

A literature review in the subject areas of medicine, nursing, and education using several key words such as licensure, nursing education, job satisfaction, attrition, retention, and testing was conducted. This search generated approximately 150 citations. Most of the citations identified were not relevant to the research question. No studies were found that discussed reasons for nonlicensure of nursing school graduates. Furthermore, no studies addressed graduates of LPN/VN programs. Anecdotal information from several boards of nursing indicates that some of the reasons for graduates registering but not testing are fear of failure and lack of a monetary incentive since graduates in some jurisdictions can work under a temporary permit for extended periods of time.

A survey was developed based on review of appropriate literature and expert opinion. The survey was sent to all of the candidates (RN and PN) who registered to take the NCLEX examination in the year 2000 and as of January 2003 had yet to take the exam. The initial survey was sent to 2,022 nonlicensed candidates who applied for, but never took either the NCLEX-RN or NCLEX-PN examinations. Unfortunately, the response rate for the survey was less than 10% of the sample and the returned surveys were not representative of the sample. The Examination Committee decided to continue additional

educational program. The completion of these sorts created a total subpopulation of 357 candidates, decreased by 214 from the original number of survey responses.

In order to determine why this group did not complete the process for licensure, the responses to the survey question: "Which of the following choices best describes your reason(s) for delaying or not taking the NCLEX® examination?" were tabulated. The respondents were asked to select all that applied and therefore had multiple responses. A significant number of candidates wrote comments in the last portion of the questions that listed 'Other, please specify'. Upon review of the written comments, it was determined that the comments were reiterations of the reasons listed in the question. Therefore, when possible, the responses were recategorized into the appropriate category. The remaining twenty-four respondent comments referred to financial burdens as a result of taking and failing qualifying exams (such as TOEFL) or the NCLEX itself as a reason for not taking NCLEX. These responses/comments on financial burden are listed at the bottom of Table 1 as a separate and additional category. Table 1 provides the respondents' answers as to the reason for delaying/not taking the NCLEX examination.

Table 1. Reason(s) for delaying or not taking the NCLEX examination

	RN (n=271)		PN (n=86)	
	US Educated (n=28)	Internationally Educated (n=243)	US Educated (n=49)	Internationally Educated (n=37)
Question #4 Reasons for delaying (Select all that apply)				
1. Board of Nursing did not make me eligible				
2. CGFNS				
3. Can work using permit or endorsement				
4. Can't apply for licensure – legal reasons				
5. Can't pass TOEFL, TOEIC or TSE				
6. Physical/Mental disability				
7. Increasing family responsibilities				
8. Continue Education				
9. Difficulty obtaining work visa				
10. Not confident in ability to pass exam				
11. Employed outside of nursing				
12. Financially independent/do not need to work				
13. General Test Anxiety				
14. Non-US transcript/program eval. incomplete				
15. Not enough time to prepare				
16. Registration or ATT expired				
17. Relocated and can't take the test/work				
18. No longer interested in nursing as career				

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