



FSMTB

FEDERATION OF STATE
MASSAGE THERAPY BOARDS

2017 Job Task Analysis Report

Prepared by
Meaningful Measurement, Inc.

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Section 1

Introduction to the JTA



Introduction

A Job Task Analysis (JTA) is a vital component of the licensure process because it validates examinations by providing a link between job performance and examination content. Results from the JTA define the domain of relevant knowledge, skills and abilities needed for competent entry-level practice and form the backbone of the test blueprint.

The Federation of State Massage Therapy Boards (FSMTB) administers the Massage Bodywork Licensing Examination (MBLEx), a national licensure examination. A JTA must be conducted that addresses all of the issues inherent in establishing a single set of credentialing standards that can apply to all massage/bodywork/somatic therapists/practitioners. The JTA survey is analyzed and the results summarized, mapped and documented in a formal report. Additional analyses exploring task differences across years of experience and types of practice are highlighted and mapped.

This report demonstrates procedures and documentation used by Meaningful Measurement, Inc. to guide the FSMTB's Job Task Survey meetings. Members of the FSMTB's Board of Directors and Examination Development Committee, as well as State Member Board Representatives and additional Subject Matter Experts, met June 2, 2017 in Scottsdale, Arizona to review the survey items.



FSMTB Mission Statement

The mission of the Federation is to support its Member Boards in their work to ensure that the practice of massage therapy is provided to the public in a safe and effective manner. In carrying out this mission, the Federation shall:

- Facilitate communication among Member Boards and provide a forum for the exchange of information and experience.
- Provide education, services and guidance to Member Boards that help them fulfill their statutory, professional, public and ethical obligations.
- Support efforts among Member Boards to establish compatible requirements and cooperative procedures for the legal regulation of massage therapists, in order to facilitate professional mobility and to simplify and standardize the licensing process.
- Ensure the provision of a valid, reliable licensing examination to determine entry-level competence.
- Improve the standards of massage therapy education, licensure and practice through cooperation with entities that share this objective, including other massage therapy organizations, accrediting agencies, governmental bodies, and groups whose areas of interest may coincide with those of Member Boards.
- Represent the interests of its Member Boards in matters consistent with the scope of the Bylaws.

In carrying out this mission, the Federation developed an examination that is administered in professional testing centers across the country and is appropriate for use in any state. National standards for entry-level safe practice have been scientifically established with the test development process designed to employ best practices and psychometric analysis at every step.



Executive Summary

FSMTB administers the MBLEx, a national licensure examination. A fundamental requirement for best practices in testing is to conduct a formal Job Task Analysis (JTA) every five to seven years to ensure the examination mirrors practice. For the purpose of this survey, a massage/bodywork/somatic therapist/practitioner is defined as an expert who uses massage, bodywork or somatic practices to promote, maintain or restore health and wellness. Whenever the term “Massage Therapist” is used in this report, it encompasses bodywork and somatic practitioners.

Massage Therapists answered how frequently they personally perform various tasks. Each task was also given a rating of importance specific to the entry-level Massage Therapist. This information is used to guide examination content and blueprint the test. Thus, the examination reflects the reality of practice and the knowledge required to perform in a safe and effective manner.

The first JTA survey was carefully developed in 2006. In 2012 the survey was reviewed and refined by content experts under the guidance of testing and psychometric experts. The 2017 JTA survey was again reviewed and refined at a meeting of a task force comprised of content experts from various geographic regions and diverse practice areas. The facilitators were testing and psychometric experts.

The survey was deployed online from July 7, 2017 through August 18, 2017. FSMTB sent email invitations to participate in the JTA survey to individuals who had taken the MBLEx and to members of all regulatory boards and agencies for distribution among their licensees. Professional associations were invited to disseminate the survey to their members. Social media posts, support from industry publications and prominent placement on the FSMTB website were also used to encourage survey participation. The total number of respondents was *3,845 with a survey completion rate of sixty percent*. The “N” represents the number of respondents for a particular survey question.



Respondent Characteristics

Most respondents are female (82%), Caucasian (73%) and graduated from a Certificate program (88%). Six modalities are used by over 50% of respondents in their practice: 1- Deep Tissue (84%); 2-Swedish (81%); 3-Aromatherapy 57%; 4-Chair Massage 56%; 5-Trigger Point Therapy 56%; and 6-Myofascial 51%.

Only 9% of respondents had less than 500 hours of initial massage education, while 56% had 500-800 hours and 33% had more than 800 hours. They overwhelmingly agreed that their school/education (89%) and student clinic (87%) prepared them to practice. Entry-level accounts for 34% of the respondents; 17% have been in practice 3-5 years; 17% for 6-10 years; 30% for eleven or more years and 2% are not in practice. Seventy-seven percent of respondents have at least some college while 41% have a bachelors degree or higher.

Respondents are a broad cross section of professionals and represent every U.S. state and the U.S. Territory of Puerto Rico. Geographic regions are all well represented. Seventy-eight percent of the participants consider themselves Massage Therapists and 16% consider themselves Bodywork Practitioners. They work in a variety of practice settings and with special populations.

The length of the typical treatment is 60 minutes for 61% of the respondents and 38% treat one to three clients daily while 47% treat four to six clients daily. Thirty-two percent of practitioners charge between \$60-69 per hour of treatment while 20% charge \$70-79. Hourly pay for treatment from primary employers is \$20-29 for 27% and \$30-39 for 22% of respondents. Twenty-six percent make less than \$20 per hour and 25% make \$40 or more.

Massage practice is the primary source of income for 41% of respondents and 46% report that massage practice provides a livable wage for them and their immediate family.



Job Task Analysis - Description

A fundamental requirement for test development is to conduct a formal JTA to ensure the examination reflects practice. The Civil Rights Act of 1964 and the Uniform Guidelines on Employee Selection Procedures are very specific about what organizations must do if they use or create tests to screen or qualify people or in any way judge a person's capability.

A JTA is a formal process for determining or verifying what people do, under what working conditions they do it, what they must know to do it and the skills they must have to do it. The analysis can be applied to a set of duties, a group of tasks, a job, a role, an occupation or a profession, but most people just refer to the process as a job task (or practice) analysis.

A JTA consists of identifying and defining the components of an occupation or profession that distinguishes it from other occupations or professions. In general, a job task analysis will result in enough data to support the development of performance standards and training. For purposes of licensure, it is also necessary to identify and analyze the knowledge and skills required for one to be **competent to practice** the job or profession. This additional step results in a practice analysis, which is required for the development and maintenance of licensure testing programs.

The first step in any comprehensive test development effort is the completion of a formal and thorough JTA. The results from the JTA define the domain of relevant knowledge, skills and abilities needed for competent entry-level practice and form the backbone of the test blueprint. Thus, in a very real and direct sense, the test content itself is defined by the results of the JTA.

In order to meet the FSMTB goal of creating standards of practice that are applicable to the field regardless of geographic location or arena of business (personal services or health care), a JTA must be conducted that addresses all of the issues inherent in establishing a single set of credentialing standards that can apply to all massage therapists.

A combination of both qualitative and quantitative approaches is used to gather this information for the FSMTB national licensure examination.

For the purpose of the JTA survey, a Massage Therapist is defined as an expert who uses massage, bodywork or somatic practices to promote, maintain or restore health and wellness.

This snapshot of the profession is used to develop a fair and appropriate national licensure examination to ensure that the entry level massage therapist is competent to safely practice.

Survey Development

The first JTA survey was carefully developed in 2006 by over fifty content experts and fifteen testing professionals. In order to maintain the same high quality, a review process was implemented for the 2012 survey. SMEs and testing professionals evaluated the 2007 JTA survey. Comments and suggestions were received for refining the 2012 JTA survey. After a thorough review of the feedback, the JTA task force made revisions to the survey.

In 2017 a JTA task force was appointed by the FSMTB Board of Directors to hold a meeting on June 2nd in Scottsdale, Arizona to review and refine the JTA survey to reflect current practice. The group of SMEs came from diverse backgrounds, practices, experience and geographical areas in order to ensure the profession was represented in as many aspects as possible. The list of participants is on page 11.

The JTA task force was oriented to the purpose and importance of a Job Task survey. The JTA is a fundamental test development component to create a bridge between education and practice. Following standards and best practices ensures a valid, defensible examination.

The task force members then reviewed the tasks contained within each domain and the knowledge statements. Using their expert judgement they were asked to:

- add missing tasks;
- delete tasks that are no longer relevant;
- confirm the tasks are entry-level;
- confirm the tasks are standard practice;
- modify and clarify the wording if needed.

They also reviewed the work demographics and personal demographic sections and questions about respondent opinions on education and the massage therapy industry. This careful evaluation resulted in a survey/checklist that reflects current practice and changes in the industry within the last five years.

Survey Development

A total of 106 tasks were surveyed in eight topic areas for importance and frequency.

- Anatomy & Physiology (Anatomy) = 10 tasks
- Kinesiology = 11 tasks
- Pathology, Contraindications, Areas of Caution, Special Populations (Pathology) = 8 tasks
- Benefits & Physiological Effects of Techniques that Manipulate Soft Tissue (Benefits) = 30 tasks
- Client Assessment & Treatment Planning (Client Assessment) = 13 tasks
- Overview of Massage & Bodywork History/Culture/Modalities (Overview) = 7 tasks
- Ethics, Boundaries, Laws & Regulations (Ethics) = 14 tasks
- Guidelines for Professional Practice (Guidelines) = 13 tasks

In addition, respondents assessed the importance of 22 knowledge statements: (1) Anatomy and Physiology; (2) System Structure; (3) System Function; (4) Kinesiology; (5) Muscle Attachments; (6) Muscle Actions; (7) Pathologies; (8) Contraindications; (9) Classes of Medications; (10) Knowledge to Refer; (11) Soft Tissue Techniques; (12) Energetic Techniques; (13) Business Principles; (14) Client Assessment; (15) Ethics and Boundaries; (16) Laws & Regulations; (17) Communication Skills; (18) Evolution of Massage & Bodywork (History); (19) Research Literacy; (20) Massage Benefits and Effects; (21) Body Mechanics and Self Care; and (22) Record Keeping and Documentation.

Fifty-three work demographics, personal demographics and opinion questions were included to determine respondent characteristics and attitudes.

The JTA survey was deployed online from July 7, 2017 through August 18, 2017. FSMTB sent email invitations to participate in the JTA survey to individuals who had taken the MBLEx and to members of all regulatory boards and agencies for distribution among their licensees. Professional associations were invited to disseminate the survey to their members. Social media posts, support from industry publications and prominent placement on the FSMTB website were also used to encourage survey participation. The response rate numbered 3,845 with a completion rate of sixty percent.

JTA Task Force

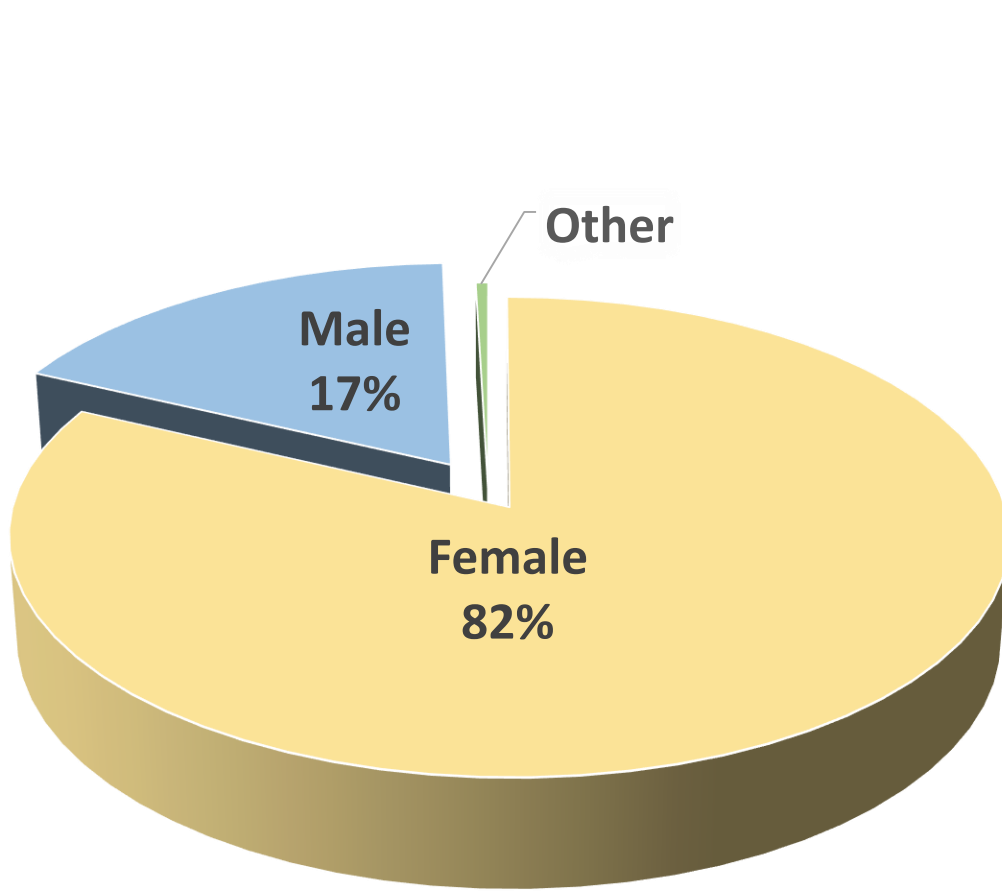
JTA Meeting Attendees	
June 2, 2017	
Scottsdale, Arizona	
Subject Matter Experts	State
Jose Alberto	Colorado
Rick Boden	Arizona
Linda Derrick	Connecticut
Christopher Fritel	Texas
Joan Hannant	Illinois
Timothy Reischman	North Carolina
Drew Riffe	Texas
Dawn Saunders	New Mexico
Elan Schacter	North Carolina
FSMTB Representatives	State
Ed Bolden, President	Tennessee
Charlene Russell, Vice President	Mississippi
Debra Persinger, Executive Director	Kansas
Mary O'Reilly, Director of Examinations	Kansas
Aireautnei White, Exam Development Coordinator	Missouri



