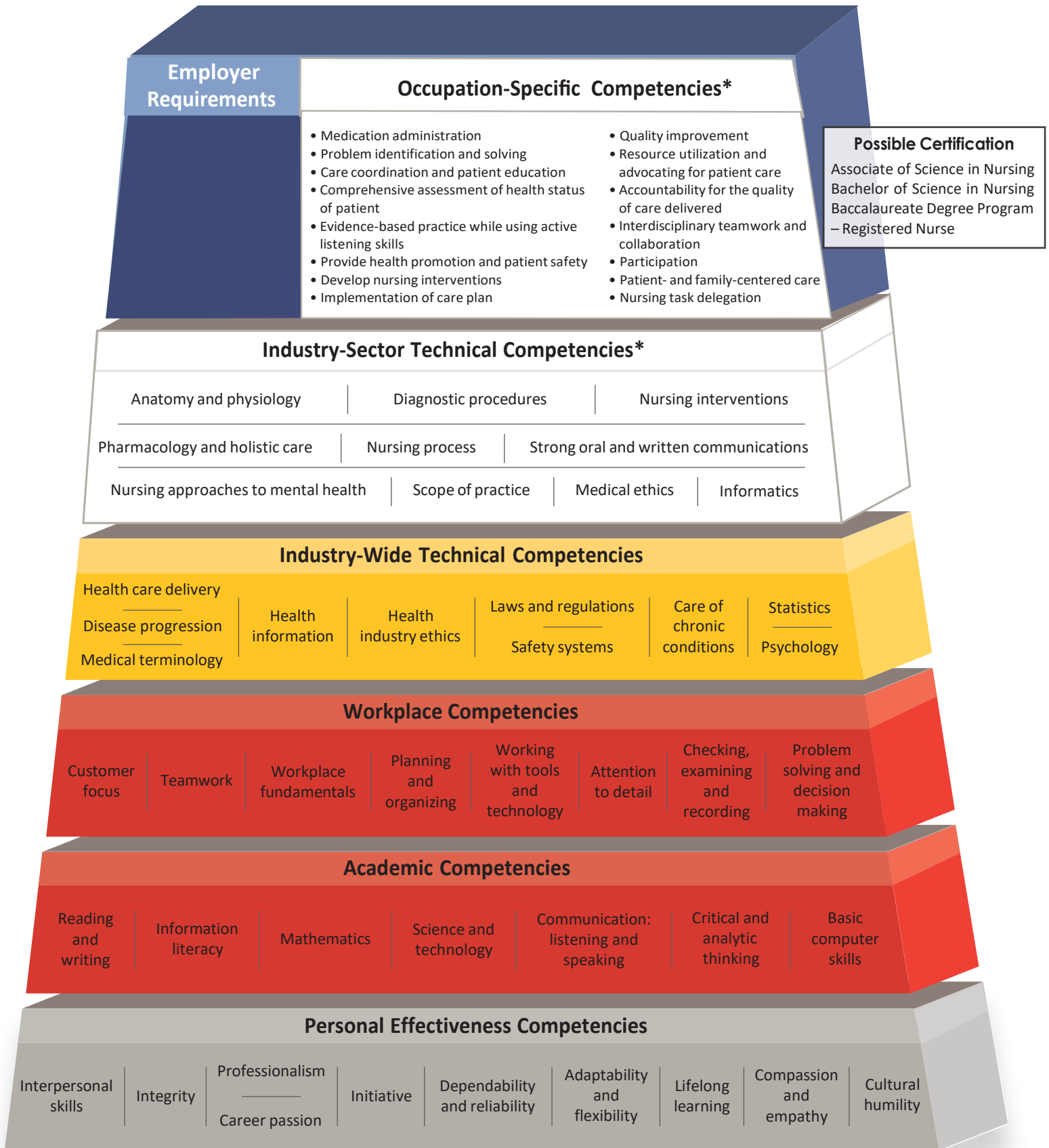


# Minnesota Dual-Training Pipeline Competency Model for Health Care Services Occupation: Registered Nurse



Based on Allied Health Competency Model Employment and Training Administration, United States Department of Labor, December 2011.

\* Pipeline recommends the Industry-Sector Technical Competencies as formal training opportunities (provided through related instruction) and the Occupation-Specific Competencies as on-the-job training opportunities.



