

**Certified Nurse Aide
Screening and Continuing Education:
A National Survey of State Requirements
With Recommendations for Improvements**

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EXECUTIVE SUMMARY

Introduction

Certified nurse aides ("CNAs") are the principal caregivers for nursing home residents. They have frequent direct contact with residents and provide the critical services necessary to care for those residents, including, but not limited to, feeding, dressing, communicating and bathing.

Despite the crucial role nurse aides play in the treatment of residents, the high rates of resident neglect and abuse in nursing homes, coupled with the extremely high turnover rate for nurse aides, indicate that there are serious problems in the system which impact both vulnerable residents and the workers who are on the frontline of caring for them. Given our rapidly aging population, which will undoubtedly put increasing pressure on the nursing home system for the foreseeable future, it is essential that these issues are addressed.

The Long Term Care Community Coalition (formerly the Nursing Home Community Coalition) has in the past year issued two policy research publications that target these burgeoning issues. The first, *What Makes for a Good Working Condition for Nursing Home Staff: What Do Direct Care Workers Have*

*to Say?*¹, identified and addressed critical issues in CNA working conditions from the perspective of the CNAs. The second, *Nurse Aide Training in New York: An Overview of Programs and Their Regulation by the State, with Recommendations for Improvement*², identified and assessed the parameters of the different training options available for those seeking nurse aide certification in New York (a prerequisite for working as a nurse aide in a nursing home). Two of the major shortcomings in the New York's nurse aide training system identified in this second study – the absence of a screening mechanism for those seeking to become CNAs and a general paucity of continuing education ("in-service training") for CNAs during their career – were the focus of the study presented in this report.

Project Goals

The present study set out to address these shortcomings by: (1) finding out, through a nationwide survey, how other states are addressing issues of screening and in-service

¹ 2003, Long Term Care Community Coalition (available at www.ltccc.org (click on "Latest News and Reports" tab.)).

² 2003, Long Term Care Community Coalition (available at www.ltccc.org (click on "Publications.")).

training; and (2) identifying requirements of other states which, if adopted in New York, have the potential to improve conditions for both nursing home residents and direct care workers in this state.

To our knowledge this is the first compilation of national data on pre-certification requirements beyond curricula requirements for certification programs and the first survey of nationwide in-service training requirements. Thus, though the impetus for the study was to improve training protocols in New York, we believe our findings will be of value to any state wishing to improve the manner in which their CNAs are brought into the field and are given the continuing education necessary to handle the vital tasks they are entrusted with in the nursing home setting.

Project Conclusions

The current requirements to become a CNA and maintain CNA status in New York are insufficient to ensure an adequate and safe level of care for nursing home residents. As our review of nationwide state requirements for CNA certification

and in-service training (attached as Appendix A) indicates, many states exceed New York's requirements in these areas, with mandated requirements that directly address issues regarding screening and in-service training. Our findings indicate that although New York's laws and regulations impose more requirements than the minimums mandated in federal law, more needs to be done to improve resident care and adequately prepare CNAs for the work they do.

Increasing the required number of and improving the quality of both training hours and in-service education hours are baseline initiatives that have been successfully instituted in other states. We believe that they should be adopted in New York to alleviate the burgeoning crises in both nursing home care for residents and working conditions for CNAs. Furthermore, as discussed below, there are numerous ways in which other states are instituting or testing options to enrich the training paradigm. We hope that New York's leaders will consider these options with an eye to improving conditions for both residents and workers.

Key Findings

- There is a wide disparity of requirements for both screening and in-service training of CNAs among the states.
- Many states exceed the threshold federal minimum requirements with regulations that address widely known issues and problems in delivery of care and maintenance of a favorable working environment for CNAs and living environment for residents.
- Key areas where states augmented minimum requirements to become a CNA: instituted minimum age requirements, criminal background checks (both initial and on renewal of certification), language skills, and enhanced and expanded curriculum for nurse aide training.
- Key areas where states augmented post certification requirements: increased minimum number of hours of in-service training, specified curriculum topics for in-service training (such as accident prevention, needs of special populations), and added individualized hands-on training.
- Most noteworthy innovation: establishment of tiered levels for nurse aides giving incentive to stay in job and invest in learning process.

