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

Employer Requirements:  
- Collect and record patient vitals
- Perform patient screenings and assessments within scope of practice
- Provide bedside care
- Administer medications and document therapeutic effects
- Collect lab specimens
- Insert and manage catheters

Occupation-Specific Competencies*:  
- Provide basic care, including bathing and feeding
- Communicate findings
- Systems-based practice
- Provide wound care
- Coach support staff as necessary
- Complete and maintain patient medical records

Industry-Sector Technical Competencies*:  
- Strong oral and written communication
- Patient and family-centered care
- Health and disease
- Infection control
- Medication
- Crisis prevention and conflict resolution
- Practice ethical responsibility
- Detailed documentation
- Knowledge of health care laws and regulations
- Health and safety promotion
- Diagnostic procedures

Industry-Wide Technical Competencies  
- Health care delivery
- Health information
- Health industry ethics
- Laws and regulations
- Care of chronic conditions
- Safety systems

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
- Computer skills
- Information literacy

Personal Effectiveness Competencies  
- Interpersonal skills
- Integrity
- Professionalism
- Initiative
- Dependability and reliability
- Adaptability and flexibility
- Lifelong learning
- Compassion and empathy
- Cultural humility

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 Health Care Services

Licensed Practical Nurse
Licensed Practical Nurse (LPN) is a frontline health worker who cares for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. This individual may work under the direction of a physician or a registered nurse. Licensing is required.

Industry-Sector Technical Competencies

- **Strong oral and written communication** – Must be able to communicate clearly, especially during periods of intense stress, to provide comprehensive care and positive health outcomes.
- **Patient and family-centered care** – Patients are partners with their health care providers, and providers treat patients and families not only from a clinical perspective, but also from and emotional, mental, spiritual, social and financial perspective.
- **Health and disease** – Effective application of the knowledge, skills and ethics necessary to assist and support individuals who require health and human services to live a self-determined life in a safe and healthy manner. Disease prevention and control.
- **Infection control** – Basic knowledge of infection control techniques and appropriate protocol.
- **Medication** – Understand medication and possible side-effects.
- **Crisis prevention and conflict resolution** – Knowledge of potential crisis situations or behavior, and the appropriate procedures to de-escalate the situation or minimize the likelihood of danger.
- **Practice ethical responsibility** – Respecting the patient’s right to self-determination in their medical care, maintaining the highest standards of patient privacy and confidentiality.
- **Detailed documentation** – Entering, transcribing, recording, storing or maintaining information in written or electronic format to efficiently manage record-keeping.
- **Knowledge of health care laws and regulations** – Knowledge of relevant local, state and federal laws and regulations that impact the delivery of health care and services.
- **Health and safety promotion** – Implement procedures and protocols to promote the health and wellness of person receiving health care or services.
- **Diagnostic procedures** – Familiarity with various diagnostic procedures or refer to local departmental standing operating procedures and follow up procedures.

Occupation-Specific Competencies

- **Perform patient screenings and assessments within scope of practice** – Perform screenings and assessments based on patient history and personal information.
- **Systems-based practice** – Awareness of and responsiveness to larger context and system of health care.
• Communicate findings - to Registered Nurse or Provider as appropriate. Important to communicate and cooperate with other health team members.
• Insert and manage patient catheters – Insert and care for urinary catheters.
• Collect and record patient vitals – Accurately take and record vital information: temperature, height, weight, pulse, respiration, blood pressure.
• Provide bedside care ensuring patient/resident comfort – Assist with medical procedures, as well as scheduling, insurance form and reports.
• Administer medications and document therapeutic effects – Understanding of medication classifications, usages, and side effects. Able to safely administer using various methods. Knowledge of health record software and management.
• Collect lab specimens – Collect patient samples for routine laboratory testing.
• Provide basic care, including bathing and feeding – Provide support to assist patients to perform daily living activities.
• Provide wound care – Manage patients with various wounds caused by accidents, disease or result of surgery, checking for signs of infections and educating patients of effective procedures.
• Coach support staff as necessary – Patience, persistence and a desire to participate in staff development to improve performance and lead to positive patient outcomes.
• Complete and maintain patient medical records – Demonstrate proficiency in computer systems, specific medical software used in medical offices.

Possible Certifications
- Licensed Practical Nurse

<table>
<thead>
<tr>
<th>Licensed Practical Nurse Occupational Training Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>List</strong></td>
</tr>
<tr>
<td><strong>On-the-job training competencies</strong></td>
</tr>
<tr>
<td>Perform patient screenings and assessments within scope of practice</td>
</tr>
<tr>
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</tr>
<tr>
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**Related Instruction Competencies**

- Strong oral and written communications
- Patient and family-centered care
- Health and disease
- Infection control
- Medication
- Crisis prevention and conflict resolution
- Practice ethical responsibility
- Detailed documentation
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