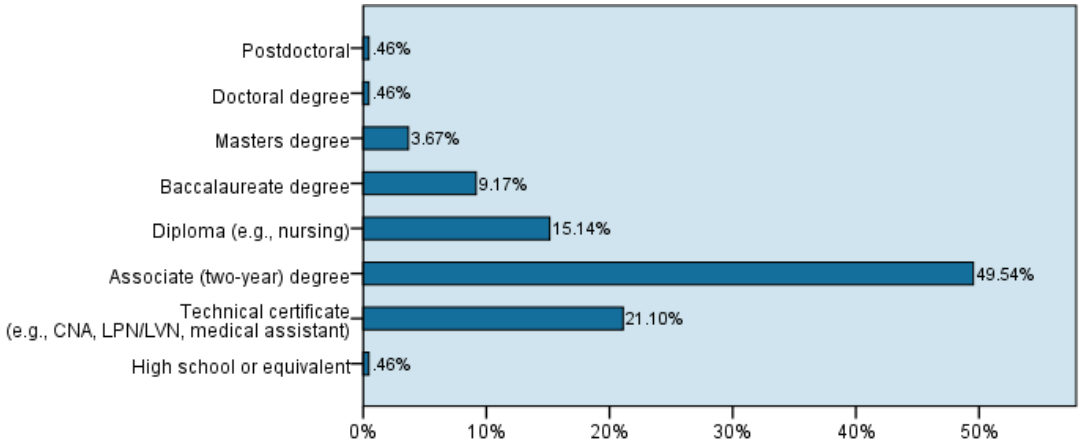

Figure 2. Which of the following best describes your highest level of education?

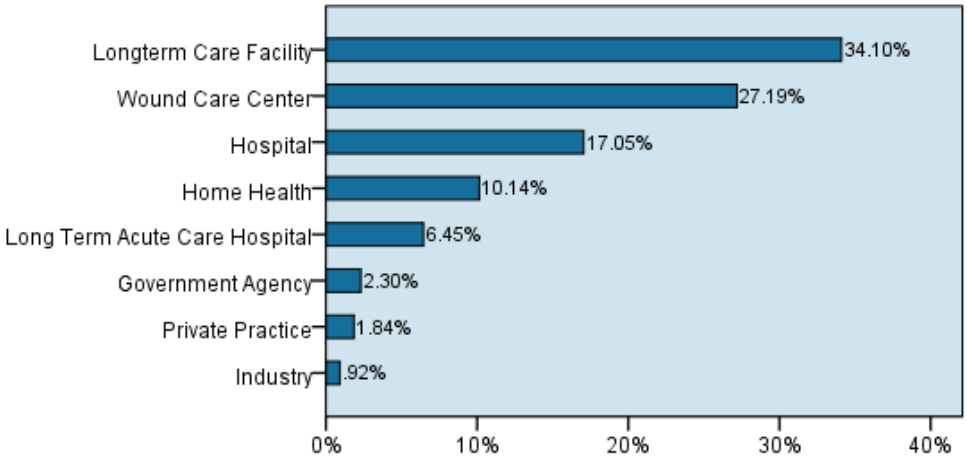

Figure 3. What is your primary place of practice/employment?

Copyright © 2012. AMP and ABWM. All rights reserved.

Approximately 99% of the respondents felt that the job task analysis study at least adequately addressed the responsibilities of wound management practitioners. In addition, respondents used all rating scales with an acceptable level of reliability.

During the second meeting, decision rules were adopted and used to determine which topics and tasks were appropriate for assessment, and therefore for inclusion in the final Detailed Content Outline. Decision rules were established to ensure that the resulting content was:

- Part of practice
- Important to practice
- Important throughout the United States
- Important regardless of educational preparation, and
- Important for entry-level pratitioners

Application of the decision rules and revision based on candidate comments resulted in 38 topics and 57 tasks. It was determined that a total of 100 multiple-choice items would be sufficient to assess these topics and tasks. The number of items specified for each content category was determined by the AC based upon considertation of the breadth and depth of content, using the survey respondents judgments regarding the percentage of a CWCA examination that should be included in each area. Finally, the AC evaluated the cognitive complexity that would likely be associated with the categories on the content outline, and determined that 34 items should require recall on the part of the candidate, 52 should require application of knowledge, and 14 should require analysis of a wound care patient situation. The final Detailed Content Outline, along with associated tasks, is shown on the pages that follow.