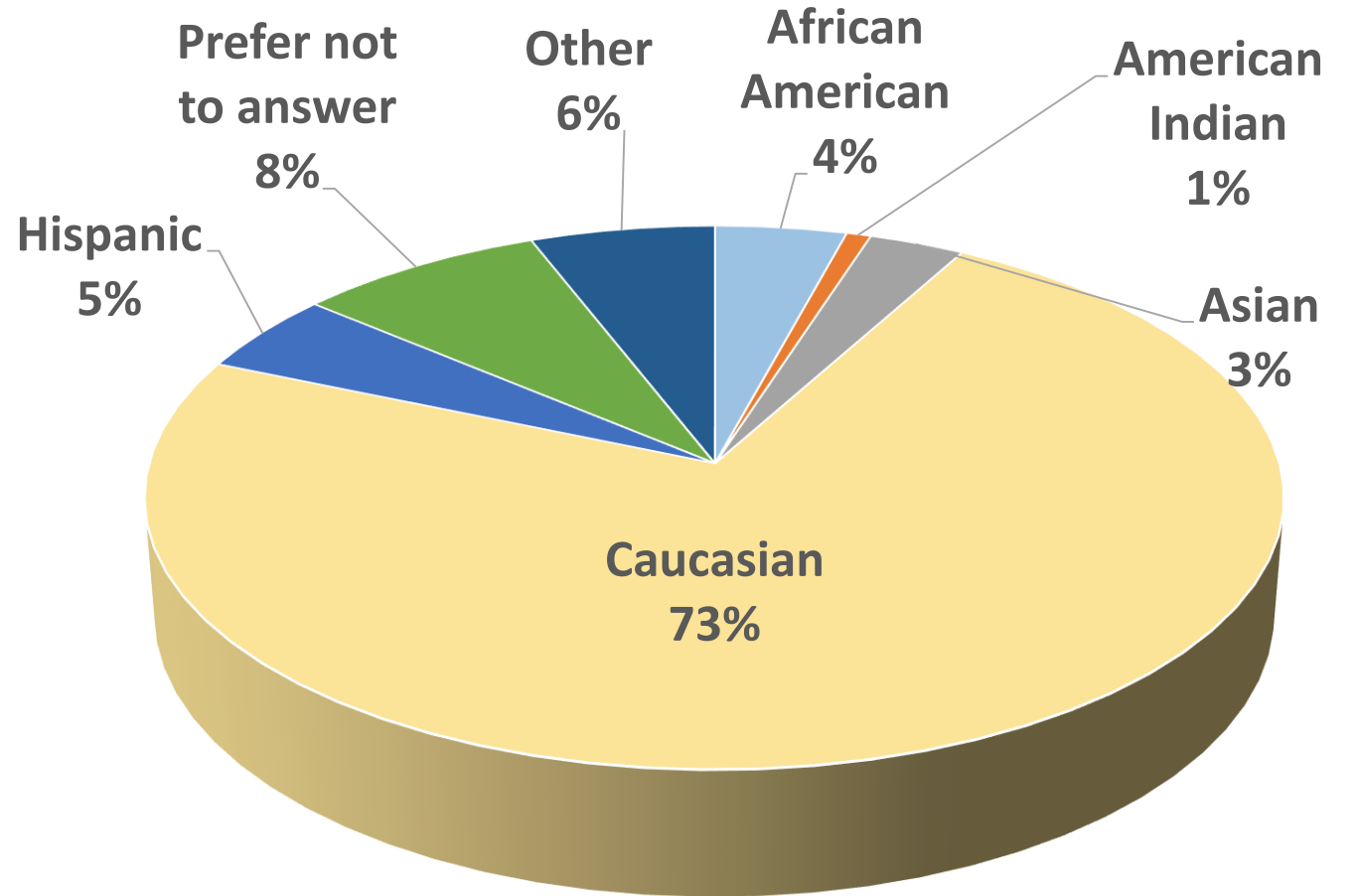
Section 2

Respondent Demographics

Personal Demographics



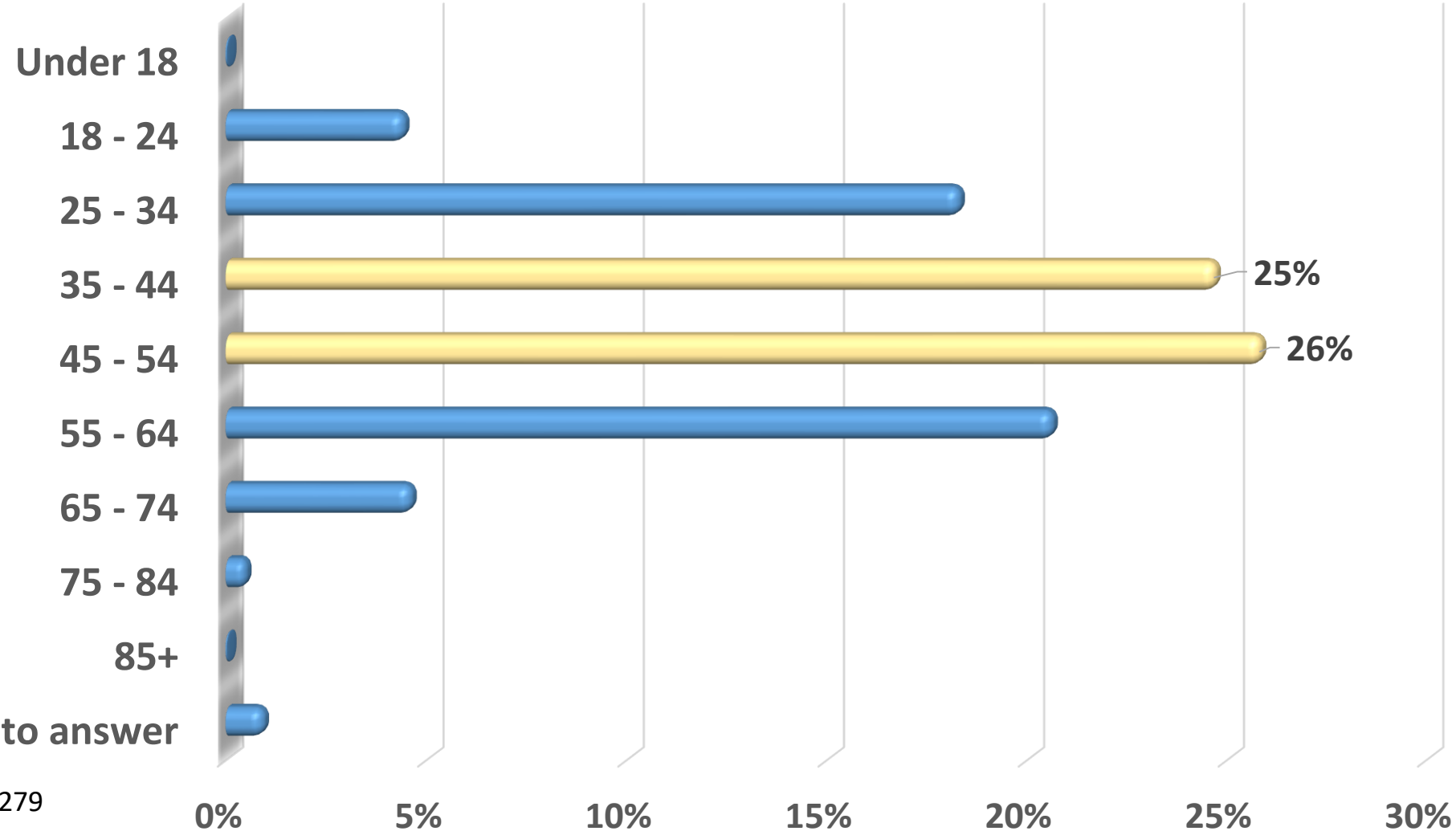
Gender



Race

Personal Demographics

Age

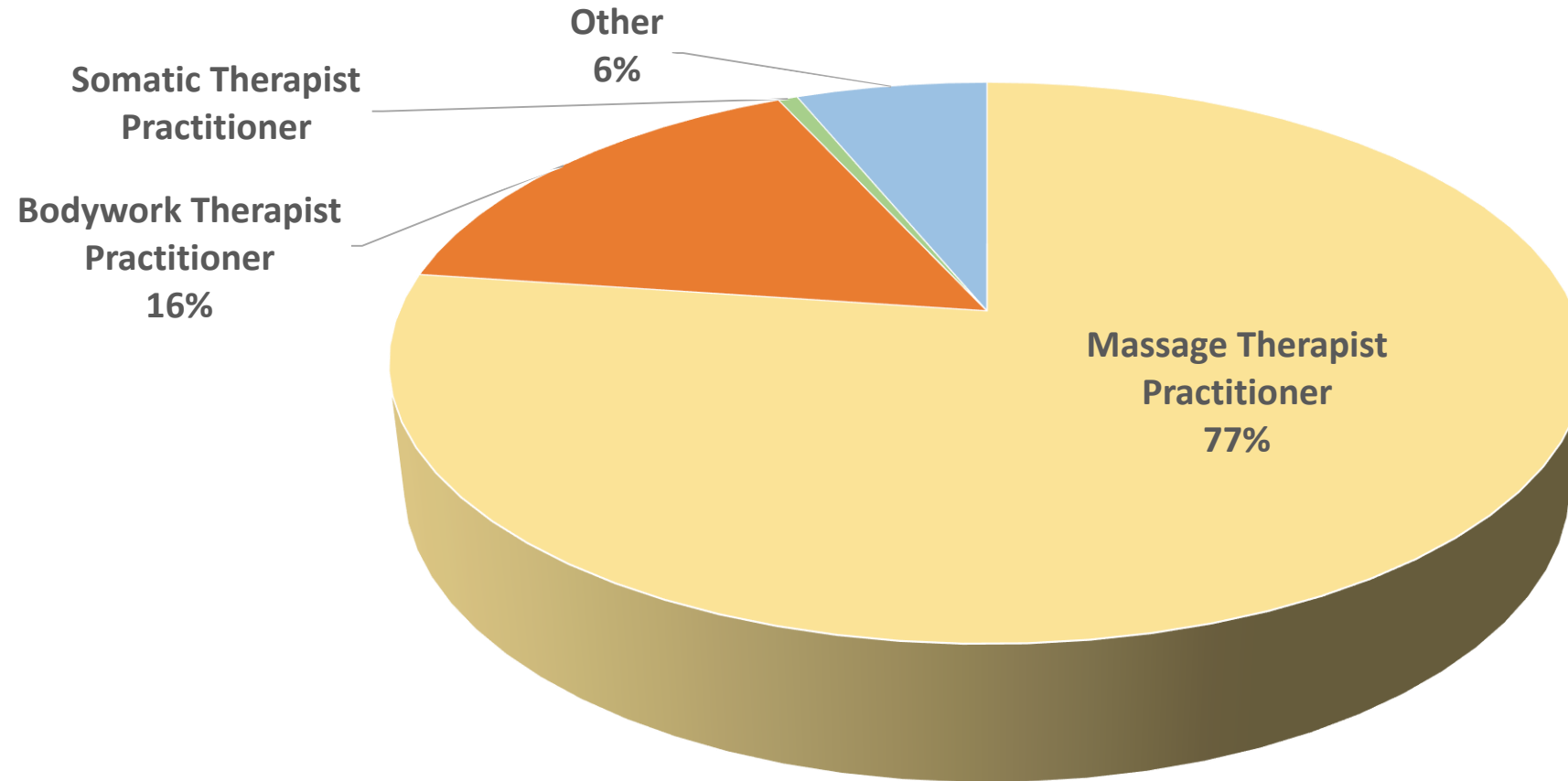


51% or respondents are between the ages of 35 and 54

N = 2279

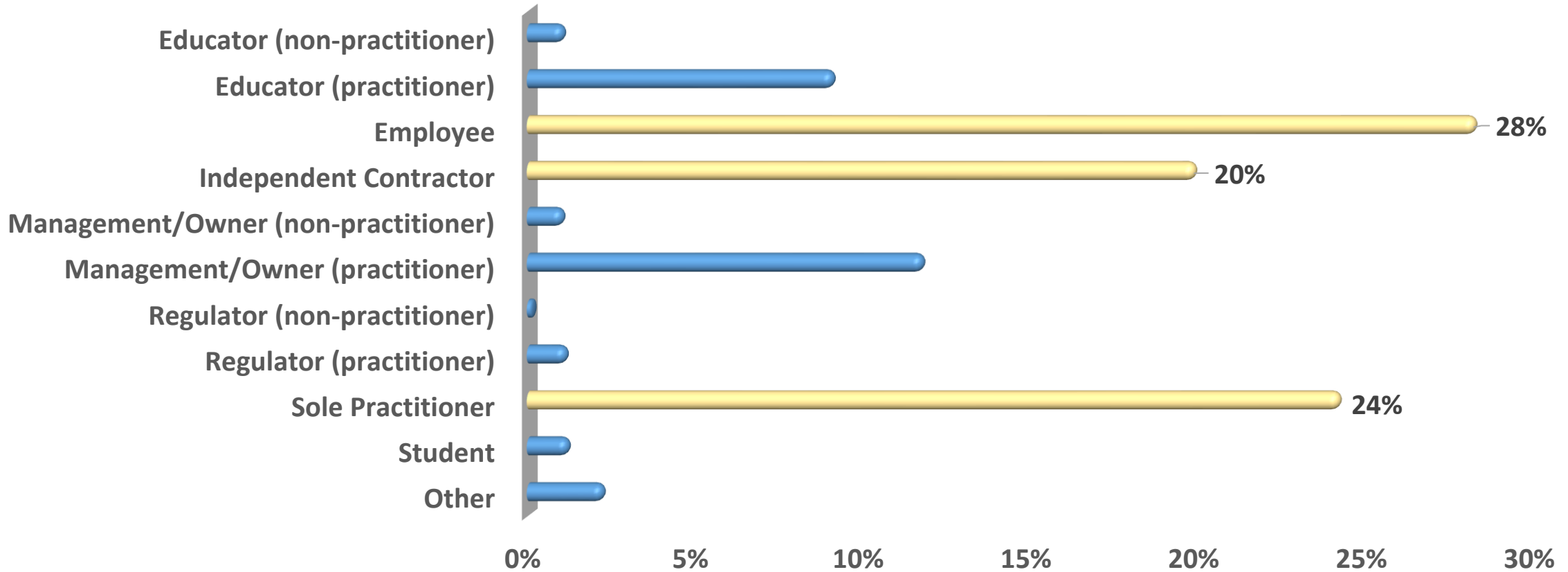
Work Classification

I Primarily Consider Myself:



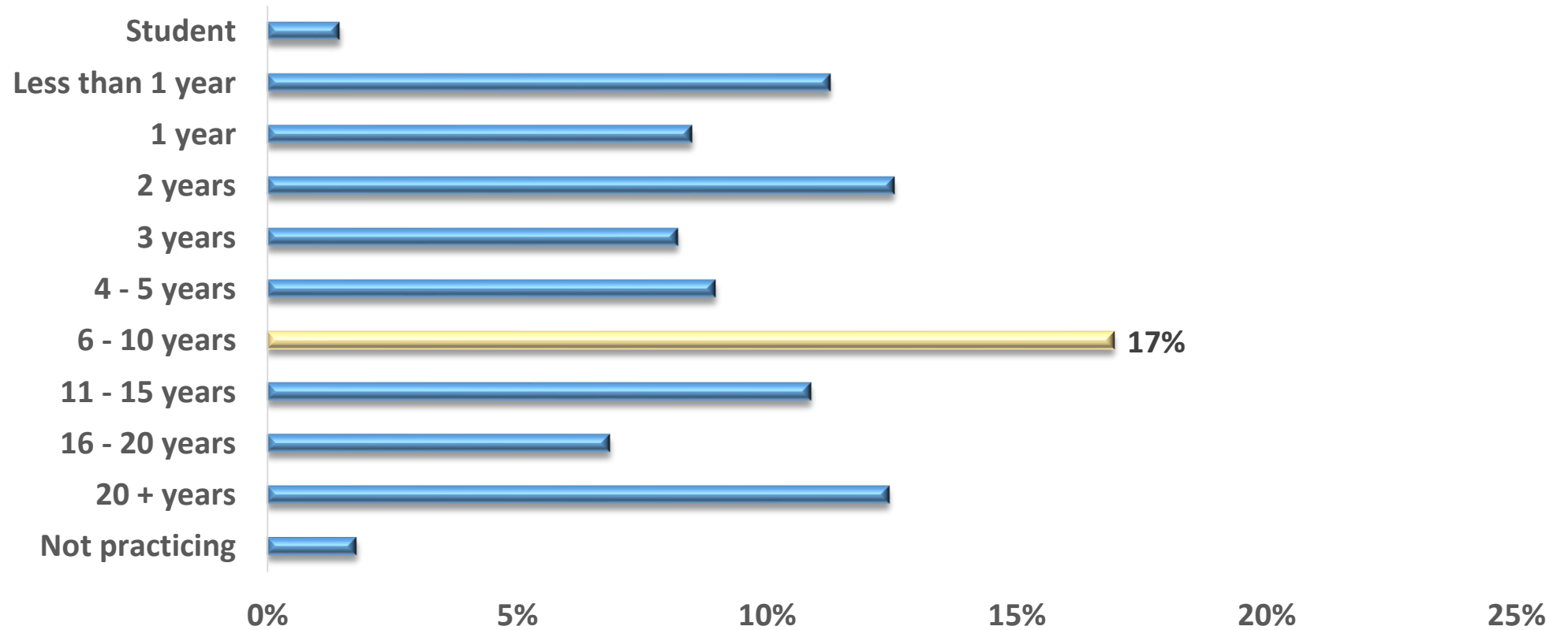
Work Classification

Employment Classification



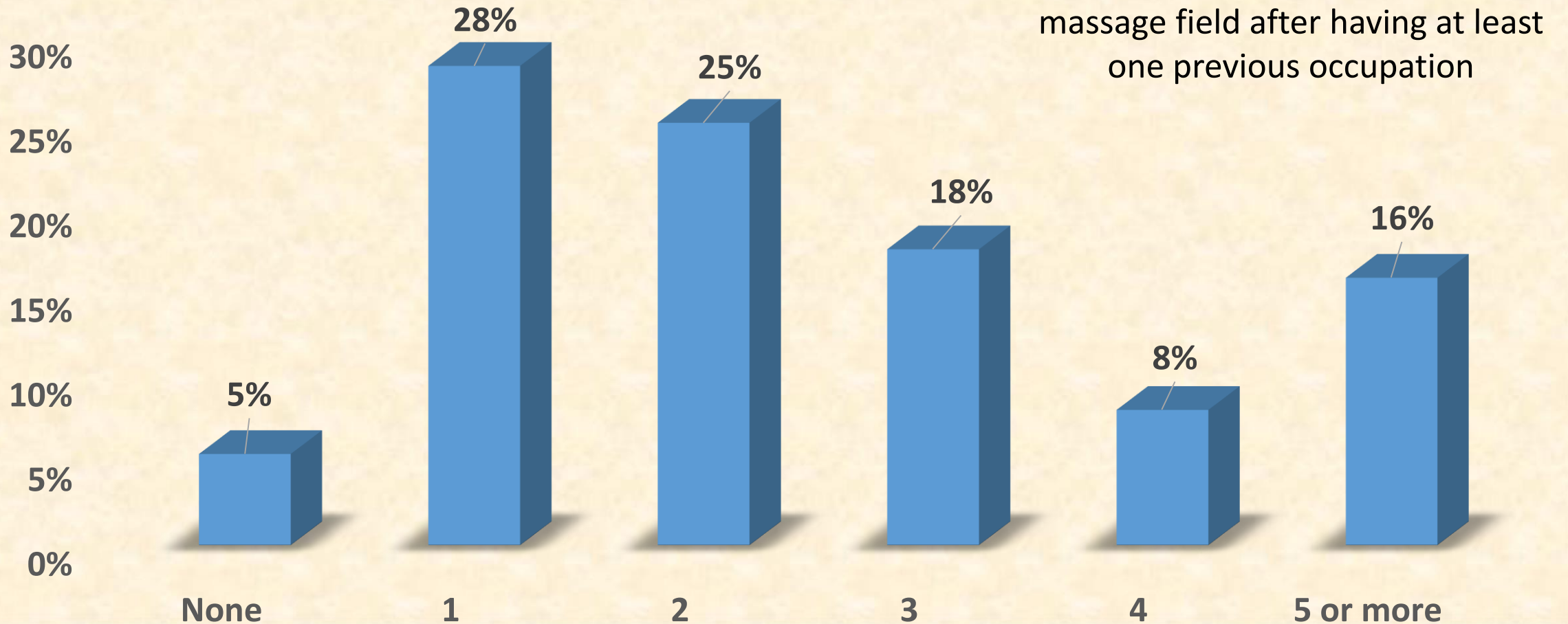
Work Classification

Years in Practice



Work Classification

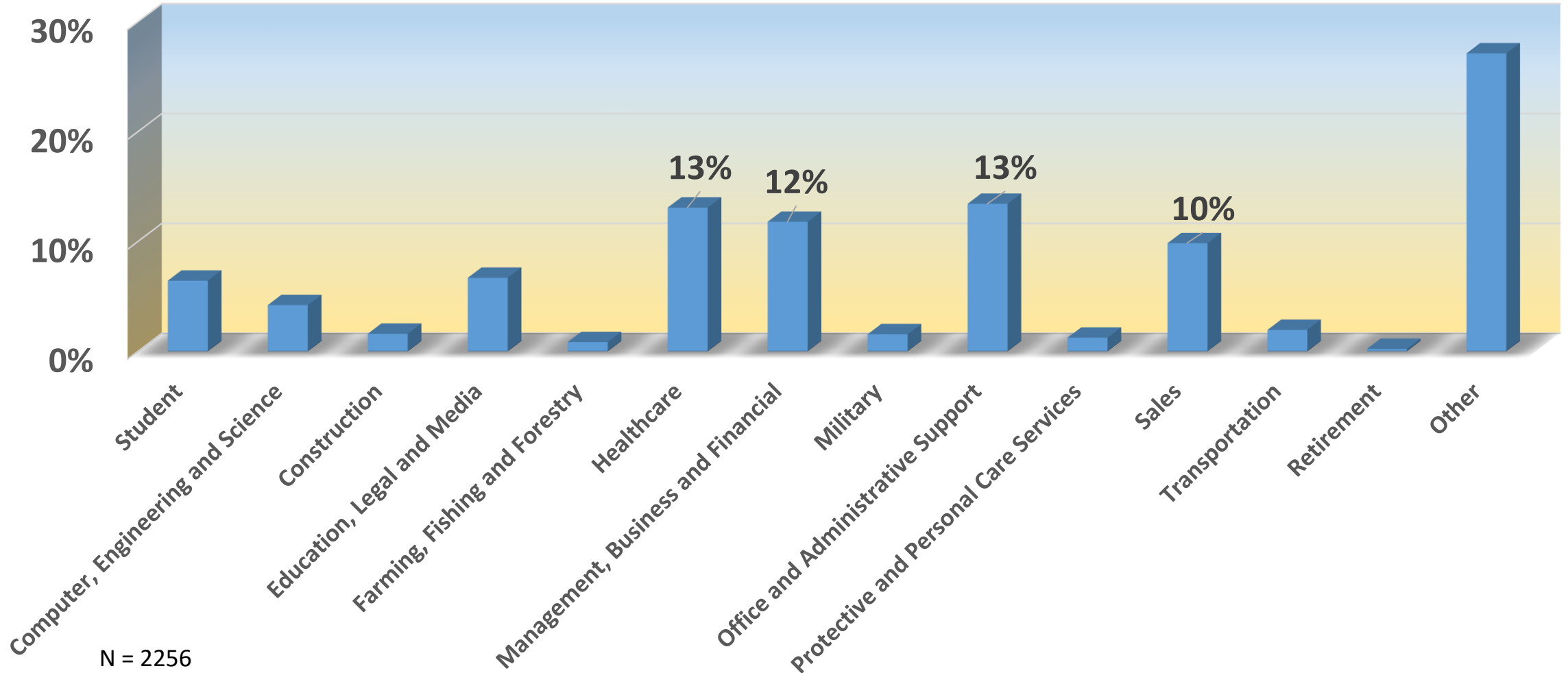
Number of Previous Occupations



N = 2263

Work Classification

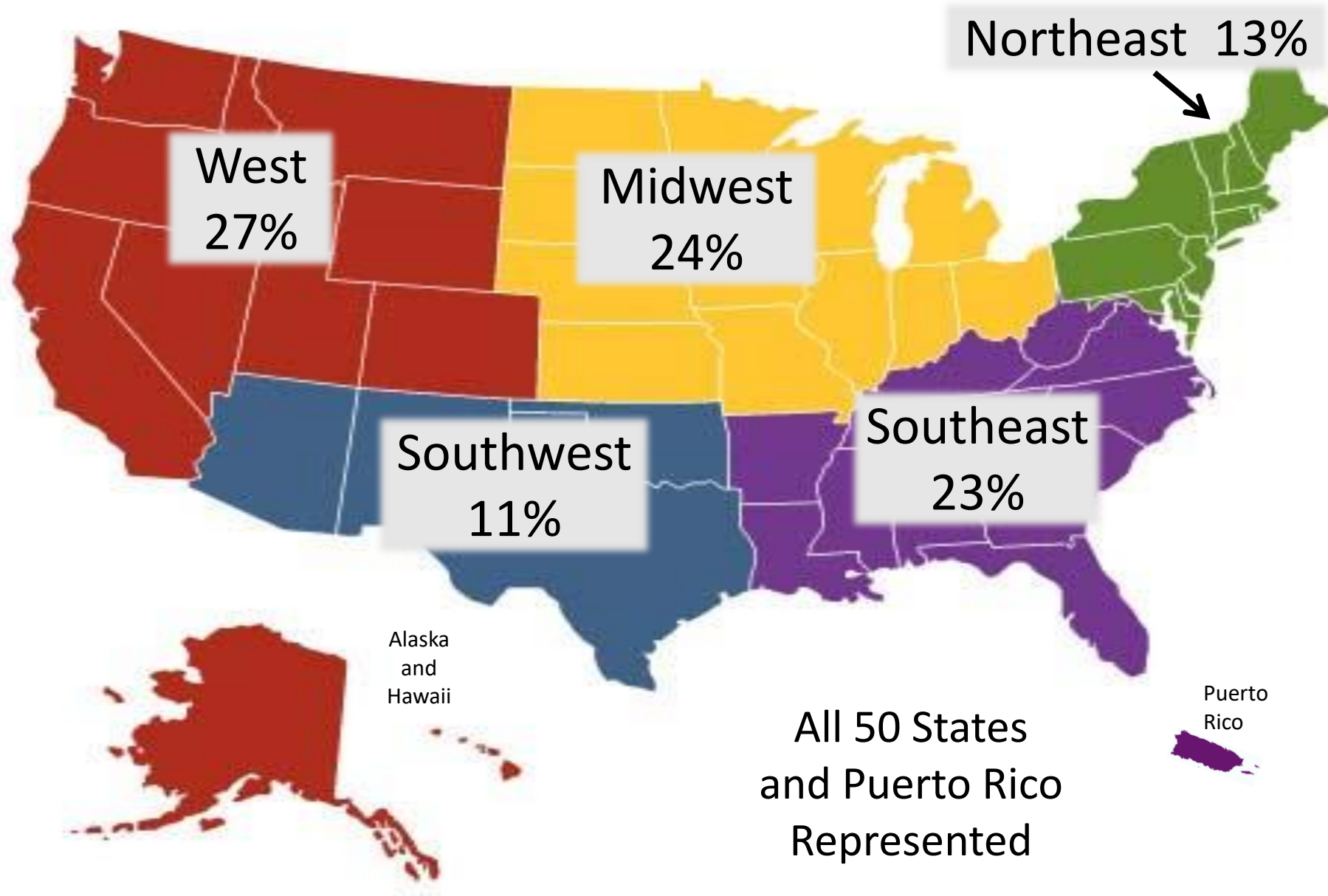
Last Job Held Before Becoming a Massage Practitioner



