

MINNESOTA PIPELINE PROJECT

PRIVATE INVESTMENT, PUBLIC EDUCATION LABOR AND INDUSTRY EXPERIENCE

HEALTH CARE SERVICES OCCUPATIONS

Psychiatric/Mental Health Technician In-Patient - A cross trained employee in areas of caring for patients with mental health issues in an in-patient setting.

Industry-Sector Technical Competencies

- Part of Treatment Team – Understand how to function as part of a team of care providers including doctors, nurses, and counselors.
- Collaborate with Care Team – Understanding on how to work within a care team environment and effectively collaborate with colleagues for appropriate patient care.
- Trauma Informed Care - Knowledge about how trauma impacts the physical, mental, behavioral, social, and spiritual areas for the patient and how to align care with the unique circumstances of the patient.
- De-Escalation – Training in how to use various de-escalation techniques when dealing with an agitated patient.
- Professional Boundaries - Understand what professional boundaries are and identify poor ones. Learn how to create healthy boundaries from the very beginning of the relationship.
- Therapeutic Self Use – Trained in the technique to use oneself in such a way that the technician becomes an effective tool in the evaluation and intervention process.
- Chemical Dependency Awareness – Knowledge and experience with patients with chemical dependency and the impact to a patient's mental health.
- Psycho-Social Support – Training in the various types of non-therapeutic intervention and how to effectively use them for patients' treatment.
- Treatment Goals Assistance – Knowledge of methods the technician can help a patient meet their treatment goals.
- Serious Persistent Mental Illness Exposure – Either formal training or informal experience with mental illnesses with complex symptoms requiring ongoing treatment and management and how to work with patients with this type of diagnosis.
- CPR and First Aid – Training in First Aid and CPR certification.
- Harm Reduction Model – Understanding of the treatment method using client-therapist collaboration that combines substance abuse treatment with psychotherapy.

- Millieu Therapy Management – Training in creating an environment in which all aspects of the patient’s treatment are considered therapeutic.
- Patient Vitals – Training in the proper way to collect and record vital information.
- Treatment Goals – Knowledge in assisting patients in achieving treatment goals.

Occupation-Specific Competencies

- Caregiver Assistant – Provide assistance to caregivers as needed with patient treatment.
- Activities of Daily Living – Ability to instruct patient and participate in activities required to manage with day to day living.
- Group Discussions – Lead group discussions as part of treatment programs.
- Restraint Application/Seclusion Room Use – Able to recognize when to apply necessary restraints on patients and properly use seclusion rooms.
- Self-Defense – As needed, demonstrate proper self-defense techniques to protect one’s self in volatile situations.
- De-Escalation – Use various de-escalation and crisis management techniques when dealing with an agitated patient.
- Local Community Resources – Awareness of various resources within the community which may provide support to patient and their caregivers.
- CPR and First Aid – Training in First Aid and CPR certification.

