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

Employer Requirements

Occupation-Specific Competencies*

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

Industry-Sector Technical Competencies*

Advanced informatics | Distinct knowledge of intensive care, trauma unit and/or critical care transport
Pharmacology and holistic care | Ability to facilitate learning for patients/families and healthcare team
Nursing approaches to mental health | Strong oral and written comprehension and expression
Anatomy and physiology | Ongoing process of questioning and evaluating informed practice
Advanced clinical reasoning and decision making | Acute care and critical care nursing leadership

Industry-Wide Technical Competencies

Health information
Medical terminology
Disease progression
Psychology
Statistics
Safety systems
Health care delivery
Care of chronic conditions
Laws and regulations
Health industry ethics

Workplace Competencies

Teamwork
Customer focus
Planning and organizing
Problem solving and decision making
Working with tools and technology
Attention to detail
Checking, examining and recording
Workplace fundamentals

Academic Competencies

Reading and writing
Mathematics
Science and technology
Communication: listening and speaking
Critical and analytic thinking
Basic computer skills
Information literacy

Personal Effectiveness Competencies

Interpersonal skills
Integrity
Professionalism
Career passion
Initiative
Dependability and reliability
Adaptability and flexibility
Lifelong learning
Compassion and empathy
Cultural humility

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.
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.
- **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

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<tr>
<th>Related Instruction Competencies</th>
<th>Course Description</th>
<th>Credit/Non-Credit</th>
<th>Hours spent on Competency</th>
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**On-The-Job Training** is the work experience and instruction. Training experience need not be in the exact order as listed below.

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