Work Location

State or Territory	Respondents	% of Total	State or Territory	Respondents	% of Total	State or Territory	Respondents	% of Total
Alabama (AL)	27	0.71%	Louisiana (LA)	53	1.40%	Oklahoma (OK)	31	0.82%
Alaska (AK)	21	0.55%	Maine (ME)	9	0.24%	Oregon (OR)	90	2.37%
Arizona (AZ)	65	1.71%	Maryland (MD)	57	1.50%	Pennsylvania (PA)	133	4%
Arkansas (AR)	41	1.08%	Massachusetts (MA)	37	0.98%	Puerto Rico (PR)	10	0.26%
California (CA)	506	13%	Michigan (MI)	283	7%	Rhode Island (RI)	15	0.40%
Colorado (CO)	144	4%	Minnesota (MN)	46	1.21%	South Carolina (SC)	50	1.32%
Connecticut (CT)	71	1.87%	Mississippi (MS)	16	0.42%	South Dakota (SD)	12	0.32%
Delaware (DE)	11	0.29%	Missouri (MO)	50	1.32%	Tennessee (TN)	65	1.71%
District of Columbia (DC)	5	0.13%	Montana (MT)	16	0.42%	Texas (TX)	275	7%
Florida (FL)	174	5%	Nebraska (NE)	17	0.45%	Utah (UT)	58	1.53%
Georgia (GA)	96	2.53%	Nevada (NV)	46	1.21%	Vermont (VT)	10	0.26%
Hawaii (HI)	11	0.29%	New Hampshire (NH)	28	0.74%	Virginia (VA)	91	2.40%
Idaho (ID)	32	0.84%	New Jersey (NJ)	40	1.05%	Washington (WA)	145	4%
Illinois (IL)	144	4%	New Mexico (NM)	33	0.87%	West Virginia (WV)	49	1.29%
Indiana (IN)	84	2.21%	New York (NY)	82	2.16%	Wisconsin (WI)	56	1.48%
Iowa (IA)	48	1.27%	North Carolina (NC)	162	4%	Wyoming (WY)	3	0.08%
Kansas (KS)	35	0.92%	North Dakota (ND)	9	0.24%			
Kentucky (KY)	35	0.92%	Ohio (OH)	124	3%			

Work Location



Work Location

Top Ten States

California (CA)	13%
Michigan (MI)	7%
Texas (TX)	7%
Florida (FL)	5%
North Carolina (NC)	4%
Washington (WA)	4%
Illinois (IL)	4%
Colorado (CO)	4%
Pennsylvania (PA)	4%
Ohio (OH)	3%

Top ten include all 5 regions of US as illustrated on the previous page

of States Where Practice

1 State = 88%

2 States = 8%

3 States = 1%

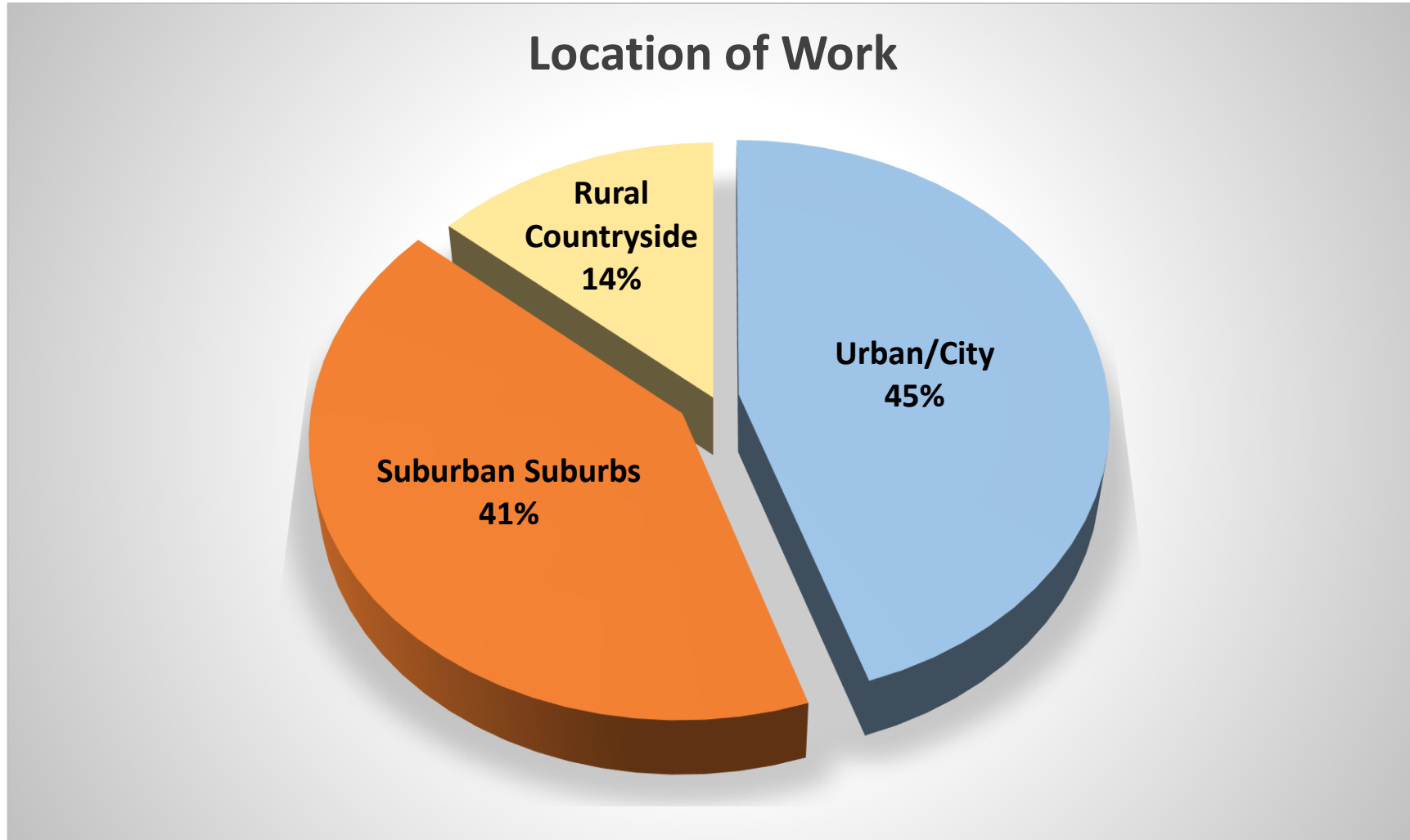


Other Respondents

- Canada
- Cayman Islands
- Cyprus
- Malaysia
- Mauritius
- Panama
- United Kingdom

N = 3794

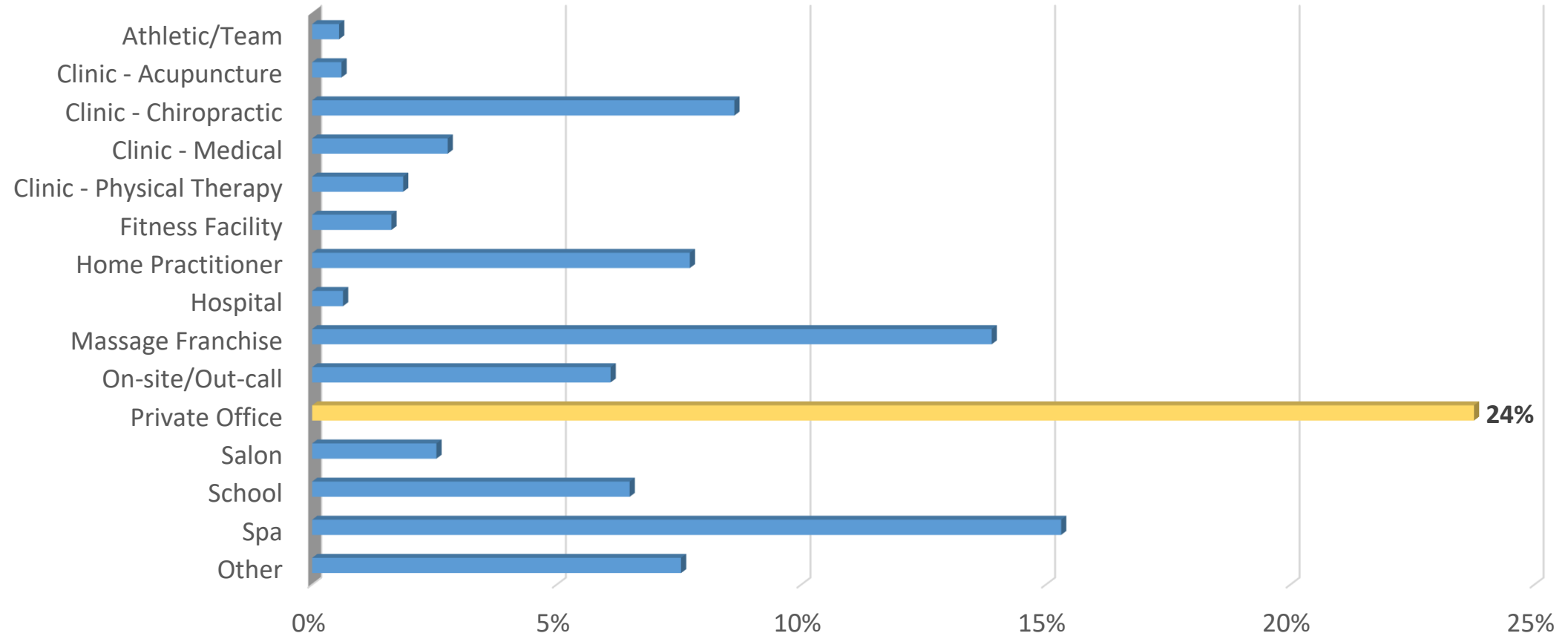
Work Location



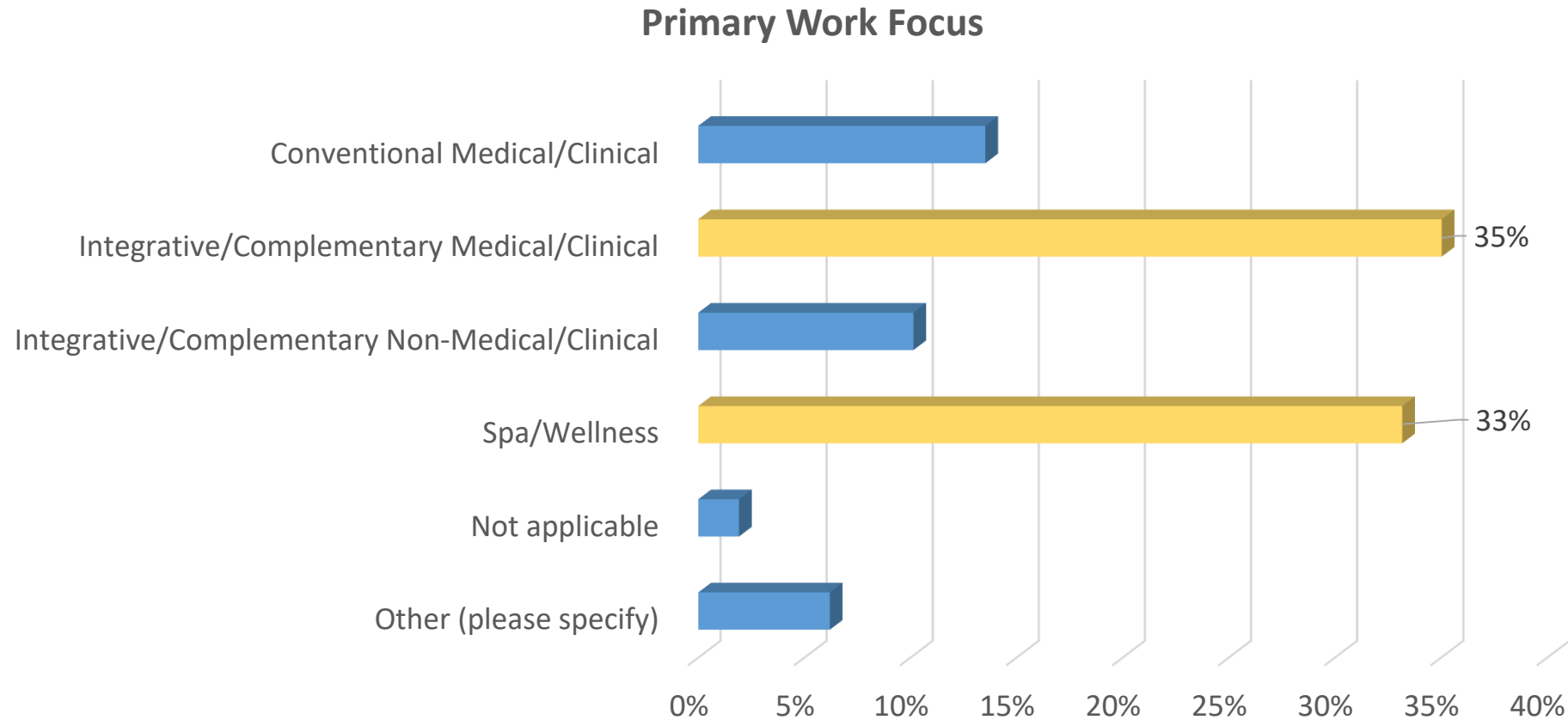
N = 3781

Work Location

Primary Work Setting



Work Focus



N = 3805

Work Focus

Deep Tissue	84%	Hydrotherapy	19%	Russian Massage	3%
Swedish Massage	81%	Muscle Energy Technique	19%	Trager® Approach	3%
Aromatherapy	57%	Compassionate Touch	19%	Rolfing®	3%
Chair Massage	56%	Seated Massage	18%	Core Somatic BodyWork	2%
Trigger Point Therapy	56%	Thai Massage	17%	Amma/Anma	2%
Myofascial	51%	Shiatsu	17%	Jin Shin Jyutsu	2%
Clinical/Medical Massage	50%	Healing Touch	15%	Attunement Therapy	2%
Sports Massage	49%	Passive Positional Release	13%	Pranic Healing	1%
Hot Stone Massage	48%	Structural Integration	13%	Alexander Technique	1%
Reflexology	45%	Active Release Therapy - ART®	13%	Feldenkrais Method®	1%
Active Isolated Stretching	45%	Other (please specify)	12%	Ligamentus Articular Strain Technique	1%
Connective Tissue Massage	35%	Movement Therapy	12%	Pfimmer Deep Muscle Therapy®	1%
Acupressure	34%	Orthopedic	11%	Zero Balancing®	1%
Neuromuscular Therapy	33%	LomiLomi	9%	Chi Nei Tsang	1%
Myofascial Release®	32%	Polarity	9%	Dermoneuro Modulation®	1%
Manual Lymphatic Drainage	28%	Postural Integration	8%	Watsu	1%
Soft Tissue Release	28%	Body Rolling	7%	Bowen	1%
Spa Body Treatments	26%	Ayurvedic Bodywork	6%	Hakomi	1%
Joint Mobilization	26%	Tui Na	5%	Aston-Patterning®	0%
CranioSacral Therapy	25%	Animal Massage	4%	Hellerwork®	0%
Reiki	24%	Somato Emotional Release	4%	Breema Breathwork	0%
Therapeutic Touch	21%	Esalen® Massage	3%	Rosen Method	0%
Proprioceptive Neuromuscular Facilitation	20%	Orthobionomy	3%	Rubinfeld Synergy Method®	0%

Modalities Used in Practice

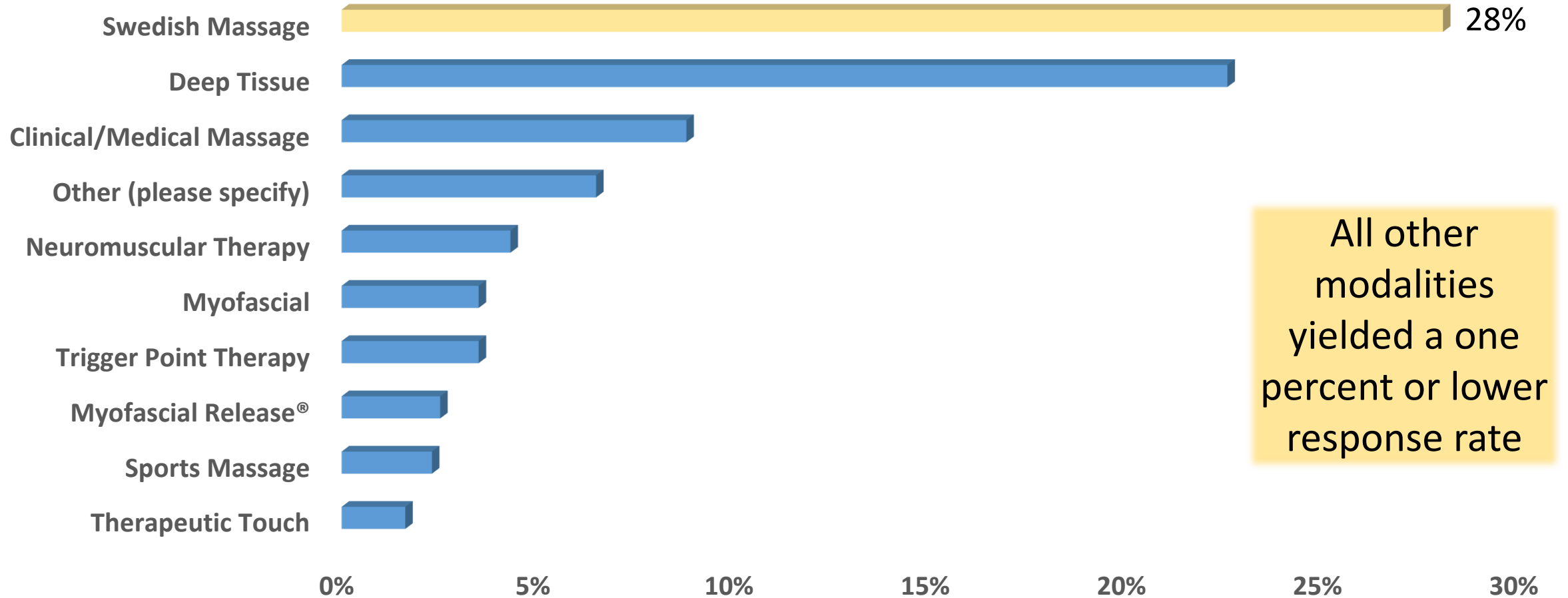
Over 50% of respondents use

- ▶ Deep Tissue
- ▶ Swedish Massage
- ▶ Aromatherapy
- ▶ Chair Massage
- ▶ Trigger Point Therapy
- ▶ Myofascial