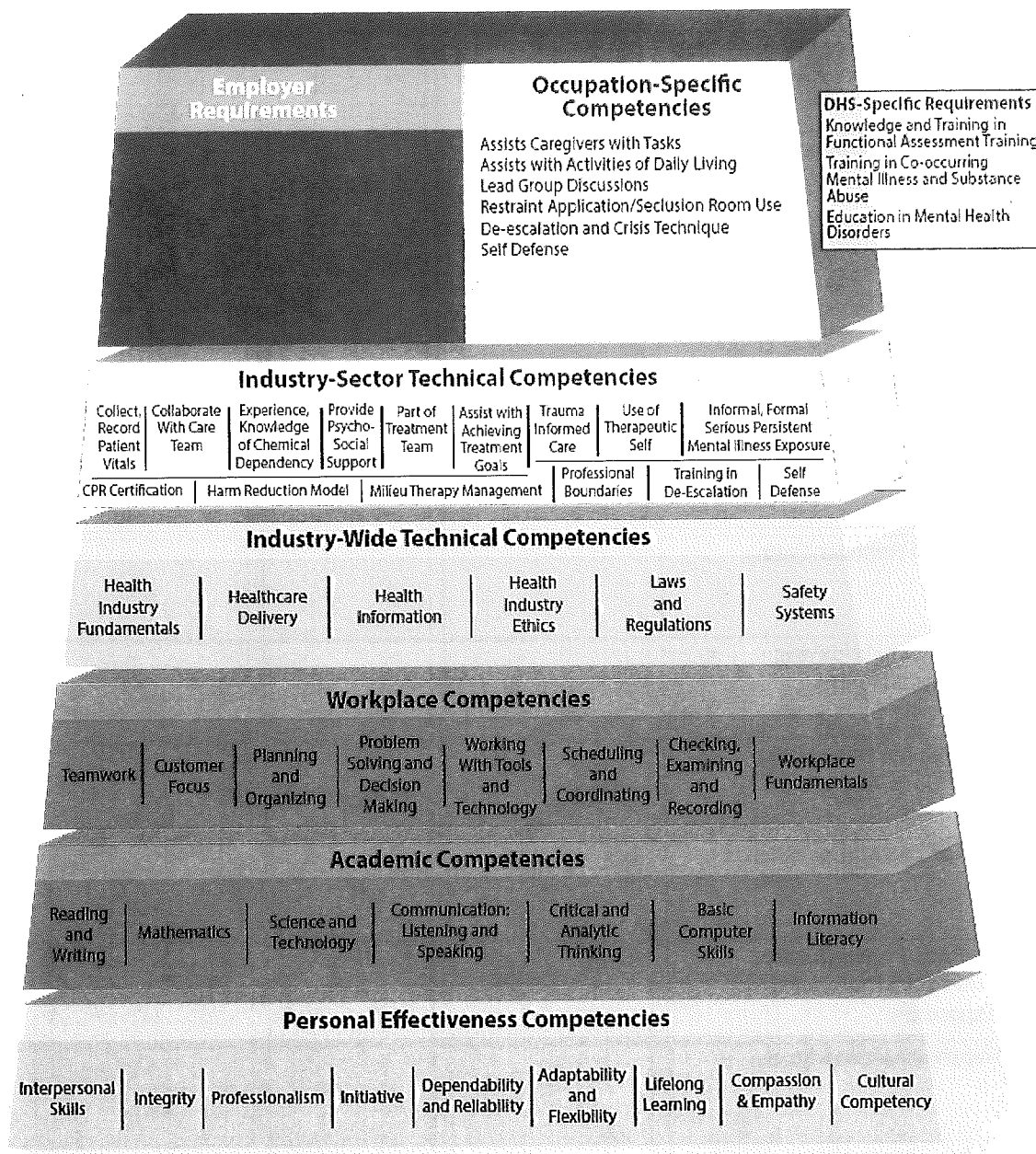
DHS Specific Requirements

- Functional Assessment – Show proper assessment techniques to ascertain the purpose or reason for behaviors displayed by individuals with mental health issues.
- Co-occurring Mental Illness and Substance Abuse – Use appropriate methods for integrated treatment to address mental and substance use conditions at the same time.
- Mental Health Disorders – Demonstrate knowledge of mental health disorders and the manifestation of symptoms in mental health patients.

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Competency Model for Health Care Services

Occupation: Psychiatric/Mental Health Technician In-Patient



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

Psychiatric/Mental Health Technician In-Patient Occupational Training Plan

	List Course/Training Name and Title	Description of Courses and/or Training Program	List Responsible Provider: Company, College, Trainer, or other	Anticipated Completion Date
<i>Related Instruction Competencies</i>				
Collect & Record Patient Vitals				
CPR Certification				
Collaborate with Care Team				
Experience/Knowledge of Chemical Dependency				
Provide Psycho-Social Support				
Part of Treatment Team				
Assist with Achieving Treatment Goals				
Trauma Informed Care				
Use of Therapeutic Self				
Informal/Formal Serious Persistent Mental Illness Exposure				
Harm Reduction Model				
Milieu Therapy Management				

