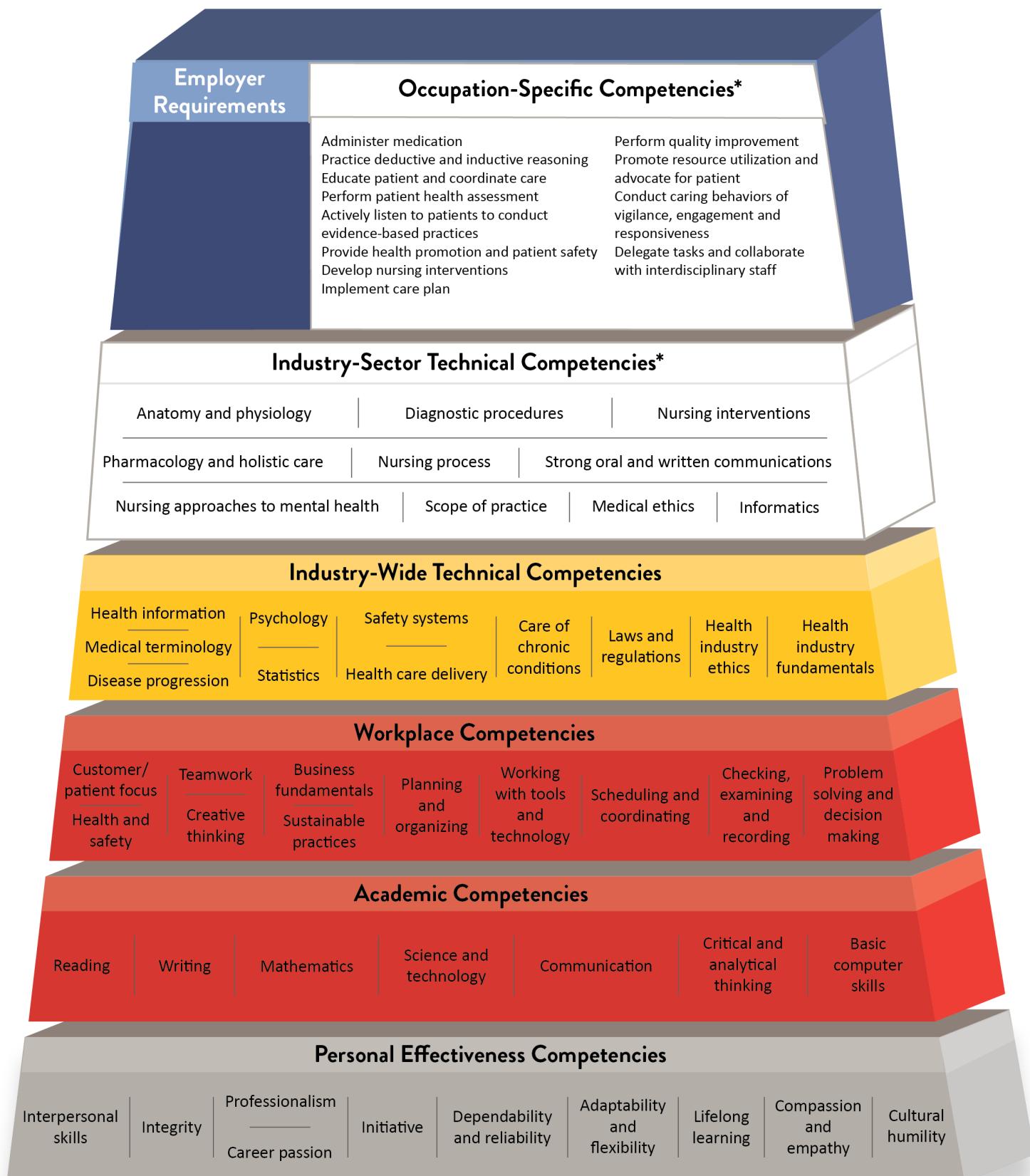


Minnesota Dual-Training Pipeline

Competency Model for Health Care Services

Occupation: Registered 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 Registered Nurse

Registered Nurse – An educated nurse who, after completing extensive training and passing a state examination, is qualified to perform complete nursing services. In addition, this person will assess patient health problems and needs, develop, and implement nursing care plans and maintain medical records. The person likely will administer nursing care to ill, injured, convalescent, or disabled patients. The individual may advise patients on health maintenance and disease prevention or provide case management.

*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.

- **Anatomy and physiology** – Have a foundation of knowledge in normal physiology, pathophysiology, histology, integumentary, skeletal, muscular, nervous, and sensory systems.
- **Diagnostic procedures** – Knowledge of evidence-based critical analysis and interpretation of assessments to provide the basis of the health care plan.
- **Nursing interventions** – Ability to apply evidence-based nursing interventions to patients across the continuum of care and through the lifespan.
- **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.
- **Nursing process** – Understand assessment, diagnosis, planning, implementation, and evaluation in the nursing field.
- **Strong oral and written communications** – Ability to communicate clearly, especially during periods of intense stress, to provide comprehensive care and positive health outcomes.

- **Nursing approaches to mental health** – Understand culturally sensitive approaches to the health care needs of individuals, families and groups experiencing alterations in mental health.
- **Scope of practice** – Be able to comprehend that the practice of professional nursing means the performance of those services that incorporates caring for all patients in all settings through recognized nursing standards.
- **Medical ethics** – Understand principles of medical ethics and how they apply in professional standards.
- **Informatics** – Know the science and practice which integrates nursing information with communication technologies to promote the health of people, families, and communities.

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.
- **Practice deductive and inductive reasoning** – Ability to identify a problem based on specific observation as well as on a generalized premise, weigh alternatives and decide about how to manage and implement the solution, then evaluate the effectiveness of the solution.
- **Educate patient and coordinate 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 patient health assessment** – Able to collect, prioritize, and synthesize 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** – Able to evaluate responses to interventions and the effectiveness of the care plan.
- **Provide health promotion and patient safety** – Understand disease prevention while providing a safe and therapeutic environment.
- **Develop nursing interventions** – Ability to integrate with the plan of care to attain desired outcomes.
- **Implement care plan** – Able to carry out the nursing interventions outlined in the plan of care.

- **Perform quality improvement** – Understand the systematic and continuous actions that lead to measurable improvement for health care clients.
- **Promote resource utilization and advocate for patient** – Understand the factors related to safety, effectiveness, cost, and impact on practice in planning and delivering patient care.
- **Conduct caring behaviors of vigilance, engagement and responsiveness** – Provide compassionate, empathetic and effective care to patients which play a crucial role in patient outcomes and experiences.
- **Delegate tasks and collaborate with interdisciplinary staff** – Able to coordinate with the full team to develop an integrated plan of care and then able to assign duties to implement the plan.

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