



Staying Current

NAB Examinations

JONATHAN THOMAS

CHAIRMAN, NAB EXAMINATIONS



What is an Entry Level Administrator?

Terminology

1. Forms = Versions of the NAB examinations. (Until Summer 2023)
2. Item(s) = Question(s) used to build the examinations.
3. Line of Service (LOS) = The three professional areas NAB tests plus the Core exam – NHA (nursing home administration), RCAL (Residential Care and Assisted Living), HCBS (Home and Community Based Services)
4. Subject Matter Experts (SME) = Those professionals in the industry that provide guidance or write items.

Available NAB Examinations

1. CORE – Common Items Across the Line of Services
2. NHA – Nursing Home Administration
3. RCAL – Residential Care and Assisted Living
4. HCBS – Home and Community Based Services

NAB Updates as of April 2025

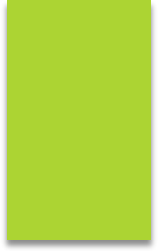
1. LOFT (Linear On The Fly Testing) system launched a year ago -- *excluding HCBS*.
2. All potential items for use were reviewed in February by the committee. This ensures all items are contemporary, defensible and no enemy items will present on the examination starting in July 2025.
3. An item writing campaign will be launched in June of 2023
4. Effective January 2025, PearsonVue now administers all NAB exams.
5. Approved references are being updated in July 2025.

Exam Myths

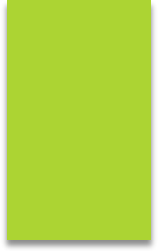
– What have you heard?

1. The exam is written to trick AITs.
2. The NAB exam has two right answers with one being more right than the other.
3. If you do not know the answer, guess A because there are more correct A answers than any other.

NAB Core
References 7/2025



NAB NHA
Referenced 7/2025



Professional Practice Analysis (PPA)

- ▶ **The goal of the PPA:**
- ▶ To align administrators' professional development with growth trends in the industry and create a career advancement path to recruit and retain the highest caliber talent to help ensure public protection and quality of life.

Professional Practice Analysis (PPA)

- ▶ Through the PPA, NAB identifies the domains of practice, tasks performed, and knowledge and skills used by individuals responsible for leadership in organizations that provide long term care support and services.

How does the PPA impact the NAB Exams?

1. Dictates the Exam Construction by Domain
2. Identifies Areas for Content Testing or Specification
3. Keeps the examination contemporary
4. Updated every 4-7 years (NAB's goal is 5 years)

Number of Items (Questions)

▶ **Core Exam**

- ▶ 100 questions plus 25 pretest questions

▶ **NHA**

- ▶ 50 questions, plus 15 pretest questions

▶ **RCAL**

- ▶ 50 questions, plus 15 pretest questions

▶ **HCBS**

- ▶ 50 questions, plus 15 pretest questions

NAB Examination Specifications for CORE, Lines of Service: NHA, RC/AL, HCBS

	CORE	Line of Service		
		NHA	RC/AL	HCBS
Domain 1: Care, Services, and Supports	39%	45%	75%	47%
Domain 2: Operations	37%	28%	12%	28%
Domain 3: Environment and Quality	13%	27%	13%	25%
Domain 4: Leadership and Strategy	11%	0%	0%	0%
TOTAL	100%	100%	100%	100%
<i>Number of scored items</i>	<i>100</i>	<i>60</i>	<i>60</i>	<i>60</i>
<i>Unscored pilot items</i>	<i>25</i>	<i>15</i>	<i>15</i>	<i>15</i>

Note: Some tasks and knowledge statements may apply only to some Lines of Service

Please visit the NAB website for the most current Domains of Practice.

<https://www.nabweb.org/nab-domains-of-practice-2>

Types of Questions for the Exams

1. **Knowledge** – A recall questions that recites or knowing the concept is sufficient.
2. **Interpretation** – A candidate must understand and make use of the information presented, as opposed to simply recalling a fact or definition.
3. **Problem solving and evaluation** – A candidate must be able to organize the facts, interpret data, assess the situation and choose the best alternative or course of action.