Professional Boundaries				
Training in De-Escalation				
Self Defense				
<i>On-The-Job Training Competencies</i>				
Assists Caregivers with Tasks				
Assists with Activities of Daily Living				
Lead Group Discussions				
Restraint Application/Seclusion Room Use				
De-escalation and Crisis Technique				
Self Defense				
<i>DHS Specific Competencies</i>				
Knowledge and Training in Functional Assessment Training				
Training in Co-occurring Mental Illness and Substance Abuse				
Education in Metal Health Disorders				

MINNESOTA PIPELINE PROJECT

PRIVATE INVESTMENT, PUBLIC EDUCATION LABOR AND INDUSTRY EXPERIENCE

Psychiatric/Mental Health Technician Out-Patient - A cross trained employee in areas of caring for patients with mental health issues in an ambulatory setting.

Industry-Sector Technical Competencies

- Part of Treatment Team – Understand how to function as part of a team of care providers including doctors, nurses, and counselors.
- Trauma Informed Care - Knowledge about how trauma impacts the physical, mental, behavioral, social, and spiritual areas for the patient and how to align care with the unique circumstances of the patient.
- De-Escalation – Training in how to use various de-escalation techniques when dealing with an agitated patient.
- Professional Boundaries - Understand what professional boundaries are and identify poor ones. Learn how to create healthy boundaries from the very beginning of the relationship.
- Therapeutic Self Use – Trained in the technique to use oneself in such a way that the technician becomes an effective tool in the evaluation and intervention process.
- Chemical Dependency Awareness – Knowledge about chemical dependency and the impact to a patient's mental health.
- Psycho-Social Support – Training in the various types of non-therapeutic intervention and how to effectively use them for patients' treatment.
- Treatment Goals Assistance – Knowledge of methods the technician can help a patient meet their treatment goals.
- Persistent Mental Illness Exposure – An understanding of mental illnesses with complex symptoms requiring ongoing treatment and management and how to work with patients with this type of diagnosis.

Occupation-Specific Competencies

- Caregiver Assistant – Provide assistance to caregivers as needed with patient treatment.
- Activities of Daily Living – Ability to instruct patient and participate in activities required to manage day to day living.
- Self-Defense – As needed, demonstrate proper self-defense techniques to protect one's self in volatile situations.

- Local Community Resources – Awareness of various resources within the community which may provide support to patient and their caregivers.
- CPR and First Aid – Training in First Aid and CPR certification.

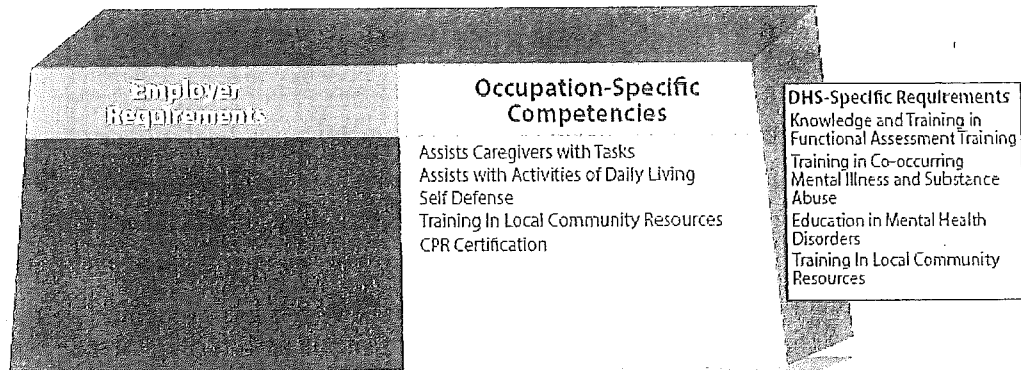
DHS Specific Requirements

- Functional Assessment – Show proper assessment techniques to ascertain the purpose or reason for behaviors displayed by individuals with mental health issues.
- Co-occurring Mental Illness and Substance Abuse – Use appropriate methods for integrated treatment to address mental and substance use conditions at the same time.
- Mental Health Disorders – Demonstrate knowledge of mental health disorders and the manifestation of symptoms in mental health patients.
- Local Community Resources – Awareness of various resources within the community which may assist a patient and their caregivers with support.

