

NURSING AIDE, ORDERLY, AND ATTENDANT



Nursing aides, orderlies, and attendants perform routine tasks under the supervision of nursing and medical staff. They answer patient call lights, serve meals, help patients to dress and bathe, take blood pressure, temperature, and pulse, as well as escort patients to operating and examining rooms.

Employment opportunities in the health care field are currently at an exceptionally high level. No matter what the state of the economy, the demand for health care professionals will continue to grow. Individuals can start in entry-level occupations and advance their careers while enjoying the stability of employment. Also, individuals can start at the mid or advanced levels, depending on their education, training, and career goals. At each of the levels, there are many opportunities for more challenging and higher paying positions.

SAGINAW VALLEY

Each ladder depicts a series of work experiences that leads to more challenging and higher paying opportunities. While every level of the ladder can provide a satisfying job, some employees will choose to gain even more skills and responsibilities that will advance them in their careers. To do so, they will need more education, training, and work experiences. Some jobs will require a certificate, a license, or an advanced degree.

CLIMBING THE CAREER LADDER

ADVANCED LEVEL

Associate's, bachelor's, master's or doctorate degree required; must graduate from an accredited program; must obtain license or certification

Registered Nurse

\$19.30-\$27.64/hour

Pharmacists

\$31.83-\$41.95/hour

MID LEVEL

Associate's degree or graduation from an accredited program required; must obtain a license or certification

Licensed Practical Nurse

\$12.71-\$17.81/hour

Paramedic

\$10.30-\$18.04/hour

ENTRY LEVEL

Most occupations require a high school diploma or a graduate equivalency diploma (GED), three to six months training, and knowledge of medical terminology; certification is required in some of the occupations

Nursing Aide, Orderly, and Attendant

\$8.06-\$11.39/hour

Emergency Medical Technician

\$7.73-\$10.30/hour

Pharmacy Technician

\$8.74-\$13.19/hour

Wages will vary within this occupation based on the employee's education, training, and years of experience.

JOB DESCRIPTION

Each occupation is described in terms of specific tasks and typical job duties.

A NURSING AIDE, ORDERLY, AND ATTENDANT MUST BE ABLE TO:

- Assist in bathing and dressing patients
- Assist with feeding, collect urine and stool specimens, and measure wound drainage output
- Measure vital signs, height, weight, and other data requested
- Maintain clean and orderly patient/unit environment
- Effectively relate to and interact with patients, families, visitors, and other staff
- Observe patients' physical, mental, and emotional conditions, and report any change to the nursing or medical staff
- Be tactful, patient, understanding, and emotionally stable, and follow directions

WAGES

Wage information was obtained from the Michigan Department of Labor and Economic Growth and from local employers to give a general idea of the wages and salaries for this occupation.

WAGE RANGE

\$8.06-\$11.39/hour

WORKING CONDITIONS

Nursing aides, orderlies, and attendants generally work in a hospital, in nursing care facilities, and mental health settings where there is some exposure to communicable disease and infection. They have a great deal of patient contact, are responsible and accountable for a variety of clinical and supportive tasks, and provide basic patient care under the direction of nursing or medical staff. Nursing aides, orderlies, and attendants spend many hours standing and walking. They may have to move patients in and out of bed or help them stand or walk, so they must guard against back injury.

EDUCATION AND TRAINING

Courses, programs, and certificates that are needed for employment are offered by local education and training providers.

HIGH SCHOOL

- Completion of high school's Health Science Career Pathway and/or appropriate career and technical education classes
- Algebra
- Chemistry
- Biology
- Career studies, such as the medical careers program at the Saginaw Career Complex and health technology/medical science or the health assistant/health careers program at the Bay-Arenac ISD Career Center
- Co-op experience
- Volunteer experience in a health care environment

COMMUNITY COLLEGE

- Delta College – Workforce Development Center: certified nurse assistant program