Key Recommendations

- Greater focus should be placed on in-service training, with requirements instituted that address: each individual CNA's strengths and weaknesses, the special needs of an individual facility's residents, the CNA's ability to handle their work and feel invested in their career and the nursing home community.
- Innovations that increase CNA skills and knowledge and bolsters their investment in their work, such as a tiered system for CNAs, should be encouraged on both the state and federal levels.
- New York (and other states') leaders should review both their pre-certification and post certification requirements against those implemented in other states with an eye to adopting or at least pilot testing programs that have the potential to better equip CNAs for their important role in nursing homes.
- Citizens and advocacy groups should use these data as a benchmark in holding their states accountable for ensuring that those on the frontline of care are adequately equipped to handle the job.

PROPOSED CHANGES TO NURSE AIDE REQUIREMENTS

Introduction

While New York exceeds several of the minimum threshold federal requirements pertaining to CNA training and certification, the burgeoning crisis in nursing home care in this state and our previous research activities indicate that more is needed to adequately equip nurse aides for the challenges of working in a nursing home and caring for vulnerable residents. Thus, change is proposed to the requirements to become a certified nurse aide and to the requirements to maintain certified nurse aide status.

In an effort to present feasible changes to these requirements, in

the beginning of 2004 we surveyed each state and the District of Columbia to find out their requirements for certification, core curriculum, renewal of certification and in-service training. We found that many other states have more stringent eligibility requirements, curriculum requirements and in-service education requirements. Also, states like Delaware are experimenting with a tiered structure of nurse aides in order to create greater incentives for nurse aides to stay in the field. A brief summary of our review of what other states currently require may be found in the chart attached hereto as Appendix A.

Initial Certification Requirements

STATES' EXPERIENCES: AGE REQUIREMENT. A number of states impose an age requirement. Florida and Oregon require that a person be 18 years or older. Several states impose a requirement of 16 years or older. The potential benefits of this requirement are that, at this age, a basis for learning has been created and it is more likely that the individual is accustomed to multi-tasking and has time management skills than if the individual were younger. At the age of eighteen, an individual has usually completed a high school curriculum. Skills and

maturity level attained by this age (and education level) are important in the nursing field, and mastery of the same can limit many of the stresses that can arise for a certified nurse aide, thereby having a strong potential for reducing the currently high turnover rates.

RECOMMENDATION: New York should investigate the potential benefits and costs of adopting an age requirement for workers. Additional considerations in this respect include whether it would meaningfully diminish the pool of

BACKGROUND

The Federal OBRA Reconciliation Act of 1987 establishes a federal standard for all nurse aide certification training programs which includes a minimum of 75 hours of training, at least 16 of which covers the following topics: communications and interpersonal skills; infection control; safety and emergency procedures, including the Heimlich maneuver; promoting residents' independence; and respecting residents' rights. In New York, the New York State Department of Health ("DOH") determines certification requirements for certified nurse aides. The DOH requirements follow federal guidelines, but the required number of training hours is 100 (exceeding the federal minimum of 75 hours) and requires at least 30 hours of supervised practical experience in a nursing home. The core curriculum for training in New York includes, but is not limited to, the following topics: normal aging; psychological needs of resident; communication in health care facilities; personal care needs; resident unit and equipment; nutritional needs; elimination needs; mobility needs; sleep and rest needs; nursing care programs for the prevention of contractures and decubitus ulcers (pressure sores); observing and reporting signs and symptoms of disability and illness; infection control; resident safety; nursing care needs of resident with special needs due to medical conditions; mental health and social service needs; resident rights; care of

dying resident including care of body and personal effects after death; and care of cognitively impaired residents.

In addition to successful completion of a state approved nurse aide training program, in order to become a CNA the DOH requires successful completion of a clinical skills competency test and written or oral competency test within two years of completing the training program. An applicant has three attempts to pass each test.

In New York, nurse aide certification is valid for 24 months and will lapse if s/he has not worked for pay as a nurse aide in a New York State nursing home (or other DOH-approved nurse aide employer) for a minimum of seven hours during the previous 24 consecutive months. Each CNA is also supposed to be given a performance review, conducted at least annually by the operator of the nursing home at which the CNA works, wherein apparent weaknesses are supposed to be identified and used as a basis for influencing the structure of required in-service education programs. The in-service education program is also supposed to address the special needs of residents to whom the nurse aide provides services, including the care of the cognitively impaired. There is no federal requirement for any number of hours of in-service education. New York mandates in-service education programs of at least six hours in every six-month period.

potential nurse aides or if it would result in improving CNA turnover rates, since more mature CNAs might be better equipped to handle their jobs.

