Michigan Department of Licensing and Regulatory Affairs (LARA)
Bureau of Community and Health Systems (BCHS)
Michigan Competency-Driven Core Curriculum for Nurse Aides
Effective March 2023

This table outlines the competencies that must be taught by a Michigan Nurse Aide Training Program (NATP), as well as the competencies required by the Centers for Medicare and Medicaid Services (CMS). Competencies not identified as "CMS Required" are "State Required". Numbering in columns is for easy identification of topic and not intended for any other purpose.

TOPIC / COMPENTENCY	COGNITIVE / KNOWLEDGE	PSYCHOMOTOR / SKILLS
Below must be taught and knowledge / skills confirmed prior to direct contact with residents (minimum of 16 hours)		
1A. Communication and Interpersonal Skills (CMS Required)	1A.1 Identify types of verbal and nonverbal communication 1A.2 Identify communication barriers 1A.3 Identify techniques for overcoming communication barriers 1A.4 Identify considerations associated with diversity as it relates to resident care 1A.5 Define guidelines for quality documentation	1A.A Respond to nonverbal communication 1A.B Demonstrate professional techniques in communicating with: A. Residents B. Team members 1A.C Demonstrate empathy for resident concerns 1A.D Document relevant information
1B. Infection Control (CMS Required)	1B.1 Identify the chain of infection 1B.2 Identify standard precautions 1B.3 Identify transmission-based precautions:	1B.A Perform proper handwashing 1B.B Properly don and doff PPE A. Gloves B. Gowns

TOPIC / COMPENTENCY	COGNITIVE / KNOWLEDGE	PSYCHOMOTOR / SKILLS
	A. Contact B. Droplet C. Airborne D. Multi-Route 1B.4 Identify appropriate personal protective equipment (PPE) based on transmission-based precautions and sequence for donning and doffing A. Gloves B. Gowns C. Goggles / face shields D. Masks E. Respirators (minimum N95) F. Shoe coverings 1B.5 Identify proper hand hygiene technique	C. Goggles / face shields D. Masks 1B.C Demonstrate proper emptying of a urinary drainage bag 1B.D Demonstrate safe handling of food A. Preparation process B. Storage 1B.E Demonstrate proper handling and disposal of soiled linen 1B.F Demonstrate proper handling and disposal of biohazard material
1C. Safety and Emergency Procedures (CMS Required)	1C.1 Identify safety techniques that can be used in responding to accidental exposure to A. Blood B. Bodily fluids C. Chemicals 1C.2 Identify principles of ergonomics and body mechanics 1C.3 Identify the behaviors of a resident after experiencing traumatic situations	1C.A Demonstrate Heimlich maneuver (abdominal thrust) technique (CMS Required) 1C.B Use proper body mechanics 1C.C Evaluate an environment to identify unsafe conditions 1C.D Locate a posted safety/emergency evacuation plan

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	1C.4 Identify characteristics of a safe vs unsafe environment	
1D. Promoting Residents' Independence (CMS Required)	1D.1 Identify strategies to promote resident rights to make personal choices to accommodate needs (CMS Required) 1D.2 Identify ways to give assistance in resolving grievances and disputes (CMS Required) 1D.3 Identify the role of a nurse aide in providing needed assistance in getting to and participating in resident and family groups and other activities (CMS Required)	1D.A Demonstrate compliance with a care plan
1E. Respecting Residents' Rights (CMS Required)	1E.1 Identify strategies to maintain care and security of resident personal possessions (CMS Required) 1E.2 Identify ways to promote resident rights to be free from abuse, mistreatment, and neglect and the need to report instances of such treatment to appropriate facility staff (CMS Required) 1E.3 Identify strategies to avoid the need for restraints in accordance with current professional standards (CMS Required)	1E.A Demonstrate care of the resident environment A. Quality of life B. Health and safety C. OBRA 1E.B Demonstrate how to report to the nurse in response to a resident requesting to adapt the care plan

Below must be taught and measured in the remaining hours of the program in a classroom (virtual) / laboratory and clinical setting (minimum of 59 hours)		
2. Basic Nursing Skills (CMS Required)	2.1 Identify abnormal changes in body functions and importance of reporting such changes to a supervisor (CMS Required) 2.2 Identify principles for end-of-life care (CMS Required) 2.3 Differentiate between normal ranges and abnormal ranges of vital signs (CMS Required) 2.4 Identify methods to care for the residents' environment (CMS Required) to meet resident care needs 2.5 Identify signs of effective/improved circulation 2.6 Identify principles of practice for catheter care 2.7 Identify techniques of fall prevention and response to a fall	2.A Accurately measure, record, and report (CMS Required) A. Electronic and manual blood pressure B. Pulse C. Respirations D. Temperature E. Height F. Weight 2.B Demonstrate correct positioning techniques in bed and chair (CMS Required) 2.C Demonstrate catheter care for a male and female 2.D Demonstrate perineal care for the male and female 2.E Demonstrate use of bedpan 2.F Accurately measure, record, and report urine output 2.G Apply knee-high anti-embolic stocking to one leg 2.H Demonstrate lower extremity and foot care 2.I Demonstrate use of mechanical lift 2.J Demonstrate how to respond to a fall