N = 3804

Work Focus

Primary Modality Used in Practice



N = 3701

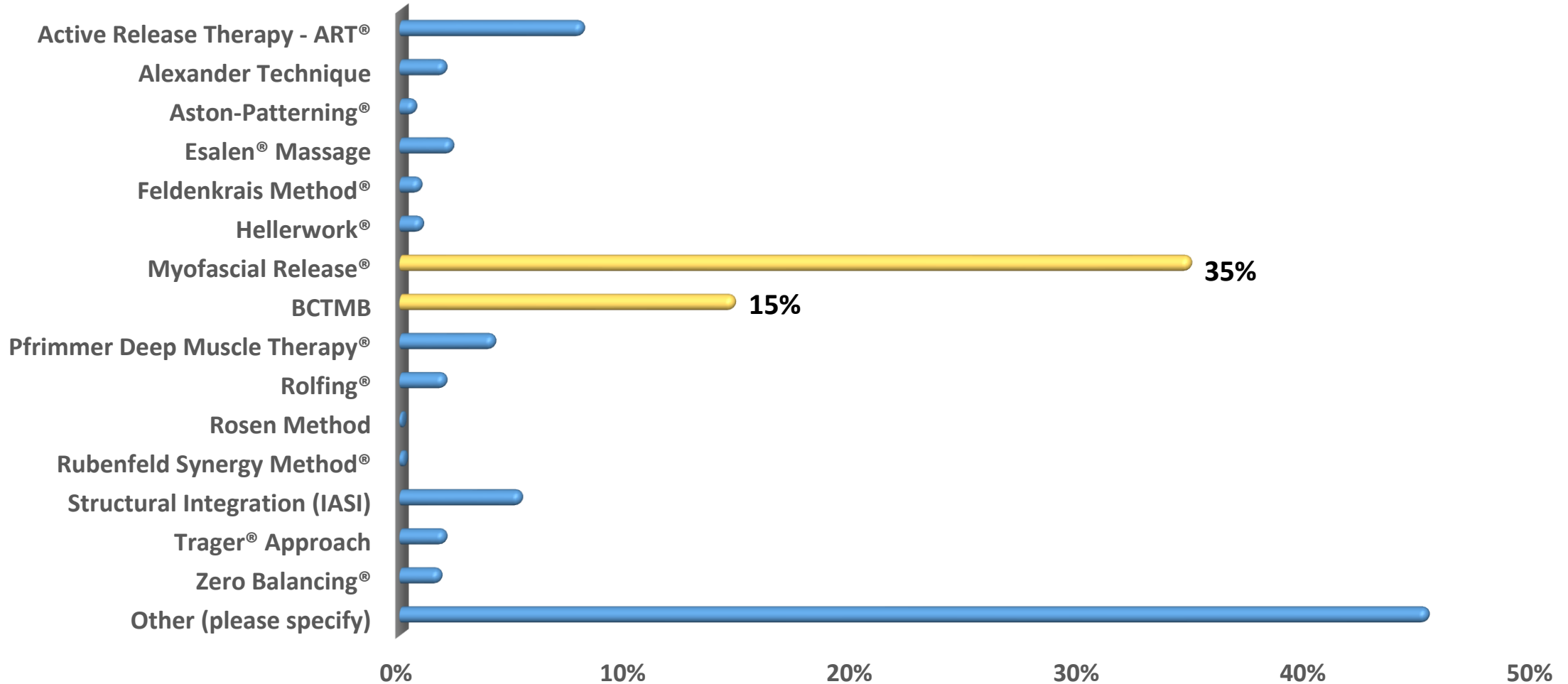
Work Focus

Hold Licenses in the Following Profession(s)

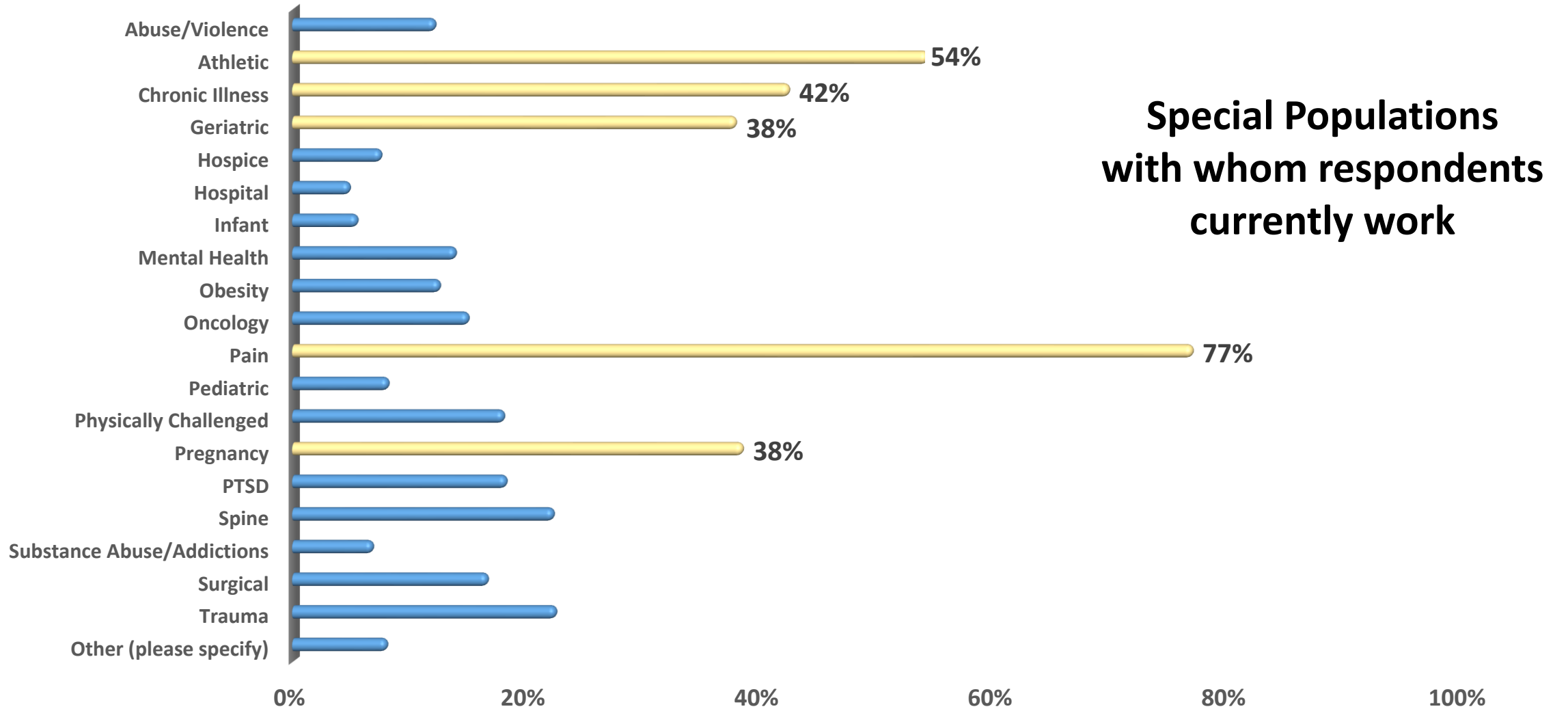
Acupuncture	1%
Athletic Trainer	2%
Chiropractic	0%
Counseling/Psychology	1%
Massage/Bodywork/Somatic Practice	97%
Naturopathic	0%
Nursing	2%
Occupational Therapy	0%
Physical Therapy	1%
Physician (MD/DO)	0%
Other	12%

Work Focus

Authorized to Use Credential(s)



