Technical Standards
Nursing – Associate Degree

In this program, 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, 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	**The student must demonstrate:** • Gross motor for data collection/assessment, intervention, and to promote a safe environment. • Fine motor/dexterity to manipulate small objects and complete procedures or assessments. • Endurance, strength, mobility, balance, flexibility, and coordination to perform client care activities and emergency procedures.	• Transfer a client from one place to another safely and without harm to self or client • Draw up medication into a syringe with accurate dosage and hold a syringe/needle for injection in a manner that demonstrates safe and infection control practices • Intervene when a client's safety or health is in jeopardy, such as maneuvering a client to a safe position or performing chest compressions
Sensory Skills	**The student must demonstrate:** • Vision sufficient for observation and assessment of patient care. • Tactile, auditory, visual, and olfactory ability for data collection/assessment and to promote a safe care environment. • Ability to tolerate exposure to odors and common allergens.	• Visually identify changes in client's condition, such as pallor, cyanosis • Perform health assessment auscultations (i.e., lung, heart, and bowel sounds, blood pressure) and identify accurate assessments • Collect, clean, or interact with blood and body fluid of others
Communication Skills	**The student must have the ability to:** • Communicate effectively with patients/clients, families, peers, supervisors, members of the public, and other healthcare professionals. • Observe, recognize, respond to, and use appropriate non-verbal communication. • Listen and respond to others in a nonjudgmental, respectful manner. • Speak, read, comprehend, interpret, and	• Clearly articulate information such as health information, plan of care or step-by-step instructions • Adjust body language based on the situation to demonstrate nonjudgmental and respectful communication. • Use language (i.e., verbal, and nonverbal) and regulate tone of voice to demonstrate positive regard for others communicating sensitive information or emotions • Read health information, generated from electronic

Communication Skills (continued)	convey information. • Produce written work legibly, accurately, and in a timely manner. • Read and understand digital and computer displays, as well as enter data in a computerized client record. • Cope with strong emotions and adapt to unpredictable situations.	sources, to provide client education on plan of care or health conditions • Document and use data from electronic health records to inform the healthcare team decisions for client care • Focus attention on client needs despite interruptions and multiple demands
Safety Skills	**The student must have the ability to:** • Apply knowledge, skills, and experience to provide a safe environment for the patient/client, self, and the healthcare team. • Respond appropriately to threatening or emergent situations. • Adhere to safety guidelines and regulations in a variety of healthcare settings.	• Recognize and act within emergent situations, such as extinguishing a fire if found, alert for help when others will be needed to address a situation, perform life-saving measures including chest compressions, move a person to safety • Wash all surfaces and hands thoroughly
Critical Thinking Skills	**The student must have the ability to execute the following skills in a timely/immediate manner:** • Problem solve creatively. • Make decisions based on data and policy. • Analyze, synthesize, and interpret information. • Make safe and appropriate decisions, including when under stressful situations. • Acknowledge limitations of knowledge or performance ability (stay within scope of practice). • Perform basic mathematical skills.	• Identify and report medication errors in accordance with healthcare institution policy • Recognize the need to report abnormal client observations and advocate for their needs promptly • Calculate with accuracy medication dosages based on weight and prescription
Professionalism	**The student must demonstrate:** • Integrity, moral reasoning, ethical behaviors, and concerns for others. • Respect for diverse populations. • Ability to adapt to changing environments. • Ability to function effectively under stress. • Confidentiality when working with diverse individuals and communities. • Ability to accept constructive feedback and responsibility for own actions.	• Report errors of self or others using the appropriate procedures • Recognize the importance of understanding diverse populations and use this understanding to guide client care • Use concepts of confidentiality with the care of clients and when in healthcare learning environments, such as share information only with those with a need to know or for healthcare educational purposes facilitated by an official educator/preceptor • Demonstrate the ability to reflect on self to improve and foster a growth mindset • Adapt to changing and emergent situations while maintaining neutral/positive attitude, appearance, and manners

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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, phone: 715-645-7042.

This document was adapted from Waukesha County Technical College.

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