

Technical Standards

Gerontology – Aging Services Professional |
Gerontology for Professionals | Dementia Care

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	<p>Students must be able to apply knowledge and experience through demonstrating competency, quality and productivity standards in job responsibilities as outlined in the course competencies and program outcomes.</p> <p>Students must be able to utilize computers and required software to access, abstract, manage, interpret, and analyze information and data.</p> <p>Students must have sufficient gross and fine motor skills to perform tasks in a timely, safe and effective manner.</p> <p>Students must have sufficient endurance and coordination, with or without accommodations, to perform tasks and emergency procedures.</p>	<ul style="list-style-type: none">• Type on a computer, write with a pen, or communicate through writing with or without accommodation.• Review and understand clinical documentation, other data, or reports interpreting data.• Apply organizational policies and procedures.• Ability to don and wear personal protective equipment (PPE).
Sensory Skills	<p>Students must have sufficient auditory ability, visual ability, sense of smell and tactile ability, with or without accommodations</p>	<ul style="list-style-type: none">• Identify dangerous situations in the practice setting.• Effectively communicate with others
Communication Skills	<p>Students must be able to listen and respond to others in a nonjudgmental, respectful manner.</p> <p>Students will be able to observe and recognize non-verbal behavior.</p>	<ul style="list-style-type: none">• Speak, read, or write English with or without accommodation• Collaborate with and support others in an emotionally safe and respectful manner• Provide a trauma-informed, person-centered, and inclusive environment that meets people

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Communication Skills (continued)	Students must have effective verbal communication, nonverbal communication, written communication, and electronic communication, with or without accommodations.	where they are at
Safety Skills	Students must apply knowledge, skills and experience to provide a safe work environment.	<ul style="list-style-type: none"> Recognize potentially hazardous conditions and take appropriate actions Demonstrate adherence to safety guidelines and regulations Follow evacuation procedures in the event of fire or other disaster
Critical Thinking Skills	Student must have sufficient critical thinking and problem solving skills to calculate, reason, analyze and synthesize data in a timely manner.	<ul style="list-style-type: none"> Comprehend and apply knowledge and skills learned in the classroom in professional settings Able to understand and maintain scope of practice in professional settings Develop and maintain appropriate personal and professional boundaries
Professionalism	<p>Students should demonstrate ability to adapt to changing situations and emergency conditions while maintaining emotional maturity.</p> <p>Students must demonstrate integrity, moral reasoning, ethical behaviors and concern for others. They must acquire interpersonal skills for professional interactions with diverse individuals and communities. They must work cooperatively with professional teams, adapt to changing environments, and function effectively under stress.</p> <p>Students must keep information confidential.</p> <p>Students should demonstrate appropriate behavior to establish effective relationships with clients, families, and staff, with varied socioeconomic, emotional, cultural and intellectual backgrounds.</p>	<ul style="list-style-type: none"> Maintain and respect confidentiality of client information and interactions Adhere to organizational expectations and performance (e.g., attendance, dress code, personal hygiene) Demonstrate conflict management and resolution skills in a professional setting Comply with legal and ethical standards of the profession Ability to engage in peer and professional supervision

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.