



## EXECUTIVE SUMMARY

### 2020 Job Task Analysis

The Job Task Analysis identifies and analyzes current role and task composition for practicing Certified Lactation Counselors. This informs the blueprint matrix on which the CLC exam is based. The Job Task Analysis must be conducted and analyzed every five years to ensure the examination blueprint reflects current practice, to comply with the requirements of the American National Standards Institute (ANSI) based on the ISO/IEC 17024 Standard and to provide defensibility for examination content. ANSI is well recognized within the industry as enforcing the highest standards in personnel certification accreditation.

The 2020 study was designed as a retrospective survey of all CLCs certified by ALPP to practice in the US. All active CLCs (certification up-to-date) as of October 7, 2019 were included in the survey. The 2020 JTA uses a different methodology as compared to the 2005 (initial) JTA, 2010 JTA, and the 2015 JTA. A content analysis methodology was followed in order to analyze survey results collected from current CLCs across the ten regions of the U.S., as determined by the U.S. Department of Health & Human Services (HHS).

#### Pilot Study

Prior to widespread dissemination, a pilot study was conducted from August 29, 2019 – September 18, 2019. The pilot study survey instrument was developed based on previous Job Task Analyses and Role Delineation Studies conducted by ALPP. These previous survey tools were developed by the Exam Development Panel. Participants of the pilot study were 33 current CLCs who passed the CLC examination in 2019. Feedback from the pilot study was utilized to re-format and re-design the survey questions prior to the larger dissemination of the JTA survey.

#### 2020 JTA Survey

Two separate Job Task Analysis Surveys were disseminated. The first 2020 Job Task Analysis survey was released on October 7, 2019. 10, 639 invitations to participate in the CLC 2020 Job Task Analysis were sent. The second 2020 Job Task Analysis Survey was released on February 10, 2020. This survey focused on frequency of use, importance to know, relative domain weights, exam length, and missing content.



## Results of the 2020 JTA Survey

ALPP collected 3,641 individual responses during the course of the survey lifespan (34% response rate). The following demographic information was collected from the survey respondents:

### Gender Demographics

Gender Identity	% Responses
Female	98.76
Male	.69
Transgender	.05
Gender Variant/Non-conforming	.14
Prefer not to respond	.27
Other	.08
N	100

### Racial/Ethnic Demographics

Race/Ethnicity	% Responses
American Indian or Alaska Native	1.43
Asian	2.75
Black or African American	10.49
Hispanic/Latinx	8.40
Native Hawaiian or other Pacific Islander	0.41
White or Caucasian	73.06
I choose not to respond	1.90
Other	1.57
N	100

### Age Demographics

Age (range)	% Responses
18-24 years	1.87
25-34 years	33.97
35-50 years	40.98
50+ years	22.49
I choose not to respond	0.69
N	100



Respondents were representative of all ten regions of the U.S., as determined by HHS:

<b>Region</b>	<b>% Responses</b>
Region 1 (Massachusetts, Connecticut, Maine, New Hampshire, Rhode Island, Vermont)	9.26
Region 2 (New Jersey, New York, Puerto Rico, Virgin Islands)	13.65
Region 3 (Delaware, Washington D.C., Maryland, Pennsylvania, Virginia, West Virginia)	6.15
Region 4 (Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee)	20.30
Region 5 (Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin)	21.67
Region 6 (Arkansas, Louisiana, New Mexico, Oklahoma, Texas)	6.65
Region 7 (Iowa, Kansas, Missouri, Nebraska)	6.34
Region 8 (Colorado, Montana, North Dakota, South Dakota, Utah, Wyoming)	9.04
Region 9 (Arizona, California, Hawaii, Nevada, American Samoa, Commonwealth of Northern Mariana Islands, Federated States of Micronesia, Guam, Marshall Islands, Republic of Palau)	5.19
Region 10 (Alaska, Idaho, Oregon, Washington)	1.76
N	100

#### Geographic Area Demographics

<b>Geographic designation</b>	<b>% Responses</b>
Rural	12.66
Town (less than 10,000 people)	11.95
City (10,000 – 250,000 people)	49.60
Large City (over 250,000 people)	25.79
N	100



<b>Current Occupation</b>	<b>% Responses</b>
CLC	39.30
Nurse	50.32
Nutrition Worker	9.78
Manager/Coordinator	7.72
Health Educator	10.71
IBCLC	2.88
Speech & language Pathologist / Occupational Therapist	2.42
Physician	0.99
Social Worker	2.61
Family Advocate	2.99
Doula	7.96
Midwife	1.15
Other	17.08
N	100

<b>Workplace Setting</b>	<b>% Responses</b>
Hospital – Labor & Delivery	22.77
Hospital – Postpartum	27.11
Hospital – NICU	12.36
Hospital – Other unit	6.78
Birth Center	3.24
Family Outpatient Office/Clinic	5.19
OB-GYN Office/Clinic	4.09
WIC Office	17.08
Pediatric Office/Clinic	7.64
Private Practice	8.40
Health Department	8.38
Military Healthcare	0.82
Community Health Center	3.32
Community Support Groups	4.34
Home Visiting Program	10.93
Head Start/Early Intervention/Healthy Start	2.42
Other	8.51
N	100



Compilation of topic areas indicated that the nine parameters described by the Subject Matter Experts Panel after reviewing the WHO/UNICEF documents and the prior task analysis were validated by the 2020 job analysis. The following counseling parameters were reported by lactation counselors:

- A. long term breastfeeding
- B. maternal and infant nutrition
- C. nipple and breast problems
- D. latch-on and positioning for breastfeeding
- E. milk supply, formula, supplementation
- F. managements techniques including commercial products (pumps, feeders etc.) and their use
- G. promotion of breastfeeding
- H. weaning
- I. special circumstances, maternal and infant

Lactation counseling took place in nine discrete chronological periods:

- 1. Prenatal
- 2. Labor/birth/1-2 days
- 3. Prematurity
- 4. 3-14 days
- 5. 15-28 days
- 6. 1-3 months
- 7. 4-6 months
- 8. 7-12 months
- 9. Beyond 12 months

The general principles and parameters of lactation counseling reviewed were:

- 1. Human anatomy, physiology, and child development
- 2. Successful breastfeeding and management programs
- 3. Counseling techniques/History taking and documentation
- 4. Protection for breastfeeding/Public health strategies
- 5. Professional ethics and behavior



### Validation Study

A task validation survey was administered during the period between February 10 – February 17. Of the 607 total responses received, 555 viable responses were analyzed. The 52 responses that were removed contained missing data, rendering further analysis impossible.

### Next Steps

The changes in the test blueprint will be effective July 1, 2020. The ALPP CLC Advisory Commission thanks all of the CLCs and volunteers who helped with the 2020 Job Task Analysis. The next analysis is planned for 2025.

If you are interested in receiving a copy of the full 2020 Job Task Analysis, please email [info@alpp.org](mailto:info@alpp.org).