

American Association of Critical-Care Nurses Competencies for NCPD (CE Contact Hour Activities)

Purpose:

All nursing continuing professional development (NCPD) activities (CE Contact Hour activities) must be linked to an established professional competency and its originating professional source.

Ultimately, the goal of selecting competencies is to ensure that educational content is relevant, actionable, and forward-looking. These efforts empower nurses to maintain and enhance their competence as they adapt to the dynamic demands of healthcare systems.

It is not the expectation that each educational activity will determine competency. The competencies are used to develop the measurable learning outcomes and support the activity's relevance for the target audience.

Competency Identification:

Competence is the foundational ability required for nursing practice in a given context. Essentially, what capabilities do nurses need to be effective and confident in their practice within a specific setting? *Competence is the state of being capable (the outcome - a perfect cake).*

Competency is the ability to apply knowledge, skills, and/or abilities, including intellectual behaviors, that are required to meet performance and outcomes in professional practice within a given context. *Competency describes a specific skill and/or ability (the ingredients).*

Validating competencies to bridge the professional practice gap is foundational in developing accredited education.

Competencies establish a clear purpose for educational activities and serve as a framework for planning and instructional design. Identifying these competencies early ensures that every aspect of the educational strategy aligns to deliver targeted learning. *Competencies are the collection of skills and/or abilities (the whole recipe).*

Requirements:

The Nurse Planner:

- Must provide the established professional competency(ies) and the professional source that developed the competency(ies) for each Nursing Continuing Professional Development (NCPD) activity planned.
- Acknowledges that a competency does not necessarily determine the learner's actual competency level.
- Uses the activity to build toward competency; does not evaluate if the learner is already competent.
- Does not develop their own competencies, but rather identifies established competencies from professional sources that align with the professional practice gap.
- Selects an appropriate, established, evidence-based competency that aligns with the professional practice gap (PPG), underlying educational need, learning outcomes, assessment method, and active learning strategies.
- Acknowledges that the competencies are used to develop the measurable learning outcomes and support the activity's relevance for the target audience.
- Provides a reference, preferably a link to the competency used. References do not need to be in APA or AMA format.

Professional Competency- Examples:

AACN Competence Framework for Progressive and Critical-Care: Initial Competency 2022	Core Competencies for Human Trafficking Response in Health Care and Behavioral Health Systems
AACN's Healthy Work Environment Standards	Elsevier Clinical Skills
AACN's Scope and Standards for Adult-Gerontology and Pediatric Acute Care Nurse Practitioners	Maine Nurse Core Competencies: Maine Nurse Partners in Education and Practice
AACN Standards	IPEC Core Competencies for Interprofessional Collaborative Practice
AACN Standards for Appropriate Staffing in Adult Critical Care	Quality and Safety Education for Nurses (QSEN) Competencies
AACN's Synergy Model for Patient Care	NIH: Interprofessional Communication Competencies
American Association of Nurse Practitioners (AANP): Standards Nurse Practitioner Role Core Competencies of Practice	Psychiatric Mental Health Nurse Practitioners (PMHNP) Scope of Practice and Regulatory Process
American Health Care Association: Competencies to Manage Fall Risks in Long-Term Care Settings	National Organization of Nurse Practitioner Faculties (NONPF): Nurse Practitioner Role Core Competencies
American Nurses Association (2021). Nursing: Scope and Standards, Excerpt Chapter 1	ANPD Scope and Standards of Practice: Nursing Professional Development Standards
ANPD For Nursing Professional Development Practitioners	World Health Organization: Self-Care Competency Framework
Society of Pediatric Nurses (SPN): Pediatric Core Competencies	AONL Nurse Leader Core Competencies