

TECHNICAL STANDARDS

Nursing Assistant

In this program grouping, students should be able to meet specific technical standards, which are the essential skills and abilities needed to be successful in a program, with or without reasonable accommodation. It is important to review and understand these standards before applying to the program. All Technical Standards documents are available for review on the Mid-State Technical College website. (Go to <https://www.mstc.edu/programs> and select the program.)

This document should be reviewed prior to applying to the program.

Reasonable accommodations for persons with disabilities will be made to ensure access to academic programs, activities, services, and employment in accordance with Section 504 and 508 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990, as amended. If accommodations are needed, contact the Disability Services coordinator at 888.575.6782, TTY 711, at least two weeks in advance of needed assistance. Services available are documented at <https://www.mstc.edu/student-services/disability-services>.

For more information, please see Mid-State Technical College's Equal Opportunity/Non-Discrimination Policy.

STANDARD	DEFINITION OF STANDARD	EXAMPLE(S) OF TECHNICAL STANDARD
Critical Thinking Skills	<ul style="list-style-type: none">• Ability to read and understand a minimum of an 8th grade level with ability to understand charts, graphs, worksheets, and medical terminology.• Ability to read and understand digital and computer displays.• Ability to do basic math including add, subtract, multiply, and divide without the use of a calculator.• Ability to count and understand the meaning of numbers (e.g., basic conversions).• Ability to measure (e.g., length, weight, volume).• Ability to tell time on a clock.• Ability to count rates (e.g., respiration and pulse).• Ability to compute percentages (e.g., amount of food eaten).	<ul style="list-style-type: none">• Make quick decisions during changing conditions based on resident safety while following facility policy, safety and infection control guidelines.• Recognize a task that is beyond their scope of practice and have the ability to decline.• Basic math skills (add, subtract, multiply and divide without a calculator) to be able calculate intake and output in CC's, length on a tape measure, and time on a clock accurately.• Count numbers.• Read emergency handbooks and directional signs during an emergency and computer displays and digital number displays on vital sign equipment (at a minimum 8th grade level).

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<p>Mobility/Motor Skills</p>	<ul style="list-style-type: none"> • Ability to move within confined spaces. • Ability to maintain balance in multiple positions. • Ability to reach above shoulders. • Ability to reach below waist (e.g., plug electrical appliance into wall outlet). • Ability to reach out front. • Ability to twist (e.g., turn objects/knobs using hands). • Ability to bend. • Ability to stoop/squat for at least one minute. • Ability to move quickly (e.g., response to an emergency). • Ability to climb and descend stairs. • Ability to walk independently without the assistance of a cane, walker, crutches, wheelchair or the assistance of another person. • Ability to stand (e.g., at client side during daily care). 	<ul style="list-style-type: none"> • Assist client to transfer, ambulate, push wheelchairs, operate mechanical lifts, empty drainage bags, raise and lower beds, toilet a resident and make an occupied bed. • Turn a resident in bed to perform tasks such as bed baths, perineal care, bedpan/urinal, make an occupied bed and dress/undress residents. • Push, pull (up to 50 lbs.), squat, reach below waist, climb/descend stairs, move quickly, and walk independently without an assistive device for all resident care activities and in case of emergencies. • Take vital signs, open drainage bags, open personal care products, provide nail care, care for hearing aids and assist residents to eat/drink. • Ability to maintain physical activity for 5-8 hours.
<p>Tactile Skills</p>	<ul style="list-style-type: none"> • Ability to write with pen or pencil. • Ability to key/type (e.g., use a computer). • Ability to squeeze with finger (e.g., eye dropper). • Ability to pinch/pick or otherwise work with fingers. • Ability to pick up objects with hands. • Ability to grasp small objects with hands. • Ability to feel vibrations (e.g., palpate pulses). • Ability to detect temperature (e.g., skin, solutions). • Ability to feel differences in surface characteristics (e.g., skin rashes). • Ability to feel differences in sizes, shapes (e.g., identify body landmarks). • Ability to detect environmental temperature. 	<ul style="list-style-type: none"> • Grasp, squeeze, pinch and manipulate equipment for at least 5 seconds. • Ability to see/feel subtle differences in skin texture/temperature and vibrations through skin. • Detect dangerous temperatures in food/beverages, water temps, and environment.
<p>Auditory Skills</p>	<ul style="list-style-type: none"> • Ability to hear normal speaking-level sounds (e.g., person-to-person conversation). 	<ul style="list-style-type: none"> • Detect faint noises.

