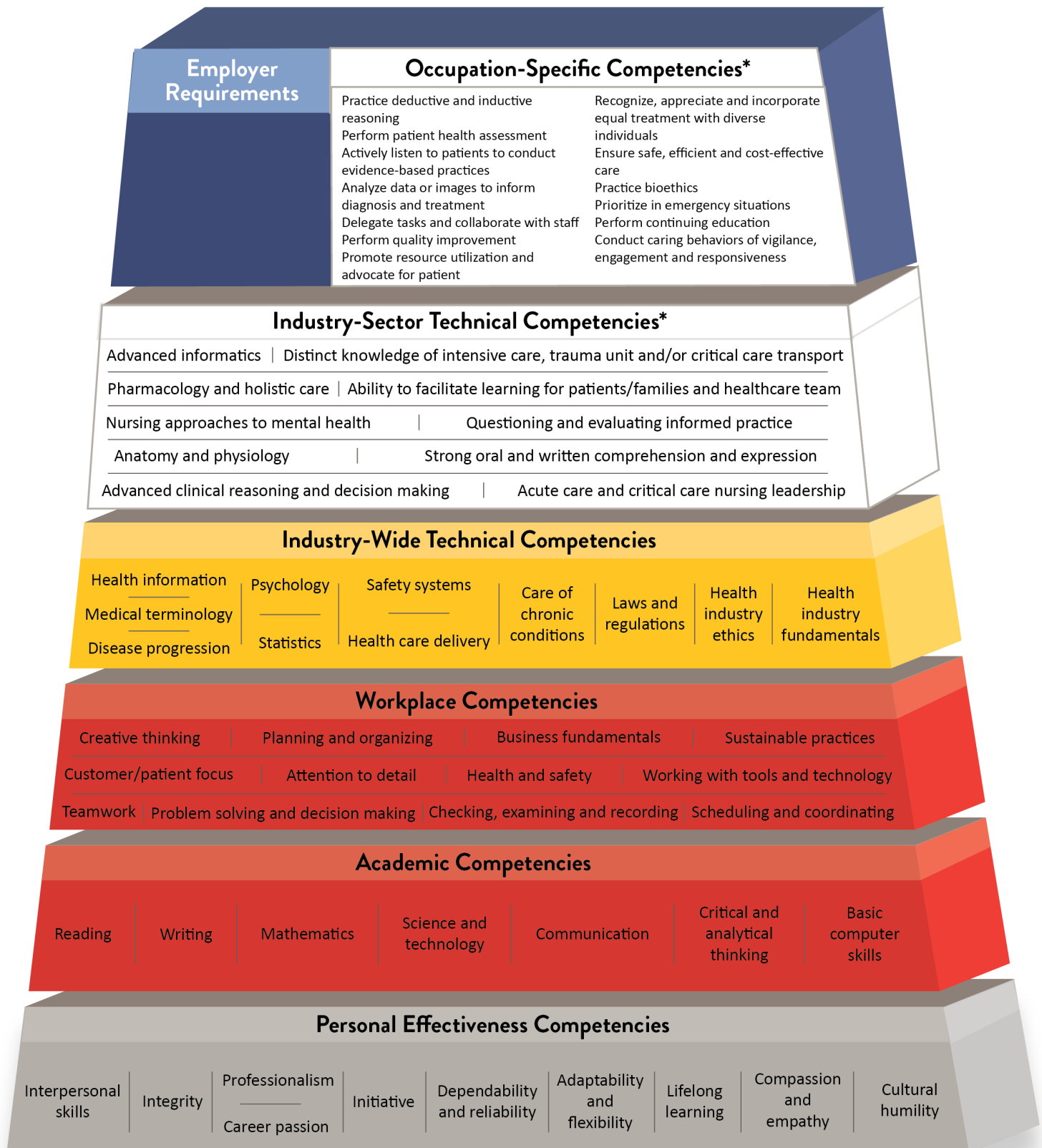


# Minnesota Dual-Training Pipeline

## Competency Model for Health Care Services

### Occupation: Critical Care Nurse



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](https://dli.mn.gov/business/workforce/health-care-services).

## Competency Model for Critical Care Nurse

**Critical Care Nurse** – An individual who specializes in the field of nursing who 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 that is most often in the intensive care unit (ICU).

\*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.

- **Advanced informatics** – Understand the science and practice that integrates nursing information with communication technologies to promote the health of people, families, and communities.
- **Distinct knowledge of intensive care, trauma unit and/or critical care transport** – Know how to cater to patients with severe or life-threatening illnesses or injuries, which require constant care, close supervision from life support equipment and medication.
- **Pharmacology and holistic care** – Understand 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.
- **Ability to facilitate learning for patients, families, and healthcare team** – Be able to teach others which may include both formal and informal facilitation of learning for patients, families and the healthcare team.
- **Nursing approaches to mental health** – Know culturally sensitive approaches to the health care needs of individuals, families and groups experiencing alterations in mental health.
- **Questioning and evaluating informed practice** – Understand how to improve the quality of care offered to patients and enhancing the treatment outcomes through continuous evaluation and questioning of the informed practice being implemented.

- **Anatomy and physiology** – Have a foundation of knowledge in normal physiology, pathophysiology, histology, integumentary, skeletal, muscular, nervous, and sensory systems.
- **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 clinical reasoning and decision making** – Be able to make decisions in a manner that occurs with a continuous, purposeful, theory and knowledge-based process of assessment, analysis, strategic planning, and intentional follow-up.
- **Acute care and critical care nursing leadership** – Understand transformational, considerate, and exemplary leadership practices, and trusted leadership styles guarantee higher quality of nursing care.

## 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.

- **Practice deductive and inductive reasoning** – Know how to develop a theory after clinical analysis or testing an existing theory.
- **Perform patient health assessment** – Be able to collect, prioritize, and synthesize the comprehensive data pertinent to the patient's health or situation to establish a health status baseline and plan of care.
- **Actively listen to patients to conduct evidence-based practices** – Be able to evaluate responses to interventions through active listening and use evidence to enhance the effectiveness of the care plan.
- **Analyze data or images to inform diagnosis and treatment** – Ability to recognize patterns and to conceptualize, correlate and compare data analytically to achieve positive outcomes.
- **Delegate tasks and collaborate with staff** – Understanding what patients and families need and then engage appropriate care givers to achieve desired outcomes.
- **Perform quality improvement** – Know how to perform systematic and continuous actions that lead to measurable improvement for health care clients.
- **Promote resource utilization and advocate for patient** – Be able to incorporate factors related to safety, effectiveness, cost, and impact on practice in planning and delivering patient care.

- **Recognize, appreciate and incorporate equal treatment with diverse individuals** – Understand the differences may include, but are not limited to, individuality, cultural, spiritual, gender, race, lifestyle, socioeconomic, age and values.
- **Ensure safe, efficient, and cost-effective care** – Be able to perform at the level of education, knowledge and skill expected to deliver effective care.
- **Practice bioethics** – Understand the ethical implications of certain medical procedures.
- **Prioritize in emergency situations** – Understand how to quickly shift gears in emergent situations to handle the most pressing medical issue.
- **Perform ongoing education** – Stay up to date on frequent changes in healthcare which require regular certifications and continuous education throughout a career.
- **Conduct caring behaviors of vigilance, engagement, and responsiveness** – Know nursing activities that create a compassionate, supportive, and therapeutic environment for patients and staff, with the aim of promoting healing and preventing unnecessary suffering.

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