



Nursing Assistant Program Technical Standards

Upon entering the program, students enrolled in the Nursing Assistant Program should be able to meet the established technical standards identified below with or without reasonable accommodation. The technical standards for the Nursing Assistant Program are representative of those found in the Nursing Assistant profession.

Area	Standard	Examples (not inclusive)
Physical Skills	The student should demonstrate: <ul style="list-style-type: none"> ● fine motor ability for data collection/assessment and to promote a safe care environment ● gross motor ability for data collection/assessment and to promote a safe care environment ● stamina sufficient to maintain physical activity for a period of a typical clinical shift ● ability to tolerate working in confined areas 	<ul style="list-style-type: none"> ● the ability to grasp, twist, squeeze, pinch, and manipulate equipment (i.e., use a manual blood pressure cuff, word process on a keyboard) ● maintain balance in standing position; move body from one side to the other; reach below the waist and to the front or the side of the body to the level of the top of head (i.e., adjust overhead lights, plug electrical appliance into wall outlet); and ability to push, pull, stabilize, and freely move arms to allow movement of 25 pounds as in moving of an object or transfer of a client from one place to another ● the ability to squat or execute a modified squat (one knee on the floor); move quickly in case of emergency situations; climb and descend a flight of stairs; and walk independently without the assistance of cane, walker, crutches, wheelchair or the assistance of another person



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<p>Sensory Skills</p>	<p>The student should demonstrate:</p> <ul style="list-style-type: none"> ● tactile, auditory, visual, and olfactory ability for data collection/assessment and to promote a safe care environment ● ability to tolerate heat and humidity ● ability to tolerate exposure to odors and common allergens 	<ul style="list-style-type: none"> ● ability to distinguish subtle vibrations through the skin (i.e., assess a pulse), identify the subtle difference in surface characteristics (i.e., feel a raised rash), and detect temperature (i.e., skin, liquids, environment) ● ability to detect differences in body and environmental odors ● ability to hear and understand voices spoken at a normal speaking volume at a distance of a typical length of a room and the ability to hear faint noises such as whispers when side by side with another individual ● identify dangerous objects and client situations within the client room ● examples include shower and spa rooms ● placement in a latex or allergen free environment cannot be guaranteed
<p>Communication Skills</p>	<p>The student should demonstrate:</p> <ul style="list-style-type: none"> ● effective communication with clients, client families, and other members of the health care team ● ability to understand text ● ability to understand charts, graphs and worksheets ● ability to read and understand digital and computer displays, as well as enter data in a computerized client record ● emotional stability ● interpersonal skills 	<ul style="list-style-type: none"> ● ability to interact and support clients during times of stress and emotional upset ● ability to cope with strong emotions and physical outbursts of clients while remaining in a reasonable state of calm ● ability to focus attention on client needs despite interruptions and multiple demands ● ability to apply knowledge gained in classroom to establish appropriate relationships with clients, families and coworkers ● ability to interact as a member of the health care team



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		<ul style="list-style-type: none"> • ability to show respect for diversity in culture, religion, sexual orientation, marital status, socio-economic status and abilities/disabilities
<p>Safety Skills</p>	<p>The student must:</p> <ul style="list-style-type: none"> • Apply knowledge, skills and experience to provide a safe work environment 	<ul style="list-style-type: none"> • work in an environment with potentially infectious materials • demonstrate adherence to safety guidelines and regulations • recognize potentially hazardous conditions and take appropriate actions • maintain immunization and health care requirements • utilize personal protective equipment (gloves, masks, eyewear, gown) • operate equipment, adhering to safety standards • identify and resolve unsafe situations • be familiar with and follow emergency procedures
<p>Critical Thinking Skills</p>	<p>The student should demonstrate:</p> <ul style="list-style-type: none"> • ability to count and understand the meaning of numbers • ability to read and comprehend • problem solve and make decisions • apply knowledge, skills and experience 	<ul style="list-style-type: none"> • addition, subtraction, multiplication, and division with or without the use of a calculator • measure length by reading a tape measure or ruler, and the ability to tell time on a clock • Read and understand complex verbal and written instructions and directions • ability to understand charts, graphs and worksheets



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		<ul style="list-style-type: none"> • recognize the need to consult with healthcare professionals • prioritize patient care duties • problem solve complex situations while maintaining a professional demeanor
Professionalism	<p>The student should demonstrate:</p> <ul style="list-style-type: none"> • ability to accept constructive feedback • accept responsibility for own actions • ability to adapt to changing situations and emergency conditions while maintaining emotional control 	<ul style="list-style-type: none"> • exhibit positive interpersonal skills • maintain confidentiality • demonstrate ability to work as a team member • adhere to attendance, dress code, and personal hygiene policies • respond to challenging situations while maintaining composure and professionalism

Gateway Technical College is committed to providing access and equal opportunity for all. Reasonable accommodations are provided for all education services, programs, and activities for individuals with disabilities. Students must be able to demonstrate these abilities with or without reasonable accommodations. Accommodations are determined and provided by disability support services. For more information related to the accommodations process, please visit <https://www.gtc.edu/dss>

Student's Name (printed) _____

Student's Name (signed) _____

Date _____