STATES' EXPERIENCES: CRIMINAL BACKGROUND CHECK. As of 2003, New York has required criminal background checks for CNAs. A total of forty states require that criminal background checks be performed.

RECOMMENDATION: The Coalition has long argued that if criminal background checks are going to be performed, they should be performed on all nursing home staff; CNAs should not be singled out in this regard.

STATES' EXPERIENCES: LANGAUGE SKILLS. Many states require nurse aide candidates to be able to speak and understand the English language. Illinois requires that aides speak and understand the language understood by the majority of the residents in the facility in which they work.

RECOMMENDATION: Communication between nurse aides and residents is important for both the residents having their needs satisfied as well as for a good working condition for the CNAs. At the same time, it is important to recognize that both residents and workers come from a wide range of cultures and background, especially in New York. Thus, we recommend that the state look into the situation

in New York to see what extent, if any, language barriers are a problem in nursing homes here and how potential issues can be resolved.

STATES' EXPERIENCES: CURRICULUM REQUIREMENTS. While New York regulations require 100 hours of training, which is above the minimum federal requirements, other states are providing significantly more. Delaware and Oregon require 150 hours; Alaska requires 140 hours; and Arizona, Florida, Idaho, Virginia and West Virginia require 120 hours.

RECOMMENDATION: The Coalition has long been at the forefront of advocacy for increasing nurse aide training requirements in New York. Our Nursing Home Staffing Committee, consisting of representatives from diverse organizations, developed a model curriculum in 2002 with enhanced content that calls for at least 155 training hours.³

New York's nursing home residents have a higher acuity level than the national average, a trend which we expect will continue given a myriad of factors such as growth of older population as a whole, growth of assisted living as an alternative for New Yorkers who do not require significant care 24 hours a day and

³ See our website, www.ltccc.org, for more information, including our work focusing on nurse aide training.

New York's higher than average rate of AIDS/HIV. Thus, New York's nurse aides need to have an especially high level of training to be equipped for the duties and pressures they face.

Because people learn in different ways, the traditional lecture format should be augmented with other methods, with the focus on learning rather than teaching. Current restriction of hours limits trainer creativity. Every learning experience should provide for time to establish parameters for what is to be learned and to process what has been learned, since time for reflection is key to learning. This also provides the trainer an opportunity to identify gaps in learning and fill in gaps before testing. To ensure interactive learning, we recommend that a ratio of 1 trainer to 15 students in a classroom situation must be maintained (currently, New York has no recommended or mandated standard for trainer/student ratio for classroom learning).

We also recommend that how training hours are used should reflect additional emphasis on clinical application. Effective teaching methods are those that provide for demonstration and then return demonstration. The return demonstration should provide the nursing assistant with constructive feedback and an opportunity for additional supervised practice.⁴

⁴ See the Coalition's *Certified Nurse Aide*

Post Certification Requirements

SUMMARY: The goal of ensuring that CNAs are adequately screened and trained at the inception of their careers is worthwhile only if paired with meaningful requirements for in-service training. CNAs work with individuals with a wide array of medical conditions, personalities and health care needs. Ongoing training and practical experience are necessary to keep CNAs up to date with current practices, make them aware of developments in resident care and address areas in which each individual might need improvement. In short, given the critical nature of the work CNAs do and the major responsibilities they shoulder in caring for nursing home residents, requirements to maintain certification should follow those of other workers and professionals whom society entrusts with such important responsibilities.

STATES' EXPERIENCES: WORK

REQUIREMENTS: Currently, In order to maintain active CNA status, a person must have worked for pay as a nurse aide in a New York State nursing home (or other DOH-approved nurse aide employer) for a minimum of seven hours during the previous 24 consecutive months. It is hard to imagine any context in which 7 hours of paid work in a two year period is meaningful for

"Model" Program, which can be downloaded for free at <http://www.ltccc.org/papers/cna.htm>.

maintenance of either expertise or even basic, working knowledge of a job. Skills are honed by frequent performance. Furthermore, nurse aides do not perform all tasks in which they have been trained during one shift, so if an individual works a single shift in a 24 month period to keep his or her certification "alive" and then subsequently returned to the field, it is quite possible that they will be providing vital care without having actually used important skills in 2 years or more.

