

Western Technical College

Nursing Assistant Program Functional Ability Criteria

The Nursing Assistant Program is highly regulated by state and federal law. OBRA, 1987 and State of Wisconsin, HFS 129, 2009 offer specific criteria for how the program will be run, what is taught, how it is taught, mandated hours needed to be completed and ability of the nurse aide to do the work required. Also, it is the intent of Western Technical College to fully comply with Section 504 of the Rehabilitation Act of 1974 and the Americans with Disabilities Act (ADA) of 1990. (In accordance with the ADA and Section 504, Western Technical College does not provide students with personal devices and services.)

In order to assist students to successfully complete the Nursing Assistant Program and achieve certification to work through the State of Wisconsin Caregiver Program, Western Technical College has developed a set of objective functional ability criteria.

Students will be asked to sign a form stating whether or not they are able to meet the functional abilities, with or without accommodations, as stated in this document. **If a student enters the Nursing Assistant Program on falsification of records related to their ability to meet functional requirements, he/she may face disciplinary action.** All documents will be kept on file with the Nursing Assistant instructor at the College.

For students with a disability, reasonable accommodations are available. Reasonable accommodations are defined as modifications or adjustments that allow individuals with disabilities to gain equal access and have equal opportunities to participate in Western Technical College courses, services, activities and use of the facilities. To be eligible for disability-related services/accommodations, students must have a documented disability. This documentation must be provided by a licensed professional, qualified in the appropriate specialty area. Western Technical College is not obliged to provide an accommodation that requires a substantial change in the curriculum or alteration of an essential element or functions of a program/course. Western Technical College is also not obligated to provide an accommodation that posts an undue financial or administrative burden to the College or poses a direct threat to the health and/or safety of others.

Accommodations allowed, without disability documentation: supportive back brace or other supportive brace that does not impede required movement or interfere with infection control policies, hearing aids, glasses, and/or contacts. Other student-suggested accommodations will require the approval of the Program chair, the Disabilities Specialist, and the Department of Health Services. All requests should be approved before the student has enrolled in the program. Any accommodation cannot substantially alter the requirements or nature of the program or provide accommodations that inflict an undue burden on the respective program and clinical sites.

If you are a person with a documented disability and would like to request accommodations, please contact Kristina Puent, email PuentK@westernnc.edu or (608) 785-9875 in Disabilities Services. It is required that you contact them at least three weeks prior to the start of the course so an accommodation plan can be made.

The following is a list of functional abilities the student must have in order to participate in the Nursing Assistant Program at Western Technical College.

GROSS MOTOR SKILLS:

Ability to move in confined spaces, maintain balance in standing position, move body from one side to the other, reach below the waist and to the front of the side of the body to the level of the top of head (examples: adjust overhead lights, plug electrical appliance into wall outlet)

Ability to push, pull, stabilize, and freely move arms to allow movement of 50 pounds as in moving an object or transferring a client from one place to another

FINE MOTOR SKILLS:

Ability to grasp, twist, squeeze, pinch, and manipulate fire equipment for at least 5 seconds (example: operate fire extinguishers)

Ability for eye-hand and eye-hand-foot coordination

TACTILE ABILITY:

Ability to distinguish subtle vibrations through the skin (pulse)

Ability to identify the subtle difference in surface characteristics (feel a raised rash)

Ability to detect temperature (skin, liquids, environment)

MOBILITY:

Ability to squat or modified squat (one knee on floor) for at least one minute

Ability to move quickly in case of emergency situations

Ability to climb and descent a flight of stairs

Ability to walk independently without the assistance of a cane, walker, crutches, wheelchair or the assistance of another person

ENVIRONMENT & PHYSICAL ENDURANCE:

Ability to have stamina sufficient to maintain physical activity for a period of time from 5 – 8 hours

Ability to tolerate exposure to common allergens such as pets, body lotions and soaps, cleaning products

- Student must inform Nursing Assistant Instructor **in advance** of class to assess if a pet resides in the clinical environment, attempts will be made to place student in a clinical site without a pet.