# DUAL-TRAINING PIPELINE

## Competency Model for Health Care Services

**Registered Nurse** – an educated nurse who, after completing extensive training and passing a state examination, is qualified to perform complete nursing services. Assess patient health problems and needs, develop, and implement nursing care plans and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management.

### Industry-Sector Technical Competencies

- Strong oral and written communications – ability to communicate clearly, especially during periods of intense stress, to provide comprehensive care and positive health outcomes.
- Pharmacology and holistic care – pharmacologic treatment of diseases and threats to health from a variety of cultural perspectives. Ability to monitor therapeutic responses, side effects, adverse reactions, and interactions.
- Medical ethics – understand principles of medical ethics and how they apply in professional standards.
- Scope of practice – the practice of professional nursing means the performance of those services that incorporates caring for all patients in all settings through recognized nursing standards.
- Nursing interventions – ability to apply evidence-based nursing interventions to patients across the continuum of care and through the lifespan.
- Diagnostic procedures – evidence-based critical analysis and interpretation of assessments in order to provide the basis for the health care plan.
- Anatomy and physiology – foundation in normal physiology, pathophysiology, histology, integumentary, skeletal, muscular, nervous and sensory systems.
- Nursing approaches to mental health – culturally sensitive approach to the health care needs of individuals, families and groups experiencing alterations in mental health.
- Informatics – science and practice that integrates nursing information with communication technologies to promote the health of people, families, and communities.
- Nursing process – Assessment, diagnosis, planning, implementation, and evaluation.

## Occupation-Specific Competencies

- Comprehensive Assessment of health status of patient – collects, prioritizes, and synthesizes comprehensive data pertinent to the patient’s health or situation to establish a health status baseline and plan of care.
- Medication administration – personally prepare medications ordered for a patient and personally administer those medications.
- Problem identification and solving – ability to identify a problem, weigh alternatives and decide about how to manage and implement the solution, then evaluate the effectiveness of the solution.
- Care coordination and patient education – involves deliberately organizing patient care activities and sharing information among all participants concerned with a patient’s care to achieve safer and more effective results.
- Evidence Based Practice – evaluating responses to interventions and the effectiveness of the care plan.
- Provide health promotion – including disease prevention while providing a safe and therapeutic environment.
- Develop nursing interventions – to be integrated with the plan of care to attain desired outcomes.
- Implementation – that are delegated, ordered or prescribed by a licensed health care provider.
- Accountability for the quality of care delivered – performing to the level of education, knowledge and skill expected.
- Quality Improvement – systematic and continuous actions that lead to measurable improvement for health care clients.
- Interdisciplinary teamwork and collaboration – coordinates with the health care team to develop an integrated plan of care.
- Participation - in the development of health care policies, procedures and systems.
- Patient and family centered care – approach to the planning, delivery and evaluation of health care that is grounded in mutually beneficial partnerships among health care professionals, patients and families.
- Nursing task delegation – or assigning duties to implement the plan of care.
- Resource utilization and advocating for patient care – incorporates factors related to safety, effectiveness, cost and impact on practice in planning and delivering patient care.

## Possible Certifications

- Associate of Science in Nursing
- Bachelor of Science in Nursing
- Baccalaureate Degree Program – Registered Nurse

All of these certifications make a student eligible to take the NCLEX-RN licensure examination.

## Registered Nurse Occupational Competency Training Plan

	Course	Course Description	Credit/Non-Credit	Hours spent on Competency
<i>Related Instruction Competencies</i>				
Strong oral and written communications				
Pharmacology and holistic care				
Medical ethics				
Scope of practice				
Nursing interventions				
Diagnostic procedures				
Anatomy and physiology				
Nursing approaches to Mental health				
Informatics				
Nursing process				
<i>On-The-Job Training is the work experience and instruction. Training experience need not be in the exact order as listed below.</i>				
	Trainer/Instructor	Name of person responsible for verifying competency mastery	Hours spent on competency	
Medication administration				

Problem identification and solving			
Care coordination and patient education			
Comprehensive assessment of health status of patient			
Evidence-based practice while using active listening skills			
Provide health promotion and patient safety			
Develop nursing interventions			
Implementation of care plan			
Quality improvement			
Resource utilization and advocating for patient care			
Accountability for the quality of care delivered			
Interdisciplinary teamwork and collaboration			
Participation			
Patient and family centered care			
Nursing task delegation			