RECOMMENDATION: In order to remain certified, CNAs should be required to work for longer than seven hours, the equivalent of one work shift, in a 24 month period. Virtually anything would be an improvement. We specifically recommend that the state adopt sharply increased requirements in this regard, which would provide some assurance of current knowledge and ability at no cost to the state. The experiences in Nevada, Oregon and Wyoming, which each require at least 400 hours of nursing services during the 24 month period (the equivalent of ten 40 hour weeks in a 104 week period), could be instructive in this regard.

STATES' EXPERIENCES: IN-SERVICE TRAINING REQUIREMENTS. New York currently requires six hours of in-service education every six months. Many states require substantially more, and are more rigorous about how the training is accomplished. For instance, California requires 48

hours of in-service training every 2 years through approved training program or by a director of staff development for licensed skilled nursing. Minimum 12 of the 48 hours must be completed in each of 2 years. Delaware requires CNAs to perform a minimum 64 hours of nursing services in a health care setting during each 24-month certification period. If not, the CNA must complete and pass a new training course and competency test.

RECOMMENDATION: This should be increased to at least 12 hours of in-service education every six months, which would merely follow suit with states such as Nevada and New Hampshire that have already recognized the importance of increasing in-service training. In addition, training should have two components – one should be learning about new topics and skills affecting all nurse aides and the other should focus on specific in-service training for areas of weakness of that particular nurse aide.

A section of a major federal study on nursing home care (released in winter 2001) explored how training and education for CNAs affects the delivery of high-quality care. The study found that important and often overlooked are teaching "soft" skills such as problem solving, decision making, and better

communication with residents.⁵ In addition to these important skills, new developments in resident care should be covered and basic skills should be reinforced.

The second component of in-service education should focus on the individual nurse aide. New York already addresses this to a certain extent by requiring that in-service education be tailored to performance reviews. New York should continue to do this, but should also require that the in-service education includes a hands-on training aspect that is conducted in the facility with a person more senior to the nurse aide. This is a cost effective way to keep nurse aide skills up to par, since the training can be done during the workday and on the premises.

STATES' EXPERIENCES: TIERED SYSTEM.

Some states have or are experimenting with two or three levels of nurse aides. There are several potential benefits to these types of structures. First, they can give CNAs incentives to stay in their jobs by offering higher pay to CNAs in higher tiers. Second, to advance to the next tier, additional training is required, which will result in a larger population of well-trained CNAs. Having CNAs who have an incentive to continue in the profession and receive additional training, has the

potential to decrease the high turnover rate and increase the quality of care received by patients. Delaware is an example of a state that has two levels of nurse aides. To become a senior certified nursing assistant, one must have been a certified nursing assistant in good standing for at least three years, complete an additional 50 hours of training and pass a competency exam (different from the competency exam that the individual passed to become a certified nursing assistant). Colorado is currently conducting a pilot program where there will be three tiers of nurse aides with different requirements, level one being the least stringent and level three being the most stringent.

RECOMMENDATION: New York should conduct a large scale, public pilot program with a two or three-layered structure, whereby each level requires further training and an increase in pay. The goal of this pilot testing would be to determine whether this practice improves resident care, worker satisfaction, worker retention, and what saving and/or costs would be associated with system wide implementation.

⁵ *Appropriateness of Minimum Nurse Staffing Ratios in Nursing Homes, Phase II Final Report, General Accounting Office, December 2001.*

CONCLUSION

Certified nurse aides are a critical component of nursing home resident care, providing the overwhelming majority of care to vulnerable residents. Past findings by our own as well as other research indicate that having CNAs who are well equipped to handle their jobs result in better resident care and a better work environment for the nurse aides themselves. According to the Paraprofessional Healthcare Institute (PHI), a professional organization and member of our Coalition, "Raising the bar' for entrance into the field may seem counterintuitive in this time of widespread vacancies. But these recommendations are based on the observation that the most effective way of addressing vacancies is retaining more of the nursing assistants already in the field, not trying to lure a constant stream of new applicants through a revolving door—and that providing CNAs with adequate training and support is key to improving retention."⁶

