

## Appendix 41d ■ Nurse Care Manager Training and Development Pathway

Core Competencies	Suggested Courses/ Workshops 1	Suggested Time Frames 2
Ability to conduct in-depth assessments and reassessments covering health and psychosocial issues.	<ul style="list-style-type: none"> <li>• Geriatric assessment</li> <li>• Risk management</li> </ul>	Six months
Ability to evaluate the client as a total person and identify the functional limitations that impede independent living.	<ul style="list-style-type: none"> <li>• Geriatric assessment</li> <li>• Risk management</li> </ul>	Six months
Ability to interpret clinical health findings and formulate a plan to address needs.	<ul style="list-style-type: none"> <li>• Chronic disease management</li> <li>• Care management</li> </ul>	Four months
Good written and verbal communication skills.	<ul style="list-style-type: none"> <li>• Written communication</li> <li>• Teaching strategies</li> <li>• Teamwork</li> </ul>	Six months
Negotiation skills with ability to advocate on behalf of the client.	<ul style="list-style-type: none"> <li>• Problem solving</li> <li>• Case management</li> </ul>	Four months
Collaboration skills including consultation with physicians, other health professionals, team members, client, family, and community contacts.	<ul style="list-style-type: none"> <li>• Conflict resolution</li> </ul>	Four months

<sup>1</sup> Courses in appropriate subjects may be available on-line as well as through conferences, seminars, and traditional community resources.

<sup>2</sup> Suggested Time Frames for Completion after Employment

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<b>Core Competencies</b>	<b>Suggested Courses/ Workshops 1</b>	<b>Suggested Time Frames 2</b>
Ability to analyze and interpret assessment findings and apply to level of care determinations.	<ul style="list-style-type: none"> <li>• Case management</li> <li>• Community health nursing</li> <li>• Applicable regulations</li> </ul>	Four months
Ability to develop care plans which address client's needs.	<ul style="list-style-type: none"> <li>• Care management</li> <li>• Community health nursing</li> </ul>	Four months
Ability to evaluate, monitor, and determine unmet needs of client.	<ul style="list-style-type: none"> <li>• Care management</li> <li>• Community health nursing</li> </ul>	Four months
Ability to identify and develop support systems for the client.	<ul style="list-style-type: none"> <li>• Problem solving</li> <li>• Project resolution</li> </ul>	Four months
Ability to apply critical thinking and problem-solving skills.	<ul style="list-style-type: none"> <li>• Community outreach and networking</li> </ul>	Ongoing
Knowledge of community resources and services available to clients, and ability to access those resources effectively.	<ul style="list-style-type: none"> <li>• Community outreach and networking</li> </ul>	Ongoing
Good computer skills	<ul style="list-style-type: none"> <li>• Community outreach and networking</li> </ul>	Six months