

Patient Care Technician Job Analysis EXECUTIVE SUMMARY



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The job analysis described in this report was performed in 2020 and 2021 for the National Center for Competency Testing's (NCCT) National Certified Patient Care Technician (NCPCT) examination. The purpose of the job analysis is to describe the job activities of the patient care technician in sufficient detail to provide a basis for the development of a professional, job-related certification examination.

National Center for Competency Testing (NCCT) facilitated the selection of a Job Analysis Committee (JAC) to conduct the activities necessary to identify the responsibilities of a National Certified Patient Care Technician (NCPCT), and to develop the detailed test plan. The diversity of this group was reflective of the patient care technician's job. All JAC members demonstrated expertise in the duties and activities associated with this profession.

The study involved the development of a job analysis survey, distribution of the survey to current patient care technicians, and an analysis of the responses. The detailed test plan for the National Certified Patient Care Technician (NCPCT) was developed on the basis of this data. The JAC was responsible for the following six tasks:

- 1 Developing a definition of the patient care technician,
- 2 Identifying tasks for the survey instrument,
- 3 Determining an appropriate rating scale,
- 4 Determining the relevant demographic variables of interest,
- 5 Integrating the definitions, tasks, rating scale, and demographics into a survey instrument, and
- 6 Developing the detailed test plan based on the data from the survey

The 2,064 recipients of the survey were current NCPCT credential holders who had certified at least six months before the survey was mailed. Of these, 88 individuals submitted usable responses in time for analysis. Of those who responded, 97% of the group indicated that the survey instrument either adequately or completely addressed the important elements of a patient care technician's job. Additionally, the respondents' ratings displayed an acceptable level of inter-rater reliability (0.89) for the survey.

After the survey data were analyzed the results were reviewed with the JAC and decision rules were established. These rules were used to determine which tasks were appropriate for assessment and therefore inclusion in the final detailed test plan. Application of the decision rules resulted in the retention of 156 of the original 161 tasks. Each multiple-choice test will be comprised of 125 scored items and 25 un-scored pretest items. The resulting detailed test plan for NCCT's NCPCT will be used as the basis for the examination until the next job analysis study is conducted.