

WIC Paraprofessional Bilingual Certifier - Competencies

Hmong and Spanish- speaking bilingual paraprofessional WIC Certifiers have obtained a *Wisconsin WIC Program Certificate of Completion – CPA* that documents competencies attained through the Wisconsin WIC Bilingual Certifier Training. They are allowed to certify and provide individual secondary education contacts to participants of the bilingual paraprofessional’s culture with risks as identified in policy 5.b) (1). They must also be directly or technically supervised or mentored by an RD.

COMPETENCY AREA	COMPETENCY DESCRIPTION	COMPETENCY PERFORMANCE	NOTES/RESOURCES
A. WIC PARTICIPANT ENROLLMENT	Provide WIC nutrition services.	<p>Follow WIC policies and procedures for participant eligibility determination.</p> <p>Provide services in a friendly, timely, considerate, confidential manner.</p> <p>Adapt nutrition care of participant based on current research, data and participant feedback.</p>	<p>Wisconsin WIC Program. <u>WIC Nutrition Services Standards</u></p> <p><u>VENA Resources:</u></p> <p>Wisconsin WIC Program. <u>WIC Nutrition Services Standards</u>, June 2003</p> <p><u>Policy: 2.2 Initial Contact/Appointment Scheduling.</u></p> <p><u>Policy: 3.3 Nutrition Services Planning and Evaluation: Participant Satisfaction</u></p>
B. LANGUAGE PROFICIENCY	Demonstrate proficiency in dual languages.	<p>Comprehend, speak, and write at an advanced level in both languages.</p> <p>Adapt vocabulary to be suitable to the participant’s education level and understanding.</p> <p>Identify and correct own mistakes.</p>	<p>Language Proficiency Resources:</p> <p><u>American Council for the Teaching of Foreign Languages (ACTFL)</u></p> <p><u>Interagency Language</u></p>

		Know one's abilities and limits.	Roundtable (ILR) scale ICAO Language Proficiency Scale
C. CULTURAL COMPETENCY	Apply the nutrition related cultural implication to practice in a clinic setting.	<p>Demonstrate knowledge of factors in determining disease, disease prevention and health promotion that affect nutrition in diverse populations.</p> <p>Develop and use accurate, culturally appropriate nutrition education materials.</p> <p>Respect participant's belief in alternative health systems (i.e. negative attitudes toward blood work, use of alternative medicine/herbs or traditional healers).</p>	<p>Policy: 3.35 Nutrition Education: Techniques and Cultural and Linguistic Considerations</p> <p>ADA. Diversity Checklist. (See ADA website – for members only)</p> <p>Policy: 10.51 Civil Rights: Non Discrimination</p>
D. NUTRITION ASSESSMENT	Conduct WIC Nutrition Assessment.	<p>Identify at – risk and high – risk participants.</p> <p>Refer all high – risk participants to WIC Dietitian or WIC Nutritionist.</p> <p>Interpret anthropometric data.</p>	<p>Policy: 3.12 Nutrition Risk Determination: Anthropometric Procedures</p> <p>ROSIE Help, Assessment Procedures</p> <p>ROSIE Help, WIC Project Nutrition Policy Options for Trained Bilingual Paraprofessional CPA Staff</p> <p>VENA Resources:</p> <p>Policy: 3.11 Nutrition Risk</p>

		<p>Interpret hematological data.</p> <p>Analyze health and nutrition histories based on lifecycle stage and development.</p> <p>Assess and determine risk.</p> <p>Assess participant's concerns and priorities.</p>	<p>Determination: Hematological Procedures</p> <p>HemoCue Capillary Sampling Skills Checklist HemoCue training in-services are completed by CPA.</p> <p><i>AAP: Bright Futures, Guidelines for Health Supervision of Infants, Children and Adolescents, 2008;</i> <i>USDA: Infant Nutrition and Feeding, A Guide for Use in the WIC and CSF Programs</i></p> <p>ROSIE Help, Nutrition Risk Criteria and Guidelines</p>
E. BREASTFEEDING	Provide ongoing quality nutrition and breastfeeding promotion and support to all WIC women.	<p>Complete breastfeeding assessments at critical points during pregnancy and post partum.</p> <p>Analyze breastfeeding problems using</p>	<p>Policy : 3.40 Breastfeeding Promotion and Support Plan</p> <p>Policy: 11.11 Security of WIC Data</p>

		evidence – based information. Provide referrals to Peer Counselors and Lactation Consultants. Provide WIC breast pumps based on appropriate assessment of need.	
F. NUTRITION EDUCATION AND COUNSELING	Provide health and nutrition education and counseling.	Practice active listening and observation skills. Assess readiness to change. Communicate to participants in a sensitive, non-judgmental manner.	VENA Resources:
	Provide family centered nutrition education which is responsive to the identified needs/interests of the participant.	Prioritize nutrition problems to be addressed with participant. Provide science – based and consistent nutrition education and health messages.	ROSIE Help, Nutrition Risk Criteria and Guidelines
G. FOOD PACKAGE ISSUANCE	Ensure food package meets participant needs.	Issue food package based on nutritional needs, USDA and state WIC policies.	Policy: 4.10 Food Packages: General Policy: 4.2 WIC Food List/Food Packages Overview Policy 4.12 Women and Children Food Packages (Regular Policy: 4.13 Breastfeeding Dyad Model Food Packages

			Policy: 4.14 Infant Food Packages (Regular)
H. NUTRITION CARE PLAN	Complete Nutrition Care Plan.	Document observations, assessment, medical information including labs, risks, nutrition education, referrals and planned follow-up and evaluation.	
I. REFERRALS	With RD approval, refer participants to nutrition, health and social services to which they may qualify.	With RD approval, and following agency policy, refer participant to other WIC staff, public health agency, medical providers or other outside agencies for information request, additional assessments, referrals and follow-up.	Agency referral list Policy: 3.10 Nutrition Assessment at Certification CYSHCN-WIC Toolkit
J. WIC FARMERS' MARKET NUTRITION PROGRAM	Educate participant on the Farmers' Market Nutrition Program.	Assess participant interest in Farmers' Market Nutrition Program. Provide information on Farmers' Market locations and available food. Issue Farmers' Market checks. Provide secondary education about fruit and vegetables.	WIC Farmers' Market Nutrition Program