

Healthcare - CNA to LPN

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

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		
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
<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.

<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.

<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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