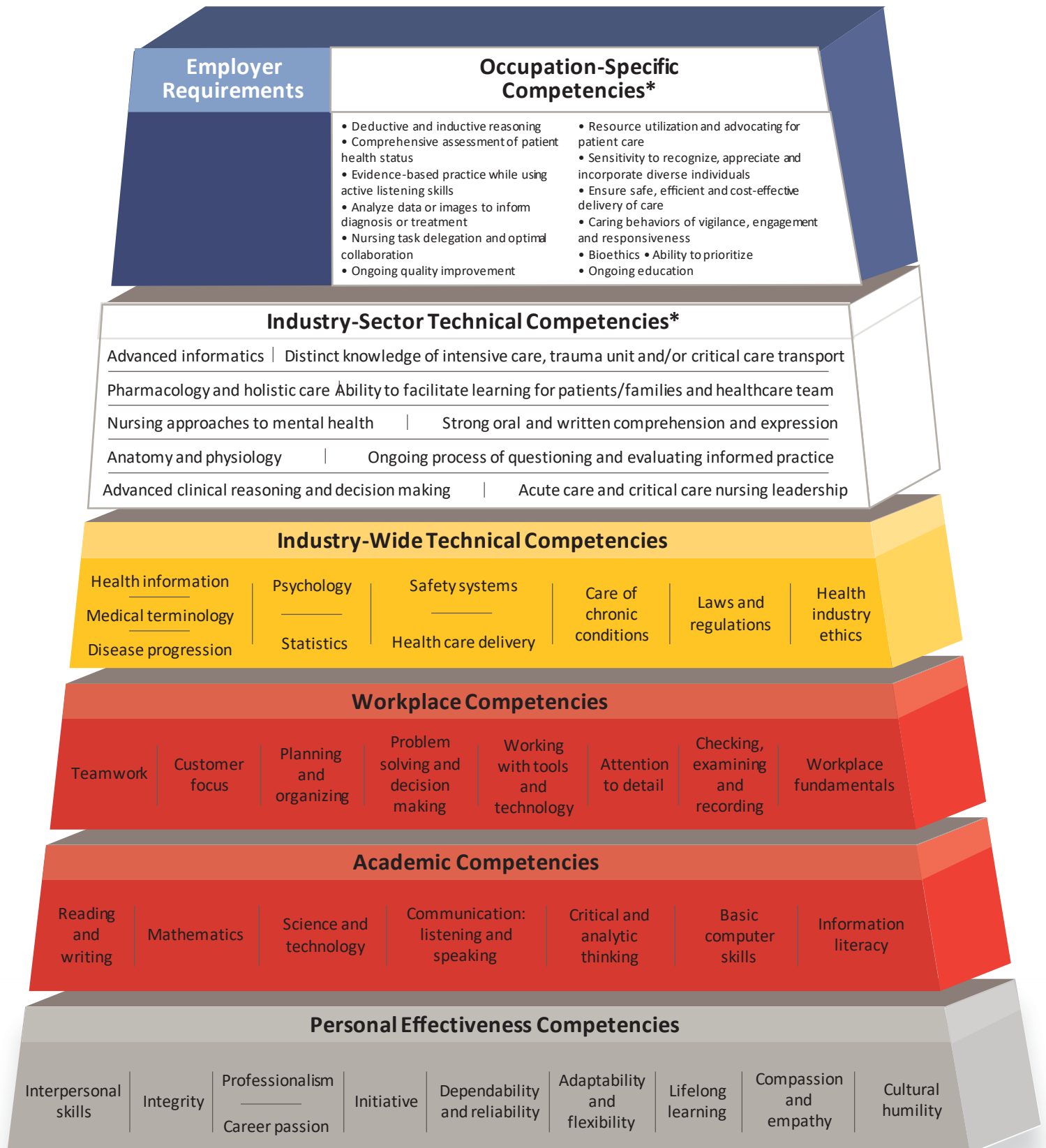


Minnesota Dual-Training Pipeline

Competency Model for Health Care Services

Occupation: Critical Care Nurse



Based on: Health: 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 Health Care Services

Critical Care Nurse – critical care nursing is that specialty within nursing that deals specifically with human responses to life-threatening problems. A licensed professional nurse who is responsible for ensuring that all critically ill patients and their families receive optimal care.