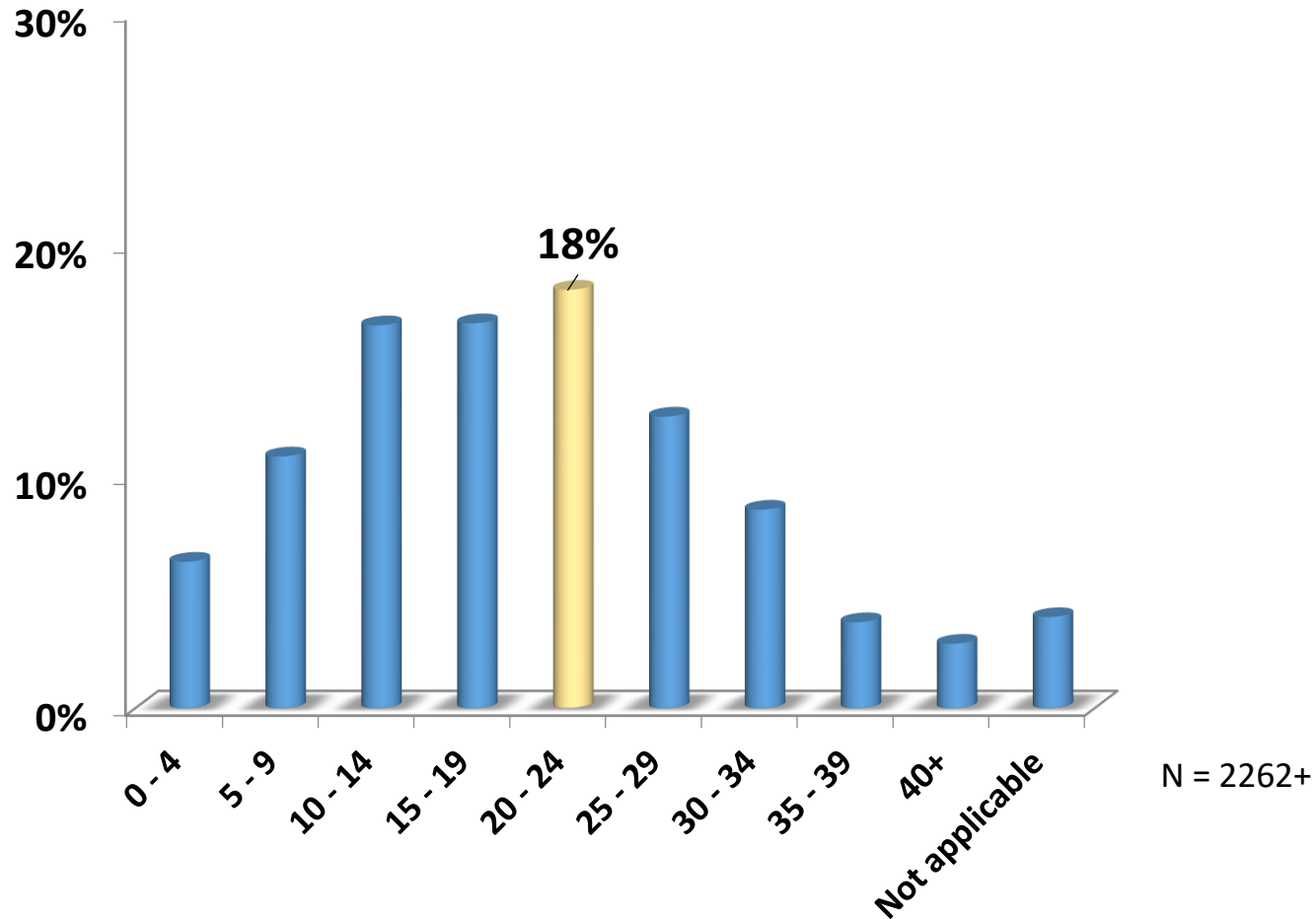
Work Focus



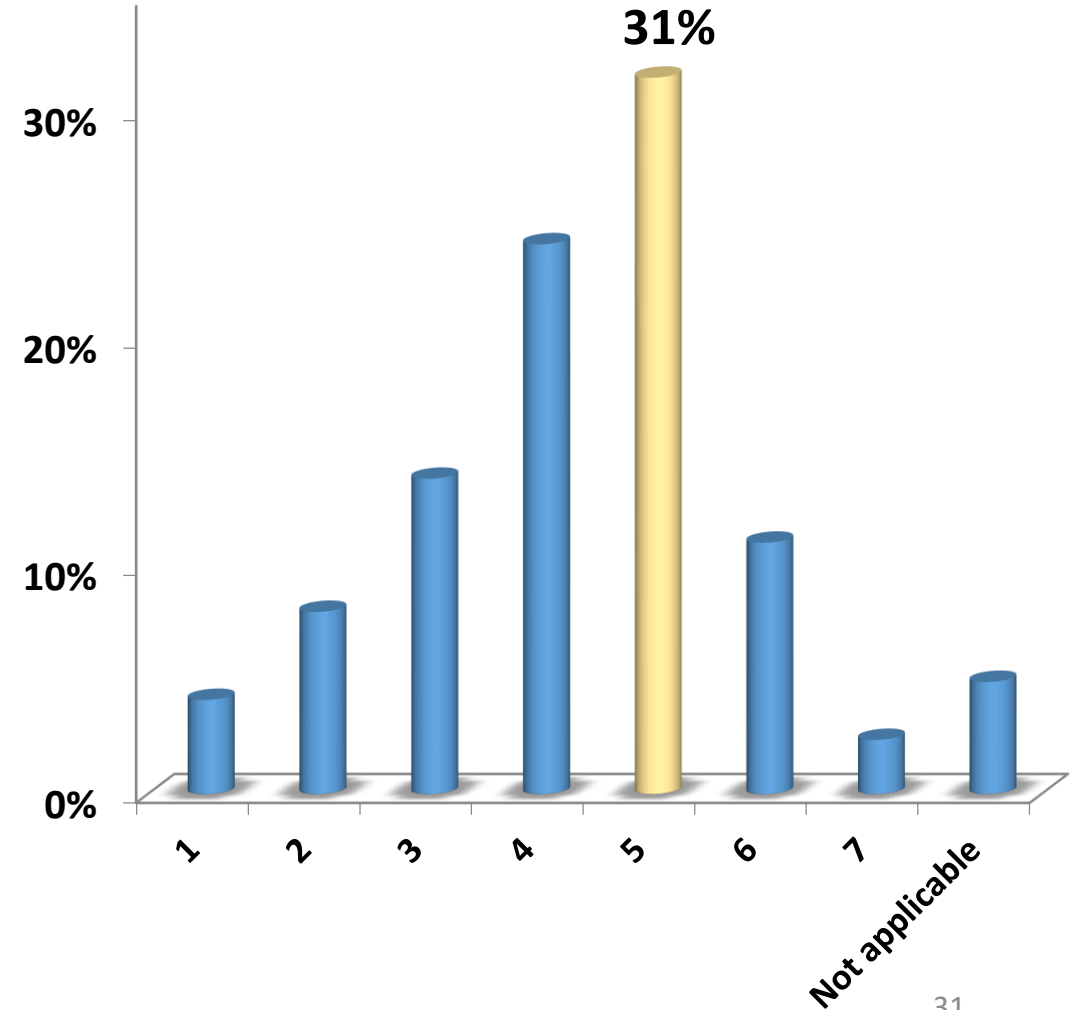
N = 3387

Details of Work Performed

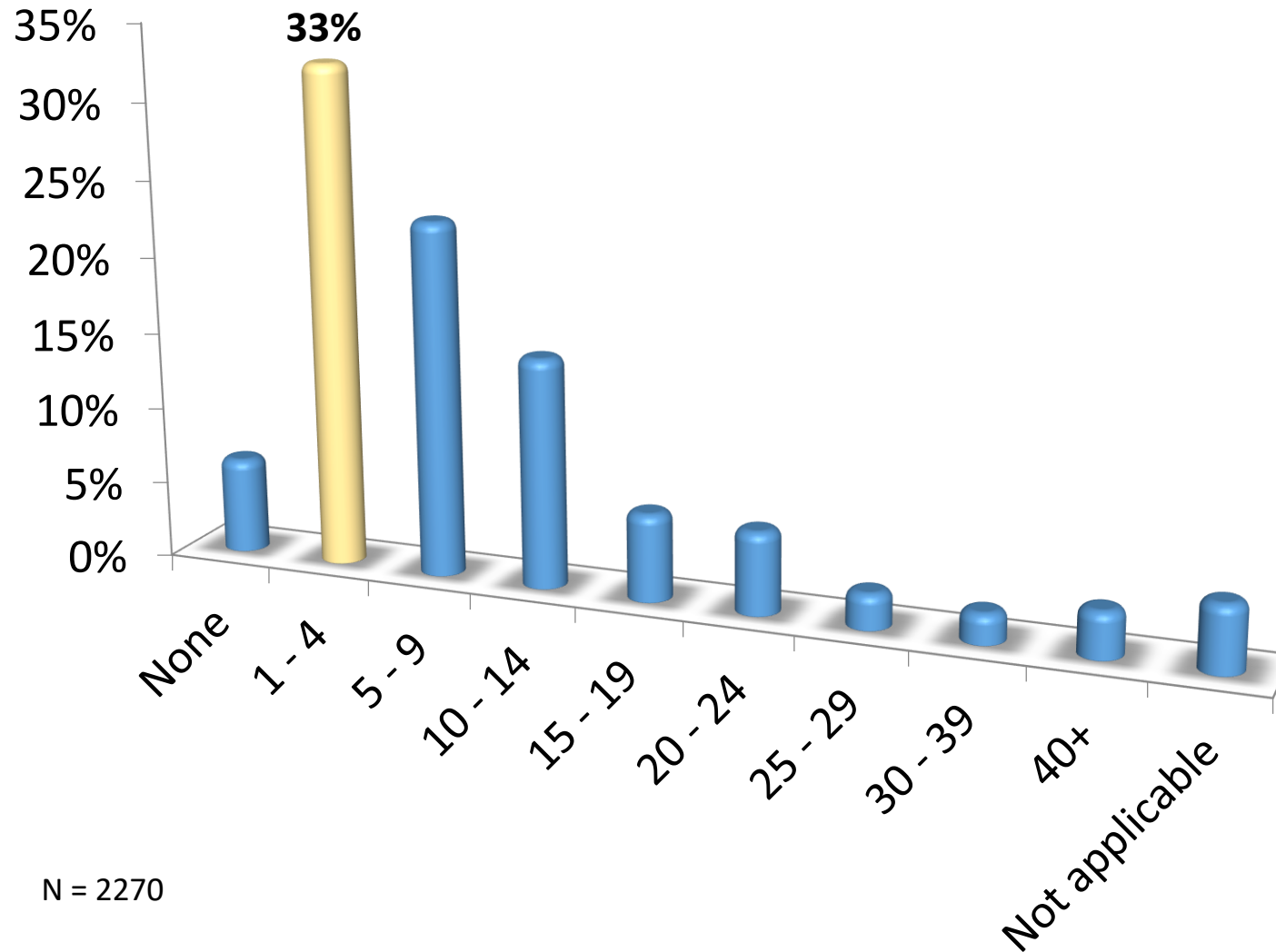
Hours per Week Providing Massage



Days per Week Providing Massage



Details of Work Performed



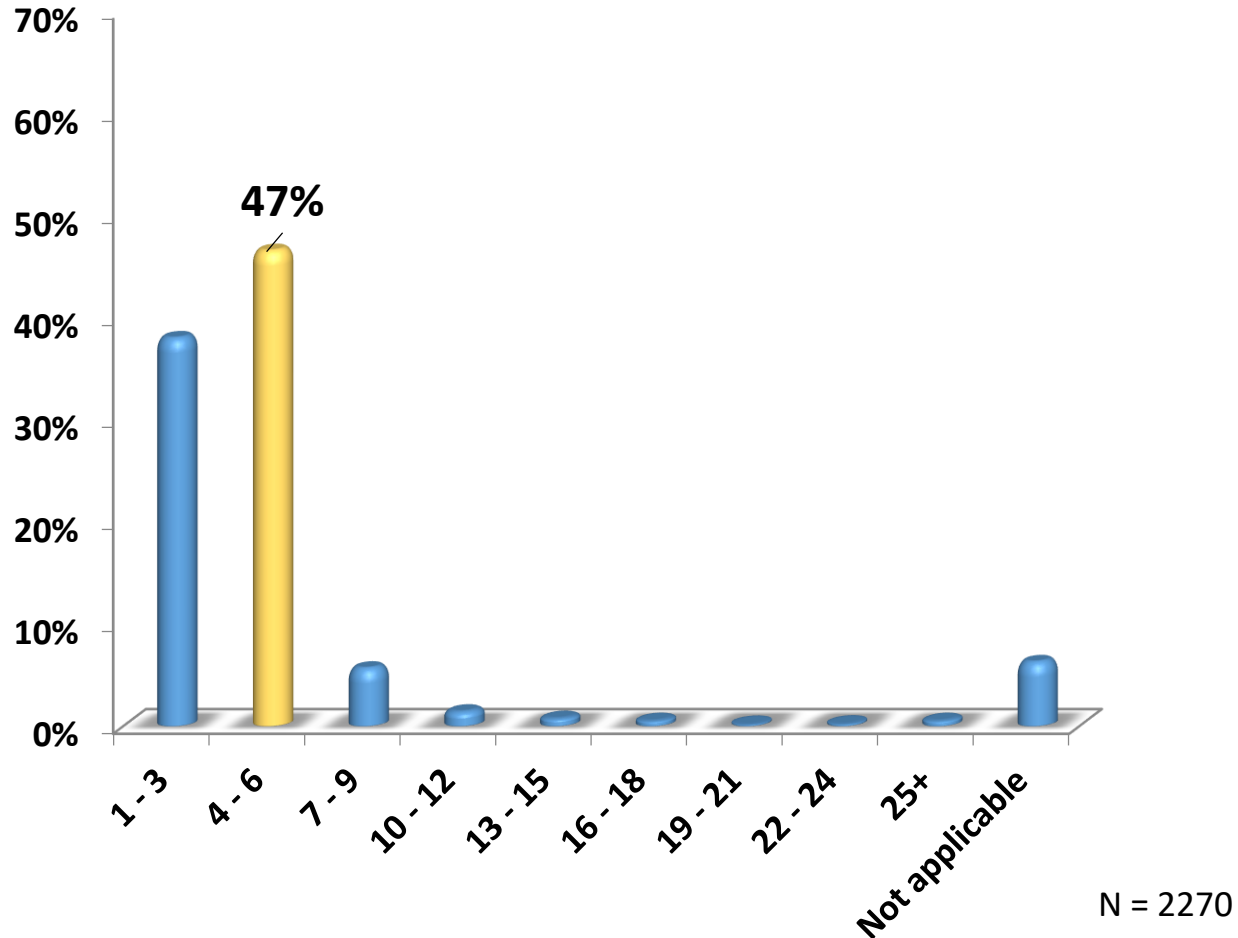
Administrative Hours per Week

Administrative Hours =

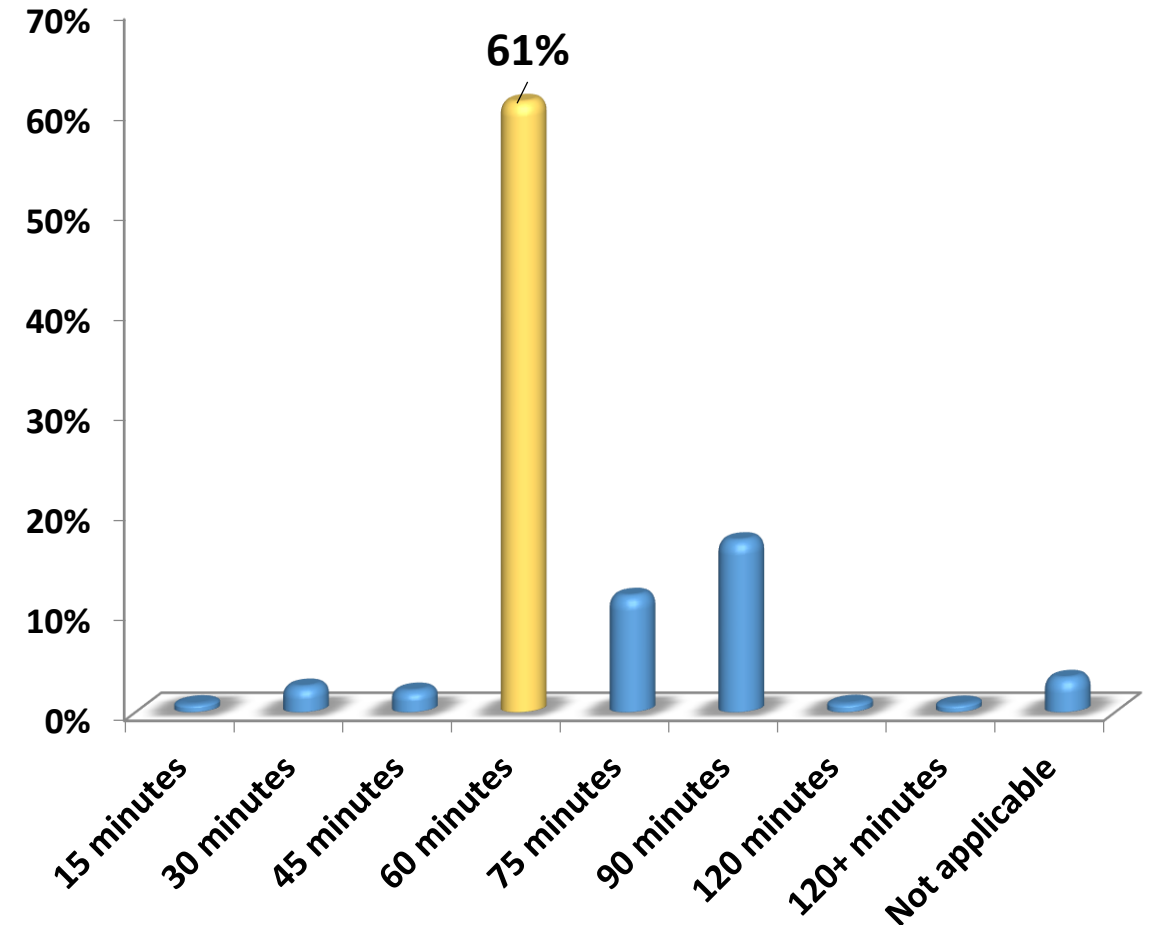
- Office Management
- Client Charting
- Advertising
- Marketing Services
- Laundry

Details of Work Performed

Average Number of Clients per Day

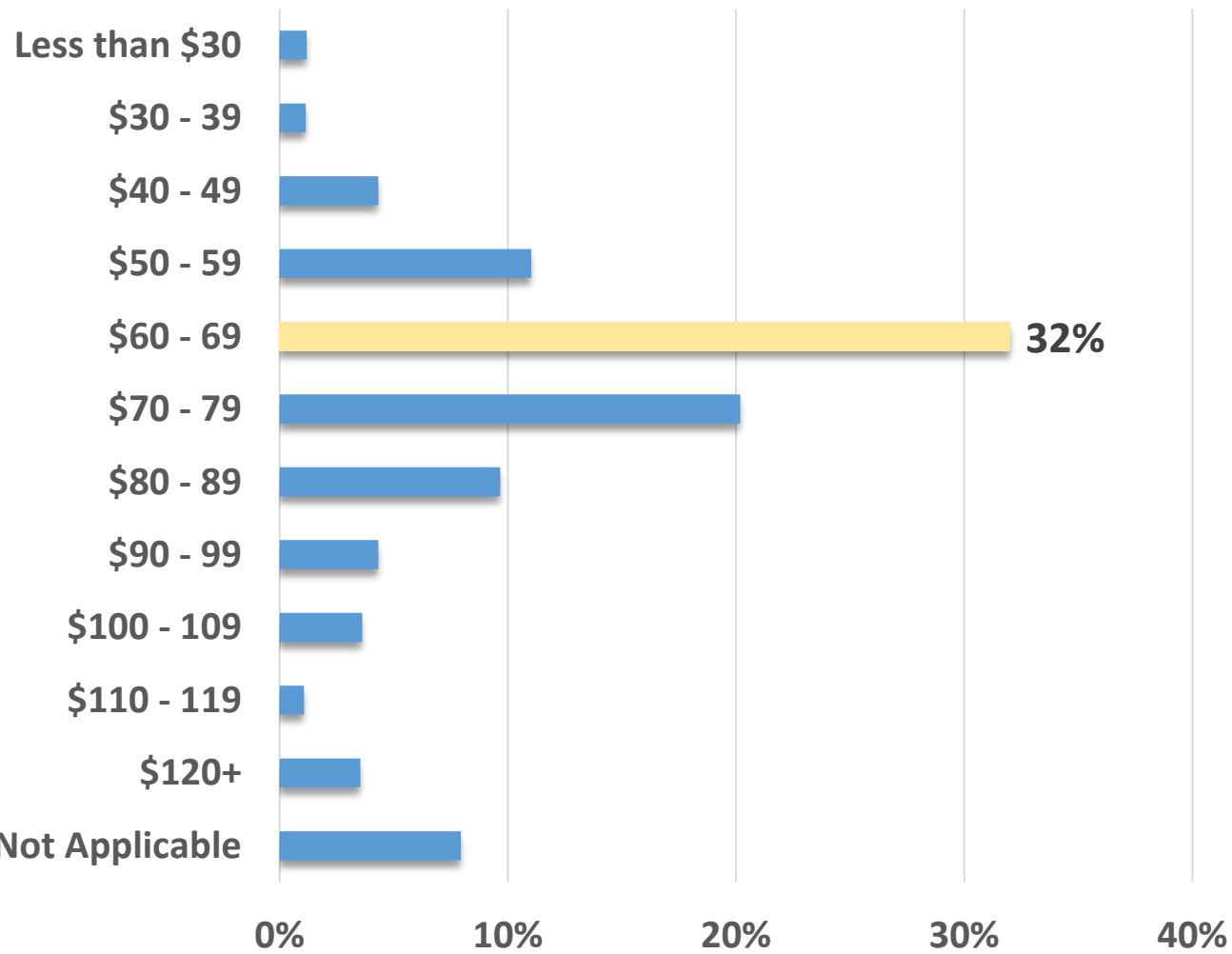


Typical Length of Massage Session



Income

Self Pay Clients Pay For One Hour of Massage



Insurance Clients Pay For One Hour of Massage

80% of the respondents selected “Not Applicable”

The 443 remaining respondents yielded the following distribution:

N = 2258+

Less than \$30	9%
\$30 - 39 ▶	6%
\$40 - 49 ▶	5%
\$50 - 59 ▶	10%
\$60 - 69 ▶	19%
\$70 - 79 ▶	12%
\$80 - 89 ▶	7%
\$90 - 99 ▶	4%
\$100 - 109 ▶	7%
\$110 - 119 ▶	2%
\$120+ ▶	18%

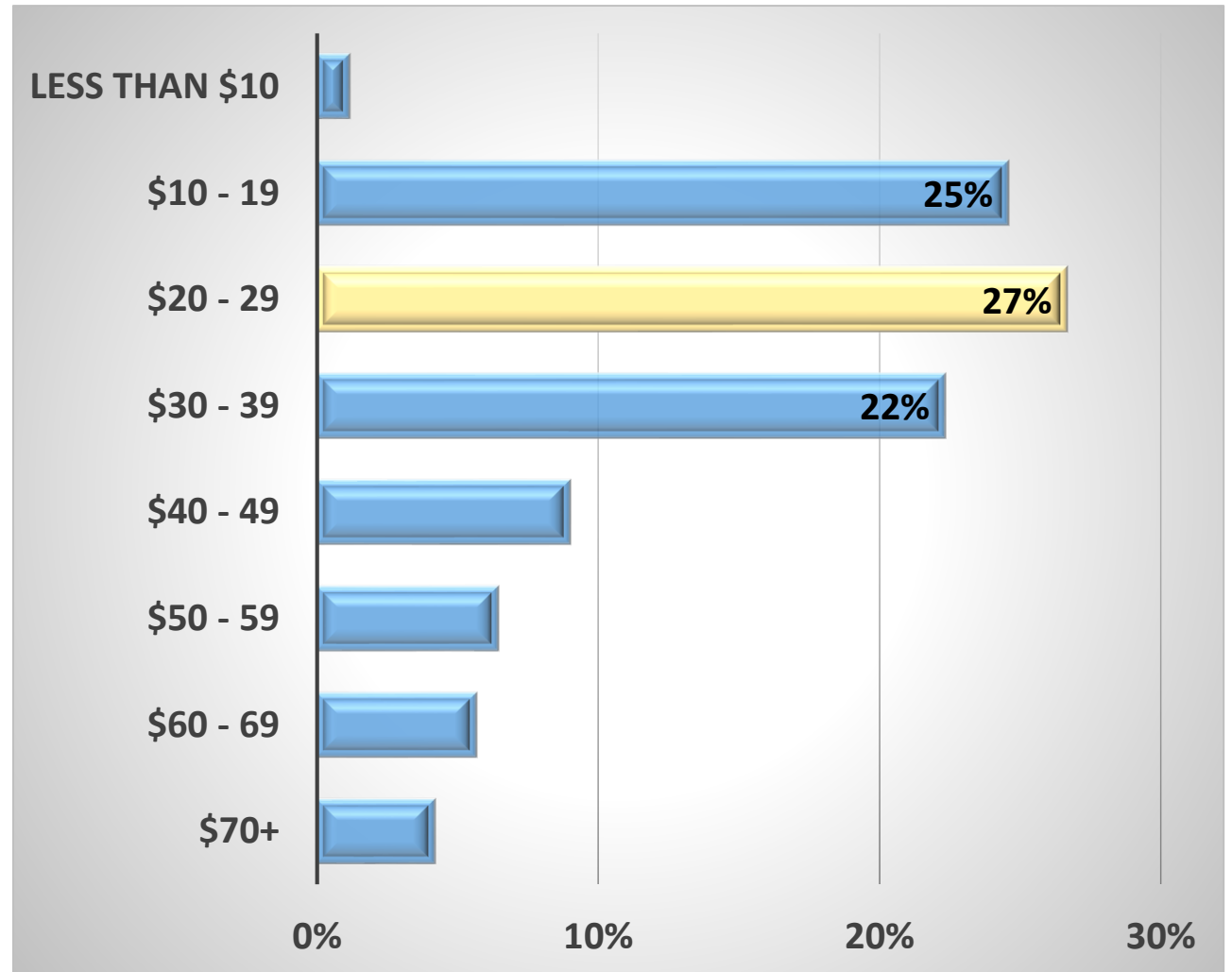
Paid by Primary Employer For One Hour of Massage

*43% of the respondents
Selected "Not Applicable"*

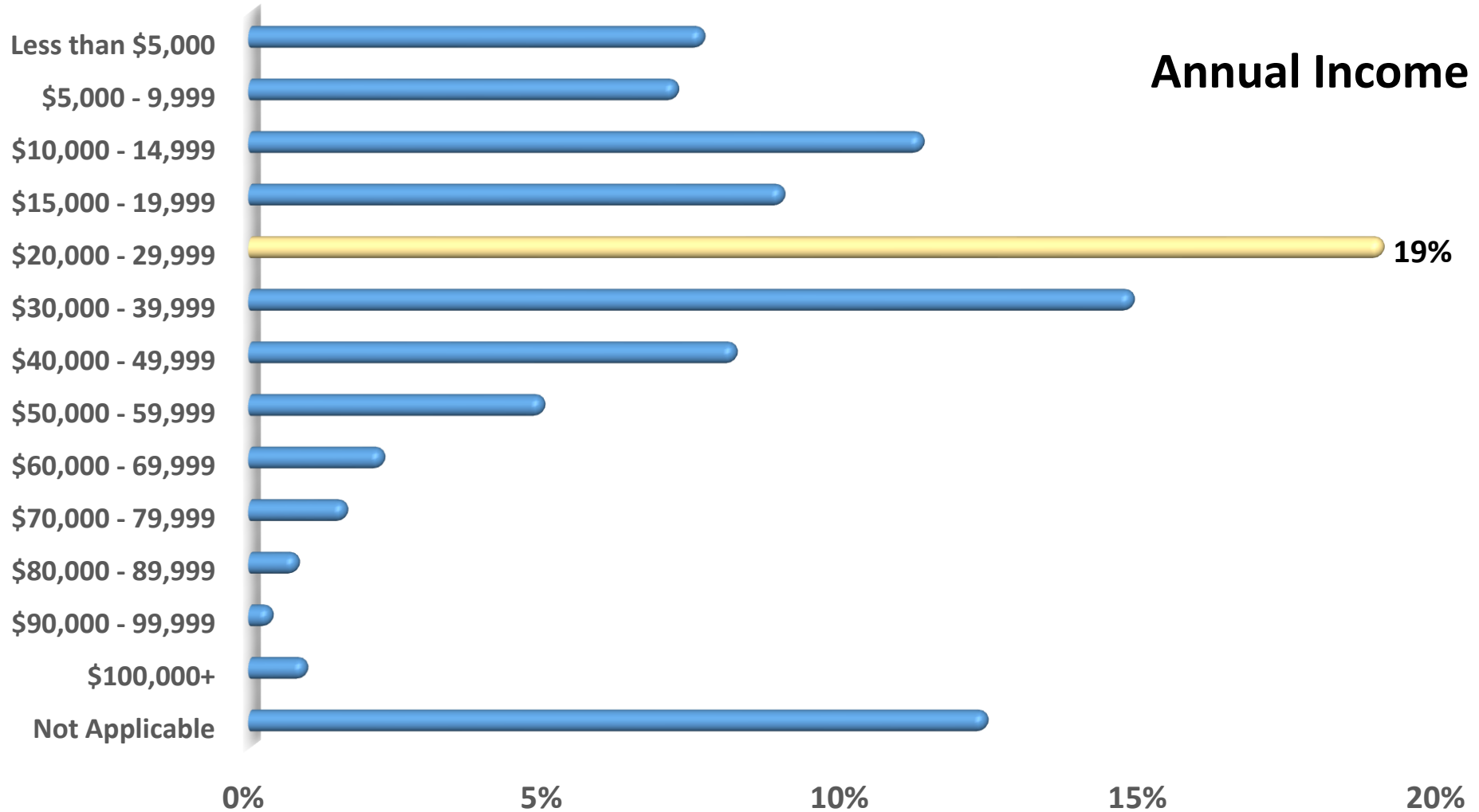
The distribution from the
remaining 1290 respondents is
reflected in the graph.