The Litmus Test for Exam Items

1. **Fair** – variability of performance on any individual item is attributable to candidate knowledge/ability and NOT to extemporaneous factors (e.g., poorly written item, item uses colloquial language, item targeting knowledge not in line with exam eligibility etc.
2. **Accurate** - content in item is all factually accurate
3. **Meaningful** – does item content test important stuff. The perennial question I always pose is would you want a candidate to fail the examination if they missed this particular question.
4. **Current** – is the content of the item contemporary AND expected to be up to date for a year or two.

Example Question 1

At a skilled nursing facility, an income statement is best described as:

- ▶ A. The net worth of the operations.
 - ▶ B. The performance of the operations during a period of time.
 - ▶ C. The market value of the operations for various uses.
 - ▶ D. A necessary document for tax purposes.
- ▶ *Disclosure: This is a model question for demonstration purposes only for the NC NHA Preceptor Conference*

Example Question 2

During the initial tour of an annual survey, a state surveyor notices bruises on both wrists of a resident similar to fingerprints. The resident is unable to tell the surveyor the origin of the bruising and given they are suspicious in nature, the surveyor is likely to:

- ▶ A. Monitor the bruising during the survey to see if it improves.
 - ▶ B. Cite the facility for failing to report injuries of unknown origins.
 - ▶ C. Notify the assigned nurse so she can investigate and notify the family.
 - ▶ D. Do nothing since the bruising was present prior to the survey entrance.
- ▶ *Disclosure: This is a model question for demonstration purposes only for the NC NHA Preceptor Conference*

Process for Items to Make it On an Examination.

1. Once written by a subject matter expert (SME), the item is reviewed by a senior committee member.
2. The item is then reviewed by a subcommittee and if approved, is placed into a pool for testing.
 - ▶ *Qualifications: The item must address one of the content area for the test specifications (domain, knowledge) and must be important or critical for a new administrator.*
3. Once tested, if the items is statistically validated, it then becomes a scored item on an examination with an appropriate weighted score as to how it performed as a pilot item.

National NAB Exam Results

	2023-2024		2022-2023		2021-2022	
	<i>Admins</i>	<i>Pass%</i>	<i>Admins</i>	<i>Pass%</i>	<i>Admins</i>	<i>Pass%</i>
CORE	3266	61.15	2862	65.21	2500	83.3
NHA	2661	68.62	2605	66.10	3822	63.8

Examination Cost

CORE and Line of Service	\$455
CORE only	\$320
NHA only	\$190
RCAL only	\$190
HCBS only	\$190

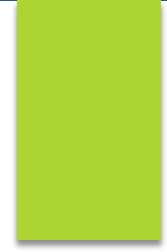
Preparing for the Exam

Utilize All of The Resources Available to The AIT

1. Bibliography/Reference List
2. NAB Exam Candidate Handbook
3. NAB Study Guide
4. Recommendation: Pair reading the CFR while the AIT is in each area of their internship/AIT
5. Do not rely on other AITs' exam experience. It is a violation of confidentiality, and the exam is LOFT.

NAB Candidate Handbook

www.nabweb.org



Scoring the Examination

A Few Highlights to Keep in Mind:

1. A raw score is simply the number of correct responses.
2. A scaled score of 113 is still necessary to pass the exam.
3. Two identical raw scores could give different scale scores based upon the form (exam).

CONFIDENTIALITY FOR EXAM TAKERS

- ▶ A Confidentiality Attestation is required before taking the examination
- ▶ This statement applies to sharing any information in any form on any platform, text, conversation, etc. (This include social media.)
- ▶ A breech of confidentiality can result in severe penalties including, but not limited to, having scores voided, a banned from retaking the examination for a period of time, and other discipline as determined by state boards.
- ▶ This is enforced through web monitoring, high security in examination rooms, etc.
- ▶ **PLEASE REINFORCE THIS WITH YOUR CANDIDATES!**



For additional information or follow-up:

Jonathan R. Thomas
jthomas3204@gmail.com
704-242-0644