APPLICATION

The functional areas and job competencies provide a picture of the role of CN professionals at the state agency level.

State agency administrators can use the functional areas and job responsibilities to aid in preparing job descriptions and identifying evaluation criteria for state agency CN professionals.

The results of the research can provide the basis for mentoring and other succession planning activities to prepare CN professionals for state-level responsibilities.

These findings can be used to develop training materials that focus on the responsibilities of state agency CN professionals.