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	<ul style="list-style-type: none"> • Ability to hear faint voices within range of 4 feet (e.g., whispers). • Ability to hear in situations when not able to see lips (e.g., when masks are used). • Ability to hear auditory alarms (e.g., monitors, fire alarms, call bells). 	
Olfactory Skills	<ul style="list-style-type: none"> • Ability to detect differences in body and environmental odors. 	<ul style="list-style-type: none"> • Ability to tolerate exposure to lotions, soaps, shampoos, cleaning products, and pets.
Visual Skills	<ul style="list-style-type: none"> • Ability to see objects clearly and have depth perception and peripheral vision to allow identification of dangerous objects and client situations. • Ability to distinguish color and color intensity (e.g., color codes on supplies). • Ability to read and interpret written data on computer monitors and/or paper charts. 	<ul style="list-style-type: none"> • Ability to observe and report objective data. • Read and report vital signs including temperature, pulse, respiration and O2 sats. • See objects clearly at 20 feet, have depth perception to be able to identify dangerous objects or situations.
Communication Skills	<ul style="list-style-type: none"> • Ability to interact with others to report observations and advocate for the needs of clients. • Ability to speak, write and understand English (e.g., document client information in writing). • Ability to listen/comprehend spoken/written word. • Ability to collaborate with others (e.g., health care workers, peers). 	<ul style="list-style-type: none"> • Ability to speak, write and understand English. • Accurately and clearly relay resident/patient/client condition or change in condition to other team members verbally and in writing, in a timely manner. • Ability to recognize non-verbal cues from residents and have ability to interact with residents experiencing stress, emotional upset, the ability to adapt to changing situation/emergencies while maintaining emotional control. • Ability to cope with residents who have strong emotions/physical outbursts while remaining in a reasonable state of calm or those with cognitive impairment.

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		<ul style="list-style-type: none"> • Able to focus their attention on residents' needs despite interruptions and multiple demands.
Interpersonal Skills	<ul style="list-style-type: none"> • Ability to apply knowledge gained in classrooms to establish appropriate relationships with clients, families, and co-workers. • Ability to show respect for diverse populations. • Ability to negotiate interpersonal conflict. • Ability to interact and support clients during times of stress and emotional upset. • Ability to establish professional relationships. • Ability to provide client with emotional support. 	<ul style="list-style-type: none"> • Ability to interact with others. • Ability to advocate for the needs of the residents. • Accept constructive feedback and accept responsibility for actions. • Establish appropriate relationships with residents, staff and family members. • Show respect for diversity in culture, religion, sexual orientation, marital status, socio-economic status and abilities/disabilities.
Behavioral Skills	<ul style="list-style-type: none"> • Ability to maintain physical activity for a period of time from five to eight hours. • Ability to tolerate exposure to common allergens such as: pets, body lotions and soaps, cleaning products. • Ability to tolerate working in confined areas. • Ability to tolerate heat and humidity as high as 90 degrees for up to one half hour. • Ability to adapt to changing situations and emergency conditions while maintaining emotional control. • Ability to cope with strong emotions and physical outbursts of clients while remaining in a reasonable state of calm. • Ability to focus attention on clients' needs despite interruptions and multiple demands. • Ability to accept constructive feedback and accept responsibility for own actions. • Ability to deal with the unexpected (e.g., client condition, crisis). 	<ul style="list-style-type: none"> • Tolerate shower and spa rooms. • Demonstrate safety and infection control practices. • Recognize emergencies and respond quickly to problems in a fast-paced environment.

Mid-State does not discriminate on the basis of race, color, national origin, sex, disability, or age in its program, activity, or employment. The following person has been designated to handle inquiries regarding the nondiscrimination policies: Vice President – Human Resources; 500 32nd Street North, Wisconsin Rapids, WI 54494; 715.422.5325 • AAEO@mstc.edu.