Note the fairly even distribution
between \$10 and \$39

Income

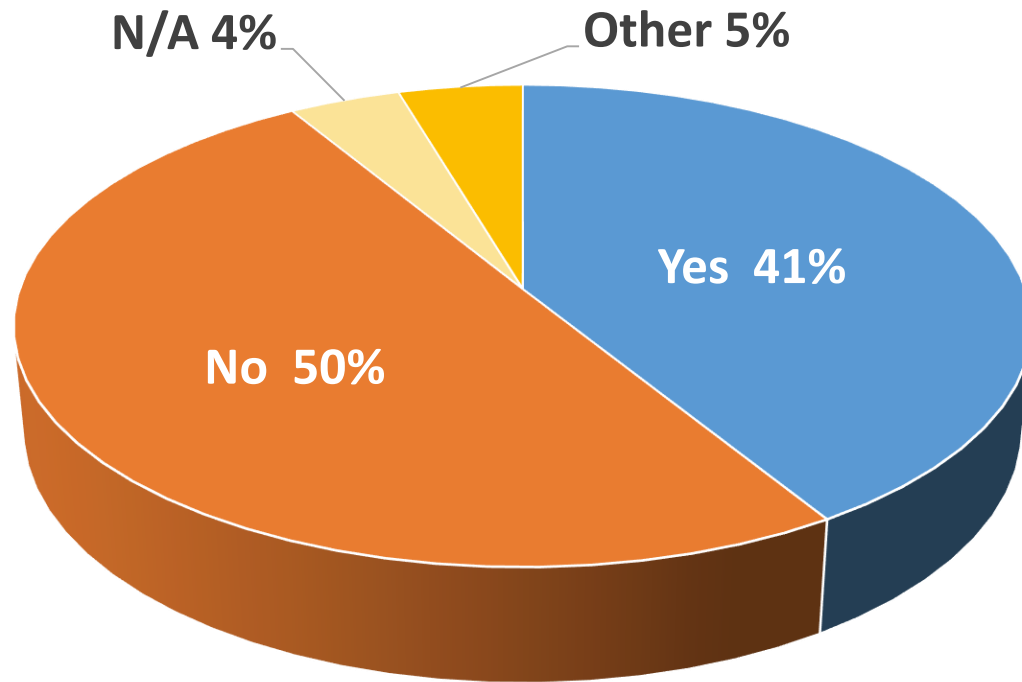


Income

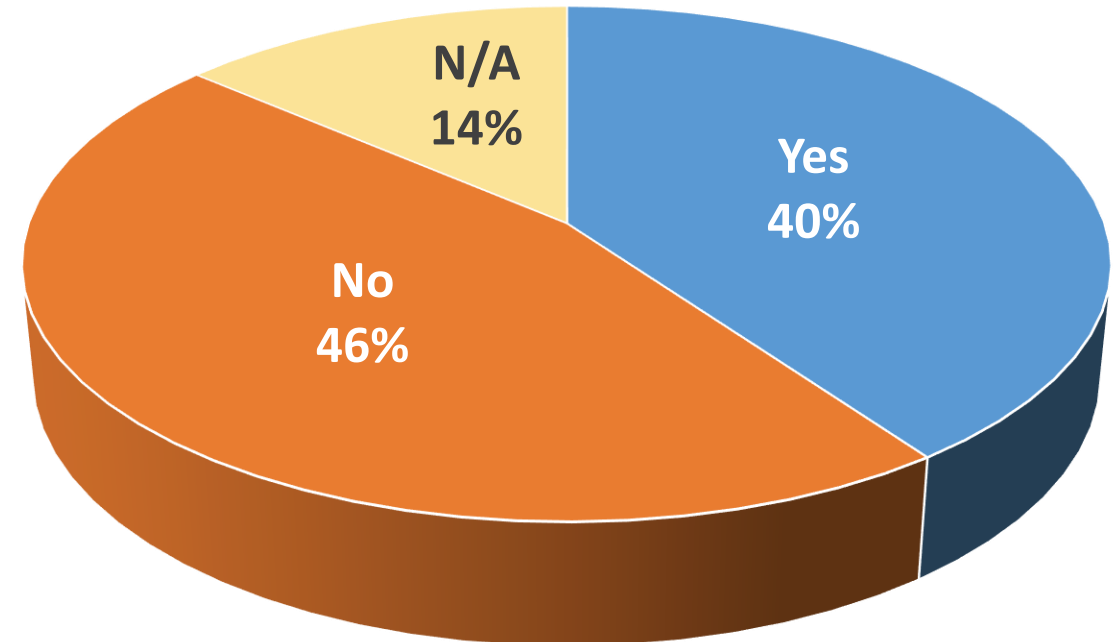


Income

Is massage practice the primary source of income in your household?



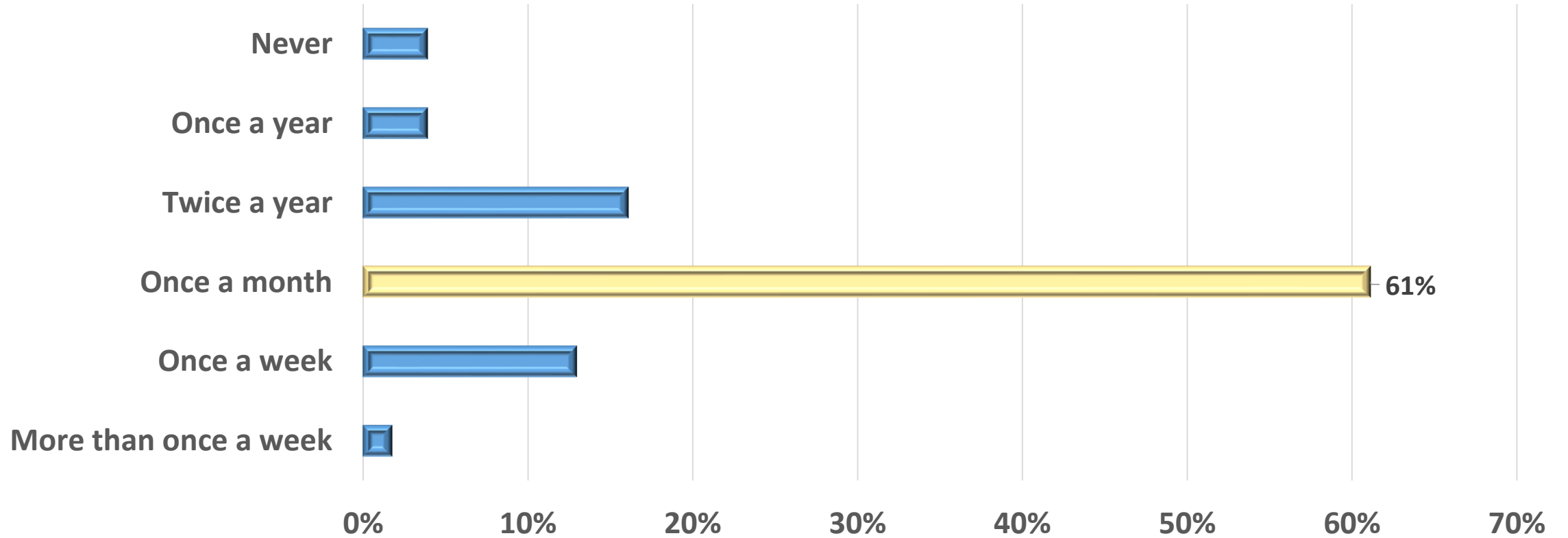
Does your massage practice income provide a livable wage for you and your immediate family?



N = 2260+

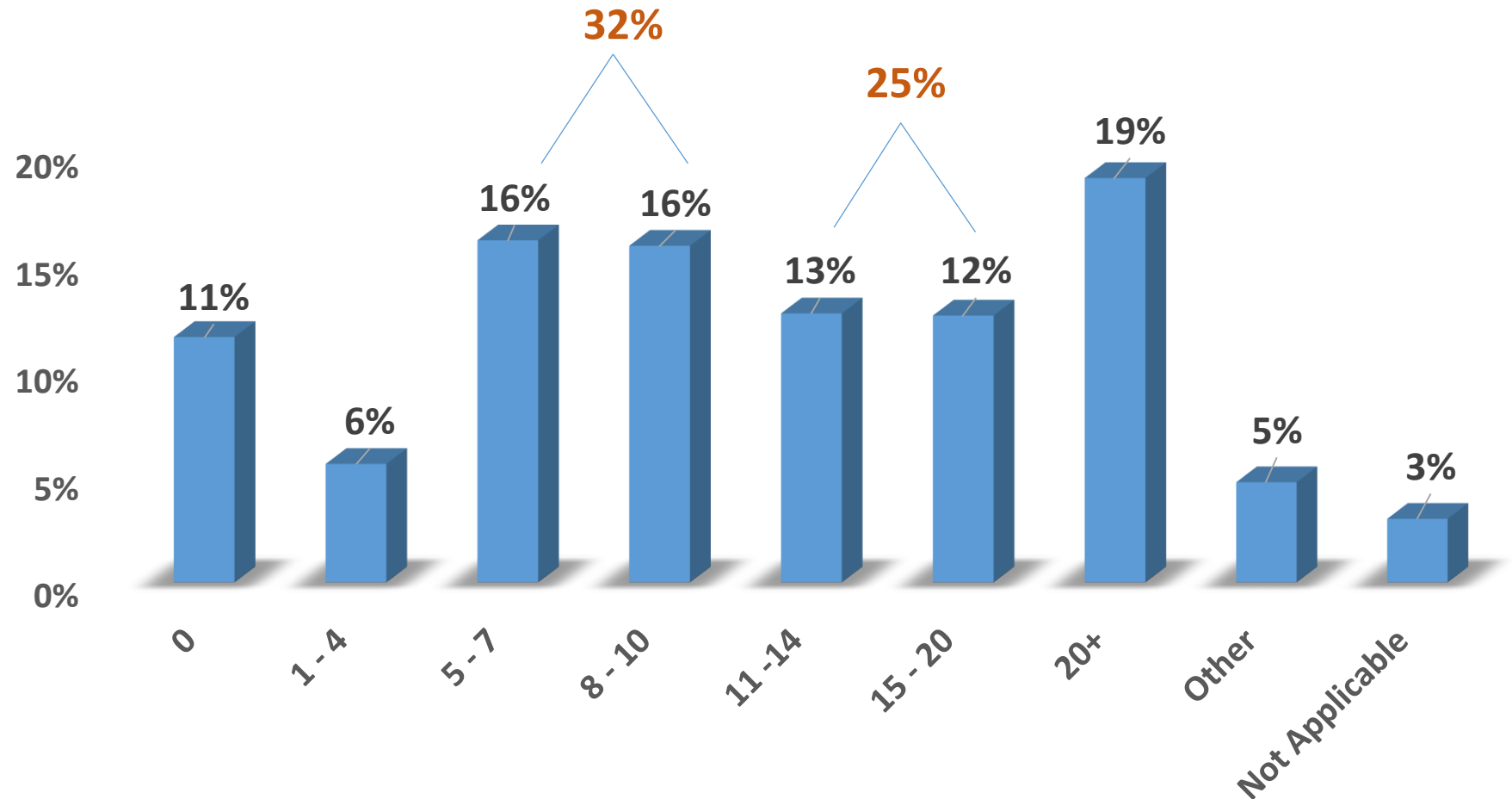
Self Care

How often do you receive massage?

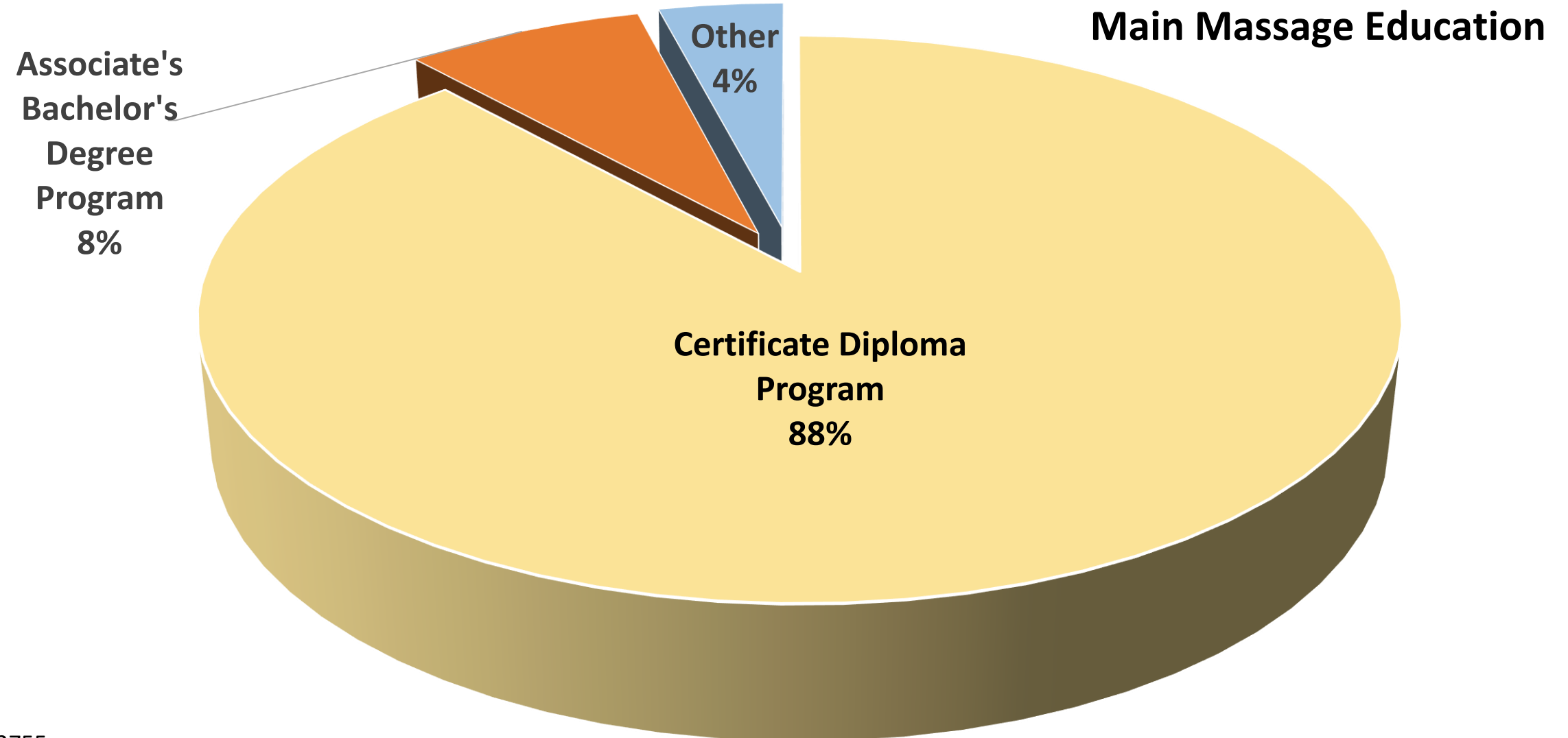


Self Care

On average, how many days of vacation do you take per year?

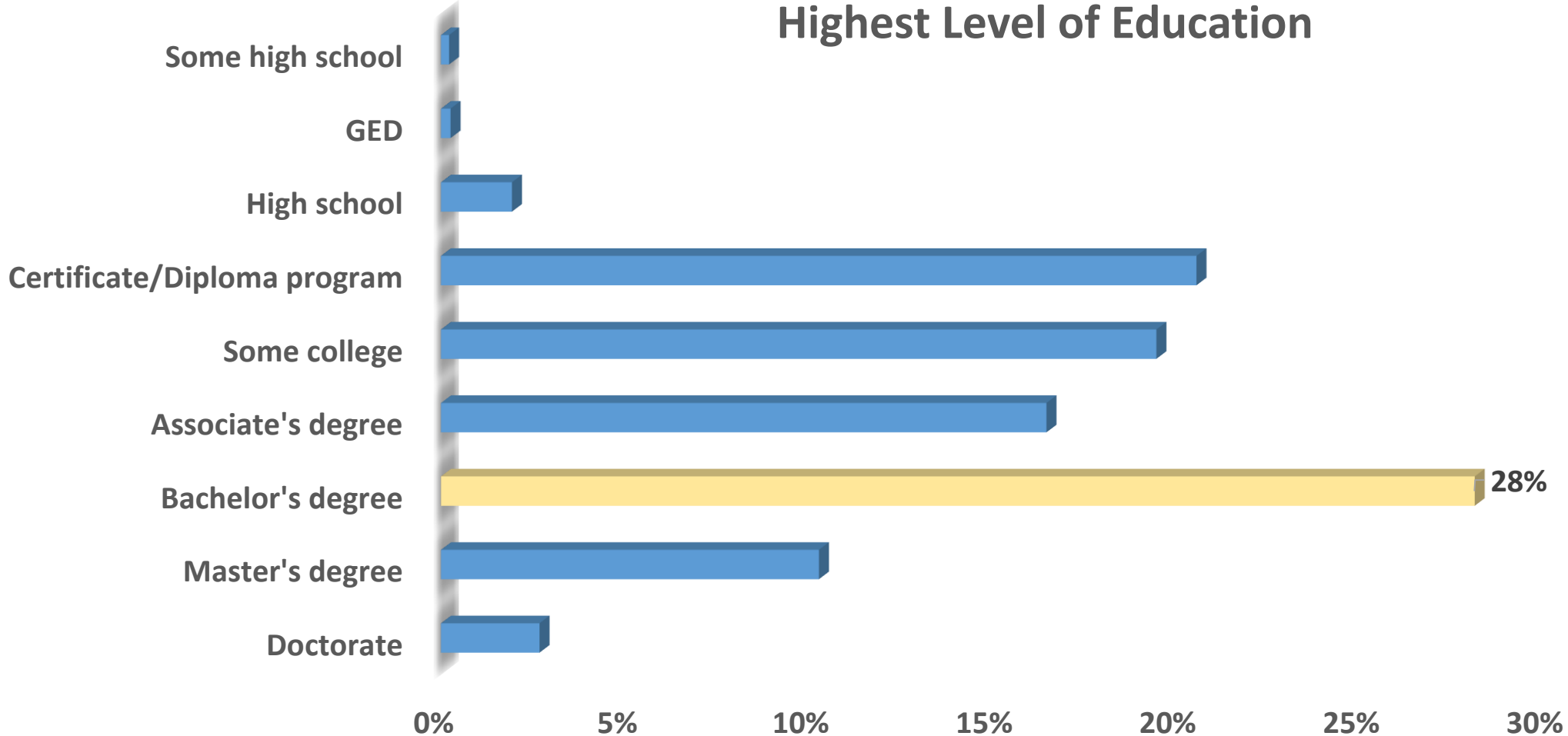


Education



Education

Highest Level of Education



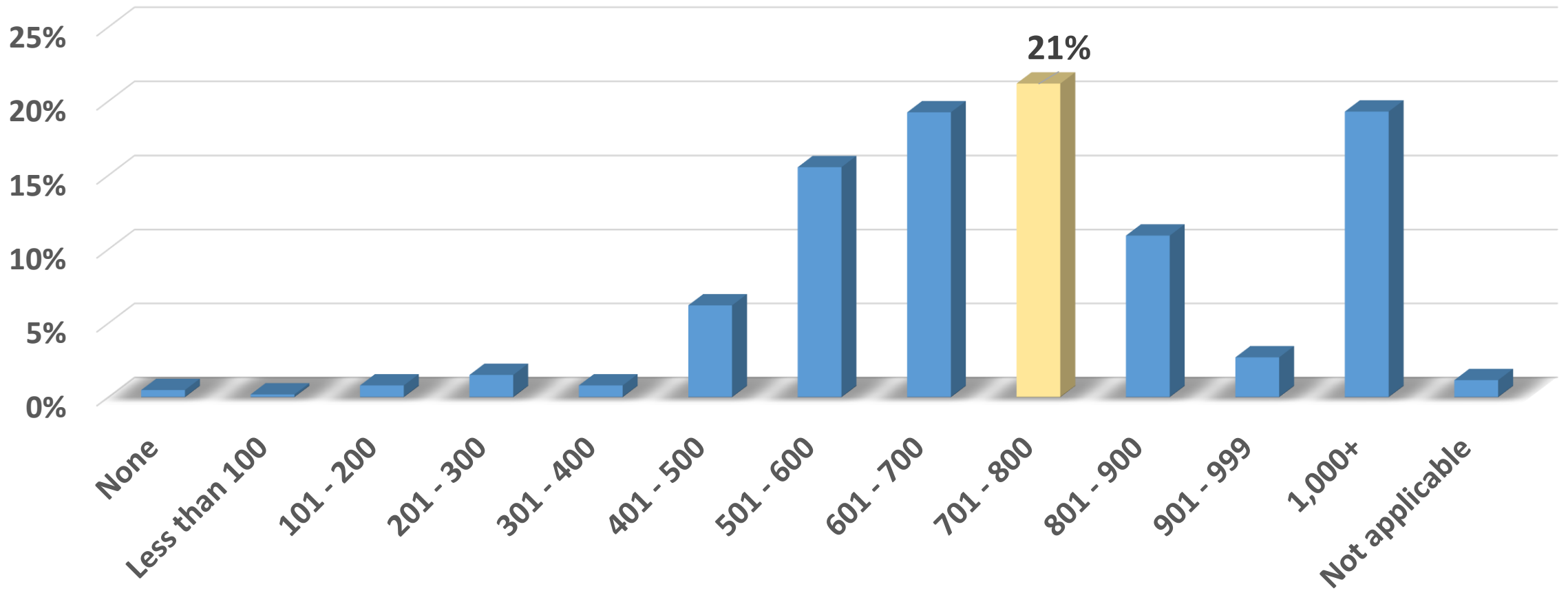
77% have at least some college.

