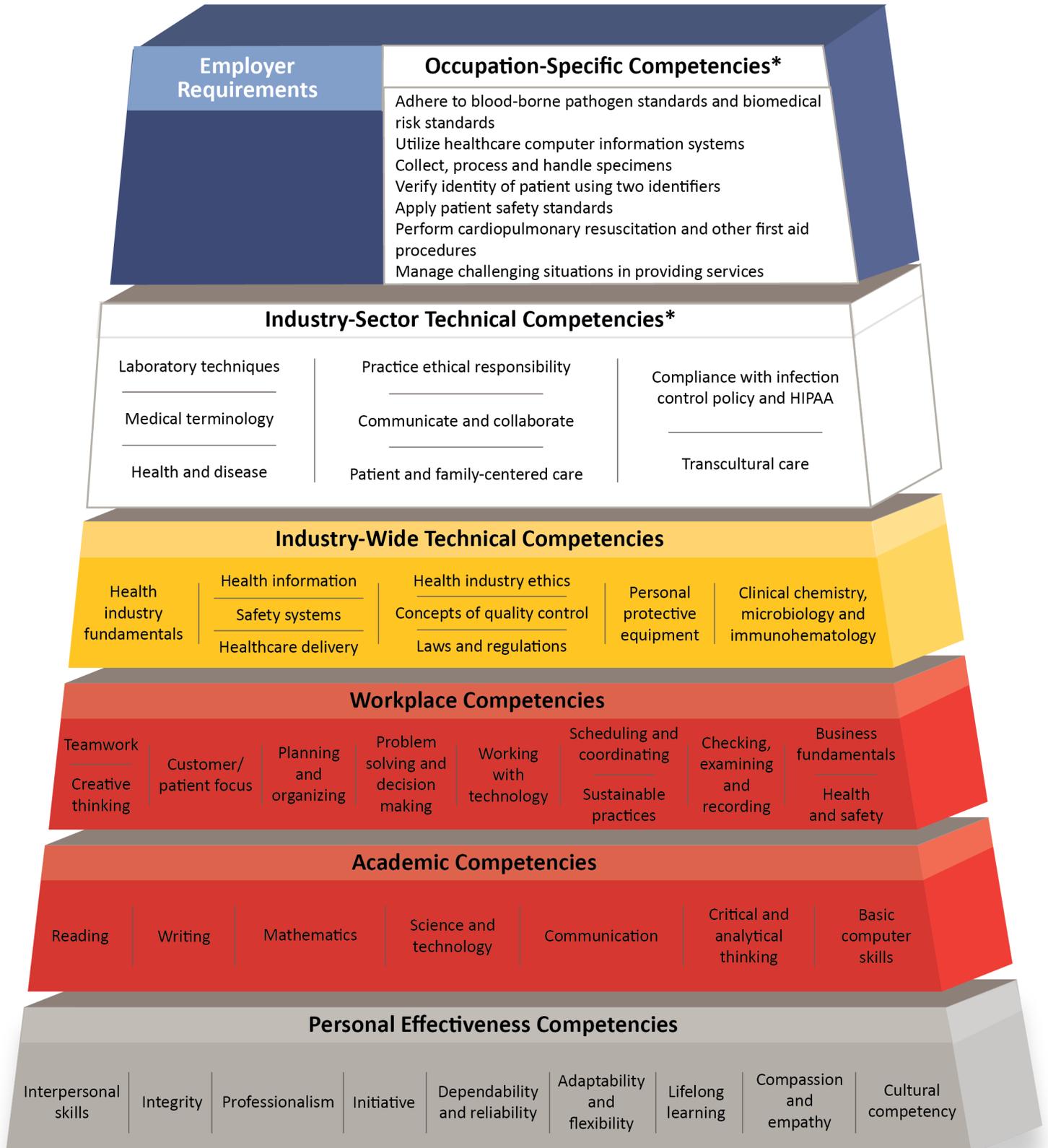


Minnesota Dual-Training Pipeline

Competency Model for Health Care Services

Occupation: Phlebotomist



Based on: Fundamentals of Health Care Competency Model, Employment and Training Administration, United States Department of Labor, February 2025. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/health-care-services.



Competency Model for Phlebotomist

Phlebotomist – A phlebotomist works in a variety of locations to take blood from a vein with a needle, usually for laboratory testing. Phlebotomy may also be done to remove extra red blood cells from the blood, to treat certain blood disorders.

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

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.

- **Laboratory techniques** – Understand the processing of blood samples and other bodily fluids for evaluation.
- **Medical terminology** – Understand language used to describe the human body, including its components, processes, conditions affecting it, and procedures performed upon it.
- **Health and disease** – Understand the overall condition of an organism at a given time; disease is a disorder or malfunction of the mind or body, which destroys good health.
- **Practice ethical responsibility** – Understand medical ethics that allow for people, regardless of race, gender, or religion to be guaranteed quality and principled care.
- **Communicate and collaborate** – Understand the importance of active listening, appropriate conversation, and relaying of information among patients, families, and colleagues.
- **Patient and family-centered care** – Understand the patients are partners with their health care providers, and providers treat patients and families not only from a clinical perspective, but also from an emotional, mental, spiritual, social and financial perspective.
- **Compliance with infection control policy and HIPAA** – Understand the law that is the Health Insurance Portability and Accountability Act (HIPAA) and that it provides data privacy and security provisions for safeguarding medical information. Also understand guidelines and safety precautions that protect healthcare workers from infection.

- **Transcultural care** – Understand the awareness of different cultures and cultural sensitivity with both verbal and non-verbal communication.

Occupation-Specific Competencies

On-the-Job Training 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.

- **Adhere to blood-borne pathogen standards and biomedical risk standards** – Understand the standards that seek to prevent serious infections.
- **Utilize healthcare computer information systems** – Know the information systems that are designed to streamline operations, improve efficiency, enhance productivity, and reduce error.
- **Collect, process and handle specimens** – Understand that specimens must be obtained in the proper containers, correctly labeled, and then promptly transported.
- **Verify identity of patient using two identifiers** – Understand this must be performed every patient, every time. To prevent instances of misidentification and near-miss error. Requirement of two identifiers – such as patient’s full name, date of birth, and/or medical identification number at every patient encounter.
- **Apply patient safety standards** – Understand the system of care delivery that prevents errors, learns from the errors that do occur and is built on a culture of safety that involves health care professionals, organizations, and patients.
- **Perform cardiopulmonary resuscitation and other first aid procedures** – Understand how to perform cardiopulmonary resuscitation (CPR), as well as other lifesaving skills.
- **Manage challenging situations in providing services** – Understand the need to maintain composure and manage professionally, with empathy, tact, discretion, and clarity.

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