

WORK PROCESSES SCHEDULE
HOME HEALTH AIDE, GERIATRIC SPECIALTY
O*NET-SOC CODE: 31-1011.00
RAIS CODE: 1086F

Description: Performs any combination of the following duties in care of consumers in their own home, or other residential settings. Incorporates expanded knowledge of age related changes in maximizing functional status related to cognition, mobility and nutritional well-being; maintains respect and dignity in all aspects of care. Incorporates basic knowledge related to medications and effects on the aging adult while monitoring status and implementing strategies to prevent decline and maximize well-being.

Term: Competency-based (Minimum 675-700 Hours)

On-The-Job Learning (OJL): The following competency areas have been identified to lend focus and direction to the professional development of Home Health Aides. 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.

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| <u>Competencies</u> | <u>Approximate Hours</u> |
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| <p>A. Provide appropriate assistance with ADL's to maximize independence and well-being incorporating expanded understanding of aging considerations and client preferences100</p> <ul style="list-style-type: none">• Provide bathing assistance with consideration of consumer's physical, mental and cognitive status based on individual preferences and/or needs.• Provide assistance with oral and denture care, recognizing and reporting problems such as loose fitting dentures, missing teeth, dry mouth, and plaque build up.• Give nail care according to plan of care, monitoring condition & reporting abnormalities.• Give foot care and monitors condition for any early signs of breakdown.• Provide assistance with dressing and undressing as needed based on individual needs and use of assistive devices as per plan of care.• Demonstrate use and care of prosthetic and orthotic devices and reports problems.• Incorporate task segmentation with ADL's as outlined in care plan.• Provide assistance with bowel/bladder elimination based on individual needs.• Demonstrate care of suprapubic and ostomy appliances per agency procedure.• Assist to maintain personal hygiene needs by providing hair care, shaving, peri care, applying make-up, washing and drying face and hands based on consumer needs. | |
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- B. Provide therapeutic interventions in caring for cognitively impaired and meeting psychosocial and mental health needs of consumers100**
- Demonstrate techniques for addressing the unique needs and behaviors of individuals with dementia (Alzheimer’s and others)
 - Communicate effectively with cognitively impaired consumers.
 - Communicate understanding of the behavior of cognitively impaired consumers and verbalizes techniques to circumvent negative behaviors.
 - Respond appropriately to the behavior of cognitively impaired consumers.
 - Utilize intervention to reduce the effects of cognitive impairments, incorporating therapeutic interventions according to plan of care.
 - Provide support to families and significant others of cognitively impaired consumers.
 - Recognize and report signs and symptoms of depression and anxiety.
 - Identify and promptly report mental status and behavioral changes.
 - Implement intervention to support consumer coping mechanisms according to the plan of care.
 - Implement support for spiritual well-being according to individual wishes.
- C. Assist in identifying the social needs of consumers100**
- Assist in identifying basic human needs throughout the lifespan, including physical (security, shelter, food, clothing), socio-cultural (family, friends), psychological (emotional, self-esteem, and self -actualization) and spiritual needs.
 - Document and describe mental status and behavior changes.
 - Assist in identifying sources of stress common to consumers.
 - Describes how cultural attitudes contribute to psychological problems.
 - Modify own behavior in response to consumer behavior.
 - Ensure that consumers are not subject to abuse by anyone.
 - Ensure that all incidences of alleged or suspected abuse/neglect are promptly reported.
 - Identify normal sexuality and common myths related to sexuality and aging.
 - Facilitate the client's expression of needs and provide supportive communication.
 - Assist and instruct clients to be independent in the activities of daily living.
 - Modify care to accommodate client values, customs or habits.
 - Use family members as a source of consumer emotional support.
 - Provide appropriate care for consumers with depression, schizophrenia, and mental retardation.
- D. Incorporate appropriate interventions in caring for dying consumers100**
- Identify and recognize the stages of dying.
 - Assist in care of dying client and their family members considering spiritual and cultural beliefs.
 - Observe records and report cessation of vital signs.
 - Provide post-mortem care according to facility guidelines.

