EXECUTIVE SUMMARY

2015 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.

Volunteers who were working as lactation counselors (job incumbents) were solicited who would be willing to complete journals detailing their work tasks and activities. The potential volunteers were briefed regarding the expectations of journal keeping, the purpose for keeping the journal and the expected features of the journal. The volunteer selection criteria (besides willingness to complete journals) included:

Work that only involved lactation counseling

Work at an entry-level position

Geographic diversity

Work site diversity

Sixteen volunteers who worked only as entry-level lactation counselors in diverse work sites were selected. They were from:

Arizona	Tennessee
California	Texas
Colorado	Vermont
Illinois	Virginia
North Carolina	Canada
Ohio	Germany
Pennsylvania	Guam

Urban and rural areas were represented in the sample.

Results of the 2015 Job Analysis

Journals for 3180 days were submitted for analysis, representing 801 counseling sessions with 758 different mothers. All of the submitted journals were analyzed using methodology described by Grbich (1999) including thematic analysis, coding, sorting and sifting, isolating patterns, developing and small set of generalizations and confronting generalizations.

Thirty four different work sites were represented in the journals of the sixteen volunteers.

10	different hospitals
6	WIC programs (WIC is the USDA Special Supplemental Nutrition Program for Women, Infants and Children.)
7	community health clinics
2	special care nurseries or neonatal intensive care units (NICU)
2	pediatrics offices
2	community prenatal class
5	nursing mothers' support groups in the community.

Most of the lactation counselors worked in more than one setting with two settings as the average number.

The journals were examined to determine the chronological periods covered and then to determine the percentage of time that was spent in lactation counseling for each chronological period. The journals revealed 3837 topic contacts.

As a result of the analysis the following parameters of practice were delineated:

Topic Areas

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 was most likely to take place in nine discrete chronological periods:

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.

These are the two parameters of lactation counseling and the blueprint matrix for the examination which has been constructed using the parameters:

Parameter 1	*Topic Areas*	(A - I)

Parameter 2	*Chronological Periods*	(1 - 9)

Frequency surveys of what lactation counselors actually do, as described above, ranged from a low of 1 percent to a high of 27 percent. The Subject Matter Expert (SME) panel rated the Topic Areas and Chronologic Periods as 66 percent and 33 percent, respectively.

The changes in the test blueprint will be effective July 1, 2015. The ALPP CLC Advisory Commission thanks all of the CLCs and volunteers who helped with the 2015 Job Task Analysis. The next analysis is planned for 2020.