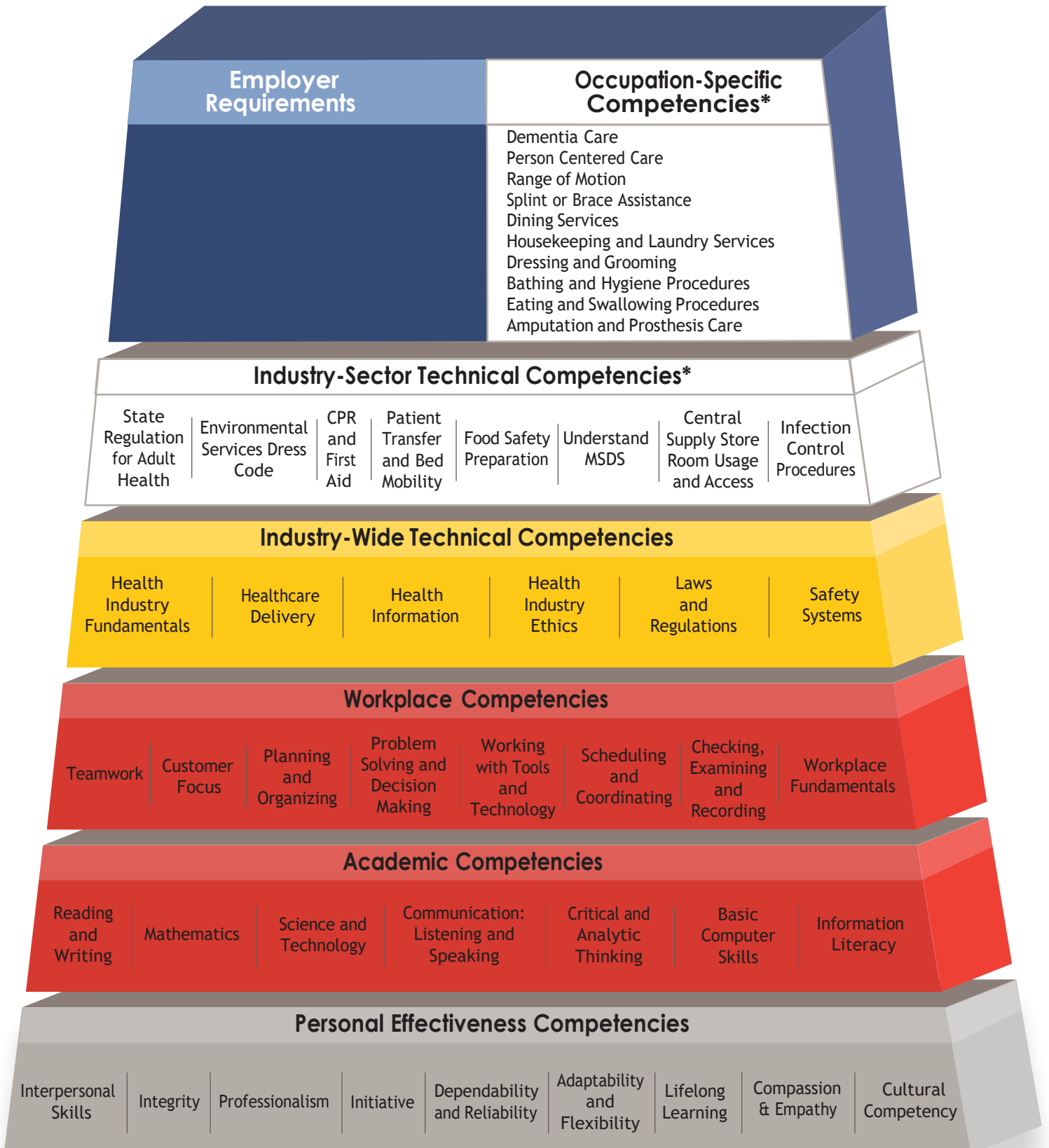


# Minnesota Dual-Training Pipeline

## Competency Model Health Care Services

### Occupation: Health Support Specialist



Based on: Health: Allied Health Competency Model Employment and Training Administration, United States Department of Labor, December 2011.

