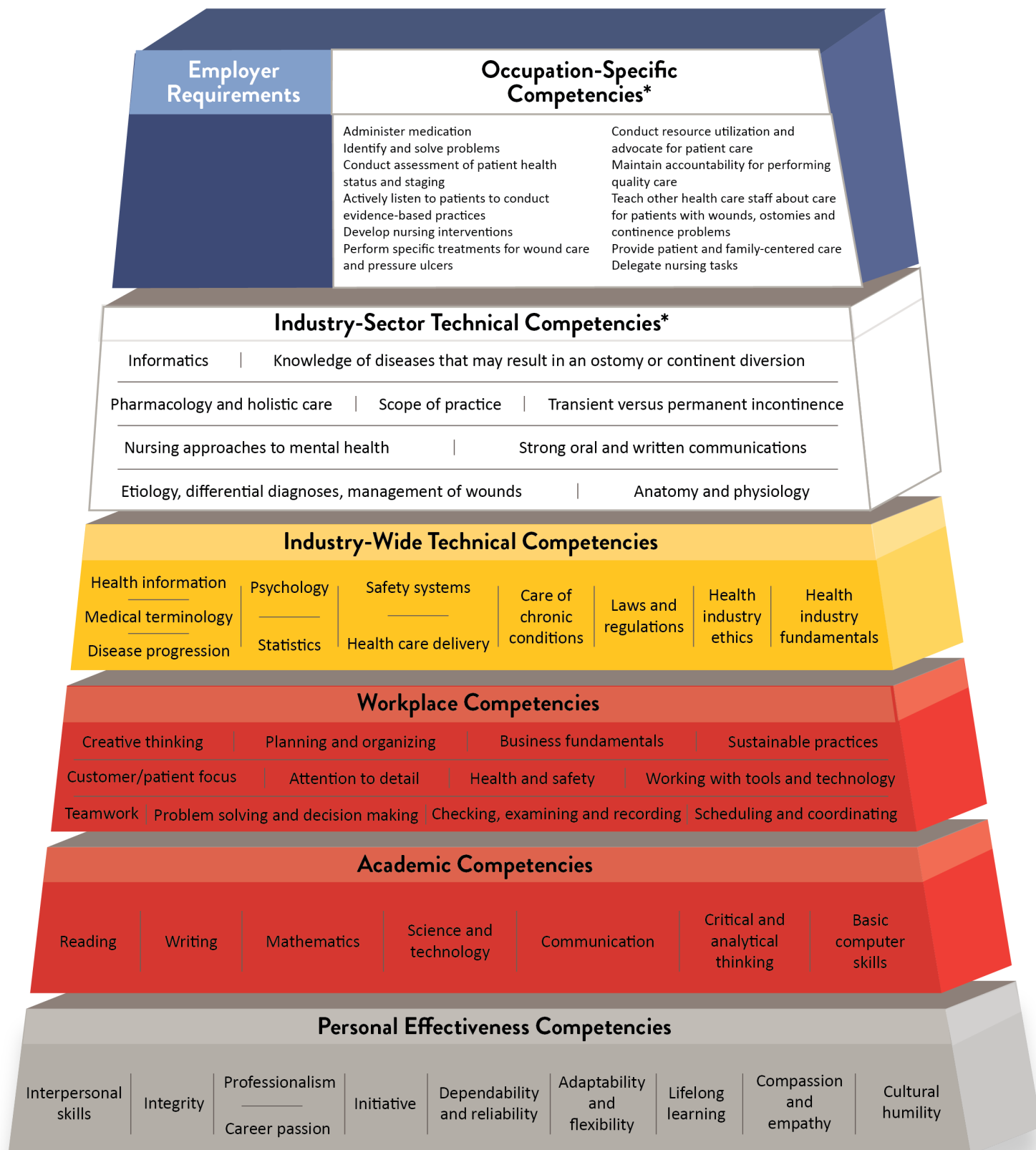


Minnesota Dual-Training Pipeline

Competency Model for Health Care Services

Occupation: Wound, Ostomy and Continence 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 Wound, Ostomy and Continence Nurse

Wound, Ostomy and Continence Nurse – A registered nurse who holds a baccalaureate degree or higher and has completed additional education focused on wounds, ostomies, and/or continence care.

*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.

- **Informatics** – Understand the science and practice that integrates nursing information with communication technologies to promote the health of people, families, and communities.
- **Knowledge of diseases that may result in an ostomy or continent diversion** – Understand diseases to be able to inform the type of diversion options available.
- **Pharmacology and holistic care** – Understand the 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.
- **Scope of practice** – Understand the practice of professional nursing means the performance of those services that incorporates caring for all patients in all settings through recognized nursing standards.
- **Transient versus permanent incontinence** – Understand the loss of voluntary control of bowel movements or urination is a symptom or a condition, not a disease. Can be temporary or permanent.
- **Nursing approaches to mental health** – Understand the culturally sensitive approach to the health care needs of individuals, families, and groups experiencing alterations in mental health.

- **Strong oral and written communications** – Understand the need for clear communication, especially during periods of intense stress, to provide comprehensive care and positive health outcomes.
- **Etiology, differential diagnoses, management of wounds** – Understand the steps necessary in evaluating a chronic wound and determining its underlying etiology.
- **Anatomy and physiology** – Understand the foundation in normal physiology, pathophysiology, histology, integumentary, skeletal, muscular, nervous, and sensory systems.

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 medication** – Understand how to personally prepare medications ordered for a patient and personally administer those medications.
- **Identify and solve problems** – Understand how to identify a problem, weigh alternatives, and decide about how to manage and implement the solution, then evaluate the effectiveness of the solution.
- **Conduct assessment of patient health status and staging** – Understand how 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 including staging with an increased knowledge of reportable components.
- **Actively listen to patients to conduct evidence-based practices** – Understand how to validate responses to interventions and the effectiveness of the care plan.
- **Develop nursing interventions** – Understand how to integrate with the plan of care to attain desired outcomes.
- **Perform specific treatments for wound care and pressure ulcers** – Understand wound identification, measuring, policy on staging, changing and ostomy pouch and unit specific documentation and pressure ulcer management and reduction.
- **Conduct resource utilization and advocate for patient care** – Understand factors related to safety, effectiveness, cost, and impact on practice in planning and delivering patient care.
- **Maintain accountability for performing quality care** – Understand to the appropriate level of education, knowledge and skill expected and be able to implement actions that lead to measurable improvement for clients.

- **Teach other health care staff about care for patients with wounds, ostomies, and continence problems** – Understand and serve as a resource in educating patients, peers, and families.
- **Provide patient and family-centered care** – Understand the approach to the planning, delivery, and evaluation of health care that is grounded in mutually beneficial partnerships among health care professionals, patients, and families.
- **Delegate nursing tasks** – Understand the assigning of duties to implement plan of care.

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DRAFT