American Nurses Credentialing Center's Nursing Skills Competency Program Criteria

1. The skill or skill set must be clearly and concisely described.
2. The target audience for the course must be registered nurses.
3. The skill or skill set must be within the scope of practice of registered nurses.
4. There is valid rationale provided for the time period that an individual is considered to be competent in the skill or skill set.
5. Outcomes for each component of the skills competency course are clearly defined and include knowledge, skill (performance), and abilities (professional behaviors).
6. Outcomes are written as outcome statements and clearly specify what the learner will know and demonstrate in order to successfully complete the course.
7. Course content is evidence-based and based on professional standards, guidelines or regulations as appropriate. Evidence-based references are provided for course content.
8. Content is congruent with the outcomes of the course.
9. Time-frame to deliver course content is valid.
10. Teaching/learning strategies used to deliver course content are appropriate for the subject matter.
11. Participants are informed of objectives and criteria for successful completion prior to initiation of skills course.
12. Participants successfully completing the skills course receive documentation of completion that includes all required components.
13. Applicants are required to retain records related to the nursing skills competency course for a minimum of six (6) years.
14. Course development team must have documented expertise in adult education (graduate preparation or international equivalent) and content expertise in subject matter.
15. Individuals delivering course content must have documented expertise in ability to present content effectively and content expertise in subject matter.
16. Individuals evaluating participant performance in the skill or skill set must have documented expertise in ability to evaluate skill performance and content expertise in subject matter.
17. Course content is delivered without promotion or bias.
18. Method of testing and validating the skill or skill test includes evaluation of knowledge, skill (performance) and abilities (professional behaviors).
19. Testing methods are valid and reliable.
20. Clinical effectiveness outcomes are defined and measured to include proficiency, safety and/or quality as appropriate.