Ability to tolerate working in confined areas

Ability to work indoors for five to eight hours

Ability to tolerate exposure to slippery or uneven walking surfaces

Ability to be able to wear safety glasses, face shield, face mask and other protective clothing

Ability to tolerate heat and humidity as high as 90 degrees for up to ½ hour (shower and spa rooms)

SPEECH AND COMMUNICATION:

Ability to interact with others to report observations and advocate for the needs of clients

Ability to speak, write and understand English in order to be able to communicate with clients as well as report and document client information

SENSES: SMELL, HEARING AND VISION:

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 10 feet (typical length of a room) (example: person to person conversation or telephone conversation)

Ability to hear faint noises such as whispers within a range of 4 feet (considered the typical comfort zone)

Ability to see objects clearly within a minimum of 20 feet

Ability to have depth perception and peripheral vision to allow identification of dangerous objects and client situations within the client room

Ability to read and interpret written data held at a reasonable distance

EMOTIONAL STABILITY:

Ability to interact and support clients during times of stress and emotional upset

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 client needs despite interruptions and multiple demands

Ability to accept constructive feedback and accept responsibility for own actions

INTERPERSONAL SKILLS:

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

Ability to show respect for diversity in culture, religion, sexual orientation, marital status, socio-economic status and abilities/disabilities

READING:

Ability to read and understand at a minimum of an 8th grade level with ability to understand charts, graphs and worksheets

- Students with reading levels below grade 8 are required to complete concurrently the Applied Reading for the Nursing Assistant course.

Ability to read and understand digital and computer displays

MATH:

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

Ability to measure length by reading a tape measure or ruler

Ability to tell time on a clock

COGNITIVE/MENTAL FACTORS:

Ability to deal with abstract and concrete variables, define problems, collect and coordinate data, establish facts, and draw valid conclusions

Ability to perceive pertinent detail in objects or in pictorial or graphic material

Ability to comprehend and follow instructions

Ability to perform simple and repetitive tasks

Ability to relate to other people beyond giving and receiving instructions

Ability to influence people

Ability to perform complex or varied tasks

Ability to make generalizations, evaluations or decisions without immediate supervision

Ability to accept and carry out responsibility for direction, control and planning

**Nursing Assistant Program
Functional Ability Criteria
Statement of Understanding**

The Americans with Disabilities Act of 1990 (42 U.S.C. & 12101 *et seq.*) and Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. & 794) prohibits discrimination of persons because of his/her disability. In keeping with these laws, colleges of the Wisconsin Technical College System make every effort to ensure a quality education for students. The purpose of this document is to ensure that students acknowledge that they have been provided information on the functional abilities required of a student in the Nursing Assistant Program.

Please complete this form and return to Registration along with the application, background form and immunization records.

(initials/date) I have read, understand, and can meet the *Functional Ability Criteria* specific to a student in the Nursing Assistant Program.

(initials/date) I am unable to meet the Functional Ability Criteria presented and am requesting accommodations at this time (please complete page 6)

Name of Student (please print)

Student ID#, SS#, or DOB

Signature of Student

Date

Return to:
Western Technical College
Attn: Admission
400 7th Street North
PO Box C-0908
La Crosse, WI 54602
(608) 785-9553
Fax (608) 785-9148

*Western Technical College
Accommodation Request Form for Students with Disabilities*

Complete this form only if you require accommodations. It is the intent of Western Technical College to fully comply with Section 504 of the Rehabilitation Act of 1974 and the Americans with Disabilities Act (ADA) of 1990. In accordance with ADA and Section 504, Western Technical College does not provide students with personal devices and services.

Requests for accommodations are based on mutual planning among Disabilities Services, Student Services, and Nursing Assistant Instructors and/or Associate Deans.

Date: _____ Student ID, SS# or DOB _____

Name: _____

Address: _____

Need for accommodation: _____

Documentation of disability (please attach):

Requester's suggested accommodation: _____

Suggested accommodation by DVR, other agency or individual: _____

Western Technical College accommodation plan: _____

Request received by: _____ Date: _____

<p><u>Return to:</u> Western Technical College Attn: Admission 400 7th Street North PO Box C-0908 La Crosse, WI 54602 (608) 785-9553 Fax (608) 785-9148</p>
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