Respectfully Submitted:
Lawrence J. Fabrey, PhD, Sr. Vice President, Psychometrics
Lily Chuang, MS, Research Associate, Psychometrics
Applied Measurement Professionals, Inc.
May 2012

Copyright © 2012. AMP and ABWM. All rights reserved.

American Board of Wound Management **Certified Wound Care Associate (CWCA)** **Content Outline***	**Total of Items**
1. Wound Healing Environment	**20**
A. Anatomy: 1. Integumentary 2. Musculoskeletal 3. Vascular 4. Neurological 5. Lymphatic B. Wound Healing: 1. Phases 2. Cell function 3. Acute vs. chronic	
2. Assessment and Diagnosis	**25**
A. History B. Physical examination C. Wound and skin assessment D. Pain assessment E. Risk assessment F. Functional assessment G. Laboratory/Imaging H. Nutrition I. Documentation	
3. Patient Management	**33**
A. Wound bed preparation/debridement B. Dressings C. Topical agents D. Complications in repair (including bioburden) E. Nutrition F. Compression therapy G. Negative pressure wound therapy H. Pressure redistribution (i.e., offloading) I. Patient adherence	
4. Etiological Considerations	**22**
A. Neuropathy B. Diabetes C. Venous insufficiency D. Ischemia	

Copyright © 2012. AMP and ABWM. All rights reserved.

American Board of Wound Management **Certified Wound Care Associate (CWCA)** **Content Outline***	**Total of Items**
E. Pressure ulcers F. Lymphedema G. Trauma H. Surgical complications I. Atypical wounds (e.g., malignancy) J. Dermatological K. Infectious L. Burns	
Total Scored Items	**100**

In addition to classifying by topic (above) items will be classified by task. Tasks that are eligible for assessment include:

Patient Preparation Tasks	
A1	Perform lifting and transfer techniques
A2	Assist in obtaining health and medication history
A3	Obtain recent nutritional history and needs
A4	Take and monitor vital signs
A5	Position patient for treatment
A6	Obtain blood glucose level
A7	Prepare wound for photography
A8	Set up sterile field
A9	Set up for procedures
A10	Prepare wound for procedures
A11	Follow infection control guidelines for patient care

Patient Assessment Tasks	
	Assess:
A12	circulatory status (e.g., ankle/brachial index, Doppler, pulses)
A13	risk of pressure ulcer development
A14	level of pain
A15	edema
A16	functional status
A17	nutritional status
A18	Evaluate skin for color, swelling, and temperature

Copyright © 2012. AMP and ABWM. All rights reserved.

A19 Identify and document wound and periwound characteristics (e.g., stage, tissue type)
A20 Identify cognitive abilities
A21 Review results of laboratory or diagnostic tests
A22 Measure wound dimensions – length, width, depth
A23 Measure wound tunneling and/or undermining
A24 Photograph wound
A25 Perform monofilament testing

Treatment Tasks

Apply and/or remove:

A26 Dressings
A27 Compression devices
A28 Barrier products
A29 Staples or sutures
A30 Offloading systems

Assist with:

A31 application of skin substitute
A32 wound biopsy

Assist with or perform:

A33 negative pressure wound therapy application and removal
A34 debridement
A35 culture/aspiration
A36 wound irrigation or cleansing

Education Tasks

Educate patient/family regarding:

A37 Offloading and/or pressure relief
A38 Wound care rationale
A39 Therapeutic interventions (e.g., dressings, wound products, negative pressure)
A40 Medications
A41 Lifestyle changes (e.g., smoking cessation, diet, nutrition)
A42 Disease process
A43 Diagnostic testing
A44 Skin care
A45 Pain Management
A46 Universal precautions (including handwashing)
A47 Positioning and mobility
A48 Use of compression systems

Administration Tasks

A49 Document patient information (e.g., medications, progress, billing, photographs)
A50 Coordinate wound care with supervisor and other team members
A51 Order and maintain equipment and supplies

Copyright © 2012. AMP and ABWM. All rights reserved.

A52	Disinfect equipment
A53	Orient and train staff
A54	Maintain HIPAA privacy and security
A55	Apply knowledge of reimbursement and medical economics to practice
A56	Incorporate medical ethics into practice (e.g., palliative care, reasonable expectation of outcomes)
A57	Use evidence based practice and research to guide patient care

Copyright © 2012. AMP and ABWM. All rights reserved.

Technology
That Works

People
Who Care

Applied Measurement Professionals, Inc.
18000 W. 105th Street
Olathe, Kansas 66061.7543
913.895.4600
Fax: 913.895.4650

www.goAMP.com