

**XXXX Hospital  
Age Appropriate Competencies**

EMPLOYEE:

Job Title: Social Worker/Case Manager

Category: Discharge needs

<b>DOMAIN</b>	<b>BEHAVIORS DESIRED</b>	<b>ADOLESCENT</b>	<b>ADULT</b>	<b>GERIATRIC</b>
Knowledge of Growth & Development Principles	Pass Written Test with at least a score of 80%	Score:		
Ability to Assess Appropriate Data	Assess equipment needs; Assess needed care services; Assess need for community services;	Independence is foremost to the adolescent; peers are important; Appearance to others is also important;	Still feels independent; Feeling of self worth is important;	Assets are limited; Limited income; Very proud & sometimes will not accept "charity"; Don't want to be a burden to others;
Ability to Interpret/Apply Data	Involvement of appropriate agencies and facilities	Teenage support groups; Move towards independence as quickly as possible; Encourage involvement of peers if pt so chooses; allows pt to determine the extent of the parental role, if possible.	If active in church, involve that group; Determine community resources and transportation needs; Provide support groups as appropriate;	Involve in Senior citizens groups, & religious groups as appropriate; Determine when equipment should be rented or purchased, based on continued needs;
Ability to Communicate with patient / significant other	Demonstration of ability to alter communication style based on condition of patient & age;	Assess hearing and speaking ability; Communicate with patient as an adult, but do not forget that the pt may not be able to comprehend all information.	Assess hearing and speaking ability	Speak deeply and slowly ; Assess hearing and speaking ability;
Ability To Evaluate Effectiveness	Determination of readiness for discharge	Pt verbalizes the ability to care for self, or the acceptance of assistance from parents & peers	Pt verbalizes support services that are available to the pt/family; Pt has acquired needed DME;	Patient/Family have been connected with support services as appropriate to meet their physical & psychosocial needs.

Evaluate Employee's competency in each age group, for each domain. Insert date achieved/demonstrated competency and Supervisor's initials in the appropriate column & row.

Must be completed during Orientation to a new position, and again on an annual basis.

The above listed employee has demonstrated competency in all of the above age appropriate behaviors.

**SUPERVISOR :**

**DATE COMPLETED:**

Submit to HR on at the end of the orientation period and on an annual basis thereafter.