41% have a BA degree or higher.

Both percentages are substantially higher than the US averages for the general population according to the 2015 census.

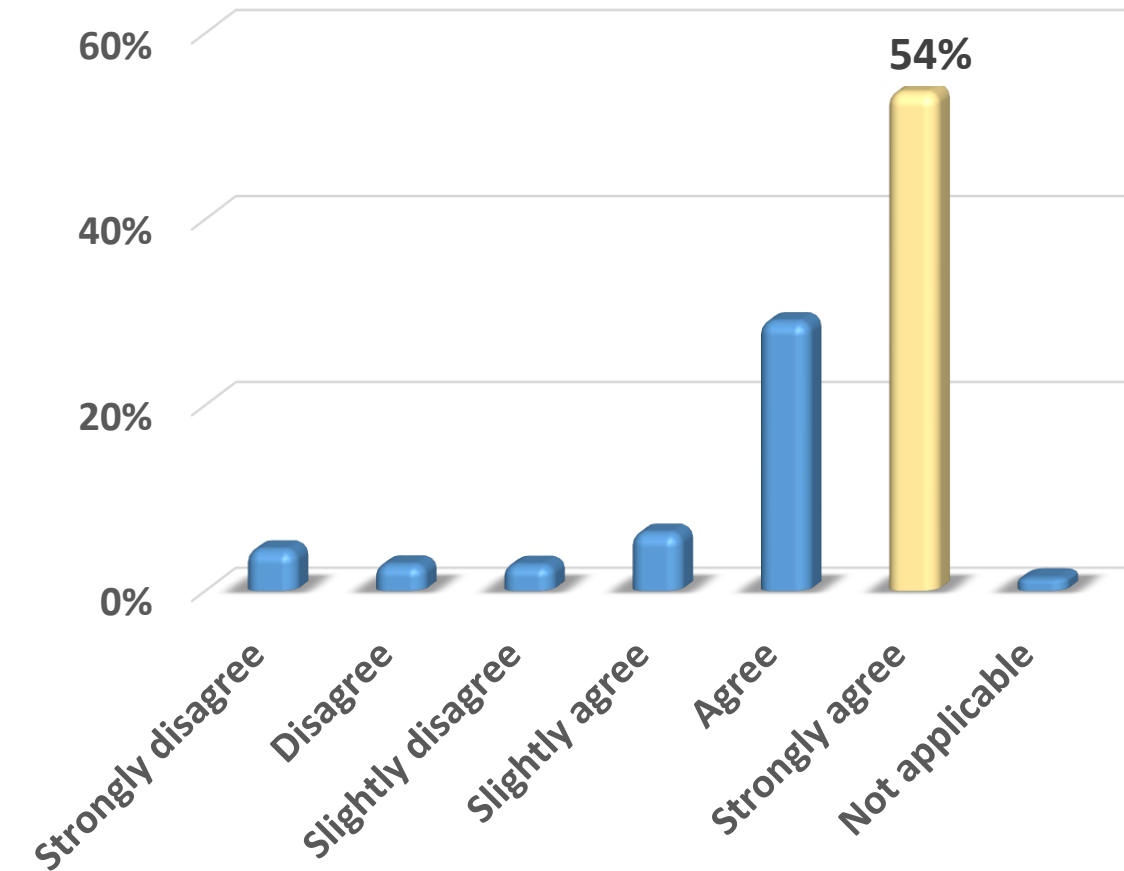
Education

Number of Hours of MAIN Massage Formal Education

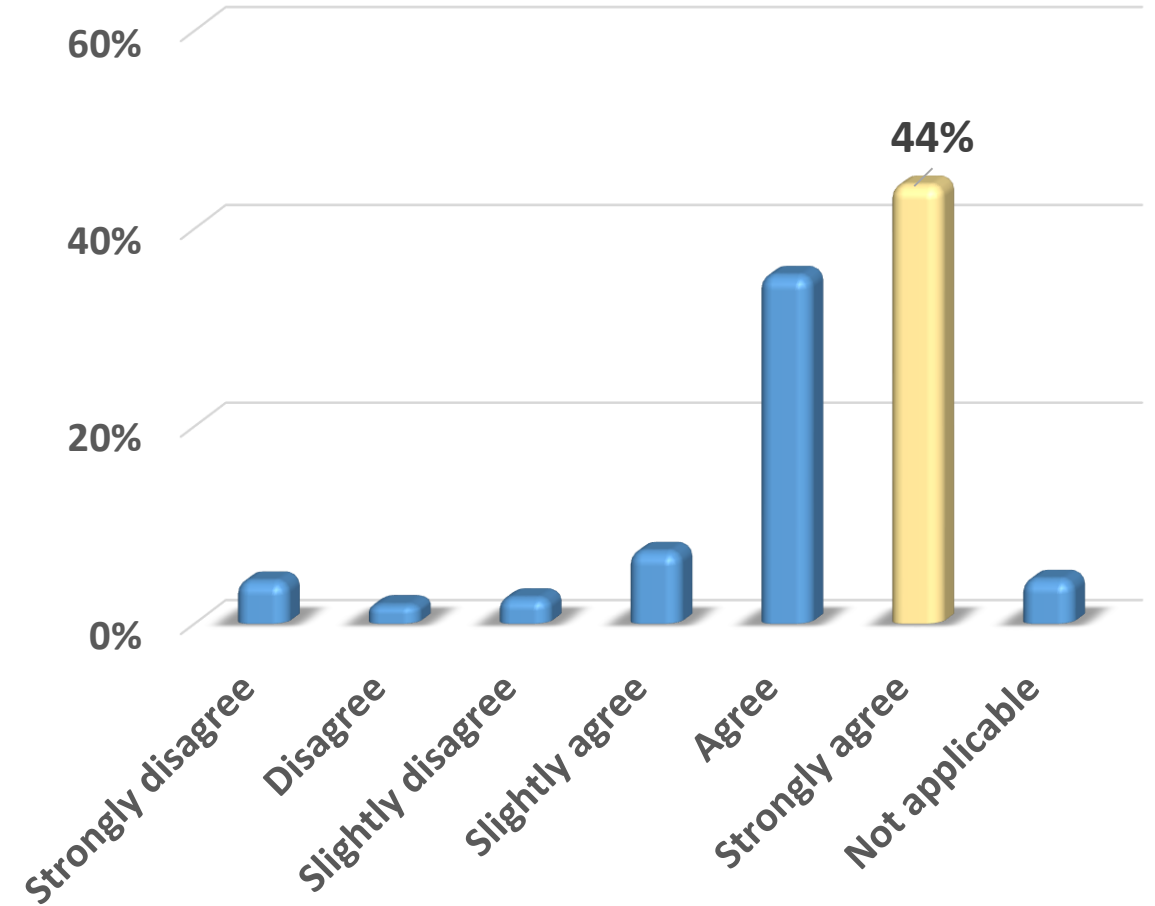


Education

Education Prepared Me to Practice

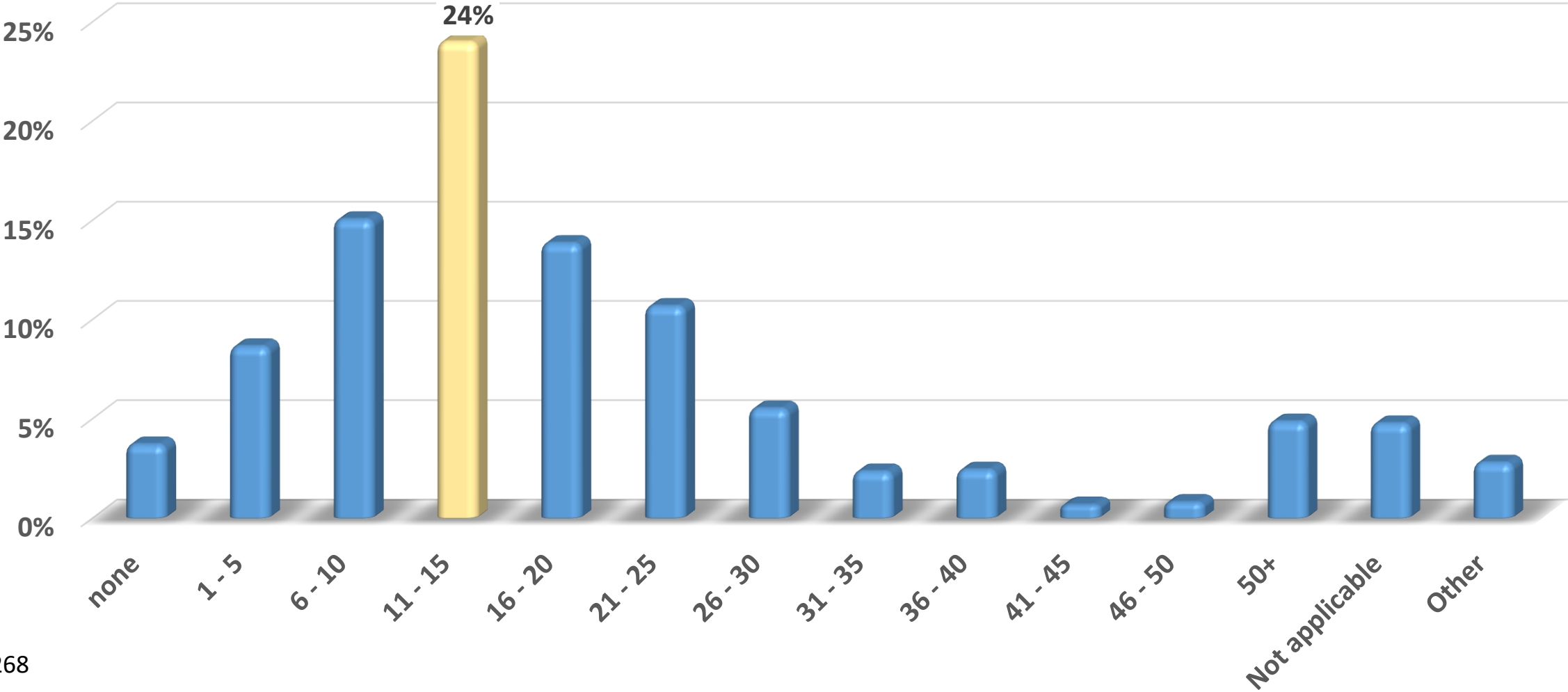


Student Clinic Education Prepared Me to Practice



Education

Average Number of Hours of Continuing Education Taken Per Year



N = 2268

Opinions on Industry

Do you believe that continuing education for massage practitioners is effective for continued competence?

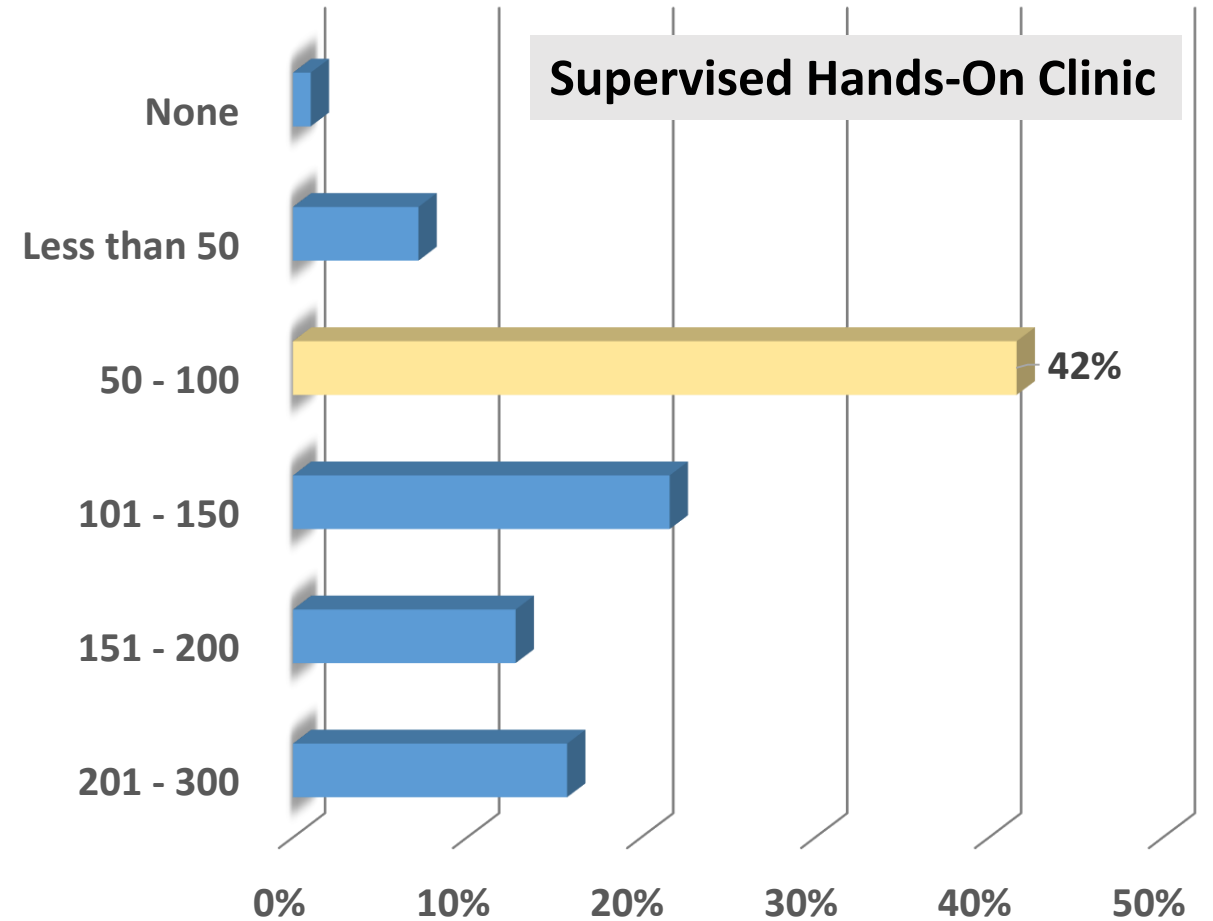
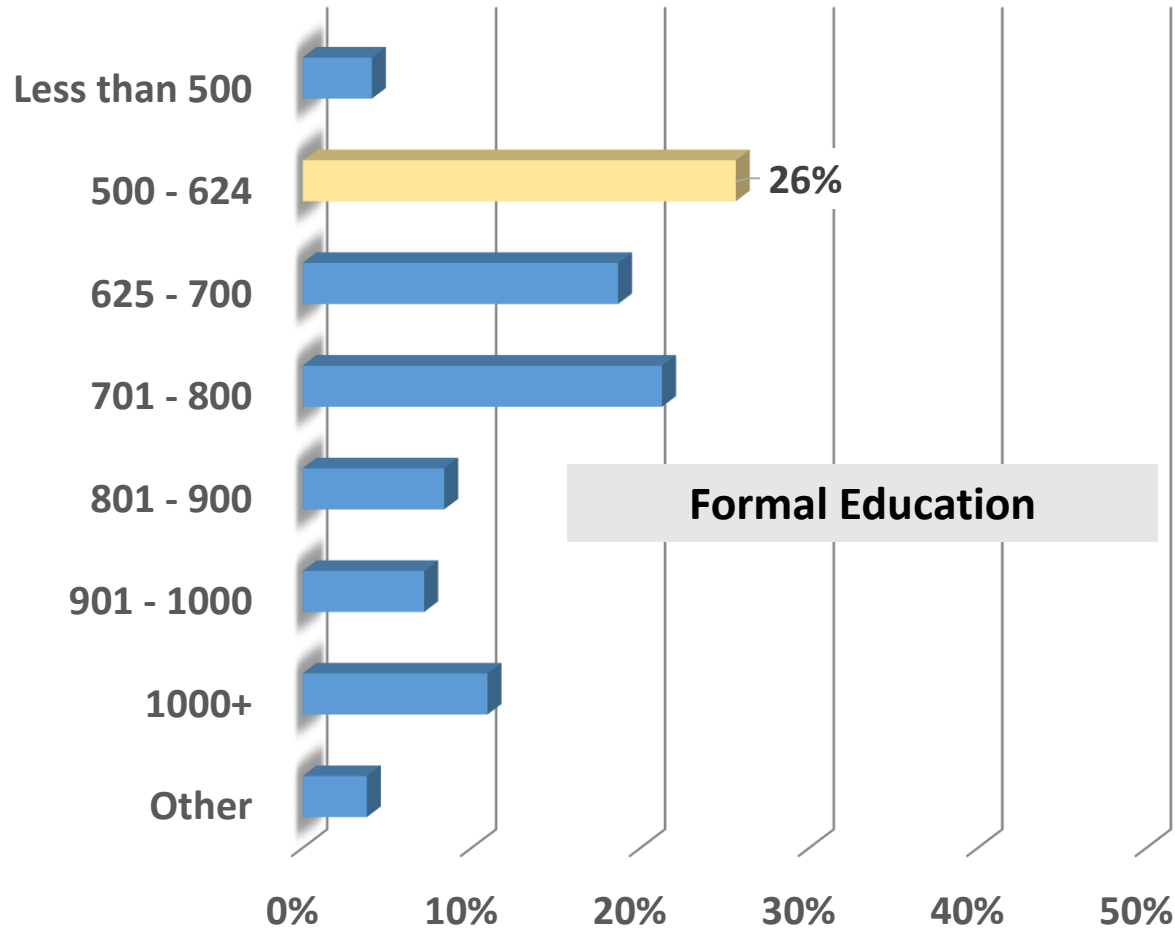
Yes = 86%

Would you take continuing education if it were not required for license renewal?

