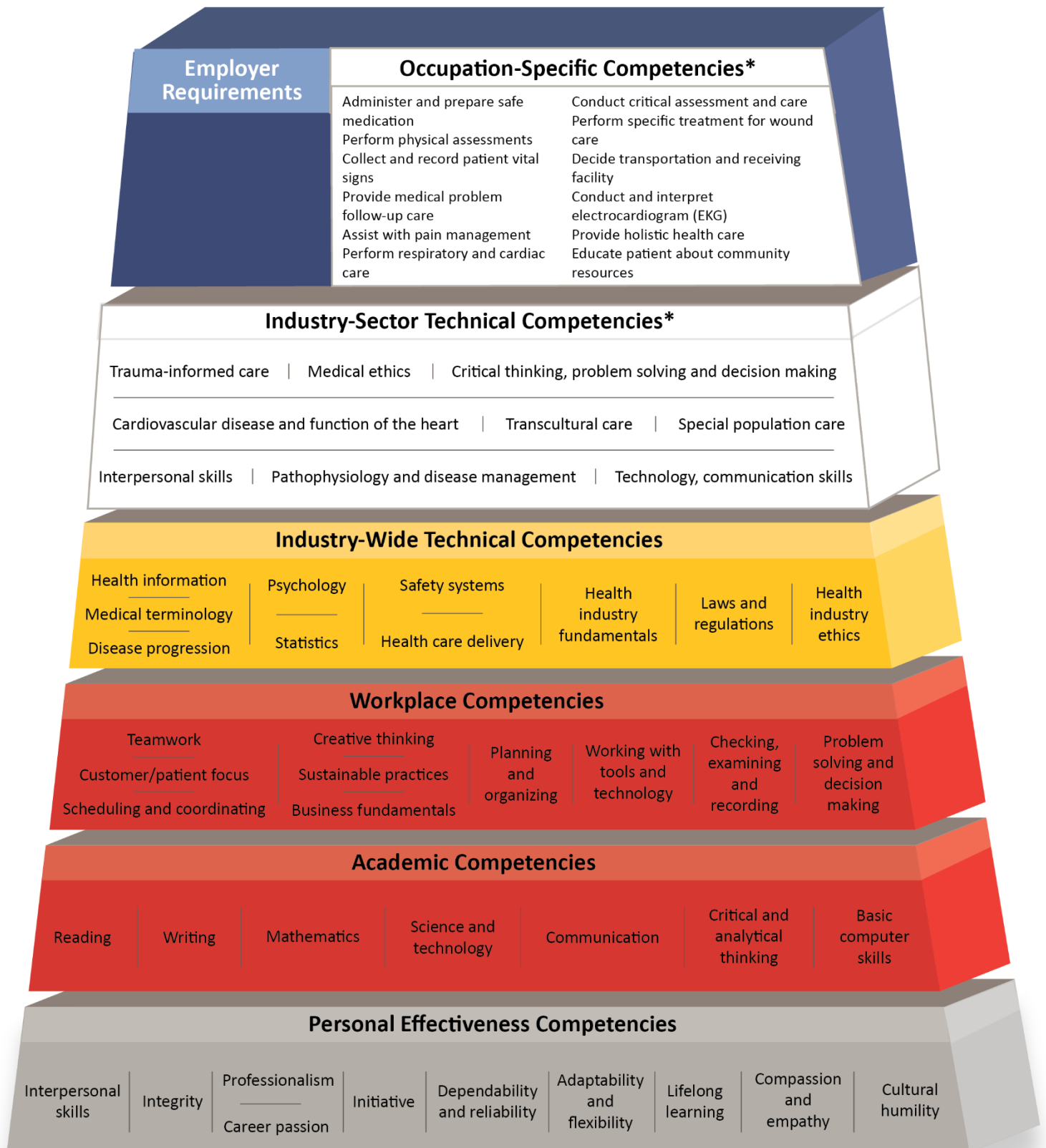


Minnesota Dual-Training Pipeline

Competency Model for Health Care Services

Occupation: Community Paramedic



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 Community Paramedic

Community Paramedic – An advanced paramedic that works to increase access to primary and preventive care and decrease use of emergency departments, which in turn decreases health care costs. Among other things, community paramedics may play a key role in providing follow-up services after a hospital discharge to prevent hospital readmission. These individuals can also provide health assessments, chronic disease monitoring and education, medication management, immunizations and vaccinations, laboratory specimen collection and minor medical procedures.

*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.

- **Trauma-informed care** – Knowledge about how trauma impacts the physical, mental, behavioral, social, and spiritual areas for the patient and how to align care with the unique circumstances of the patient.
- **Medical ethics** – Understand principles of medical ethics and how they apply in professional standards.
- **Critical thinking, problem solving and decision making** – Ability to gather data information, synthesize data and produce urgent and appropriate care for patient in the pre-hospital setting.
- **Cardiovascular disease and function of the heart** – Learn the concepts and skills for assessing and managing the out-of-hospital cardiac patient.
- **Transcultural care** – Understand outreach to persons and populations that are underserved by traditional care systems. Awareness of different cultures and how they interact with one another.
- **Special population care** – Knowledge of care of abuse victims, pediatric and geriatric patients. Identify events of pregnancy, delivery, and complications.

- **Interpersonal skills** – Must be approachable with interpersonal skills that encourage individuals to feel comfortable during high stress situations.
- **Pathophysiology and disease management** – Exploring chronic conditions commonly encountered in a primary care and public health setting.
- **Technology and communication skills** – Observe, record and report to physician the patient's condition or injury, the treatment provided and reactions to drugs or treatment.

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.

- **Administer and prepare safe medication** – Learn techniques needed to diagnose and treat human injuries, diseases, and emergencies. This includes symptoms, treatment, drug properties and interactions and preventive health care measures.
- **Perform physical assessments** – Know how to perform life support through patient assessment concepts, skills, and prioritization to perform lifesaving interventions.
- **Collect and record patient vital signs** – Be able to accurately take and record vital patient information.
- **Provide medical problem follow-up care** – Know how to provide after care and check ins for wound care, cardiac issues, diabetes, medication management and provide seasonal immunization.
- **Assist with pain management** – Ability to identify, measure, interpret and effectively treat pain which often is the chief complaint that has resulted in a call for assistance.
- **Perform respiratory and cardiac care** – Ability to formulate and manage a comprehensive treatment plan for an airway/respiratory or cardiovascular/heart emergency.
- **Conduct critical assessment and care** – Perform patient assessments and provide invasive out-of-hospital care under stressful, time-critical circumstances.
- **Perform specific treatment for wound care** – Demonstrate proficiency in simple primary wound closure.
- **Decide transportation and receiving facility** – Know how to select the best mode of transportation and receiving facility for the trauma patient.

- **Conduct and interpret electrocardiogram (EKG)** – Understanding of EKG application and acquisition and the purpose of cardiac monitoring.
- **Provide holistic health care** – Provide support that looks at the whole person including their physical, emotional, social, and spiritual wellbeing.
- **Educate patient about community resources** – Know how to connect clients to resources for food, affordable housing, community clinics, free insulin programs, heating assistance, transportation services, etc.

Updated October 2025

DRAFT