

Executive Summary of 2022 Job Analysis for BCGP

The Board of Pharmacy Specialties (BPS) performed a job analysis in 2022 to develop the content outline and other specifications for the specialty certification examination for pharmacists who specialize in Geriatric Pharmacy (BCGP). The study was conducted according to the Standards for Educational & Psychological Testing¹ and applicable accreditation standards (NCCA² and ISO/IEC 17024³).

A job analysis⁴, sometimes called a role delineation study or practice analysis in healthcare certification settings, is a multi-method approach to defining a job role or competency area in terms of the relevant tasks or work activities and the associated competencies (operationalized as knowledge, skills, and abilities) and/or other attributes. Indeed, job analysis can also be thought of as referring to a family of related approaches to establishing the foundations of content validity⁵ for an assessment⁶, in this case applied to the assessment of competencies associated with a specialty area in the licensed practice of pharmacy. A job analysis is considered a multi-method approach because it incorporates both qualitative and quantitative evidence in support of the definition of the practice area in question.

The job analysis that was conducted for BCGP consisted of four major phases.

1. Assembly of a panel of subject matter experts to participate in the discussions and deliberations necessary to define the scope of the certification
2. Definition of tasks and knowledge areas, organized in a content outline format and completed by an assembled panel of qualified pharmacists
3. Development, administration, and analysis of a survey to other qualified pharmacists, requesting their ratings either endorsing the inclusion or exclusion of each task and knowledge area identified by the committee
4. Finalization of the exam content outline with input from the assembled panel and with consideration given to the survey results, as well as determining the relative weights assigned to each content area

To see the outcomes of the job analysis, please refer to the BCGP Examination Specifications document, which serves as a blueprint for the development of BCGP examination and a delineation of the scope of the Geriatric specialty area.

¹ American Educational Research Association, the American Psychological Association, National Council on Measurement in Education. (2014). Standards for Educational & Psychological Testing.

² National Commission for Certifying Agencies. (2014). Standards for the Accreditation of Certification Programs.

³ International Organization for Standardization, International Electrotechnical Commission. (2012). Conformity Assessment: General Requirements for Bodies Operating Certification of Persons.

⁴ Sackett, P.R., Laczko, R.M. (2003). Job and Work Analysis. Handbook of Psychology.

⁵ Cronbach, L.J., Meehl, P.E. (1955). Construct Validity in Psychological Tests. Psychological Bulletin, 52(4), 281-302.

⁶ Kane, M.T. (2013). Validating the Interpretations and Uses of Test Scores. Journal of Educational Measurement, 50(1), 1-73.