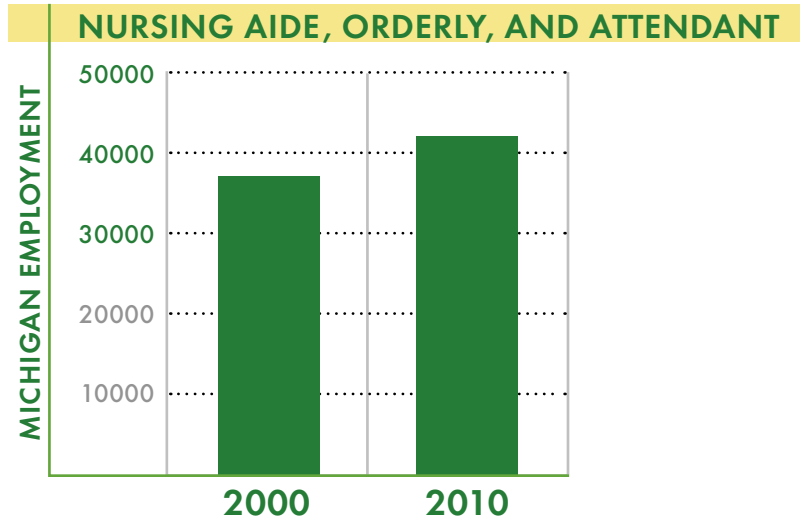
LOCAL EDUCATION AND TRAINING PROVIDERS

- Local school districts
- Bay-Arenac ISD Career Center
- Saginaw Career Complex
- Delta College
- Latoya's Health Education Treatment & Training Center



JOB OUTLOOK

The rate of growth within this occupation is projected by data from local employers and the Michigan Department of Labor and Economic Growth.



ADVANCEMENT

The nursing aide, orderly, and attendant occupations offer individuals an entry into the world of work. The flexibility of night and weekend hours also provides individuals a chance to work while they continue their education and/or fulfill their family responsibilities. Opportunities for advancement within these occupations are limited. To enter other health occupations, individuals generally need additional education and training.

WHAT THE EMPLOYER SAID



WHAT DO YOU LOOK FOR IN A POTENTIAL EMPLOYEE FOR THIS POSITION?

"We look for someone who wants to help people; someone who is patient and understanding; someone who is energetic, is willing to help out, and can follow directions."

Kitty Bouchard, nurse manager
Saint Mary's

STAR PROFILE

This interview is intended to show you what is needed to be a star employee.



EMPLOYEE:
TAMARE MALCOLM

OCCUPATION:
NURSING ASSISTANT

COMPANY:
SAINT MARY'S

TELL US HOW YOU ATTAINED YOUR CURRENT POSITION.

I started out in the kitchen. My job was eliminated, and Saint Mary's offered the nursing assistant training at the Saginaw Career Complex. I took the training and was then eligible for my current position.

DESCRIBE YOUR TYPICAL DAY.

I usually work from 8:30 a.m. until 4:30 p.m. My responsibilities include helping admit patients, escorting the patients to operating and examining rooms, and transferring them to the short-stay unit. I also take their vital signs and record them on their charts. I change and strip the 11 beds in our unit. I also stock the linens and supplies so everything is ready for the next patient.

WHAT TRAINING AND EDUCATION DID YOU NEED TO ENTER THIS POSITION?

I needed to be a high school graduate or its equivalent. I also completed the nursing assistant training at the Saginaw Career Complex.

WHAT QUALITIES MAKE SOMEONE A "STAR" IN THIS OCCUPATION?

A star employee is dedicated. They are not here just for the paycheck. They are here for the patients. They make sure that the patients' needs are met and take the extra step to help.

WHAT DO YOU LIKE MOST/LEAST ABOUT YOUR JOB?

I like helping out the patients. I really like listening to them because they have a lot of interesting stories. I love to see them smile. The thing that I like least is the bed making because it takes time away from patient care.

WHAT ADVICE CAN YOU GIVE SOMEONE SEEKING A JOB IN YOUR FIELD?

If someone likes this kind of work, I would recommend that they continue on with their education.

ARE THERE ANY LICENSES OR CERTIFICATIONS NEEDED FOR YOUR POSITION?

A certificate from a certified nursing assistant training program or state certification, equivalent education, or recent work experience is needed.

ACKNOWLEDGMENTS

The Career Ladders project began as a Saginaw County Vision 2020 initiative. To date, more than 300 individuals have been involved in the project. It is impossible to list them all, but the Comprehensive Education and Workforce Development Committee appreciates each one and the incredible participation by our major employers and educational institutions, as well as the support from the Arnold and Gertrude Boutell Memorial Fund, The Dow Chemical Company, The Dow Corning Foundation, the Fordney Club, the Hospital Council of East Central Michigan, the Michigan Department of Labor and Economic Growth, the National Tooling and Machining Association – Saginaw Valley Chapter, the Saginaw Community Foundation, the Saginaw County Business and Education Partnership, the Saginaw County Chamber of Commerce Foundation, Saginaw County's local school districts, Saginaw County's Promise, the Saginaw County Vision 2020, the Saginaw Future Inc., the Saginaw/Midland/Bay Michigan Works!, the Saginaw Township Business Association, the Saginaw Valley Manufacturers' Association, and the Saginaw Valley Tech Prep Partnership. We also want to thank NOVA for their guidance.

EQUAL OPPORTUNITY EMPLOYER/PROGRAM. AUXILIARY AIDS AND SERVICES ARE AVAILABLE UPON REQUEST TO INDIVIDUALS WITH DISABILITIES.