

ON THE JOB LEARNING OUTLINE
Certified Nursing Assistant, Restorative Specialty
O*NET Code: 31-1012.00 RAIS Code: 0824-R

Occupational Description: Performs any combination of following duties: Assists with residents activities of daily living (ADL's) and mobility by incorporating advanced knowledge of musculature, and conditions by using adaptive equipment and task segmentation to maximize function. Provides restoration principles in dining, incorporating skills for communication and swallowing techniques, along with adaptive devices. Works with nursing and rehab specialists on reviewing interventions and monitoring resident/client response.

Term: **Competency Based (Minimum 1,000 Hours)**

On-The-Job Learning: The following competency areas have been identified to lend focus and direction to the professional development of nursing assistants. The apprentice will attain a basic level of mastery across all competency areas before receiving certification. Basic mastery will be represented by the apprentices being able to articulate their learning with each competency area and demonstrate that they have successfully integrated all the competencies in their work. The order in which the apprentices learn will be determined by the flow of work on-the-job and will not necessarily be in the order listed. Times allotted to these various processes are estimated for the average apprentice to learn each phase of the occupation and demonstrate competency. They are intended only as a guide to indicate the quality of training being provided and the ability of an apprentice to absorb this training in an average amount of time.

Competencies	Approximate Hours (Min/Max)
A. Mobility: Demonstrate use of appropriate mobility, balance and strengthening exercises as well as incorporating these into therapeutic activities.....	200 - 300
• Demonstrate appropriate usage of adaptive equipment: large motor & small motor muscles- walkers, canes, wheelchairs, prosthesis.	
• Incorporate fall prevention strategies in care delivery and verbalize factors contributing to falls and strategies to minimize their effects.	
• Demonstrate appropriate turning and repositioning and use of devices to prevent skin breakdown..	
• Demonstrate appropriate positioning, transfer techniques, and monitoring of resident.	
• Reinforce basic range of motion and demonstrate use of related equipment	
• Discuss complications that arise from improper positioning.	
• Demonstrate use of various assistive devices in ambulation.	
• Reinforce good body mechanics during all transfers.	
B. Activities of Daily Living (ADL'S): Demonstrate and use task segmentation in assisting a resident to complete ADL's and appropriate use of adaptive equipment.....	150 - 150
• Demonstrate and assist resident with reaching devices and other adaptive equipment.	
• Demonstrate how to modify the environment to promote independence in daily living activities.	
• Demonstrate understanding of how to monitor fatigue.	
• Assists with training/implementation of dressing/undressing programs, grooming, bathing, toileting, exercise/movement programs or eating/swallowing programs according to plan of care.	

- Provides or assists in providing all assigned residents' ordered tasks within appropriate time frame, using appropriate infection control procedures.
- Maintains residents' self esteem, privacy and confidentiality of personal information.
- Assists residents to attain/maintain their individual highest functional level of independence.

C. Restorative dining, swallowing deficits 200 - 250

- Demonstrate understanding of resident specific goals related to a restorative dining program
- Demonstrate proper positioning for meal consumption - table height, distance from table, position of resident's elbows and shoulders.
- Provide alternate food choices as per their plan of care.
- Provide a positive experience for eating.
- Document intake and observations per facility policy.
- Demonstrate use of built-up utensils, plate guards, and non-skid material and other accommodations that may be individual to each resident.
- Demonstrate safe feeding techniques.
- Demonstrate understanding of hazards and/or complications related to swallowing.
- Demonstrate understanding of the different types of diet textures and liquid consistencies.

D. Restoring continence: Document response to individualized toileting plans and compile elimination data to determine appropriate toileting plans 125 - 125

- Demonstrate understanding of the different types of incontinence.
- Demonstrate understanding of the role in retraining.
- Documents response to individualized toileting plans.
- Compiles elimination data to determine appropriate toileting plans.
- Monitor hydration and its importance related to continence.

E. Demonstrates appropriate use of special treatments (heat and cold therapy modalities) according to state-specific regulations. 50 - 75

F. Demonstrates prosthetic care and assistance 50 - 75

G. Demonstrate techniques for working with clients with aphasia, dysarthria, emotional liability and other communication challenges or limitations. 100 - 150

- Demonstrate understanding of techniques used to manage short and long term memory loss.
- Demonstrate strategies for assisting residents with receptive and expressive aphasia.

H. Plan of care, using restorative concepts and documentation and communication..... 50 - 75

- Report observations of resident's condition or change in functional status.
- Accommodates residents' needs through responding appropriately to verbal/nonverbal expressions of need.

I. Pain management: Incorporates knowledge of care of residents with chronic pain..... 50 - 75

J. Safety Issues: Demonstrates the safe use and maintenance of equipment..... 25 - 25

Total Approximate Hours 1,000 – 1,300

Related Theoretical Instruction
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Description: Related instruction supplements on-the-job learning and lists the courses that provide technical ability. It is through a combination of both on-the-job learning and the related theoretical instruction that an apprentice can reach a skilled level in the occupation. The following are suggested courses to be completed during the term of apprenticeship:

<u>Core Skills</u>	<u>Approximate Hours</u>
A. Role of restorative as part of the healthcare team	8
B. Muscles, joints, common disorders, conditions & changes in geriatric populations	28
C. Restorative dining, swallowing problems & therapeutic Interventions	8
D. Adaptive devices and therapeutic interventions in Activities of Daily Living skills.....	16
E. Communicating challenges and interventions for aphasia and other disorders	8
F. Bowel & bladder changes, conditions, & interventions	8
G. Pain management and use of the pain scale.....	4
TOTAL HOURS OF RELATED INSTRUCTION	80

Individuals who complete the CNA, Restorative Specialty on-the-job learning and related instruction components shall receive a "Certificate of Specialization" credential. Some courses and/or work experience may be credited toward the LPN Apprenticeship Program and or training depending on state regulations or other viable work experience.