

Healthcare - CNA to LPN

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| Sector: Healthcare | Occupation: Certified Nursing Assistant/Resident Care Specialist to Licensed Practical Nurse | Credential(s): Initial: Certified Nursing Assistant (CNA); final: Licensed Practical Nurse (LPN) – if apprentice completes one year of nursing school |
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CareerWise Colorado (CWC) will introduce and support development of these **Career Ready competencies** throughout the apprenticeship (through boot camp, periodic CWC convening's, and training modules delivered by supervisors/coaches over time).

| Career Ready Competencies | | |
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| Entrepreneurial | Critical thinking and problem solving | <input type="checkbox"/> |
| | Creativity and innovation | <input type="checkbox"/> |
| | Inquiry | <input type="checkbox"/> |
| | Risk taking | <input type="checkbox"/> |
| Personal | Self-direction | <input type="checkbox"/> |
| | Adaptability and flexibility | <input type="checkbox"/> |
| | Self-management | <input type="checkbox"/> |
| Civic/Interpersonal | Collaboration and teamwork | <input type="checkbox"/> |
| | Communication | <input type="checkbox"/> |
| | Global and cultural awareness | <input type="checkbox"/> |
| | Ethics and integrity | <input type="checkbox"/> |
| Professional | Core Academic Foundation | <input type="checkbox"/> |
| | Time management | <input type="checkbox"/> |
| | Grit and resilience | <input type="checkbox"/> |
| | Work ethic | <input type="checkbox"/> |
| | Self-advocacy | <input type="checkbox"/> |

Technical Competencies

For each competency, use the letter X to indicate whether each competency can be taught and evaluated on the job.

| Number | Technical Competencies of the Occupation Pathway |
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| <input type="checkbox"/> 1 | Answer patient call signals, signal lights, bells, or intercom systems to determine patients' needs. |
| <input type="checkbox"/> 2 | Turn or reposition patients with limited mobility. |
| <input type="checkbox"/> 3 | Provide physical support to assist patients to perform daily living activities, such as getting out of bed, bathing, mouth care, dressing, skin care, toileting, standing, walking, or exercising. |
| <input type="checkbox"/> 4 | Review patients' dietary restrictions, food allergies, and preferences to ensure patient receives appropriate diet. |
| <input type="checkbox"/> 5 | Measure and record food and liquid intake or urinary and fecal output, reporting changes to medical or nursing staff |
| <input type="checkbox"/> 6 | Record vital signs, such as temperature, blood pressure, pulse, oxygen level or respiration rate, as directed by medical or nursing staff. |
| <input type="checkbox"/> 7 | Gather information from caregivers, nurses, or physicians about patient condition, treatment plans, or appropriate activities. |
| <input type="checkbox"/> 8 | Observe or examine patients to detect symptoms that may require medical attention, such as bruises, open wounds, or blood in urine. |
| <input type="checkbox"/> 9 | Document or otherwise report observations of patient behavior, complaints, or physical symptoms to nurses. |
| <input type="checkbox"/> 10 | Remind patients to take medications or nutritional supplements. |
| <input type="checkbox"/> 11 | Feed patients or assist patients to eat or drink and document intake. |

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| <input type="checkbox"/> 12 | Supply, collect, or empty bedpans and document output. |
| <input type="checkbox"/> 13 | Undress, wash, and dress patients who are unable to do so for themselves. |
| <input type="checkbox"/> 14 | Lift or assist others to lift patients to move them, using proper lift and transfer techniques, including a gait belt as needed. |
| <input type="checkbox"/> 15 | Communicate with patients to ascertain feelings or need for assistance or social and emotional support. |
| <input type="checkbox"/> 16 | Prepare or serve food trays. |
| <input type="checkbox"/> 17 | Clean and sanitize patient rooms, bathrooms, examination rooms, or other patient areas |
| <input type="checkbox"/> 18 | Record height or weight of patients. |
| <input type="checkbox"/> 19 | Collect specimens, such as urine, feces, or sputum. |
| <input type="checkbox"/> 20 | Apply clean dressings, slings, stockings, prosthetic or orthotic devices, under direction of nurse, physician, or therapist. |
| <input type="checkbox"/> 21 | Change bed linens or make beds. |
| <input type="checkbox"/> 22 | Restock patient rooms with personal hygiene items, such as towels, washcloths, soap, or toilet paper and ensure everything is labeled. |
| <input type="checkbox"/> 23 | Provide range of motion to patients who are comatose, paralyzed, or have restricted mobility. Offload pressure as indicated by turn schedule. Follow restorative/therapy plan. |
| <input type="checkbox"/> 24 | Wash, groom, shave, or drape patients to prepare them for, treatment, examination, or treatments. |

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| <input type="checkbox"/> 25 | Assist nurses or physicians in the operation of medical equipment or provision of patient care. |
| <input type="checkbox"/> 26 | Administer medications or treatments, such as catheterizations, suppositories, irrigations, enemas, massages, or douches, as directed by a physician or nurse. |
| <input type="checkbox"/> 27 | Position or hold patients in position for procedures. |
| <input type="checkbox"/> 28 | Transport patients to activities, treatment units, testing units, other areas, using wheelchairs, stretchers, or moveable beds |
| <input type="checkbox"/> 29 | Provide information such as directions, visiting hours, or patient status information to visitors or callers |
| <input type="checkbox"/> 30 | Transport specimens, laboratory items, or pharmacy items, ensuring proper documentation and delivery to authorized personnel |
| <input type="checkbox"/> 31 | Set up treating or testing equipment, such as oxygen tents, portable radiograph (x-ray) equipment, or overhead irrigation bottles, as directed by a physician or nurse |
| <input type="checkbox"/> 32 | Explain medical instructions to patients or family members. |
| <input type="checkbox"/> 33 | Stock or issue medical supplies, such as dressing packs or treatment trays. |
| <input type="checkbox"/> 34 | Understand and follow all policies and procedures for Infection control, abuse and neglect, HIPPA, resident rights, etc. |
| <input type="checkbox"/> 35 | Care for and assist with hearing aids, eyeglasses, dentures, and adaptive equipment. |
| <input type="checkbox"/> 36 | Appropriately communicate with residents, including those who are cognitively impaired or mentally ill. |
| <input type="checkbox"/> 37 | Give proper care for the terminally ill and provide post mortem care. |

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