



**Executive Summary for the
IAYT Certified Yoga Therapist (C-IAYT) Job Analysis Study**

Prepared for

The International Association of Yoga Therapists (IAYT)

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Prepared by:

Patricia Young, Director of Psychometric Services
Dave Ettelson, Associate Test Development Specialist
Kryterion, Inc.
7776 South Pointe Parkway West, Suite 200
Phoenix, Arizona 85044
www.KryterionOnline.com



PURPOSE

The International Association of Yoga Therapists (IAYT) currently offers its certification to persons who graduate from an IAYT accredited yoga therapy training program or qualify through a rigorous process of portfolio review and evaluation for experienced yoga therapists. IAYT is working to advance its certification program by adding an examination that will verify essential knowledge competency regardless of how certification was achieved. A job analysis study was conducted as part of this effort to develop an IAYT Certified Yoga Therapist (C-IAYT) certification examination.

JOB ANALYSIS STUDY PROCESS OVERVIEW

A job analysis study is an in-depth study of the important tasks, knowledge, and skills needed to competently perform in a job role or an occupation. The job analysis study consisted of the following activities:

- Test definition process
- Job analysis survey development and pilot test
- Job analysis survey administration
- Job analysis data analysis
- Job analysis data review and linkage study
- Test blueprint development

Subject matter experts (SMEs) participated throughout the process to ensure the success of the project. The SMEs were selected to be as representative as possible of the target audience for the credential. While the participants in the job analysis meetings included SMEs who lived in the United States, some of them had trained, lived, or worked in other countries. Additionally, the sampling plan for the job analysis survey included yoga therapists who live and work outside of the United States.

TEST DEFINITION PROCESS

Ten SMEs, two client representatives, and a Kryterion psychometrician participated in two web conferences held on April 22 and April 30, 2019 to complete the Test Definition activity. The test definition process ensured a common understanding of the exam purpose, target audience, exam eligibility requirements, recertification requirements, geographic scope of the certification,



expectations of a minimally competent candidate, etc., before the job analysis study began.

JOB ANALYSIS SURVEY DEVELOPMENT

Eight SMEs, three client representatives, and a Kryterion psychometrician were assembled for a panel meeting in Chicago, IL on October 28 to 30, 2019 to develop the content for the job analysis survey. During the meeting, the group:

- revised portions of the test definition document
- created a list of tasks that may be performed as part of a certified individual's job role
- created a list of knowledge and skills that may be needed to perform the job tasks of a certified individual and assigned the knowledge and skill (KS) statements to one of the knowledge/skill domains
- developed background information questions for the survey to identify characteristics of the survey respondents (e.g., work setting, specialty area, years of experience, geographic location) that might impact their job analysis survey ratings

After the onsite meeting, the SMEs conducted an independent review of the meeting work product and a web conference was held on January 28, 2020 to review their feedback and agree upon necessary revisions to these documents.

The work product from the onsite meeting and follow-up web conference was used to create an online job analysis survey consisting of 19 background information questions, 44 task statements (grouped into seven domains), and 98 knowledge and skill (KS) statements (grouped into five domains).

Task Domains	Knowledge and Skill Domains
1: Individual Yoga Therapy	1: Yoga Foundations
2: Group Yoga Therapy	2: Biomedical and Psychological Foundations
3: Communication	3: Yoga Therapy Tools and Therapeutic Skills
4: Collaboration/Referrals	4: Yoga Therapy Practice (i.e., Clinical Practice)



Task Domains	Knowledge and Skill Domains
5: Professional Practice	5: Professional Practice
6: Continued Competence	
7: Business Operations	

Respondents were asked to rate each task statement on the *Frequency* that it is performed in the respondent’s job and its *Importance* to competent job performance.

Task Rating Scales	
<u>Frequency</u> 0 = Never/Not part of the yoga therapy practice 1 = Very infrequently or rarely 2 = In less than half of the yoga therapy engagements 3 = In approximately half of the yoga therapy engagements 4 = In more than half of the yoga therapy engagements 5 = In every or almost every yoga therapy engagement	<u>Importance</u> 0 = Not important 1 = Somewhat important 2 = Important 3 = Very important

Respondents were asked to rate each KS statement for its *Importance* to competent job performance and identify if the knowledge or skill is *Required at Certification*.



