



Certified Phlebotomy Technician (CPT) Job Analysis Study EXECUTIVE SUMMARY

The practice analysis described in this report was completed in 2016 for the National Healthcareer Association's (NHA) Certified Phlebotomy Technician (CPT) examination. The purpose of the practice analysis was to describe the job activities of the phlebotomy technician in sufficient detail to provide a basis for the development of a professional, job-related certification examination.

Ascend Learning, the parent company of NHA, facilitated the selection of a Practice Analysis Task Force (PATF) to conduct the activities necessary to identify the responsibilities of a Certified Phlebotomy Technician (CPT), and to develop the detailed test plan. The diversity of this group was reflective of the phlebotomy technician's job. All PATF 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 phlebotomy technicians, and an analysis of the responses. The detailed test plan for the Certified Phlebotomy Technician was developed on the basis of these data. The PATF, independent SMEs and phlebotomy technicians identified the following four domains:

- Domain 1: Safety and Compliance
- Domain 2: Patient Preparation
- Domain 3: Collection (Routine and Special)
- Domain 4: Processing

A large-scale online survey was administered to verify the delineation and to gather data to be used in creating a revised content outline and test specifications for the Certified Phlebotomy Technician (CPT) examination. Eight thousand eight hundred fifty-nine (8,859) experienced phlebotomy technicians from across the United States were sampled from the NHA database and were invited by email to respond to the survey. Five hundred eighty-two (582) respondents completed the survey.

After the survey data were analyzed and the results were reviewed with the PATF 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 54 tasks. A review of the respondents' comments did not result in the addition of any tasks. Each multiple-choice test will be comprised of 100 scored items and 20 un-scored pretest items. The resulting detailed test plan for NHA's Certified Phlebotomy Technician (CPT) will be used by Ascend Learning to assemble examinations.