- E. Apply nutritional interventions to maximize/maintain nutritional health.....100**
- Assist consumer with thickened liquids and identify consistency as needed.
 - Recognize thickened liquid consistency and demonstrate ability to mix and administer appropriately.
 - Identify therapeutic diets, the foods included in each specific diet, and the condition where specific diets are prescribed.
 - Recognize personal, cultural, and religious variations in diet.
 - Describe dietary problems of the aging.
 - Identify why a client may need to be encouraged to drink fluids as ordered and recognize symptoms of dehydration and report promptly
 - Provide and restrict fluids as ordered, verbalizing rationale for restrictions.
 - Prepare and position the client appropriately for meals.
 - Identify clients at nutritional risk and implement measures to minimize weight loss as per care plan.
 - Assist the client with eating using effective techniques.
 - Observe and record the amount/percentage consumed.
 - Recognize potential problems associated with feeding tubes.
- F. Maintain a safe, homelike environment for geriatric consumers100**
- Establish a safe, clean, comfortable and homelike environment with regard for the consumer's preferences.
 - Identify environmental safety hazards, and methods used to prevent accidents, including falls, slips, and tripping hazards and use safety precautions when oxygen is in use.
 - Identify disaster plans and vulnerability of consumers in given situations.
 - Maintain and enforce safety precautions related to age of client.
 - Apply and monitor mobility alarms and demonstrates appropriate application according to plan of care.
 - Consider the consumer's sensory and/or cognitive impairments when planning a safe environment.
 - Monitor equipment safe use and maintenance of equipment.
- G. Incorporate expanded knowledge of geriatrics in care delivery, makes observations in the care of consumers with complex clinical needs and alerts nursing and medical staff to changes in condition.....75**
- Recognize consumer need for skin protectors, i.e., geri-gloves, etc., to protect fragile skin and implements these interventions as needed
 - Promote sense of value incorporating past life experiences and recognitions, encouraging appropriate activity participation and recognizing individual sense of worth.

- Incorporate knowledge of care of consumer with complex orthopedic needs –such as: complications of hip-replacement surgery, transfer of patient with hip-replacement surgery, logrolling of immobile consumer, guidelines for the care of a consumer in a cast.
- Incorporate knowledge of care for consumers with chronic or severe pain
- Recognize symptoms of fecal impaction, monitors bowel function, and promptly reports any abnormalities.

Total Approximate Hours675

**RELATED INSTRUCTION OUTLINE
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Description: Related instruction supplements the OJL and lists courses that provide technical ability. It is through the combination of both OJL and the related theoretical instruction that the apprentice can reach a **skilled level** in the occupation. The following are suggested courses to be completed during the term of apprenticeship.

| Core Skills | Approximate. Hours |
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| A. General concepts on aging and body system changes | 10 |
| <ul style="list-style-type: none"> • Describe the aging process and common myths of aging. • Identifies developmental tasks associated with the aging process. • Identifies the role of elderly in the home and community, including cultural and religious aspects. • Identifies major health problems found in the aging process. • Identifies major physical system changes in the aging process: <ul style="list-style-type: none"> ➤ Respiratory system—COPD, bronchitis, asthma, TB. ➤ Cardiac system—CHF, MI, atherosclerosis, angina, hypertension, pacemakers ➤ Urinary system—various types of incontinence, UTI have and identify appropriate indications for catheters. ➤ Metabolic system—diabetes, dialysis issues and kidney dysfunction. ➤ Integumentary system—skin tears, skin ulcers (stasis vs. pressure) shingles, lice/scabies. ➤ Nervous system—CVA, TIA, Parkinson’s disease, spinal cord injuries, cerebral palsy. ➤ Gastrointestinal system—diverticulitis, ulcers, hernias, gall bladder disease. ➤ Musculoskeletal system—fractures, osteoporosis, arthritis and contractures. ➤ Reproductive system—AIDS, benign prostatic hypertrophy, prolapsed uterus, post menopause. ➤ Sight and hearing: cataracts, glaucoma, hearing loss. | |
| B. Consumer assessment process and the specialty nurse assistant role in care planning and interventions | 8 |
| C. Cognition and mental health & behavioral manifestations | 12 |
| D. Medication use in the geriatric population (side effect awareness) | 10 |
| Total Hours of Related Instruction | 40 |

Individuals who complete the HHA, Geriatric 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.