



Nurse Aide Essential Qualifications

All individuals, including persons with disabilities, who apply for admission to the nurse aide program must be able to perform specific essential functions with or without reasonable accommodation.

The following outlines the abilities and behavioral characteristics necessary for the student to be admitted to, continue in, and complete, the nurse aide program at HACC. These are standards of admission.

The applicant should carefully review the essential qualifications for the program and ask questions if not familiar with the activities or functions listed. The applicant must decide if he or she has any limitations that may restrict or interfere with satisfactory performance of any of the requirements. It is ultimately the applicant's responsibility to meet these essential qualifications if accepted into the program.

The applicant should consult with the program coordinator or the director of noncredit healthcare to discuss any individual situation if he or she may not be able to meet these essential qualifications. Requests for reasonable accommodation will be considered. Contact the noncredit healthcare training office if you have any questions about this matter.

Any candidate *not* meeting these criteria will be denied admission into the program.

- **Hearing** - Able to hear and understand residents and staff, to interpret conversation, to assess and monitor residents.
 1. Communicate and interact with residents, staff and families from a variety of cultural backgrounds.
 2. Follow verbal instructions.
 3. Use a stethoscope to hear blood pressure sounds.
 4. Detect and discriminate between sounds of normal conversation.
 5. Ability to hear sounds of a variety of equipment alarms; i.e. bed/chair alarms and call bells.
- **Mobility** - Mobile and strong enough to support and move residents. Able to move quickly from place to place to perform resident care.
 1. Support and transfer residents safely from bed to wheelchair, and modify resident position in bed.
 2. Lift 40 lbs. to waist level.
 3. Reach above shoulder height to manipulate equipment.
 4. Reach below waist level to manipulate equipment.
- **Visual**- Able to monitor and assess resident, to read fine print on monitors ,devices and gauges.
 1. Read written instructions.
 2. Ability to see and discriminate between a variety of equipment visual alarms.
 3. Ability to observe demonstrations and residents close up and at a distance to learn skills and to gather resident data (e.g., observe a resident and the resident's gait, appearance, posture, etc.).
- **Motor Skills (fine and gross)** - Perform multiple motor tasks simultaneously. Fine and gross motor skills sufficient to handle equipment and provide safe and effective resident care; steady arm and hand movements while manipulating objects or assisting residents.
 1. Operate and manipulate equipment; i.e. mechanical lifts, wheelchairs/gurneys.
 2. Push/pull beds; transport residents.

3. Lift and move residents safely.
4. Able to chart/write in medical records/record resident data.

- **Tactile** - Able to assess resident's vital signs.
 1. Distinguish pulse rate, textures, firmness and strength.
- **Communication – verbal, nonverbal, reading and writing**
 - Able to communicate in English orally and in legible writing with clients and members of the health-care team using correct grammar, punctuation and spelling.
 - Able to quickly, accurately, and independently follow verbal and written instructions
 - Actively participate in group discussions
 - Verbal communication must be clear and easily understood.
 - Able to accurately read and comprehend written material in English
 - Able to quickly and accurately clarify information and reconcile conflicting information
 - Able to accurately convey and interpret nonverbal communication
 - Able to use communication equipment – telephone, computer, translation device
- **Intellectual and Cognitive Abilities:** Candidates must be able to measure, calculate, reason, analyze, and apply information.
- **Behavioral and Social Attributes:** Candidates must possess the emotional health required to use their intellectual abilities fully, such as exercising good judgment, promptly completing all responsibilities attendant to the care of residents, and developing mature, sensitive and effective relationships with residents and other healthcare workers. Candidates must be able to tolerate physically taxing workloads and to function effectively under stress. They must be able to adapt to changing environments, to display flexibility, and to learn to function in the face of uncertainties inherent in the clinical problems of many residents. Compassion, integrity, concern for others, interpersonal skills, interest and motivation are personal qualities that will be assessed during the education process.
- **Ethical Standards:** A candidate must demonstrate professional demeanor and behavior and must perform in an ethical manner in all dealings with peers, faculty, staff and residents and their families.

Candidate must meet the above criteria to be admitted into the Nurse Aide Program.

9/9/04 rev. 3/7/11

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