\* Pipeline recommends the Industry-Sector Technical Competencies as formal training opportunities (provided through related instruction) and the Occupation-Specific Competencies as on-the-job training opportunities.



**Health Support Specialist** – A cross trained employee in all areas of caring for older adults including memory care, culinary care, environmental services, meaningful activities, physiological care and psychosocial care.

### **Industry-Sector Technical Competencies**

- State Regulation for Adult Health – Knowledge of the governing state regulations for the safe delivery of Adult Health Care.
- Environmental Services Dress Code – Awareness of requirements of appropriate work attire to maintain safe and healthy environments for workers and clients.
- CPR and First Aid – Training in First Aid and CPR certification.
- Patient Transfer and Bed Mobility – Learn to assess a patient’s mobility status, to identify equipment options for safely mobilizing the patient to beds/chairs/toilet and determine the mobility level of the patient.
- Food Safety Preparation – Understand the importance of proper food handling procedures and hygiene practices surrounding meal preparation and serving.
- Understand MSDS – Learn how to read and use the information on Material Safety Data Sheets (MSDS).
- Central Supply Storeroom Usage and Access – Understand proper supply room procedures and use of products found there.
- Infection Control Procedures – Understand and practice infection control to ensure a sanitary environment for clients. Knowledge of basic hand washing, gloving, waste disposal and infection containment procedures.

### **Occupation-Specific Competencies**

- Dementia Care – Understanding of diseases that cause dementia and how to care and interact with older adults affected by such conditions.
- Person Centered Care – Training in the human values necessary to implement person centered care and vital elements for older adults to maintain quality of life.
- Range of Motion – Demonstrate knowledge of movement potential of the various joints of the body and how to properly assist older adults with limited range.
- Splint or Brace Assistance – Assist older adults with splints and braces for injuries and/or support.
- Dining Services – Demonstrate knowledge of preparing food while following food safety guidelines and accommodating special dietary restrictions and needs for older adults.

- Housekeeping and Laundry Services – Maintain a clean environment by completing housekeeping, laundering and simple maintenance tasks within the guidelines of facility policies and procedures.
- Dressing and Grooming – Show proper techniques and propriety in assisting clients with dressing and grooming.
- Bathing and Hygiene Procedures – Use appropriate methods of bathing and hygiene practices for older adults.
- Eating and Swallowing Procedures – Monitor eating and swallowing and assist with special accommodations and practices for older adults.
- Amputation and Prosthesis Care – Assist with putting a prosthesis on, how to take it off, and how to care for the skin of the stump and the prosthesis

## Health Support Specialist Occupational Competency Training Plan

*Related Instruction means an organized and systematic form of instruction designed to provide the apprentice with the knowledge of the theoretical and technical subjects related to the apprentice's trade of occupation, or industrial courses or, when of equivalent value, by correspondence, electronic media, or other forms or self-study approved by the commissioner.*

	<b>Course</b>	<b>Course Description</b>	<b>Credit/Non-Credit</b>	<b>Hours Spent on Competency</b>
	State Regulation for Adult Health			
	Environmental Services Dress Code			
	CPR and First Aid			
	Patient Transfer and Bed Mobility			
	Food Safety Preparation			
	Understand MSDS			
	Central Supply Storeroom Usage and Access			
	Infection Control Procedures			

*On-The-Job Training is the work experience and instruction. Training experience need not be in the exact order as listed below.*

	<b>Trainer/Instructor</b>	<b>Name of person responsible for verifying competency mastery</b>	<b>Hours spent on competency</b>
	Dementia Care		
	Person Centered Care		

Range of Motion				
Splint or Brace Assistance				
Dining Services				
Housekeeping and Laundry Services				
Dressing and Grooming				
Bathing and Hygiene Procedures				
Eating and Swallowing Procedures				
Amputation and Prosthesis Care				