

Functional Ability Criteria

Nursing Assistant Program

The Nursing Assistant Program is highly regulated by state and federal law. OBRA, 1987 and State of WI, 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. In order to assist students successfully complete the Nursing Assistant Program and achieve certification to work through the State of Wisconsin Caregiver Program, Waukesha County Technical College (WCTC) has developed functional ability criteria that students must meet, with or without reasonable accommodations.

It is the intent of Waukesha County Technical College (WCTC) to fully comply with Section 504 of the Rehabilitation Act of 1974, the Americans with Disabilities Act (ADA) of 1990, and the ADA Amendment Act of 2008.

In conjunction with its compliance with these laws, WCTC offers reasonable accommodations to students with a disability. Reasonable accommodations include modifications or adjustments that allow individuals with disabilities to gain equal access and have equal opportunities to participate in WCTC's courses, services, activities, and use of WCTC facilities. Reasonable accommodations also include modifications and adjustments allowing such individuals to successfully achieve the required abilities (or their functional equivalent) outlined in this document.

Accommodations

In considering potential accommodations that might assist an individual with a disability, WCTC will engage in an interactive process designed to explore what if any accommodations might effectively allow an individual to participate within and satisfy the criteria of the Nursing Assistant Program. WCTC will make any such accommodation that is reasonable and that does not pose an undue hardship for WCTC, does not pose a direct threat to the health or safety of others, and does not substantially alter the nature of the Nursing Assistant Program or the nature of the clinical sites used by the Program.

Ordinarily, students must have a documented disability in order to be eligible for disability-related services/accommodations. Students do not need to provide documentation of a disability or otherwise engage in an interactive process to assess how they might be accommodated if the accommodation they need involves a supportive brace or other supportive devices that do not impede required movement or interfere with infection control policies; hearing aids; glasses, or contacts lenses.

Other student-suggested accommodations will require the approval of the Dean, the Disabilities specialist, and the Department of Health Services. In order to provide as much time as possible to discuss potential reasonable accommodations and arrange for their implementation, individuals who believe they will need an accommodation are asked to contact Colleen Gonzalez, Coordinator of Student Accessibility, at least three weeks prior to the start of a course or as soon as is practicable. You may reach Colleen Gonzalez at 262.691.5281, CGonzal4@wctc.edu or visit her in the Student Accessibility Office, room C-021.

Functional Ability Criteria List

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The following is a list of functional abilities the students must have in order to participate in the Nursing Assistant Program at Waukesha County 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 or 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 fine equipment for at least 5 seconds (example: operate fire extinguishers)

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 the floor) for at least one minute
- Ability to move quickly in case of emergency situations
- Ability to climb and descend a flight of stairs
- Ability to walk independently without the assistance of cane, walker, crutches, wheel-chair or the assistance of another person

Environment and 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 Program 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 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

List continues to next page

Functional Ability Criteria List (Continued)

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)
- Ability to hear faint noises such as whispers with 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 a 8th grade level with
- Ability to understand charts, graphs and worksheets
- Ability to read and understand digital and computer displays

Math

- Ability to do basic math including add, subtract, multiply, and divide with or 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

Functional Ability Criteria

Statement of Understanding

Functional Ability Criteria - Statement of Understanding

The Americans with Disabilities Act (ADA) of 1990 (42 U.S.C & 12101. et seq.), the ADA Amendment Act of 2008, and Section 504 of the Rehabilitation Act of 1973 (29 U.S.C & 794) prohibits discrimination of persons because of her or his 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 a School of Health Program.

This form is to be reviewed prior to applying for the Nursing Assistant Program. Sign and submit this page on the first day of class.

_____ I have read and understand the *Functional Ability Criteria* specific to a student in a School of Health Program.
(initial)

_____ I am able to meet the *Functional Abilities Criteria* as presented with or without accommodation.
(initial)

_____ I was provided with information concerning accommodations or special services if needed at this time.
(initial)

Name of Student (print)

Student ID Number

Student Signature

Date

