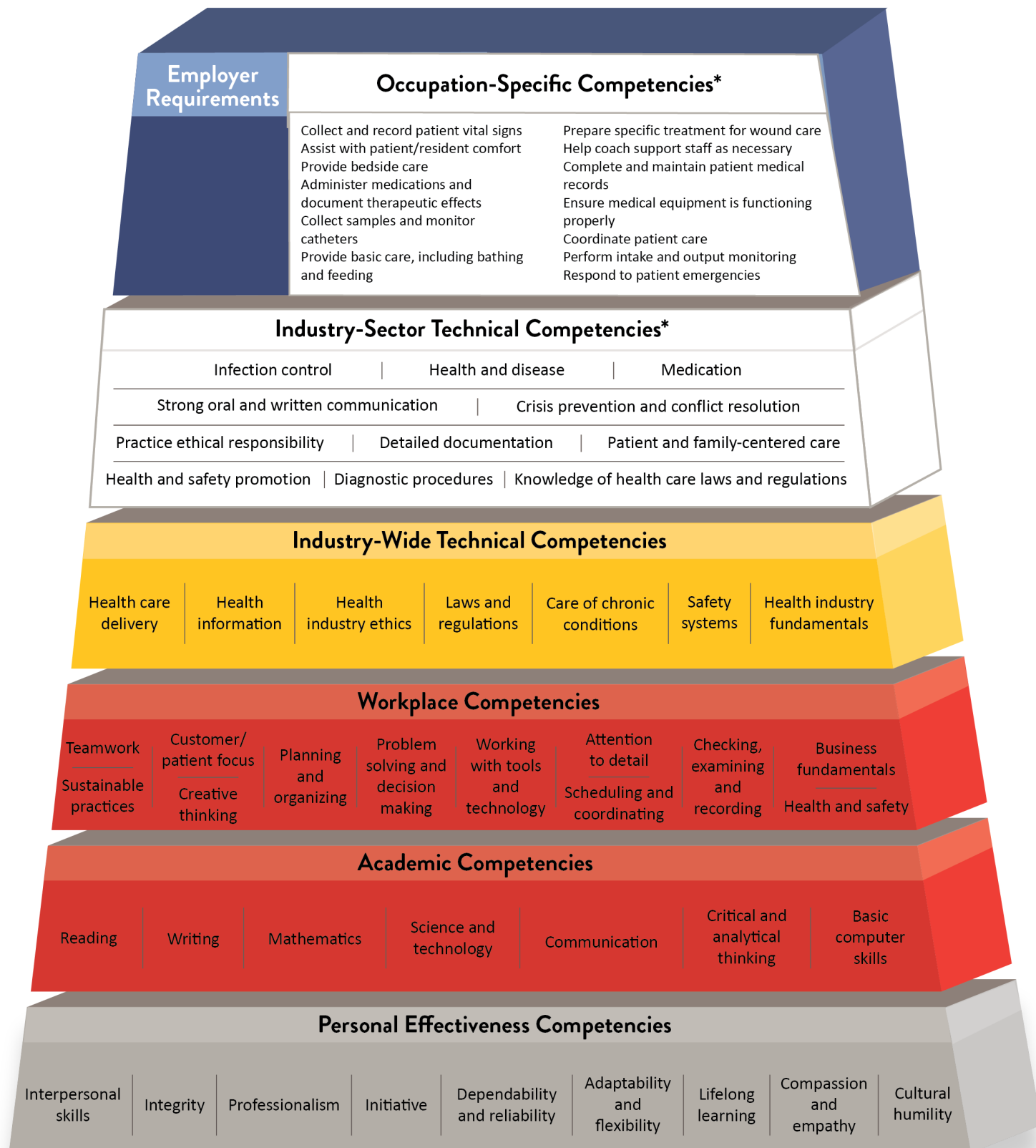


Minnesota Dual-Training Pipeline

Competency Model for Health Care Services

Occupation: Licensed Practical 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.

Competency Model for Licensed Practical Nurse

Licensed Practical Nurse – An individual who 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.

*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.

- **Infection control** – Basic knowledge of infection control techniques and appropriate protocol.
- **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.
- **Medication** – Understand medication and possible side effects.
- **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.
- **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, and maintaining information in written or electronic format to efficiently manage record keeping.

- **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 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.
- **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.

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.

- **Collect and record patient vital signs** – Accurately take and record vital information including temperature, height, weight, pulse, respiration, and blood pressure.
- **Assist with patient/resident comfort** – Assist with medical procedures, as well as scheduling, insurance forms and reports.
- **Provide bedside care** – Understand the need for providing positive emotional support to aid in the recovery process.
- **Administer medication and document therapeutic effects** – Knowledge of the rights of medication administration to ensure the highest level of safety for patients.
- **Collect samples and monitor catheters** – Understand how to insert and care for urinary catheters.
- **Provide basic care, including bathing and feeding** – Ability to do assessments, bathing and feeding clients, changing linens, and providing information.
- **Provide specific treatment for wound care** – Manage patients with various wounds caused by accidents, disease or result of surgery, checking for signs of infections and educating patients about effective procedures.
- **Help coach support staff as necessary** – Ability to teach 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 and specific medical software used in medical offices.
- **Ensure medical equipment is functioning properly** – Able to maintain equipment in optimum working condition to ensure accurate results and patient safety.
- **Coordinate patient care** – Understand how to deliberately organize patient care activities and share information among all participants concerned with a patient's care to achieve safer and more effective results.
- **Perform intake and output monitoring** – Carefully track the amount of fluids a patient consumes and excretes to assess fluid balance, ensure proper hydration and prevent complications such as dehydration or fluid overload.
- **Respond to patient emergencies** – Able to address a medical emergency that requires immediate attention to prevent serious harm or loss of life.

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