Knowledge and Skill Rating Scales

Importance

- 0 = Not important
- 1 = Somewhat important
- 2 = Important
- 3 = Very important

Required at Certification

- 0 = No, not needed to be certified (i.e., not applicable or learned after being certified)
- 1 = Yes, needed to be certified

The survey also included three dummy knowledge statements to help ensure that only high-quality data would be included in the survey data analyses. The dummy statements requested that survey respondents enter specific Importance and Required at Certification ratings for the statement.

The survey was pilot tested with 11 SMEs before being distributed to the full survey audience.

SURVEY ADMINISTRATION

An email invitation to complete the final version of the job analysis survey was sent to 3,497 persons who current held (or had held) the C-IAYT credential.

The survey was available from February 26 to March 19, 2020. Two email reminders were sent on March 4 and March 11, 2020. For completing the survey, respondents were eligible to receive two continuing education credits (if data quality measures indicated reasonable care had been taken to complete the survey).

A total of 948 respondents completed the final version of the survey in its entirety, which vastly exceeded the minimum statistical sampling requirements for a population of this size. The data from these respondents was combined with the data from the 11 pilot testers and 101 respondents who completed at least 50% of survey (total of 1,060 respondents in initial data file).



SURVEY DATA ANALYSIS

The survey data were cleaned and reviewed to ensure that only high-quality data were included in the analyses. A total of 100 survey respondents were removed from the data file for one or more of the following reasons:

- Respondents were not in the primary target audience for the credential (e.g., had not worked as a yoga therapist or supervised students for three or more years, had less than one year of experience as a yoga therapist).
- Respondents completed the survey in an unrealistically short period of time (i.e., less than 16 minutes).
- Respondents selected incorrect ratings more than half of the time for the dummy knowledge statements.
- Respondents had no variation (e.g., all 3s) or some other response pattern in their ratings on the same rating scale.

Identifying information regarding the respondents was removed at this time (i.e., name, and email address). It was kept until this time because IAYT retained the right to withhold awarding continuing educations credits to survey respondents if the quality of their survey responses was questionable.

There were 960 respondents included in the final data analyses.

RESPONDENT DEMOGRAPHICS

Of the 960 respondents included in the final data analyses, the majority were female (89.7%), 50 years of age or more (68.9%), and white (80.3%). The other ethnic origins with which respondents identified included Asian (4.6%); Hispanic, Latino, or Spanish Origin of Any Race (2.3%); Black or African American (1.6%); American Indian or Alaska Native (.04%); and Native Hawaiian or Other Pacific Islander (0.1%). Nearly five percent of respondents (4.6%) reported "Other" for ethnicity and 6.1% of respondents declined to answer this question.

Survey respondents reported working in one or more of 62 different countries. Most respondents (90.6%) reported working in only one country, but there were respondents who reported working in up to 17 countries. The majority stated that they worked in the United States (83.4%), followed by Canada (9.9%), India (3.2%), and United Kingdom of Great Britain and Northern Ireland (2.1%). Other countries in which respondents reported working included Germany (1.1%), Italy (1.0%), Spain (0.9%), France (0.8%), Japan (0.8%), Denmark (0.6%), Israel (0.6%), China (0.5%), Ireland (0.5%), Malaysia (0.5%), Mexico (0.5%),



Netherlands (0.5%), Singapore (0.5%), Sweden (0.5%), Greece (0.4%), Norway (0.4%), Taiwan (0.4%), Belgium (0.3%), Finland (0.3%), Poland (0.3%), Portugal (0.3%), United Arab Emirates (0.3%), Viet Nam (0.3%), Australia (0.2%), Bahamas (0.2%), Colombia (0.2%), Costa Rica (0.2%), Cyprus (0.2%), Jamaica (0.2%), New Zealand (0.2%), Russian Federation (0.2%), South Africa (0.2%), Switzerland (0.2%), Thailand (0.2%), Andorra (0.1%), Barbados (0.1%), Belize (0.1%), Botswana (0.1%), Brazil (0.1%), Bulgaria (0.1%), Croatia (0.1%), Guatemala (0.1%), Hungary (0.1%), Iceland (0.1%), Indonesia (0.1%), Maldives (0.1%), Malta (0.1%), Nicaragua (0.1%), Nigeria (0.1%), Peru (0.1%), Saint Lucia (0.1%), Slovakia (0.1%), Sudan (0.1%), Trinidad and Tobago (0.1%), Turkey (0.1%), Ukraine (0.1%), United Republic of Tanzania (0.1%), and Uruguay (0.1%).

