

Pediatric Nurse Practitioner(PNP) Competency Framework

PNPs possess in-depth knowledge... about child development and childhood-specific health topics including pediatric illnesses, medications, and therapies. They apply this knowledge to assess, diagnose, and treat children from newborn through young adulthood.



What is it and why is it important?



The Framework outlines continuing competence and career progression in Pediatric Nurse Practitioner acute and primary care roles.



- Defines behaviors inherent in each role-based competency area & illustrates PNP growth in roles over time.
- Helps PNPs set goals & can be reflected in recertification activities.

PNP Framework Elements

- Competency Areas and Definitions– broad areas of proficiency
- Exemplars – identifiers indicating the ways in which each competency manifests in behavior on the job
- Behavioral Indicators – descriptions of effective performance at specific proficiency levels (levels 1-3)



PNP Competency Areas (Roles)

Clinician
Collaborator
Advocate
Educator
Scholar
Leader
Innovator



Proficiency Levels

Reflecting progressing competency and responsibilities each level reflects the PNP career trajectory. Behavioral indicators progress across the framework demonstrating a developmental growth and maturity.

LEVEL 1: Early career PNPs, typically 1-3 years post-initial practice, after the transitional first year, focuses on role development and clinical skill enhancement.

LEVEL 2: Mid-career PNPs, usually with 3-7 years of experience gaining proficiency and efficiency across various aspects of the PNP role.

LEVEL 3: Advanced career PNPs, 7+ years of experience, seasoned practitioners with comprehensive expertise in pediatric care and leadership.



Methodology

A special task force of U.S.-based PNPs convened and developed the framework and its role-based competency areas in 2022. Task force volunteers represented diverse PNP roles, backgrounds, & years of experience. In 2023, a validation survey was delivered to 23,549 PNPs who hold primary care and/or acute care certification, resulting in a 7.4% response rate.



Benefits

- PNPs can use the framework to advocate for themselves by defining their competencies and strengths, to reflect on career progression, or for their own goal planning.
- Career progression and continuing competence can be demonstrated without a change in job title or position. **For more information visit [PNCB.org](https://www.pncb.org).**