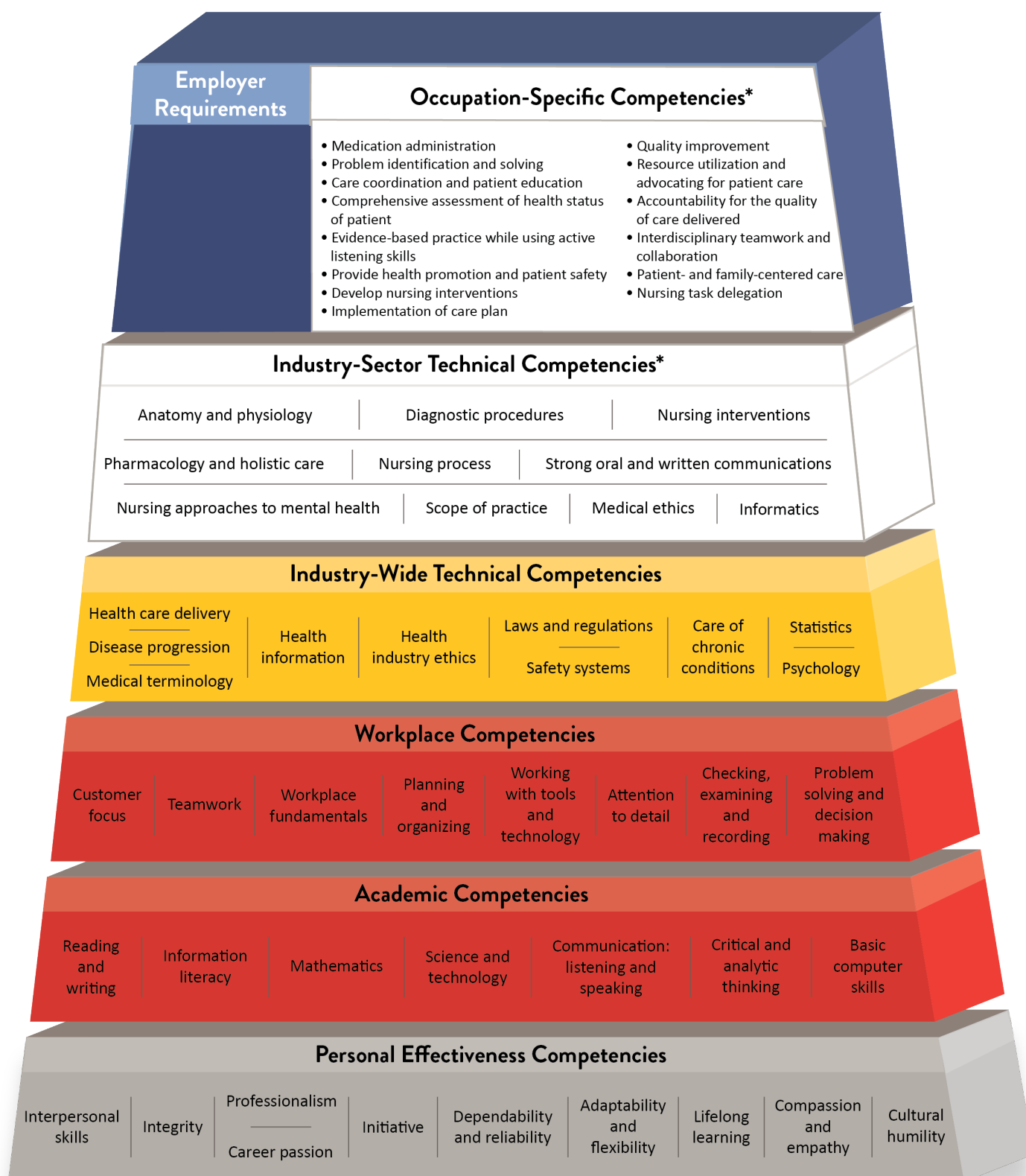


Minnesota Dual-Training Pipeline

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.



Competency Model for Registered Nurse

Registered Nurse – An educated nurse who, after completing extensive training and passing a state examination, is qualified to perform complete nursing services. In addition, this person will assess patient health problems and needs, develop, and implement nursing care plans and maintain medical records. The person likely will administer nursing care to ill, injured, convalescent, or disabled patients. The individual may advise patients on health maintenance and disease prevention or provide case management.

Industry-Sector Technical Competencies

Related Instruction for dual training means the organized and systematic form of education resulting in the enhancement of skills and competencies related to the dual trainee's current or intended occupation.

- **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** – Understand 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** – Be able to comprehend that 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** – Knowledge of evidence-based critical analysis and interpretation of assessments in order to provide the basis for the health care plan.
- **Anatomy and physiology** – Have a foundation of knowledge in normal physiology, pathophysiology, histology, integumentary, skeletal, muscular, nervous, and sensory systems.

- **Nursing approaches to mental health** – Understand culturally sensitive approaches to the health care needs of individuals, families and groups experiencing alterations in mental health.
- **Informatics** – Know the science and practice which integrates nursing information with communication technologies to promote the health of people, families, and communities.
- **Nursing process** – Understand assessment, diagnosis, planning, implementation, and evaluation in the nursing field.

Occupation-Specific Competencies

On-the-Job Training (OJT) is hands-on instruction completed at work to learn the core competencies necessary to succeed in an occupation. Common types of OJT include job shadowing, mentorship, cohort-based training, assignment-based project evaluation and discussion-based training.

- **Comprehensive assessment of health status of patient** – Able to collect, prioritize, and synthesize comprehensive data pertinent to the patient's health or situation to establish a health status baseline and plan of care.
- **Medication administration** – Understand how to 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** – Understand how to deliberately organize patient care activities and share information among all participants concerned with a patient's care to achieve safer and more effective results.
- **Evidence based practice** – Able to evaluate responses to interventions and the effectiveness of the care plan.
- **Provide health promotion** – Understand disease prevention while providing a safe and therapeutic environment.
- **Develop nursing interventions** – Ability to integrate with the plan of care to attain desired outcomes.

- **Implementation of care plan** – Able to carry out the nursing interventions outlined in the plan of care.
- **Accountability for the quality of care delivered** – Ability to perform to the level of education, knowledge and skill expected.
- **Quality improvement** – Understand the systematic and continuous actions that lead to measurable improvement for health care clients.
- **Interdisciplinary teamwork and collaboration** – Ability to coordinate with the health care team to develop an integrated plan of care.
- **Patient and family centered care** – Able to approach 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** – Able to assign duties to implement the plan of care.
- **Resource utilization and advocating for patient care** – Understand the factors related to safety, effectiveness, cost, and impact on practice in planning and delivering patient care.

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