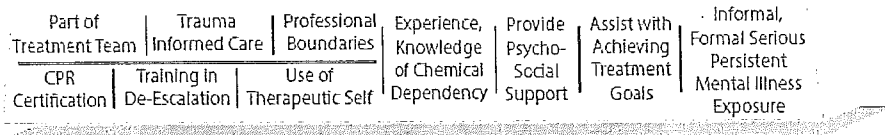
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Competency Model for Health Care Services

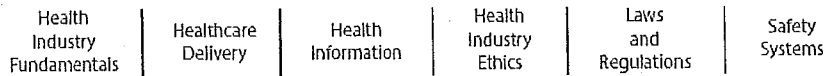
Occupation: Psychiatric/Mental Health Technician Out-Patient



Industry-Sector Technical Competencies



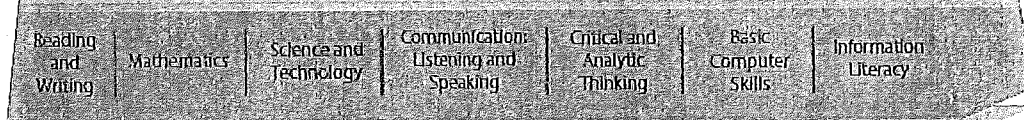
Industry-Wide Technical Competencies



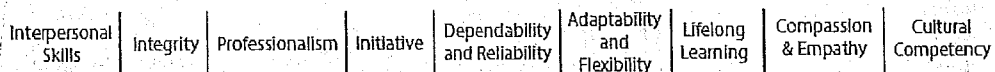
Workplace Competencies



Academic Competencies



Personal Effectiveness Competencies



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

Psychiatric/Mental Health Technician Out-Patient Occupational Training Plan

	List Course/Training Name and Title	Description of Courses and/or Training Program	List Responsible Provider: Company, College, Trainer, or other	Anticipated Completion Date
<i>Related Instruction Competencies</i>				
CPR Certification				
Experience/Knowledge of Chemical Dependency				
Provide Psycho-Social Support				
Part of Treatment Team				
Assist with Achieving Treatment Goals				
Trauma Informed Care				
Use of Therapeutic Self				
Informal/Formal Serious Persistent Mental Illness Exposure				
Professional Boundaries				
Training in De-Escalation				
<i>On-The-Job Training Competencies</i>				
Assists Caregivers with Tasks				
Assists with Activities of Daily Living				

Training in Local Community Resources				
CPR Certification				
<i>DHS Specific Competencies</i>				
Knowledge and Training in Functional Assessment Training				
Training in Co-occurring Mental Illness and Substance Abuse				
Education in Metal Health Disorders				
Training in Local Community Resources				

MINNESOTA PIPELINE PROJECT

PRIVATE INVESTMENT, PUBLIC EDUCATION LABOR AND INDUSTRY EXPERIENCE

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 Store Room 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

