

Interpreting your NCAS Performance Report

NCAS assesses candidates interested in becoming Health Care Assistants, Licensed Practical Nurses, Registered Psychiatric Nurses, and Registered Nurses in certain Canadian provinces. After you complete an NCAS assessment, we produce a performance report with your results. This document will help you understand your performance report.

NCAS does not report on your education or work experience; we only report on your ability to demonstrate certain knowledge, skills, and behaviours on the day you completed your assessment. NCAS does not make any decisions about your registration or additional training you might need. Those decisions are made by the nursing regulators and the health care registry. If you have questions about the registration process, please contact the regulator or registry you have applied to.

Focus on Competencies

NCAS assesses your competency to practice, and our performance reports are competency-based. The competencies NCAS assesses are those that regulators and subject-matter experts have deemed critical to safe, effective, and ethical care¹. The regulators defined the assessment standard as “entry-level”. **In other words, NCAS assesses how consistently you demonstrate the competencies someone in a given nursing role should be able to demonstrate when they first enter practice.** The entry-level competencies for your profession can be viewed on the NCAS website at www.ncasbc.ca. The reports differ across the nursing roles, because the competencies we assess vary across professions.

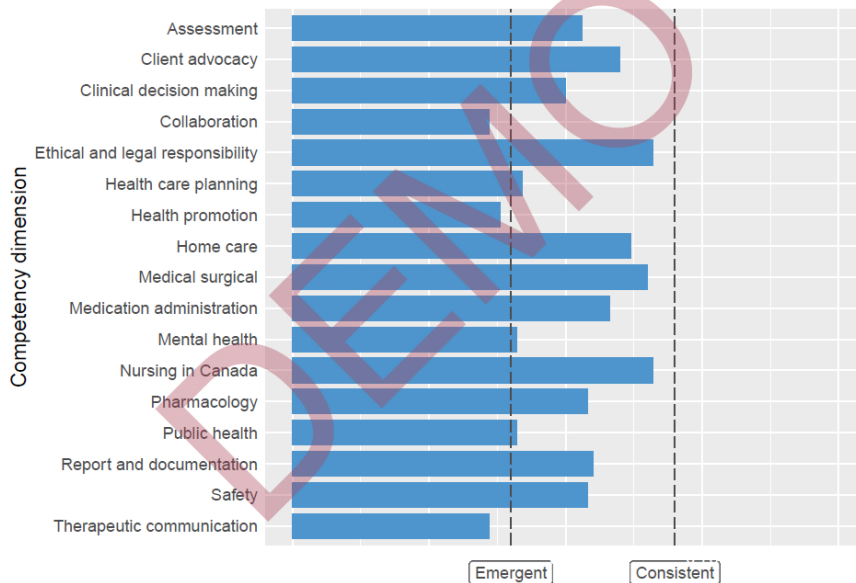
NCAS assesses your responses on the computer-based assessment (CBA) and the actions you took during the simulation lab assessment (SLA) to determine if they reflect behaviours, knowledge, and skills that demonstrate your competency to practice. The CBA and SLA cover some of the same competencies, and some different competencies. Your performance report blends the results from both the CBA and the SLA, providing a full picture of your competence

Your report clusters your results into dimensions such as Reporting and Documentation and Therapeutic Communication. These dimensions should be considered independently, as strong results in one dimension don't make up for gaps in another. Because the competencies for each profession differ, the dimensions also differ across professions. An RN report may include a dimension like Health Promotion, while an HCA report may include Violence Prevention.

¹ NCAS's assessments measure only those competencies that are measurable in computer-based and scenario-based assessments, as not all competencies can be measured by these kinds of assessment.

Your Report

Figure 1: Your performance in each competency dimension



Your performance in each dimension is shown with a graph. An example is shown in Figure 1. The dotted lines represent the thresholds for Emergent and Consistent performance².

Emergent: Scores at or above indicates emerging but inconsistent evidence of competence in the dimension.

Consistent: Scores at or above indicates consistent evidence of competence in the dimension.

The blue bars represent how you performed in each dimension. For example, the dimension of Health Promotion is defined as, “any program or strategy that fosters improvement in an individual’s or a community’s health and well-being. The process of enabling people to increase control over, and to improve, their health.” The example does not show emerging evidence of competence in this dimension.

Client Advocacy is defined as “communicates to support the best care possible for the client while helping the health care team understand the client’s wishes. Represents the client’s wishes, rights, and desired goals as required.” The example performance report indicates emerging but inconsistent evidence of competence in the dimension.

The nursing regulator/registry considers your assessment results, along with evidence about your education and professional experiences, to make a decision about your registration and/or required learning pathways.

² These definitions may slightly differ between the nursing roles. Further, NCAS may occasionally modify report templates to reflect changes in performancereporting requirements.