

SkillsUSA Tennessee PS Virtual Interview Contest Nursing Assistant

SkillsUSA is focused on preparing students for career success. With the changes in our world, it is now more important than ever that you know not only how to interview for your future career, but how to do it in a virtual format.

Starting in summer 2020, SkillsUSA Tennessee Postsecondary is hosting statewide Virtual Interview Contests in all industry sectors!

Virtual Interview Contest Process:

Step #1: All chapters will receive “*How to Prepare for Virtual Interviews*” training packet created by the SkillsUSA Tennessee PS State Director

Step #2: Students practice virtual interviewing skills with their instructor. Create a professional resume geared towards the job description included. Participate in a virtual in-class competition to determine top 3 overall students in their program area.

Step #3 The top 3 students from each program submit their recorded virtual skills demonstration interviews and their professional resumes to the state director to be judged by industry professionals.

**Scenarios and detailed instructions are included in this packet*

Step #4 The Top 10 finalists from each sector will be notified of their scheduled time to interview in using *Microsoft Teams* with a panel of industry professionals from their sector. Interviews will be recorded, and once all are scored the overall winners will be awarded Gold, Silver, and Bronze medals.



Job Description

Nursing Assistant

Job Summary and Responsibilities:

Nurse assistants work in teams of nurses within the occupational fields of nursing, social care, clinical care and care of people of all age-groups. They assist in the promotion and restoration of patients' health by providing physical and psychological support to patients, friends and families.

Required Competencies:

Occupational Competencies

- **Person-centered care:** Treat individuals as partners in planning, developing and assessing care, to make sure it is appropriate for their needs. Put them and their caregivers at the heart of all decisions.
- **Health sciences:** Apply a broad range of bio-medical, psycho-social, organizational, educational, and societal aspects of health, disease, and healthcare to improve healthcare services and to improve quality of life.
- **Nursing care:** Implement nursing care when treating patients in order to improve professional practice.
- **Hygiene in a health care setting:** Familiarity with the procedures related to maintaining a hygienic environment within a health care setting such as hospitals and clinics. It can range from hand washing to cleaning and disinfection of medical equipment used and infection control methods.
- **Health care legislation:** Knowledge of the patients` rights and responsibilities of health practitioners and the possible repercussions and prosecutions in relation to medical treatment negligence or malpractice.
- **Disability care:** Experience with the specific methods and practices used in providing care to people with physical, intellectual and learning disabilities.
- **Person centered care:** Familiarity with the person centered care approach involves treating patients as equal partners in the planning and developing of care, patients and their needs being at the core of all decisions.
- **Nursing principles:** Knowledge of the ethics, the codes of conduct, the philosophy of nursing, the philosophy of human rights and nursing theories and concepts.
- **Nursing science:** Experience with the factors that influence human health and the therapeutic interventions that promote health with the purpose to improve individual`s mental and physical health.
- **First aid:** Familiarity with the emergency treatment given to a sick or injured person in the case of circulatory and/or respiratory failure, unconsciousness, wounds, bleeding, shock or poisoning.

Foundational Competencies

- **Service Orientation:** Actively looking for ways to help people.
- **Active Listening:** Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- **Social Perceptiveness:** Being aware of others' reactions and understanding why they react as they do.
- **Coordination:** Adjusting actions in relation to others' actions.
- **Monitoring:** Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

- **Speaking:** Talking to others to convey information effectively.
- **Critical Thinking:** Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- **Reading Comprehension:** Understanding written sentences and paragraphs in work related documents.
- **Judgment and Decision Making:** Considering the relative costs and benefits of potential actions to choose the most appropriate one.
- **Time Management:** Managing one's own time and the time of others.

Preferred Competencies:

