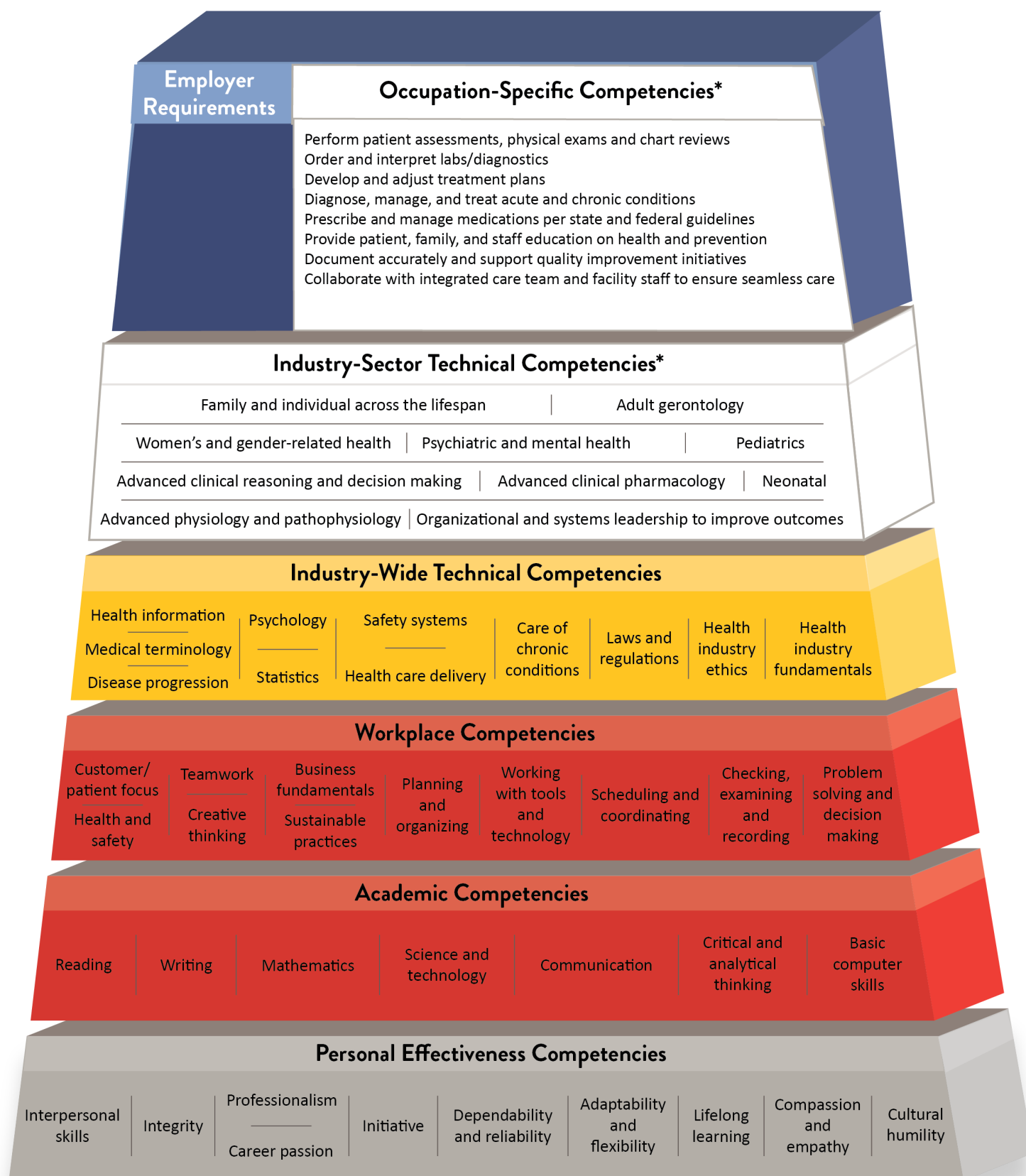


Minnesota Dual-Training Pipeline

Competency Model for Health Care Services

Occupation: Nurse Practitioner



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 Nurse Practitioner

Nurse Practitioner – A medical professional who is an advanced practice registered nurse with a graduate-level degree of education and training who provides primary, acute and specialty health care services. A nurse practitioner may perform physical exams, diagnose and treat diseases and other health conditions, and prescribe medication. In Minnesota, a nurse practitioner must also have education to work with at least one of the six populations of: Family and Individual Across the Lifespan, Adult Gerontology, Neonatal, Pediatrics, Women's and Gender-Related Health, Psychiatric and Mental Health. Nurse practitioners must follow the guidelines from the Minnesota Board of Nursing for licensure.

*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.

- **Family and individual across the lifespan** – Know how to provide comprehensive primary care to individuals and families from infancy through adulthood.
- **Adult gerontology** – Understand how to provide healthcare services to adults and elderly patients with the ability to diagnose and treat a wide range of health conditions, from acute illnesses to chronic diseases, with a focus on aging-related issues.
- **Pediatrics** – Know how to provide preventive care, health maintenance, manage chronic illnesses in children and/or specialize in treating critically ill or injured children with complex medical conditions.
- **Women's and gender-related health** – Understand how to provide comprehensive care to women throughout their lifespans including preventative care, management of chronic conditions, addressing sociocultural disparities, and collaborating with other healthcare professionals to improve women's health. Also understand broadly how gender exists on a continuum or spectrum and how one's identity can impact their health.

- **Psychiatric and mental health** – Able to assess, diagnose, and treat a wide range of psychiatric disorders across the lifespan, including conditions like depression, anxiety, schizophrenia, and bipolar disorder for example.
- **Advanced physiology and pathophysiology** – Understand how the body functions to make good clinical assessments and decision-making. Understand also the underlying mechanisms of diseases, which help to interpret symptoms and identify disease prevention strategies.
- **Organizational and systems leadership to improve outcomes** – Utilize collaborative problem-solving, interprofessional collaboration, and systems-based practice leadership approaches to better outcomes for patients.
