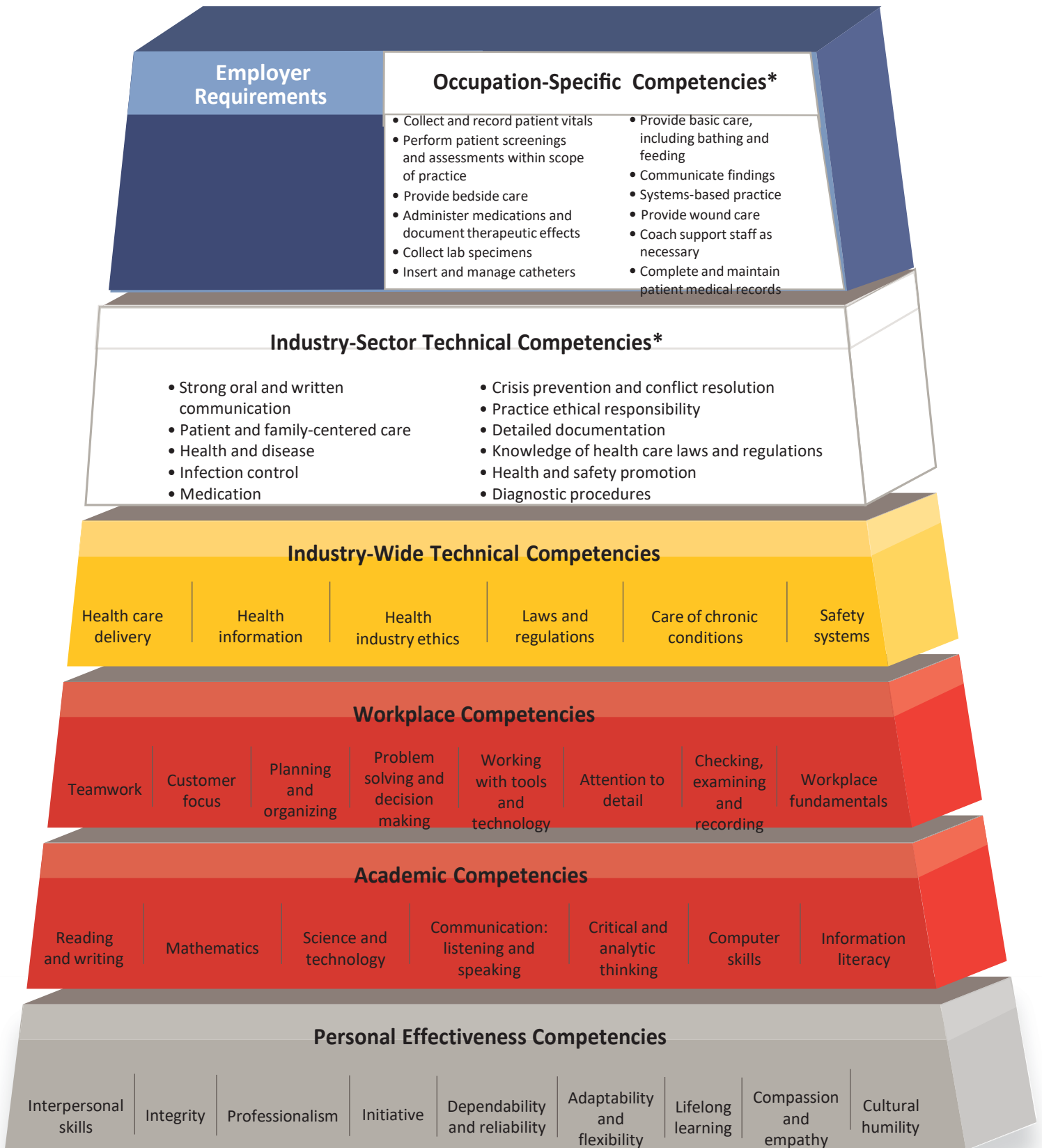


Minnesota Dual-Training Pipeline Competency Model for Health Care Services Occupation: Licensed Practical Nurse



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 an 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

Licensed Practical Nurse Occupational Training Plan

	List Course/Training Name and Title	Description of Courses and/or Training Program	List Responsible Provider: Company, College, Trainer, or other	Anticipated Completion Date
<i>On-the-job training competencies</i>				
Perform patient screenings and assessments within scope of practice				
Systems-based practice				
Communicate findings				
Insert and manage patient catheters				
Collect and record patient vitals				

Provide bedside care ensuring patient/resident comfort				
Administer medications and document therapeutic effects				
Collect lab specimens				
Provide basic care, including bathing and feeding				
Provide wound care				
Coach support staff as necessary				
Complete and maintain patient medical records				
<i>Related Instruction Competencies</i>				
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				
Knowledge of health care laws and regulations				
Health and safety promotion				
Diagnostic procedures				