3. Personal Care Skills (CMS Required)	3.1 Identify proper positioning techniques (CMS Required) 3.2 Identify proper turning techniques (CMS Required) 3.3 Identify proper feeding techniques (CMS Required) 3.4 Identify techniques to dress residents (CMS Required) 3.5 Identify personal care and hygiene needs of the resident including bathing (CMS Required) 3.6 Identify transfer techniques for a resident (CMS Required) 3.7 Define conditions that place residents at risk for impaired skin integrity 3.8 Identify health conditions that may influence dietary intake	3.A Demonstrate proper positioning techniques (CMS Required) 3.B Demonstrate proper turning techniques (CMS Required) 3.C Demonstrate toileting on a commode (CMS Required) 3.D Perform oral care (CMS Required) 3.E Perform skin care (CMS Required) 3.F Demonstrate supportive feeding and hydration (CMS Required) 3.G Demonstrate hair care/grooming (CMS Required) 3.H Demonstrate safe shaving techniques/grooming (CMS Required) 3.I Perform nail care/grooming (CMS Required) 3.J Demonstrate the dressing of an impaired resident or the dressing of a resident with an affected side 3.K Perform denture care 3.L Perform modified bed bath - face and one hand, arm, underarm

		3.M Accurately measure, record, and report food and fluid intake
4. Mental Health and Social Service Needs (CMS Required)	4.1 Identify behavior modifications of the nurse aide in response to resident behavior (CMS Required) 4.2 Identify developmental changes associated with the aging process (CMS Required) 4.3 Identify methods to support resident independence and dignity (CMS Required) 4.4 Identify sources of emotional support for the resident, including the use of family (CMS Required) 4.5 Define care techniques that meet the needs of cognitively/uniquely impaired resident including dementia, Alzheimer's, and others (CMS Required) 4.6 Identify methods on how to respond to resident's behavior (CMS Required) 4.7 Identify resources for resident/patient alcohol or substance use disorder concerns.	4.A Demonstrate methods of reducing the effects of cognitive impairment (CMS Required) including methods listed in the care plan 4.B Demonstrate developmentally appropriate interactions
5. Care of Cognitively Impaired Residents (CMS Required)	5A.1 Identify challenges in communication with cognitively/uniquely impaired resident (CMS Required)	5A.A Demonstrate appropriate responses to the behavior of cognitively impaired resident (CMS Required)

	5A.2 Identify ways to understand the behavior of cognitively impaired residents (CMS Required)	
6. Basic Restorative Services (CMS Required)	6.1 Identify appropriate use of assistive devices (CMS Required) 6.2 Identify use of assistive devices including prosthetic and orthotic devices (CMS Required): A. Transferring B. Ambulation C. Eating D. Dressing 6.3 Identify appropriate bowel and bladder training (CMS Required) 6.4 Define the following terms for range of motion exercises and maintenance (CMS Required) A. Abduction / Adduction B. Flexion / Extension C. Pronation / Supination 6.5 Identify strategies to train resident in self-care according to their abilities (CMS Required)	6.A Demonstrate range of motion to shoulder, hip, and knee 6.B Demonstrate use of gait belt during ambulation and transfers 6.C Demonstrate appropriate use of: A. Cane B. Walker C. Wheelchair, including transfer to or from wheelchair 6.D Follow the care plan for transfer of the resident including 2-person assist
7. Residents Rights (CMS Required)	7.1 See Promoting Residents' Independence (1D) and Respecting Residents' Rights (1E)	7.A See Promoting Residents' Independence (1D) and Respecting Residents' Rights (1E)
8. Nurse Aide Roles and Responsibilities	8.1 Identify the role of the nurse aide as indicated in Michigan Public Health Code Act 368 of 1978, Part 219, and applicable Administrative Rules.	8.A Locate Michigan Public Health Code Act 368 of 1978, Part 219, and applicable Administrative Rules

	8.2 Identify the steps and responsibilities for certification 8.3 Identify professional development and continuing education requirements 8.4 Define implicit bias 8.5 Identify ways a nurse aide must interact and implement a resident's care plan 8.6 Define a nurse aide's role in a multi-disciplinary team	8.B Register in Michigan testing center system
9. Legal and Ethical	9.1 Identify components of the Health Insurance Portability & Accountability Act (HIPAA) (including implications for social media) 9.2 Define: A. Abuse B. Neglect C. Misappropriation of resident property D. Malpractice E. Good Samaritan acts F. Living will G. Advanced directives H. Medical durable power of attorney (MDPA) 9.3 Identify responsibilities regarding abuse and neglect and the legal implications to certification:	9.A Apply privacy and maintenance of confidentiality (CMS Required) including HIPAA 9.B Demonstrate professional response to ethical issues

	A. Witnesses abuse or neglect B. Is a victim of abuse or neglect C. Is accused of abuse or neglect 9.4 Define ethics 9.5 Define morals 9.6 Identify ethical and moral issues that impact the quality of care for residents 9.7 Identify potential effects of personal morals and ethics on professional performance	

Note: Resident also means a patient.