

# Technical Standards

## Medical Laboratory Technician | Phlebotomy

In this program grouping, students should be able to meet specific technical standards, which are the essential skills and abilities needed to be successful in a program, with or without reasonable accommodation. It is important to review and understand these standards before applying to the program. All Technical Standards documents are available for review on the Northwood Tech website at: <https://www.northwoodtech.edu/technical-standards>

**This document should be reviewed prior to applying to the program.**

Reasonable accommodations for persons with disabilities will be made to ensure access to academic programs, activities, services, and employment in accordance with Section 504 and 508 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990, as amended. If accommodations are needed, contact the campus Accommodations Specialist or the Northwood Tech Affirmative Action/Equal Opportunity Officer, at [715-645-7042](tel:715-645-7042), TTY 711, 30 days in advance of needed assistance. Services available are documented on the Northwood Tech Accommodations webpage: [Accommodation Services | Northwood Technical College](#).

For more information, please see Administrative Procedure J-111A Reasonable Accommodation for Student.

AREA	STANDARD	EXAMPLES (NOT INCLUSIVE)
Physical Skills	<b>The student must demonstrate:</b> <ul style="list-style-type: none"><li>Gross motor for data collection/assessment, intervention, and to promote a safe environment.</li><li>Fine motor/dexterity to manipulate small objects and complete procedures or assessments.</li><li>Endurance, strength, mobility, balance, flexibility, and coordination to perform client care activities and emergency procedures.</li></ul>	<ul style="list-style-type: none"><li>Sufficient gross and fine motor coordination to exhibit excellent eye-hand coordination and dexterity to manipulate equipment, lift, stoop or bend in the delivery of safe laboratory testing</li><li>Satisfactory physical strength and endurance to be on feet for extended periods and to move heavy equipment and supplies, Lifting a 20-pound weight from the ground to waist level</li><li>Sitting, walking, bending, and reaching motions</li></ul>
Sensory Skills	<b>The student must demonstrate:</b> <ul style="list-style-type: none"><li>Vision sufficient for observation and assessment of patient care.</li><li>Tactile, auditory, visual, and olfactory ability for data collection/assessment and to promote a safe care environment.</li><li>Ability to tolerate exposure to odors and common allergens.</li></ul>	<ul style="list-style-type: none"><li>Sufficient vision to observe microscopic cells and features within cells (<i>MLT only</i>), read records, manipulate equipment, and visually read procedures, graphs and test results</li><li>Detect equipment alarms/sounds</li><li>Able to discern various scents in the identification of microorganisms (<i>MLT only</i>), urinalysis testing and chemical analyses</li></ul>
Communication Skills	<b>The student must have the ability to:</b> <ul style="list-style-type: none"><li>Communicate effectively with patients/clients, families, peers, supervisors, members of the public, and other healthcare professionals.</li><li>Observe, recognize, respond to, and use appropriate non-verbal communication.</li><li>Listen and respond to others in a nonjudgmental, respectful manner.</li><li>Speak, read, comprehend, interpret, and convey information.</li></ul>	<ul style="list-style-type: none"><li>Satisfactory speaking, reading and writing skills to effectively communicate in English</li><li>Maintain clear, concise and accurate laboratory records and reports</li><li>Time management of multiple priorities, multiple stimuli in fast-paced environments</li><li>Organize workload and manage time to complete technical tasks within realistic time limits</li><li>Calmly react to urgent situations</li></ul>

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<p>Communication Skills (continued)</p>	<ul style="list-style-type: none"> <li>• Produce written work legibly, accurately, and in a timely manner.</li> <li>• Read and understand digital and computer displays, as well as enter data in a computerized client record.</li> <li>• Cope with strong emotions and adapt to unpredictable situations.</li> </ul>	<ul style="list-style-type: none"> <li>• Read and comprehend text, numbers, and graphs displayed in print or on a digital/video monitor</li> </ul>
<p>Safety Skills</p>	<p><b>The student must have the ability to:</b></p> <ul style="list-style-type: none"> <li>• Apply knowledge, skills, and experience to provide a safe environment for the patient/client, self, and the healthcare team.</li> <li>• Respond appropriately to threatening or emergent situations.</li> <li>• Adhere to safety guidelines and regulations in a variety of healthcare settings.</li> </ul>	<ul style="list-style-type: none"> <li>• Satisfactory intellectual, emotional, and psychological health and functioning to ensure patient safety and to exercise independent judgment and discretion</li> <li>• Follow established safety and emergency response procedures</li> <li>• Work safely with potentially biohazardous biological specimens</li> </ul>
<p>Critical Thinking Skills</p>	<p><b>The student must have the ability to execute the following skills in a timely/immediate manner:</b></p> <ul style="list-style-type: none"> <li>• Problem solve creatively.</li> <li>• Make decisions based on data and policy.</li> <li>• Analyze, synthesize, and interpret information.</li> <li>• Make safe and appropriate decisions, including when under stressful situations.</li> <li>• Acknowledge limitations of knowledge or performance ability (stay within scope of practice).</li> <li>• Perform basic mathematical skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Solve problems and consider consequences of solutions</li> <li>• Identify cause-effect relationships in laboratory situations, recognize patterns</li> <li>• Analysis, synthesis skills, and comprehension of detailed instructions</li> <li>• Set realistic expectations to meet requirements</li> <li>• Critically evaluate performance, accept constructive criticism, and be responsible for improving performance</li> </ul>
<p>Professionalism</p>	<p><b>The student must demonstrate:</b></p> <ul style="list-style-type: none"> <li>• Integrity, moral reasoning, ethical behaviors, and concerns for others.</li> <li>• Respect for diverse populations.</li> <li>• Ability to adapt to changing environments.</li> <li>• Ability to function effectively under stress.</li> <li>• Confidentiality when working with diverse individuals and communities.</li> <li>• Ability to accept constructive feedback and responsibility for own actions.</li> </ul>	<ul style="list-style-type: none"> <li>• Be compassionate and ethical</li> <li>• Perform multiple tasks and establish priorities</li> <li>• Recognize own stress level and communicate need for assistance appropriately</li> <li>• Support peers and health care professionals to promote a team approach to learning, task completion, problem solving and patient care</li> </ul>

Northwood Technical College does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities. The following person has been designated to manage inquiries regarding the non-discrimination policies: Amanda Gohde, Associate Vice President, Talent & Culture, 1900 College Drive, Rice Lake WI 54868; [Amanda.Gohde@NorthwoodTech.edu](mailto:Amanda.Gohde@NorthwoodTech.edu), phone: 715-645-7042.

*This document was adapted from Waukesha County Technical College.*