Of the 801 respondents who reported working in the United States, there were respondents working in one or more of 53 states or jurisdictions. Most respondents (85.1%) reported working in only one U.S. state or jurisdiction, but there were respondents who reported working in up to 24 states. The largest number of respondents reported working in California (17.6%), followed by New York (9.4%), Florida (6.6%), and Texas (6.0%).

Of the 95 respondents who reported working in Canada, there were respondents working in one or more of 10 provinces. Most respondents (88.4%) reported working in only one Canadian province, but there were respondents who reported working in up to five provinces. The largest number of respondents reported working in Ontario (47.4%) and British Columbia (34.7%).

The majority of survey respondents (92.8%) reporting currently working as a yoga therapist. If respondents were not currently working as a yoga therapist, they were asked if they *had* worked as a yoga therapist or supervised students in a yoga therapy program in the past 12 months. The majority of this group (76.8%) answered that they had worked as a yoga therapist in the past 12 months.

Of the 12 respondents who indicated that they had not worked as a yoga therapist or supervised students in a yoga therapy program in the past 12 months, 11 of them reported engaging in these activities within the past two years. The remaining respondent had not worked as a yoga therapist for six



years but had been active in the industry and was thoroughly familiar with the job role of a yoga therapist.

Respondents who reported currently working as a yoga therapist or had worked as a yoga therapist in the past 12 months were asked how many total years they have worked as a yoga therapist. The largest percentage of them (31.3%) reported having between one and five years of experience. Most of the remaining respondents had either 6 to 10 years of experience (27.5%) or 11 to 20 years of experience (25.6%).

Nearly all respondents reported offering individual yoga therapy (98.0%) as some percentage of their practice. A majority of respondents (79.9%) also reported offering group yoga therapy as some percentage of their practice. A smaller group of respondents (30.4%) reported teaching at a yoga therapy training program.

To get a better idea of the size of respondents' yoga therapy practices, respondents were asked how many clients/students they saw annually (on average) for each of the activities. Respondents reported a median of 20 clients for individual yoga therapy per year and a median of 30 group therapy clients per year. Because a smaller percentage of respondent taught at a yoga therapy training program, the median number of students per year was zero.

When asked why their yoga therapy clients initially came to them for assistance, a similar number of respondents reported the reasons to be structural (89.3%), physiological (81.6%), and psycho-emotional (88.2%). Fewer respondents (6.9%) reported that clients initially came to them for yoga therapy for spiritual reasons.

Respondents were asked to provide a breakdown of the age ranges of their yoga therapy clients. Nearly all respondents (99%) reported that they had clients who were aged 30 to 69 years. A large percentage of respondents (78.1%) reported having clients aged 70 years and above.

Virtually all survey respondents (99.5%) reported that they hold the C-IAYT certification. The majority of those holding the C-IAYT certification (66.2%) reported having first received the certification three or more years ago, and most respondents currently holding the C-IAYT credential (72.1%) obtained the certification by being grandparented into the program.



Respondents who graduated from an accredited training program were asked where they obtained their education. Respondents had graduated from 31 different programs.

Respondents were also asked which credentials (other than the C-IAYT) they held. The largest percentage of respondents (37.7%) reported that they were also a certified or registered health/wellness or fitness professional.

When asked about their current (or most recent) employment status, the majority of respondents reported being self-employed in private practice (60.4%). The next most prevalent employment status was working part-time as an independent contractor (37.4%).

Finally, respondents were surveyed about the work setting(s) in which they practiced. The largest percentage of respondents reported practicing in a private studio outside the home (62.3%), the client's home (48.3%), or a home studio (41.8%).

The survey data were analyzed using all 960 respondents and by dividing the data into the following subgroups.

- Years of experience as yoga therapist
- Type of yoga therapy provided (individual, group, or teacher)
- How certification was obtained (graduated from accredited program, grandparented, or portfolio review & evaluation process)
- Initial reason clients started yoga therapy
- Type of credentials held other than C-IAYT
- Work settings
- Age ranges

Before being considered final, the preliminary data results were reviewed by five SMEs, two IAYT representatives, and a Kryterion psychometrician during a web conference meeting on May 5, 2020.