- **Advanced clinical reasoning and decision making** – Understand the continuous, purposeful, theory and knowledge-based process of assessment, analysis, strategic planning and intentional follow up.
- **Advanced clinical pharmacology** – Understand how drugs interact with biological systems and how the body responds to medications to provide high-quality care and manage patient medications effectively.
- **Neonatal** – Understand the specialty care of newborns, particularly those who are premature, critically ill, or have complex health issues.

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.

- **Perform patient assessments, physical exams and chart reviews** – Able to conduct comprehensive health history, vital signs, assess patient's body systems and review past history to identify current issues, monitor for changes, and inform treatment plans.
- **Order and interpret labs/diagnostics** – Understand lab tests and diagnostic tools to make informed decisions that significantly impact patient care.
- **Develop and adjust treatment plans** – Understand comprehensive assessment of health status while utilizing diagnostic reasoning based on data to create and implement effective care.
- **Diagnose, manage, and treat acute and chronic conditions** – Understand the responsibility of diagnosing acute and chronic conditions, managing treatment plans and focusing on disease prevention and health promotion to care for individuals, families and communities.

- **Prescribe and manage medications per state and federal guidelines** – Understand state and federal specific requirements for regulations, including the need for advanced training, certifications, and prescriptive authority.
- **Provide patient, family, and staff education on health and prevention** – Understand how to provide health promotion, disease prevention, patient education, and evidence-based practices to effectively teach and promote health and wellness for patients and communities.
- **Collaborate with integrated care team and facility staff to ensure seamless care** – Understand that teamwork and communication among various disciplines will help achieve coordinated and high-quality care, patient-centered care.
- **Document accurately and support quality improvement initiatives** – Understand how to standardize practices, track patient status, update electronic health records, and continue ongoing training to improve patient quality by being able to more easily make informed decisions, prevent errors and respond effectively to emergencies.

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