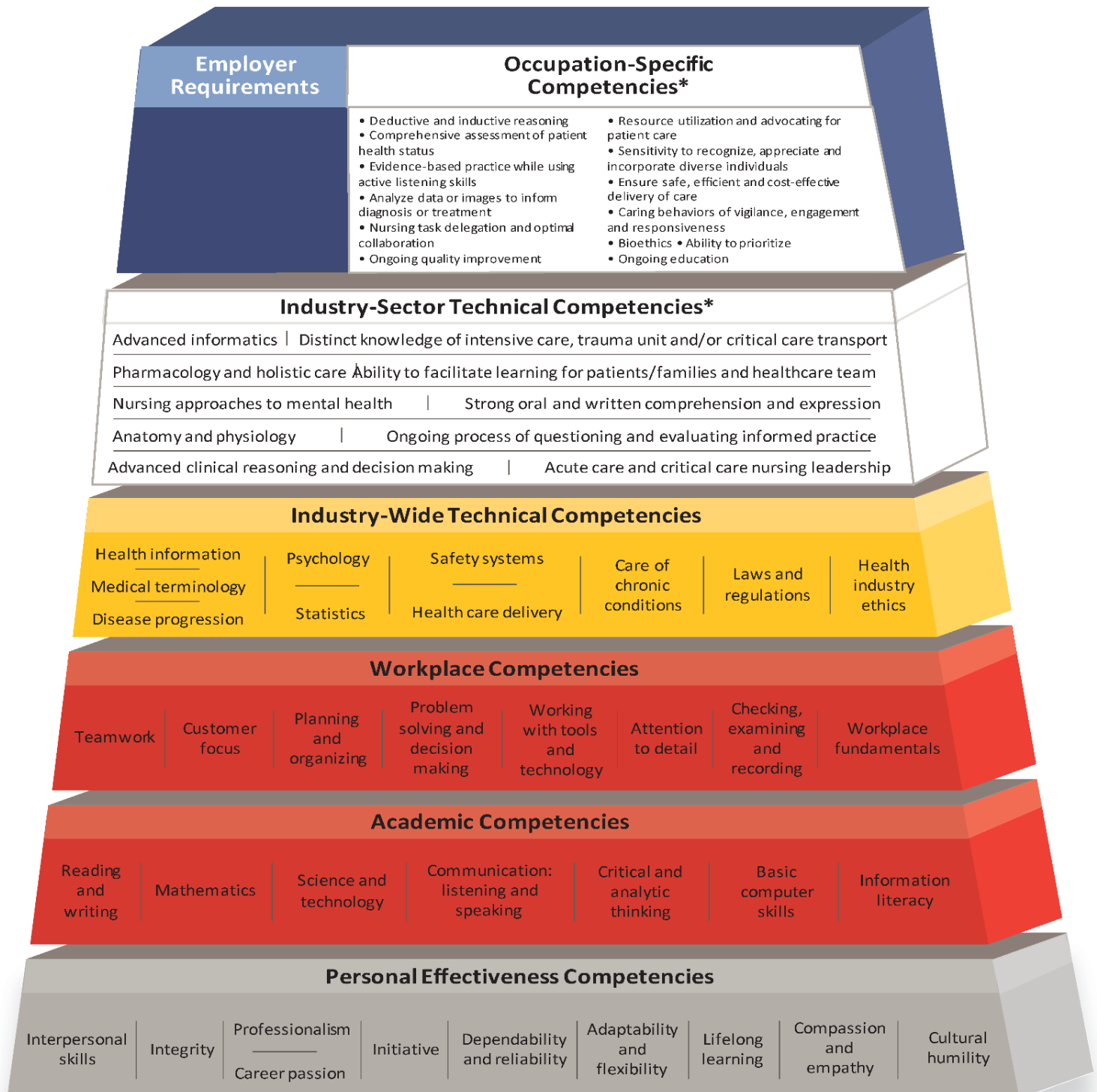


Minnesota Dual-Training Pipeline

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 Critical Care Nurse

Critical Care Nurse – An individual who specializes in the field of 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.

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.

- **Anatomy and physiology** – Have a foundation of knowledge in normal physiology, pathophysiology, histology, integumentary, skeletal, muscular, nervous, and sensory systems.
- **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.
- **Nursing approaches to mental health** – Know culturally sensitive approaches to the health care needs of individuals, families and groups experiencing alterations in mental health.
- **Acute care and critical care nursing leadership** – Understand transformational, considerate, and exemplary leadership practices, and trusted leadership styles guarantee higher quality of nursing care.
- **Advanced clinical reasoning and decision-making** – Be able to make decisions in a manner that occurs with 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** – Be able to teach others which may include both formal and informal facilitation of learning for patients, families and the healthcare team.
- **Distinct knowledge of intensive care, trauma unit and/or critical care transport** – Know how 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** – Understand how to improve the quality of care offered to patients and enhancing the treatment outcomes through continuous evaluation and questioning of the informed practice being implemented.
- **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.

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.

- **Deductive and inductive reasoning** – Know how to develop a theory after clinical analysis or testing an existing theory.
- **Comprehensive assessment of patient health status** – Be able to collect, prioritize, and synthesize 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** -Be able to evaluate responses to interventions through active listening and use evidence to enhance 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** – Know how to perform systematic and continuous actions that lead to measurable improvement for health care clients.
- **Resource utilization and advocating for patient care** – Be able to incorporate factors related to safety, effectiveness, cost, and impact on practice in planning and delivering patient care.
- **Sensitivity to recognize, appreciate and incorporate diverse individuals** – Understand the 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** – Be able to perform at the level of education, knowledge and skill expected to deliver effective care.

- **Caring behaviors of vigilance, engagement, and responsiveness** – Know 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** – Understand the ethical implications of certain medical procedures.
- **Ability to prioritize** – Understand how to quickly shift gears in emergent situations to handle the most pressing medical issue.
- **Ongoing education** – Stay up to date on frequent changes in healthcare which require regular certifications and continuous education throughout a career.

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