DATA RESULTS

All 44 task statements were retained as important to competent performance as a C-IAYT. To be retained, a task had to receive an average importance rating of



1.5 or above, have a majority of respondents report that the task was part of their job, and the SME panel had to review and approve the data. Below is the average importance rating and standard deviation for each task domain.

Task Domains	Average Importance Rating	Importance Rating Std. Dev
1: Individual Yoga Therapy	2.79	0.45
2: Group Yoga Therapy	2.56	0.64
3: Communication	2.82	0.41
4: Collaboration/Referrals	2.43	0.70
5: Professional Practice	2.88	0.32
6: Continued Competence	2.85	0.38
7: Business Operations	2.70	0.53

As with the task statements, a panel of SMEs reviewed the data from KS statements before being considered final. Of the 98 KS statements included in the survey, 97 statements were retained for measurement in the C-IAYT examination. The excluded statement did not meet the required at certification criterion and the SMEs recommended against its inclusion because it was important to know to run a yoga therapy practice, but it was not a core critical knowledge. Below is the average importance rating and standard deviation for each knowledge/skill domain.



Knowledge/Skill Domains	Average Importance Rating	Importance Rating Std. Dev
1: Yoga Foundations	2.30	0.79
2: Biomedical and Psychological Foundations	2.66	0.55
3: Yoga Therapy Tools and Therapeutic Skills	2.80	0.43
4: Yoga Therapy Practice (i.e. Clinical Practice)	2.80	0.43
5: Professional Practice	2.72	0.49

TEST BLUEPRINT

A draft test blueprint was calculated based on the job analysis data and information from the linkage exercise conducted during the job analysis survey data review web conference SME meeting. The draft test blueprint was reviewed by a total of nine SMEs and three IAYT representatives during two web conferences held on June 9 and 22, 2020 for the purpose of collecting qualitative feedback from the SMEs on the draft test blueprint. This review is conducted to ensure that the final test blueprint can provide meaningful and reliable feedback at the domain level to failing test takers and to ensure that the test blueprint could be implemented on a practical level by exam developers (e.g., that the assigned number of good test questions be written that measure the knowledge and skills in a particular domain). As part of this activity, the SMEs were asked to provide the number of items they thought would be needed to adequately assess a candidate on each KS statement. This activity helped to refine the number of items required in each domain.

Based on this activity, SMEs recommended adjustments to each of the domain weights based. The rationales for the changes to the domain weights are provided below.

- Domain 1 (Yoga Foundations) – The number of items in this domain was increased slightly. Some of the KS statements in this domain cover a broad array of content and will require more test questions to adequately assess a candidate’s knowledge and skills.
- Domain 2 (Biomedical and Psychological Foundations) – The number of items in this domain was reduced some. Yoga therapists need



- foundational knowledge of these concepts and SMEs felt that reducing the number of items would help ensure the test questions are written to the appropriate level.
- Domain 3 (Yoga Therapy Tools and Therapeutic Skills) – The number of items in this domain was increased slightly. A few of the KS statements cover a broad array of content and will require more test questions to adequately assess a candidate’s knowledge or skills.
 - Domain 4 (Yoga Therapy Practice [i.e., Clinical Practice]) – The number of items in this domain was increased significantly. This domain contains the core knowledge and skills for competently performing the role of a yoga therapist. The SMEs felt many of the skill statements in this section required multiple questions covering various scenarios to adequately assess a candidate’s competency.
 - Domain 5 (Professional Practice) – The number of items in this domain was drastically reduced. There was overlap between many of the KS statements in this domain such that one item can likely measure more than one knowledge or skill. Additionally, for some KS statements in this domain, it will be difficult to write multiple unique items that are fair to all candidates within the certification target audience.

As an additional validation step, the SMEs compared their recommended domain weights against the relative number of hours of instruction for each domain in the IAYT Educational Standards for the Training of Yoga Therapists. They found that the relative domain weights in their recommended test blueprint were similar to the relative number of instruction hours.

After the meeting, the Kryterion psychometrician emailed the updated test blueprint to the SME participants for final approval. All SMEs were comfortable that the domains and relative weights accurately represented what C-IAYTs need to know and be able to do to perform their job role at a competent level (as defined by the credential).

It is important to note that the SMEs were not overriding the survey data used to generate the draft test blueprint, but providing important quality control input to ensure the final test blueprint can be implemented on a practical level, is consistent with the purpose of the certification, and results in test questions that are fair to all candidates in the target audience.