Occupational Competencies

- **Medicines:** The medicines, their nomenclature and the substances used in the manufacture of medicines.
- **Safe management of medicines:** The methods and principles required to handle, store and prescribe medication with the aim of improving the safety and quality of medication usage.
- **General medicine:** General medicine is a medical specialty mentioned in the EU Directive 2005/36/EC.
- **Human physiology:** The science that studies the human organs and its interactions and mechanisms.
- **Adolescence medicine:** Topics related to the adolescent period of development such as sexually transmitted diseases, unintended pregnancy, contraception, substance abuse, menstrual disorders, acne, and eating disorders.
- **Geriatrics:** Geriatrics is a medical specialty mentioned in the EU Directive 2005/36/EC.
- **Pharmacology:** Pharmacology is a medical specialty mentioned in the EU Directive 2005/36/EC.
- **Disability types:** The nature and types of disabilities affecting the human beings such as physical, cognitive, mental, sensory, emotional or developmental and the specific needs and access requirements of disabled people.
- **Infection control:** The routes of transmission and methods of preventing spread of common and important infecting organisms together with the methods available for sterilization and disinfection of pathogenic organisms in the prevention of infection.
- **Pediatrics:** pediatrics is a medical specialty mentioned in the EU Directive 2005/36/EC.
- **Resuscitation:** The emergency procedure applied to individuals with no pulse to restore them to consciousness.
- **Acute care:** The type of care administered to patients for a brief and critical sequence of illness such as trauma or recovery from surgery.
- **Primary care:** The regular, routine medical care provided to patients, usually performed by a physician or a nurse that leads to a decision on the following course of action required to solve the health problem of the patient.
- **Human anatomy:** The dynamic relationship of human structure and function and the musculoskeletal, cardiovascular, respiratory, digestive, endocrine, urinary, reproductive, integumentary and nervous systems; normal and altered anatomy and physiology throughout the human lifespan.
- **Innovation in nursing:** The methods and tools used to bring about innovative changes and quality improvement in the nursing field.
- **Palliative care:** The methods of pain relief and quality of life improvement for the patients with serious illnesses.

- **Pathology:** The components of a disease, the cause, mechanisms of development, morphologic changes, and the clinical consequences of those changes.

Example Activities:

- Answer patient call signals, signal lights, bells, or intercom systems to determine patients' needs.
- Turn or reposition bedridden patients.
- Provide physical support to assist patients to perform daily living activities, such as getting out of bed, bathing, dressing, using the toilet, standing, walking, or exercising.
- Review patients' dietary restrictions, food allergies, and preferences to ensure patient receives appropriate diet.
- Measure and record food and liquid intake or urinary and fecal output, reporting changes to medical or nursing staff.
- Record vital signs, such as temperature, blood pressure, pulse, or respiration rate, as directed by medical or nursing staff.
- Gather information from caregivers, nurses, or physicians about patient condition, treatment plans, or appropriate activities.
- Observe or examine patients to detect symptoms that may require medical attention, such as bruises, open wounds, or blood in urine.

Pre-Recorded Skills Demonstration Scenario

Nursing Assistant

For this portion of the virtual interview contest, you are to record yourself responding to the following scenario. You may choose to use props, but they are not required. You will be scored on your ability to communicate the process clearly, and to demonstrate your knowledge of the technical skill.

Scenario:

You work for Adams Place Retirement Center and you have been assigned to the dementia unit. You have a sweet patient, Ruby, who is 94 years old and has progressed to the middle stage of Alzheimer's. Her family is coming to celebrate her 95th birthday today at lunch and she needs to be ready for their visit.

Walk through the process you will take today with Ruby from the time she wakes up until after her family has left from her party. Include all aspects of health, physical, and mental well-being that you will take into consideration as you assist Ruby today.



Skills Demonstration Scenario	Possible Points	Points Earned	Notes
Professional Appearance/Grooming	5		
Virtual Setting: Backdrop, Lighting, Audio, Technical Quality, No Distractions	5		
Eye Contact/Body Language	5		
Demonstration of technical skill/knowledge	15		
Verbal communication skills/clarity	10		
Overall Impression	10		
Total	50		
Virtual Interview	Possible Points	Points Earned	Notes
Greeting and Introduction	5		
Professional Appearance/Grooming	5		
Eye Contact/Body Language	5		
Demonstration of knowledge of the position and technical skills required for the job	10		
Verbal Communication Skills/Clarity	5		
Presentation: Self-Confidence, Persuasiveness	5		
Preparation: Knowledge of Position Applied for and Personal History	5		
Overall Impression	10		
Total	50		
Resume	Possible Points	Points Earned	Notes
Personal Information: Name, address, phone & email	1		
Skills:	2		
Education: Include program of study/Major	2		
Employment: And/or volunteer work or list NA	1		
Activities, Awards and Honors: Should include SkillsUSA membership/activities	2		
References: Or references available upon request	1		
Spelling, Punctuation & Grammar	1		
Total	10		
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