

Hawai'i Nurse Residency Collaborative: Desirable Competency List (DCL) With Vizient/AACN NRP Curricula & QSEN Knowledge, Skills and Attitudes Crosswalk

Employer Reported Highly Desirable Competency (Novice to Advanced Beginner Level Proficiency)	In NRP Curriculum	QSEN Knowledge, Skills and Attitudes					
		Patient Centered Care	Teamwork & Collaboration	EBP	Quality Improvement	Safety	Informatics
Charting/ documentation	☒	☒	☒	☒	☒	☒	☒
Assessment	☒	☒	☒	☒	☒	☒	
Patient/ family communication/ education	☒		☒	☒	☒	☒	☒
Pressure ulcer risk	☒				☒	☒	
Hand Hygiene	☒				☒	☒	
Isolation precautions	☒				☒	☒	
Prioritization/ time management	☒				☒	☒	
Falls risk	☒				☒	☒	
Customer Service	☒	☒	☒	☒	☒	☒	☒
Medication administration/ management	☒				☒	☒	☒
IV Medication Administration					☒	☒	
IV starts					☒	☒	
Vital signs parameters	☒				☒	☒	
Bladder catheter insertion					☒	☒	
Blood draw/ venipuncture					☒	☒	
Blood product administration					☒	☒	
Code/ emergency response					☒	☒	
Wound Care	☒				☒	☒	
Dressing Change	☒				☒	☒	
Aseptic/ sterile technique	☒				☒	☒	
Pain assessment	☒	☒			☒	☒	

Recommendations: The HNRP recognizes new graduates will not enter the NRP with mastery of any clinical skill and identified the opportunity to highlight common new graduate competencies that will aid in their successful transition to practice. The HNRP recommends students and their academic programs review these competencies when preparing curricula and prior to student graduation to ensure skill experience in either/both simulated or live clinical environments prior to entry into practice. The HNRP Clinical Coordinators recommend using the tool for informative purposes such as in the development of pre-graduation checklists, new curricula and/or surveys. Additionally, the DCL may be used to by clinical facilities to focus NRP facilitation efforts or inform the development of new NRP curricula.

* The list above represents the 21 most desirable competency for Hawai'i NRP Clinical Employers. The list does NOT represent all necessary or desirable skills for employers or the HNRP (2016-2017).

Hawai'i Nurse Residency Program Collaborative: Desirable Competency List Overview

Purpose: The Hawai'i Nurse Residency Program (HNRP) Collaborative is a collaborative of nurse transition to practice programs in Hawai'i convened by the Hawai'i State Center for Nursing (HSCN). The purpose of HNRP Desirable Competency List (DCL) is to delineate the clinical nursing skills most desired by Hawai'i acute care facility employers in new nurse graduates transitioning into practice.

The list identifies skills in which new RN graduates are expected to have novice level to advance beginner level proficiency, described as limited hands-on experience by Benner (2001). The list is intended to be a reference for HNRP facilitators and schools of nursing, that aligns Hawai'i employers' identified priority clinical competencies with the Quality and Safety Education for Nurses (QSEN) pre-licensure competencies and the Vizient/ AACN NRP curricula, to support HNRP programs and new nurses who are transitioning into direct patient care roles.

Background: To support the retention and transition to practice of new nurses, reduce attrition, and facilitate a smoother and more successful transition from academic program to nursing practice, the HSCN lead the development of the first multi-facility statewide NRP nurse residency program partnership of its kind in the country. In 2012 HSCN formed the HNRP, a collaborative partnership between hospitals in Hawai'i and Hawai'i Schools of Nursing, to share resources and expertise, and to strengthen the relationship between academia and clinical healthcare delivery. The Clinical Coordinators and Academic Counsel comprise the HNRP Steering committee, which strives to exchange innovation, build strategies to improve the quality of nurse residency programs across the state, and build a strong qualified nursing workforce in Hawai'i.

The HNRP Academic Counsel, in 2016, requested the HNRP Clinical Coordinators to develop a list of core competencies to be provided to the Academic Council to serve as a resource when undertaking the review and development of educational curricula. The HNRP Clinical Coordinators collaborated to develop a prioritized list of 21 competencies which they identified as key competencies for new nurse graduates to have at the novice to advanced beginner level to support transition into their first professional nursing role.

Methodology: HNRP Clinical Coordinators submitted a facility review of desirable competencies to HSCN. In addition to the lists tendered by partner facilities, two facilities conducted qualitative surveys of recent NRP graduates to identify their reported desired competencies identified during their participation in a residency program. Desirable competencies were provided by 5 HNRP partners and reviewed by the HNRP steering committee. Competencies were then ranked by priority by NRP partners, with the 21 most desired included in this reference document with cross-reference to if these competence are included in NRP curricula and QSEN pre-licensure competencies.

Due to rapid changes in healthcare environments and the delivery of care, and the periodic updates made by Vizient to the Vizient/ AACN NRP curricula, the HSCN will update the DCL every two years to ensure it remains representative of Hawai'i employers and is aligned with the most current QSEN and NRP resources.

References:

- Benner, P. (1982). From Novice to Expert. *The American Journal of Nursing*, 82(3), 402. <https://doi.org/10.2307/3462928>
- QSEN Institute. (2018). QSEN Competencies. Retrieved October 27, 2018, from <http://qsen.org/competencies/pre-licensure-ksas/>