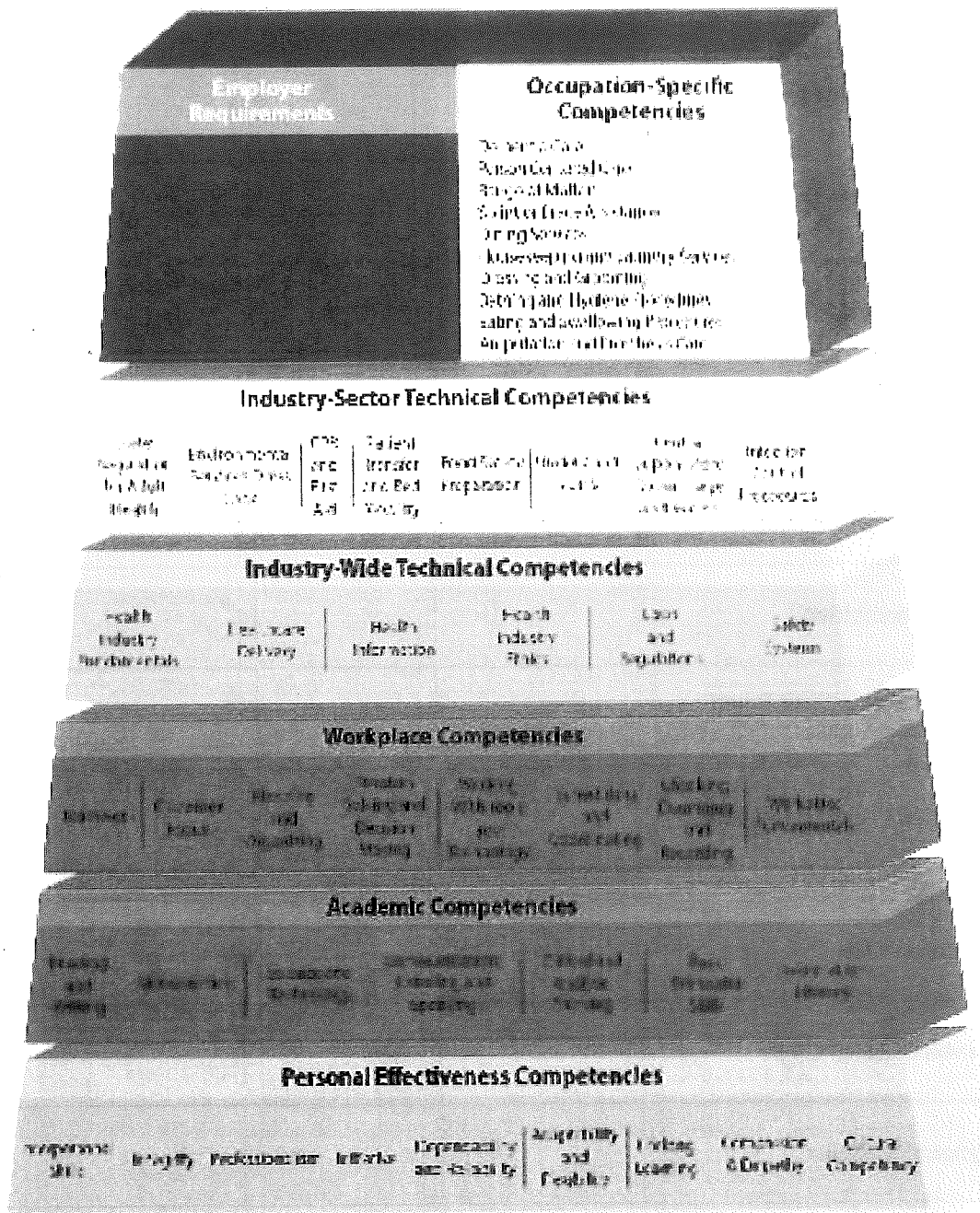
- Dementia Care – Understanding of diseases that cause dementia and how to care and interact with older adults affected by such conditions.
- Person Centered Care – Training in the human values necessary to implement person centered care and vital elements for older adults to maintain quality of life.
- 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.

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Competency Model Health Care Services

Occupation: Health Support Specialist



Canadian Health Workforce Competency Model Framework and Training Skills Framework, United States Department of Labor, December 2011

Health Support Specialist Occupational Training Plan

	List Course/Training Name and Title	Description of Courses and/or Training Program	List Responsible Provider: Company, College, Trainer, or other	Anticipated Completion Date
<i>Related Instruction Competencies</i>				
	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 Store Room Usage and Access			
	Infection Control Procedures			
<i>On-The-Job Training Competencies</i>				
	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				