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# Essential competences

In working life of nurses  
-based on the interviews



# Analysis

## Essential working life competences

- ▶ **Most essential working life competences for nurses in the working environment**
  - ▶ The original expressions were documented and then placed under the competences of EntreComp-model
  - ▶ The incidence of the essential competences among job applicants were documented (Common - quite common - rare - very rare)
  - ▶ The easiness of detection of the essential competence in job applicants was also documented in the analysis



# Analysis

## Less essential working life competences

- ▶ **Less essential working life competences for nurses in the working environment**
  - ▶ The original expressions were documented and then placed under the competences of EntreComp-model
  - ▶ The incidence of the less essential competences among job applicants were documented (Common - quite common - rare - very rare)
  - ▶ The easiness of detection of the essential competence in job applicants was also documented in the analysis



# Analysis

## Future competences in working life of nurses

Also it was analysed

- ▶ The factors that affect the competences that nurses will need in the future
- ▶ New competences that nurses will need in the future



# The results of the analysis

- ▶ The most essential competences (of the EntreComp-framework) in working life of nurses were discovered
  - ▶ 5 competences were especially highlighted
- ▶ The future competences in working life of nurses were discovered
- ▶ Understanding of the factors that effect the working life competences of nurses in the future was also build up



## 2.3 Mobilizing recourses

- ▶ Evidence based nursing (2)
- ▶ Clinical nursing skills (4)
- ▶ Guidance
- ▶ Knowledge on mental health and substance abuse
- ▶ Good professional skills
- ▶ IT-skills
- ▶ Language skills



## 2.5 Mobilizing others

- ▶ Interaction skills (7)
- ▶ Ability to learn and teach
- ▶ Social skills



## 3.1 Taking the initiative

- ▶ Initiative (2)
- ▶ Independency (2)
- ▶ Consistency
- ▶ Professionality (2)
- ▶ Multidisciplinary





## 3.3 Coping with uncertainty, ambiguity and risk

- ▶ Action in changes (2)
- ▶ Action in pressure and stress (3)
- ▶ Decision making (4)
- ▶ Risk management
- ▶ Flexibility (2)



## 3.4 Working with others

- ▶ Teamworking (6)
- ▶ Multiprofessional working (2)
- ▶ Co-operation (4)
- ▶ Collegiality



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# Competences in future



# Which factors affect the competences that nurses will need in the future?

- ▶ Social and health services reform (5)
- ▶ Immigration
- ▶ Decreasing resources
- ▶ Mobility (2)
- ▶ Internationality (3)
- ▶ Change of customers' role (6)
- ▶ Individual care
- ▶ Progress of medicine
- ▶ Digitalization



# 1. Ideas and opportunities

- ▶ 1.2 Creativity
  - ▶ Entrepreneurial mindset/intrapreneurship
  - ▶ Innovativity
- ▶ 1.3 Vision
  - ▶ Renewability
  - ▶ Commitment
- ▶ 1.5 Ethical and sustainable thinking
  - ▶ Responsibility
  - ▶ Respectful



## 2. Resources

- ▶ 2.2 Motivation & perseverance
  - ▶ Resilience
  - ▶ Motivation
  - ▶ Motivating skills
  
- ▶ 2.3 Mobilizing resources
  - ▶ Language skills (7)
  - ▶ Service design
  - ▶ Technological skills (7)
  - ▶ Knowledge searching skills (4)
  - ▶ Knowledge of quality and enterprise resource planning system
  - ▶ Documentation skills



- ▶ **2.4 Financial and economic literacy**
  - ▶ Understanding of funding
  - ▶ Marketing skills
- ▶ **2.5 Mobilizing others**
  - ▶ Training skills
  - ▶ Interaction skills (2)
  - ▶ Guiding skills (2)
  - ▶ Multiprofessional skills
  - ▶ Knowledge to care for different patient groups (2)



# 3. Into action

- ▶ 3.1 Taking initiative
  - ▶ Customer-oriented approach
  - ▶ Independency
  - ▶ Efficiency
- ▶ 3.2 Planning and management
  - ▶ Ability to influence
  - ▶ Knowledge of working organisation
  - ▶ Ability to comply with changes (2)
  - ▶ Case/care management
- ▶ 3.3 Coping with ambiguity, uncertainty and risk
  - ▶ Ability to tolerate pressure
- ▶ 3.4 Working with others
  - ▶ Using Interpreter services
  - ▶ Openness
  - ▶ Multicultural skills (3)