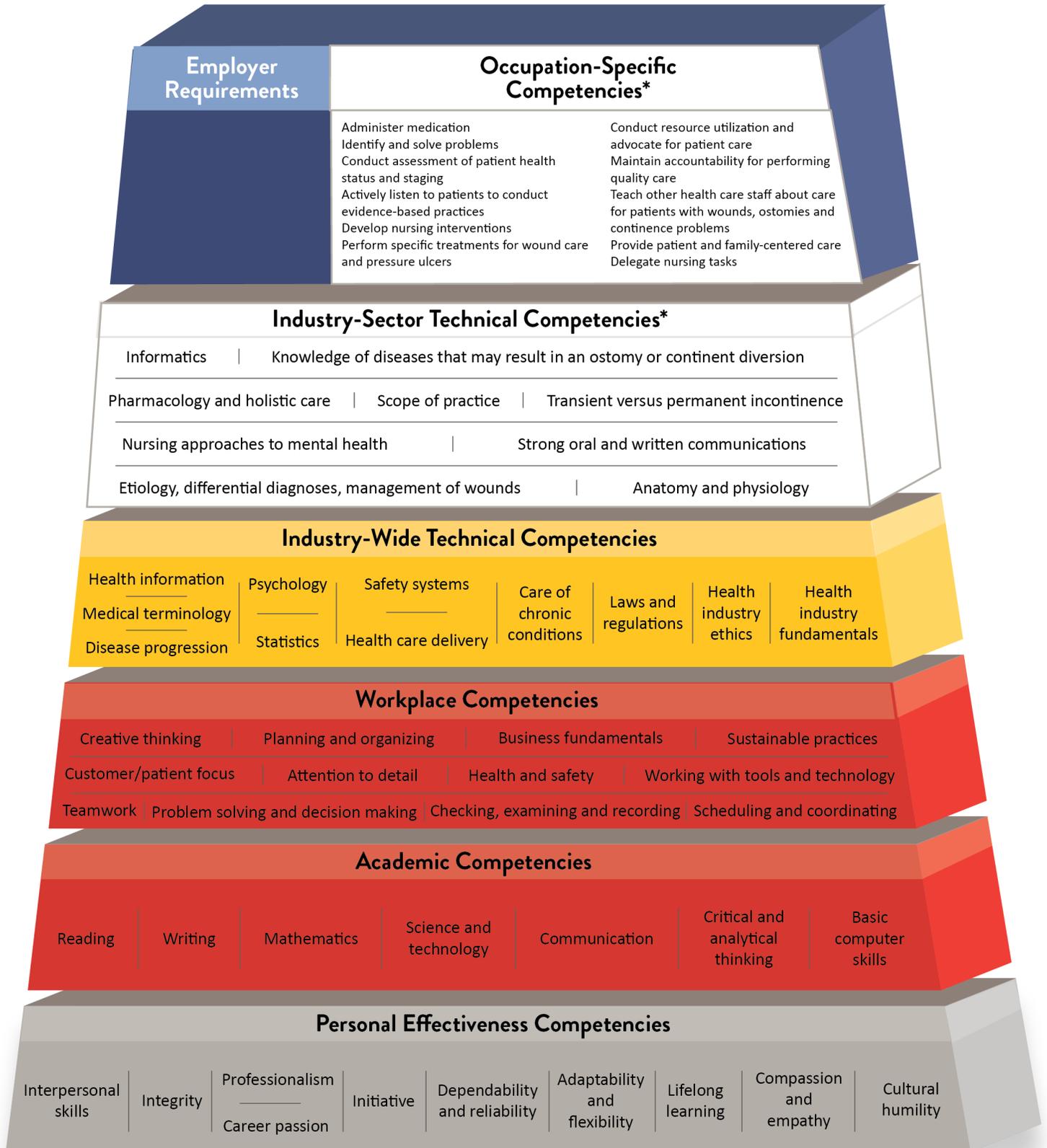


# Minnesota Dual-Training Pipeline

## 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](https://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 the plan of care.

Updated December 2025