



Allied Health Division Technical Standards Nurse Aide Program

Purpose Statement

All students in the Nurse Aide Program are expected to meet certain technical standards which are essential for successful completion of all phases of the program, and which reflect industry requirements and standards. To verify the student’s ability to perform these essential functions, students may be required to demonstrate the technical standards below.

Meeting these technical standards does not guarantee employment in this field upon graduation. Ability to meet the program’s technical standards does not guarantee a student’s eligibility for any licensure, certification exam, or successful completion of the program.

Technical Standard	Definition of Standards	Examples
Critical Thinking/Problem Solving Skills	Ability sufficient for clinical judgment.	<ul style="list-style-type: none"> • Collect data, prioritize needs, and anticipate reactions. • Identify cause-effect relationships in clinical situations. • Sequence information. • Make decisions independently within role. • Transfer knowledge from one situation to another. • Process information from multiple sources. • Analyze and interpret abstract and concrete data. • Evaluate outcomes. • Use long-term and short-term memory. • Prioritize tasks.
Interpersonal Skills	Abilities sufficient to interact with individuals, families and groups from a variety of social, emotional, cultural and intellectual backgrounds.	<ul style="list-style-type: none"> • Establish rapport with clients, instructors, staff, colleagues and groups. • Respect, and care for clients whose appearance, condition, beliefs, and values may conflict with your own. • Deliver nursing care regardless of client’s race, ethnicity, age, gender, religion, sexual orientation, or diagnosis. • Establish and maintain therapeutic boundaries. • Exhibit ethical behavior and exercise good judgement. • Negotiate interpersonal conflict.

Technical Standard	Definition of Standards	Examples
Communication Skills	Abilities sufficient for interaction with others in verbal and written form.	<ul style="list-style-type: none"> • Document and interpret actions and client responses in a clear, professional, and timely manner. • Speak and write English. • Listen and comprehend spoken and written word. • Give verbal directions or follow verbal directions from other members of the healthcare team. • Convey information to clients and others as necessary to teach and direct in an accurate, effective and timely manner as directed by supervisor. • Recognize and report critical client information to other caregivers.
Coping Skills	Possess coping skills sufficient to maintain composure in stressful situations.	<ul style="list-style-type: none"> • Adapt rapidly to changing environment and/or stress.
Mobility/Motor Skills	<p>Physical abilities sufficient to move in one's environment with ease and without restriction.</p> <p>Gross and fine motor abilities sufficient to provide safe and effective nursing skills.</p>	<ul style="list-style-type: none"> • Move around, and work in confined spaces and treatment areas. • Maintain balance in multiple positions. • Reach below waist (e.g. plug electrical appliance into wall outlet). • Reach above shoulders (e.g. IV poles). • Reach out in front. • Administer cardiopulmonary resuscitation. • Sustain repetitive movement (e.g. CPR). • Stand and/or walk, maintain physical tolerance up to 8 hours per day with breaks. • Pick up objects with hands. • Use equipment (BP cuff, wheelchair, etc.). • Grasp small objects with hands, fingers (e.g. pencil). • Write with pen or pencil. • Key/type (e.g. use a computer). • Pinch/pick or otherwise work with fingers (e.g. comb hair). • Squeeze with fingers (e.g. toothpaste tube). • Reposition immobile clients. • Push/pull 50 pounds or greater. • Lift/move heavy objects up to 50 pounds. • Twist, bend, stoop/squat. • Move quickly (e.g. response to an emergency).

Technical Standard	Definition of Standards	Examples
		<ul style="list-style-type: none"> • Climb stairs.
Auditory Skills	Auditory abilities sufficient to monitor and assess health needs.	<ul style="list-style-type: none"> • Hear normal speaking-level sound (e.g. person-to-person report). • Hear auditory alarms (monitors, fire alarms, call bells). • Hear faint voices or body sounds (e.g. blood pressure). • Hear cries for help.
Visual Skills	Visual ability sufficient for observation and assessment necessary in nursing.	<ul style="list-style-type: none"> • Observe client responses, see a change in skin color, and read calibrations on BP gauge. • See objects up to 20 feet away. • Read electronic medical record and/or associated paper medical records. • Use depth perception. • Use peripheral vision.
Tactile Skills	Tactile ability sufficient for physical assessment.	<ul style="list-style-type: none"> • Feel vibrations (e.g. palpation of pulse). • Detect temperature changes (e.g. skin, solutions). • Feel differences in surface characteristics (e.g. rashes). • Feel differences in sizes, shapes (e.g. identify body landmarks). • Detect environmental temperature.
Environmental	Possess the ability to tolerate environmental stressors.	<ul style="list-style-type: none"> • Safely work with potentially harmful chemicals used in health care settings. • Practice Standard Precautions in the clinical setting. • Work in areas that are close, crowded, and/or noisy. • Anticipate exposure to communicable diseases, body fluids, and toxic substances. • Tolerate exposure to allergens (e.g. latex gloves). • Tolerate strong soaps and odors. • Detect odors (e.g. foul smelling drainage, smoke).
Emotional/Behavioral	Possess emotional stability sufficient to assume responsibility/accountability for actions.	<ul style="list-style-type: none"> • Adapt rapidly to changing environment and/or stress. • Calmly receive feedback. • Demonstrate honesty and integrity beyond reproach. • Establish professional relationships. • Provide client with emotional support. • Deal with the unexpected (e.g. client condition). • Focus attention on task.

Technical Standard	Definition of Standards	Examples
		<ul style="list-style-type: none"> • Cope with own emotions. • Perform multiple responsibilities concurrently. • Cope with strong emotions in others (e.g. grief).

In the case of an otherwise qualified individual with a documented disability, appropriate and reasonable accommodations will be made unless to do so would fundamentally alter the essential training elements, cause undue hardship, or produce a direct threat to the safety of the patient or student.

Asheville-Buncombe Technical Community College is invested in full compliance with the Americans with Disabilities Act (ADA). Support Services is part of Student Services and is located in the K. Ray Bailey Student Services Center. For detailed information or to request accommodations visit www.abtech.edu/supportservices. An appointment is recommended prior to enrollment in order to discuss any special concerns.