Yes = 93%

Opinions on Industry

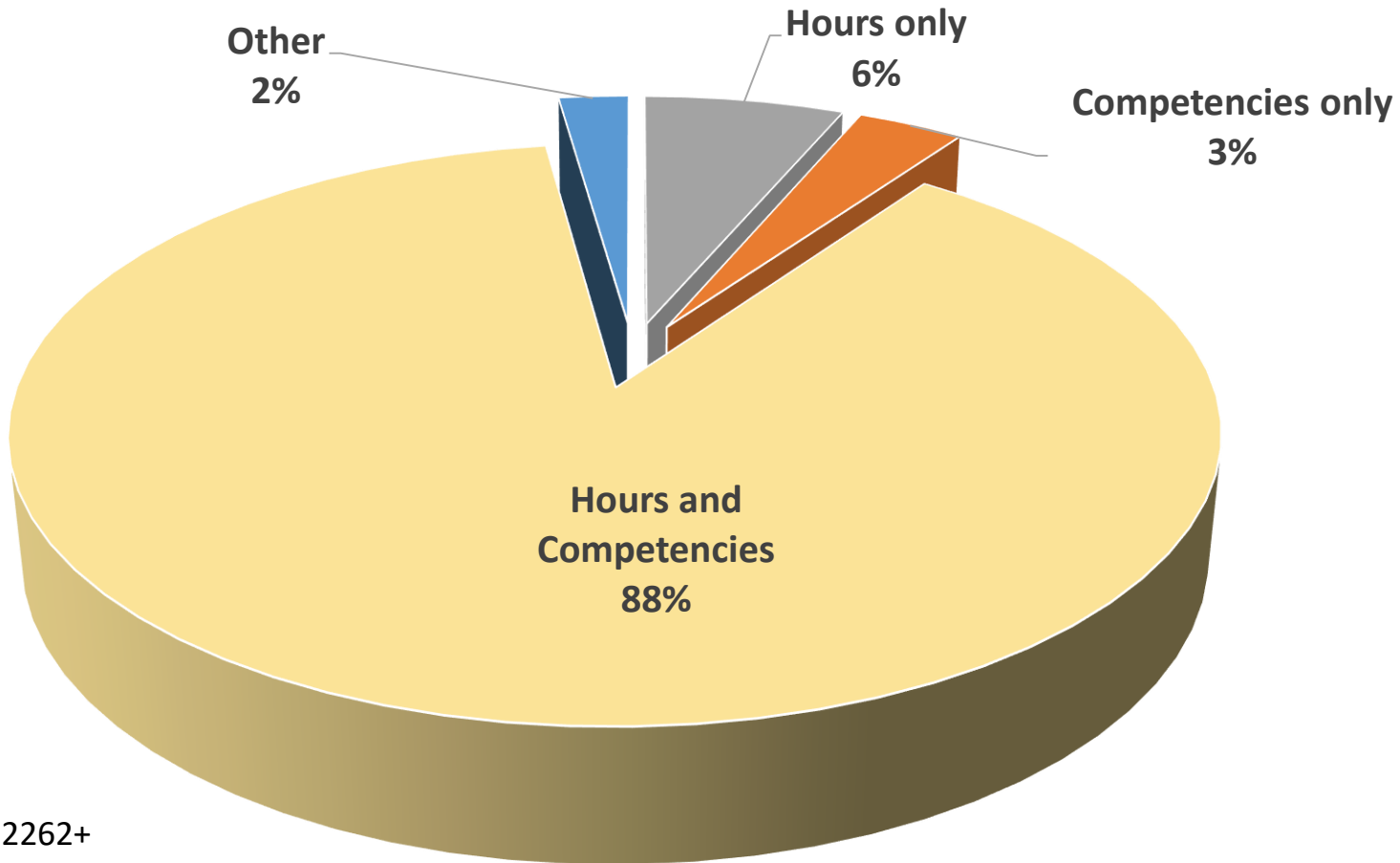
Minimum Number of **HOURS** the Entry-Level Practitioner Should Have to Enter the Field



N = 2260+

Opinions on Industry

Massage Education Should Be Measured In:

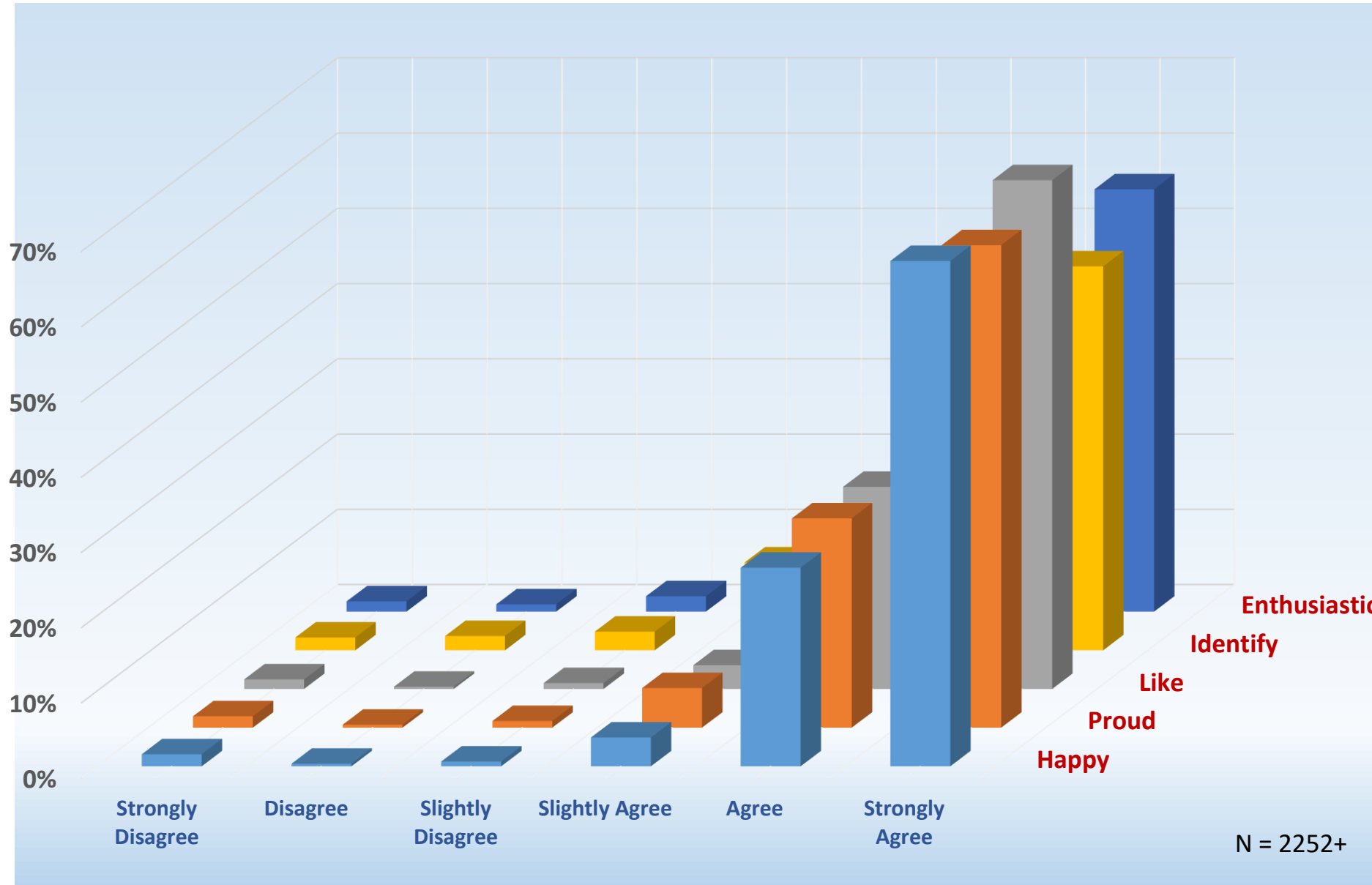


Do you think licensing should be required across the nation?

Yes = 92%

N = 2262+

Feelings About Being In the Industry



I'm **HAPPY** I entered the
massage therapy occupation
97% Agree

I'm **PROUD** to be in the field
97% Agree

I **LIKE** being a massage
therapist
98% Agree

I strongly **IDENTIFY** with the
massage therapy occupation
94% Agree

I'm **ENTHUSIASTIC** about the
massage therapy occupation
96% Agree

Comparison of JTA Results 2007 through 2017

Survey Item	FSMTB JTA Results by Year		
	2007	2012	2017
Race = Caucasian	89%	77%	73%
Years in Practice			
less than 1 year ▶	10%	18%	11%
1 - 2 years ▶	16%	25%	24%
3 - 5 years ▶	24%	18%	17%
6 - 10 years ▶	23%	14%	17%
11 - 15 years ▶	12%	11%	11%
16 - 20 years ▶	6%	6%	7%
20+ years	6%	7%	12%
Licensing should be required across the nation = Yes	84%	88%	92%
My education prepared me to practice = Yes	92%	91%	89%
Days Work per Week = 5	31%	30%	31%
Clients per Day			
1 - 3 clients ▶	51%	50%	38%
4 - 6 clients ▶	41%	41%	47%
Session Length			
60 minutes ▶	71%	69%	61%
75 minutes ▶	11%	10%	12%
90 minutes ▶	6%	8%	17%
Massage is Primary Source of Household Income = Yes	34%	39%	41%
Massage Provides Livable Wage = Yes	39%	39%	40%

Highlights

- ▶ Race – Respondent population has become more diverse
- ▶ Years in Practice – group with more than 10 years of experience has grown
- ▶ Agreement on need for national licensing has grown
- ▶ Clients per day and session length have increased
- ▶ Massage as primary source of household income has grown



Section 3

Job Task Survey Results

Method

Scientists design, build and calibrate instruments to record physical phenomena. When latent trait variables such as “Importance and Frequency of Massage Therapy Tasks” are measured indirectly, fundamental objective measures must be constructed with which to measure the underlying dimension. Unfortunately, it is not possible to grab a portion of attitude or ability and measure it against a standard ruler. Therefore, psychometricians must take great care to construct a frame of reference which evokes these objective, standardized measures. Only then can data be interpreted.

Objective measurement requires the following:

- An underlying trait that can be expressed in terms of more or less
- Survey/test items that are the operational definition of the underlying trait
- Survey/test items can be ordered from easy to hard
- Respondents can be ordered from less to more in attitude or ability

Rasch/IRT Model:

Meaningful Measurement uses the techniques of Item Response Theory (IRT), in particular the Rasch model, One Parameter Logistical model (1PL), which meets the requirements for measurement. This method is widely used in educational testing, certification and licensure, outcomes assessment and many other research applications.

$$P_{1,0} = \frac{e^{(ability-item_difficulty)}}{1 + e^{(ability-item_difficulty)}}$$

Method

Advantages of Using Item Response Theory:

- Equal Interval Measure
- Test/survey-takers and items are represented on the same scale
- Item calibrations are independent of the respondents used for calibration
- Respondent ability/attitude estimates are independent of the particular set of items used for estimation
- Measurement precision is estimated for each person and each item

Data Analysis

The computer program Winsteps 4.0.0 written by John Michael Linacre provides the basis for data analysis. Once raw scores are conditioned into measures, traditional statistical analyses may be performed. Additional analyses, charts and graphs are produced by SPSS 24.0, Excel and PowerPoint.

Survey Results - Reliability

The JTA results are important and useful in many ways. Data analysis produces the facts of measurement, thus allowing a deeper understanding of the structure of the discipline of Massage/Bodywork/Somatic Therapy/Practice.

The first thing that is done in a Meaningful Measurement data analysis is to “test the test.” The FSMTB 2017 JTA survey passed all psychometric tests. The calibrated items cover a wide range of the variable - almost 400 points. The reliability is very high and the majority of the items fit along the line of inquiry. When the few misfitting items are examined, it is understandable and easy to explain the reasons for variations in the responses.

Respondents were asked to rate tasks on two scales.

Importance ► How important is it for an ENTRY-LEVEL (within the first TWO YEARS after completion of training) practitioner to be able to perform the following task?

- | | |
|--------------------------|-------------------------|
| 1 = Not At All Important | 4 = Important |
| 2 = Minimally Important | 5 = Very Important |
| 3 = Somewhat Important | 6 = Extremely Important |

Frequency ► How often do YOU perform the task in your practice?

- | | |
|--------------------------|----------------------------|
| 1 = Never | 4 = Often (50-89%) |
| 2 = Rarely (10% or less) | 5 = Almost Always (90-99%) |
| 3 = Sometimes (11-49%) | 6 = Always |

Respondents were also asked to rate the importance of knowledge.

Knowledge ► How important is it for an ENTRY-LEVEL (within the first TWO YEARS after completion of training) practitioner to have this knowledge to perform the job?

- | | |
|--------------------------|-------------------------|
| 1 = Not At All Important | 4 = Important |
| 2 = Minimally Important | 5 = Very Important |
| 3 = Somewhat Important | 6 = Extremely Important |

Survey Results - Reliability

Reliability is the degree to which scores for a group of examinees are consistent over repeated administrations of the same test (or survey), and therefore considered dependable and repeatable for an individual respondent. Reliability reflects the degree to which scores are free of measurement error. The higher the value of the index (closer to 1.0), the greater is the reliability.

Reliability for the JTA survey scales is very high:

	<u>Person Reliability</u>	<u>Item Reliability</u>
Importance	.92	1.00
Frequency	.91	1.00
Knowledge	.83	1.00

Survey Results – Group Correlations

Correlations show whether and how strongly pairs of variables are related. For example, height and weight are related - taller people tend to be heavier than shorter people. The relationship isn't perfect, but a person who is 5'8" tall is likely to weigh more than someone who is 5'5".

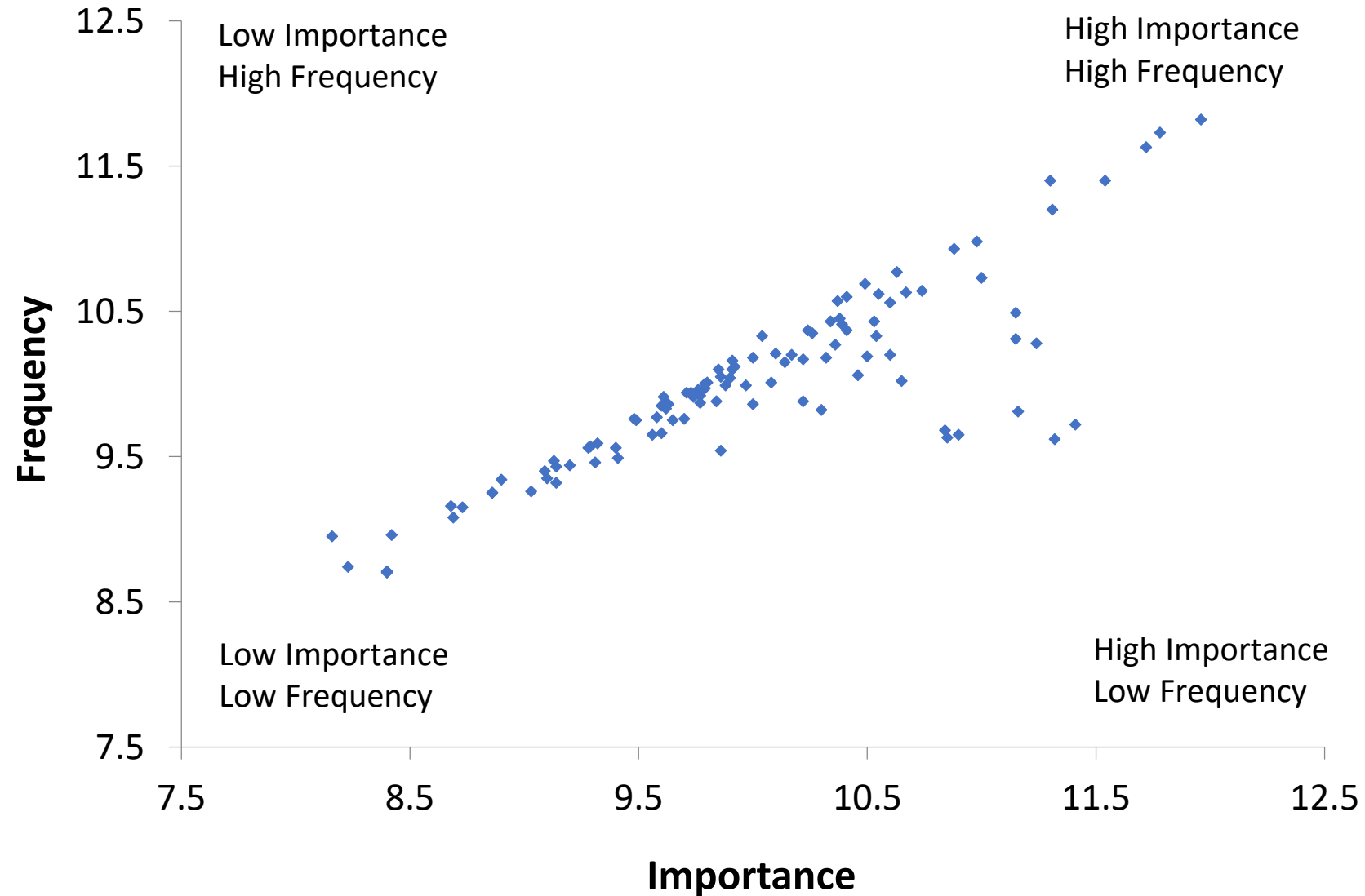
The main result of a correlation is called the correlation coefficient (or "r"). It ranges from -1.0 to +1.0. The closer r is to +1 or -1, the more closely the two variables are related. If r is close to 0, it means there is no relationship between the variables. If r is positive, it means that as one variable gets larger the other gets larger. If r is negative it means that as one gets larger, the other gets smaller (often called an "inverse" correlation).

A correlation report can also show a second result of each test – statistical significance. In this case, the significance level will tell you how likely it is that the correlations reported may be due to chance in the form of random sampling error. All of the correlations in this report are at the .01 significance level, which means there is only a 1% chance that the results are due to error and a 99% probability the results are true.

It is important to examine correlations because they can describe the connections between variables. It is possible to determine structural, functional or qualitative relationships between comparable groups. The following tables show the way various classifications of Massage Therapists respond to the tasks and knowledge statements. A strong positive correlation means there is equivalence between the two entities.

The graph on the next page shows there is a .85 correlation between the importance and frequency with which tasks are performed. This is a high correlation, but shows there are some differences that need to be investigated. Task maps show where the divergences are and help the SMEs make informed decisions about the weighting of exam domains.

Task Correlations $R = .85$



Correlations Between Groups

Group	Importance	Frequency	Knowledge
<u>Years in Practice</u> ▶ 3 & under ▶ 11 or more	.99	.98	.98
<u>Gender</u> ▶ Female ▶ Male	.99	.98	.99
<u>Identify As</u> ▶ Massage Therapist ▶ Bodyworker	.99	.98	.99

Group	Importance	Frequency	Knowledge
Medical Complementary	.99	-.22	.99
Medical Energetic	.94	-.22	.93
Medical Spa	.97	.96	.97
Complementary Energetic	.97	.99	.95
Complementary Spa	.98	-.39	.98
Energetic Spa	.97	-.37	.96

The fundamental question for the FSMTB to ask is whether it is fair and appropriate to give a common entry-level licensure examination to those who use massage, bodywork or somatic practices to promote, maintain or restore health and wellness.

The answer is an unequivocal “Yes”.

The 2017 JTA survey data confirm results from the 2007 and 2012 JTA surveys. Correlations are remarkably high on every pair of variables. As demonstrated in the tables above, it does not matter whether practitioners self-identify as massage or bodywork therapists; there is an almost perfect alignment in how frequently they perform tasks, how important they think those tasks are and the importance of knowledge areas required to perform the job.

The same holds true for importance regardless of the type of practice, the years in practice or gender. It is interesting to note that type of practice does make a difference in the frequency with which tasks are performed. Energetic and complementary practitioners had an inverse correlation to medical and spa practitioners; however, they are very highly correlated on the importance of tasks and knowledge.

The practice of massage is consistent and parallel no matter the circumstance. Thus, it is defensible and practical to develop one examination to ensure all those who perform these tasks are safe and competent to practice.



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