Occupation-Specific Competencies*

- **Deductive and inductive reasoning** – aims at developing a theory after clinical analysis or testing an existing theory.
- **Comprehensive assessment of patient health status** – collects, prioritizes, and synthesizes the comprehensive data pertinent to the patient’s health or situation to establish a health status baseline and plan of care.
- **Evidence-based practice while using active listening skills** –evaluating responses to interventions and the effectiveness of the care plan.
- **Analyze data or images to inform diagnosis or treatment**– ability to recognize patterns and to conceptualize, correlate and compare data analytically to achieve positive outcomes.
- **Ongoing quality improvement** – systematic and continuous actions that lead to measurable improvement for health care clients.
- **Resource utilization and advocating for patient care** – incorporates factors related to safety, effectiveness, cost and impact on practice in planning and delivering patient care.
- **Sensitivity to recognize, appreciate and incorporate diverse individuals** – differences may include, but are not limited to, individuality, cultural, spiritual, gender, race, lifestyle, socioeconomic, age and values.
- **Ensure safe, efficient and cost-effective delivery of care** – performing to the level of education, knowledge and skill expected.
- **Caring behaviors of vigilance, engagement and responsiveness** – nursing activities that create a compassionate, supportive and therapeutic environment for patients and staff, with the aim of promoting healing and preventing unnecessary suffering.
- **Nursing task delegation and optimal collaboration** – understanding what patients and families need and then engage appropriate care givers to achieve desired outcomes.
- **Bioethics** – the ethical implications of certain medical procedures.
- **Ability to Prioritize** – and shift gears in emergent situations.
- **Ongoing education** – frequent changes in healthcare require regular certifications and continuous education throughout a career.

Industry-Sector Technical Competencies*

- **Anatomy and physiology** – foundation in normal physiology, pathophysiology, histology, integumentary, skeletal, muscular, nervous and sensory systems.
- **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.
- **Nursing approaches to mental health** – culturally sensitive approach to the health care needs of individuals, families and groups experiencing alterations in mental health.
- **Acute care and critical care nursing leadership** – transformational, considerate, and exemplary leadership practices, and trusted leadership styles guarantee higher quality of nursing care.
- **Advanced clinical reasoning and decision-making** – occurs as a continuous, purposeful, theory and knowledge-based process of assessment, analysis, strategic planning and intentional follow-up.
- **Ability to facilitate learning for patients, families and healthcare team** – includes both formal and informal facilitation of learning.
- **Distinct knowledge of intensive care, trauma unit and/or critical care transport** – to cater to patients with severe or life-threatening illnesses or injuries, which require constant care, close supervision from life support equipment and medication.
- **Ongoing process of questioning and evaluating informed practice** – aimed at improving the quality of care offered to patients and enhancing the treatment outcomes.
- **Strong oral and written comprehension and expression** – ability to communicate clearly, especially during periods of intense stress, to provide comprehensive care and positive health outcomes.
- **Advanced informatics** – science and practice that integrates nursing information with communication technologies to promote the health of people, families, and communities.

Possible Certifications:

- Certified Perioperative Nurse (CNOR)
- Certification by the Emergency Nurses Association (CEN)
- Certification of Critical Care Nursing (CCRN)

Critical Care Nurse Competency Training Plan

	Course	Course Description	Credit/Non-Credit	Hours spent on Competency
<i>Related Instruction Competencies</i>				
Anatomy and physiology				
Pharmacology and holistic care				
Nursing approaches to mental health				
Acute care and critical care nursing leadership				
Advanced clinical reasoning and decision making				
Ability to facilitate learning for patients, families, and health care team				
Distinct knowledge of intensive care, trauma unit and/or critical care transport				
Ongoing process of questioning and evaluating informed practice				
Strong oral and written comprehension and expression				
Advanced informatics				

On-The-Job Training is the work experience and instruction. Training experience need not be in the exact order as listed below.

	Trainer/Instructor	Name of person responsible for verifying competency mastery	Hours spent on competency
Deductive and inductive reasoning			
Comprehensive assessment of patient health status			
Evidence-based practice while using active listening skills			
Analyze data or images to inform diagnosis or treatment			
Provide hands-on wound care for all wounds			
Ongoing quality improvement			
Resource utilization and advocating for patient care			
Sensitivity to recognize, appreciate and incorporate diverse individuals			
Ensure safe, efficient, and cost-effective delivery of care			
Caring behaviors of vigilance, engagement, and responsiveness			

Nursing task delegation and optimal collaboration			
Bioethics			
Ability to prioritize			
Ongoing education			