Our findings in this study indicate that there is a wide disparity of requirements for both screening and in-service training of CNAs among the states. Many states exceed the threshold federal minimum requirements with regulations that

address widely known issues and problems in delivery of care and maintenance of a favorable working environment for CNAs and living environment for residents. We recommend that policy makers in New York and other states review their requirements against those of other states and adopt or pilot test requirements that can benefit both residents and the CNAs themselves. They should consider:

- making criminal background checks mandatory for all nursing home staff (not just those providing direct care);
- requiring at least 155 hours of mandated training and adopting a core curriculum that addresses key care issues and provides for ample clinical application;
- adopting a more stringent requirement for maintenance of certification;
- increasing in-service education to 12 hours every 6 months; and
- conducting a large scale, public pilot test of a tiered system for nurse aides that includes more training, more responsibility and higher pay.

⁶ *Certified Nurse Aide "Model" Program* (Coalition report which PHI contributed to), available for free download at <http://www.ltccc.org/papers/cna.htm>.

Appendix A - State Information on Certified Nurse Aides

State	CERTIFICATION REQUIREMENTS	CORE CURRICULUM	RENEWAL OF CERTIFICATION REQUIREMENTS/IN-SERVICE TRAINING
Alabama	<p>Competent to provide nursing related services.</p> <p>Successful completion of a training program approved by the Alabama Department of Health or completed equivalent training via higher education.</p> <p>Take and pass National Nurse Aide Assessment Program Examination (the "NNAAP Exam"), which comprises of a knowledge test and clinical skills test, within 24 months of completion of approved training program.</p> <p>Alabama and several other states, as noted below, have contracted with Promissor to develop, score and report the results of the competency examination required for certification and placement on the nurse aide registry of the state.</p> <p>The NNAAP Exam written portion contains 70 multiple choice questions covering: Activities of Daily Living (7%) (hygiene, dressing and grooming, nutrition and hydration, elimination and rest/sleep/comfort); Basic Nursing Skills (37%) (infection control, safety/emergency, therapeutic/technical procedures and data collection</p>	<p>Curriculum of any nursing program includes theoretical content and clinical experience specific to expected scope of practice, including:</p> <ul style="list-style-type: none"> • Essentials of safe and effective care environment, • Prevention of illness, • Maintenance, promotion and restoration of health and • Psychological integrity of individuals across life span. <p>(Alabama Board of Nursing, Chapter 610-X-3, Nursing Education Programs)</p>	<p>Certification becomes invalid after lapse of 24 consecutive months or more in the performance of paid nursing related services.</p> <p>Facilities are required to conduct reviews of nurse aides once every 12-month period. If weaknesses are discovered, the facility must provide in-service training to address the weakness.</p>

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State	CERTIFICATION REQUIREMENTS	CORE CURRICULUM	RENEWAL OF CERTIFICATION REQUIREMENTS/IN-SERVICE TRAINING
	<p>and reporting); Restorative Skills (5%) (prevention and self-care/independence); Emotional and Mental Health Needs (10%); Spiritual and Cultural Needs (3%); Communication (10%); Client Rights (15%); Legal and Ethical Behavior (5%); Member of the Health Care Team (8%).</p> <p>The Skills portion of the NNAAP exam requires successful mastery of five nursing aide skills selected at random.</p> <p>Sample questions and details of skills tested can be found at www.promissor.com</p>	<p>Minimum 140 hours training including a minimum of 60 hours classroom instruction, including the topics of role of certified nurse aide, basic nursing skills, personal care skills, safety concepts, communication skills, hygiene and restorative nursing care, human growth and development. A minimum of 80 hours of supervised clinical experience for gaining the competencies to perform according to nurse aide's role and responsibility, understand basic nursing skills, understand basic personal care skills by assisting clients, know safety concepts, communicate skillfully, know hygiene and restorative nursing care, know growth and development concepts, maintain rights of client. Minimum 32 of these hours must be supervised practical training.</p>	<p>Certificate expires every 2 years.</p> <p>If employed as certified nurse aide for more than 8 hours but less than 160 hours during the certification period, a competency evaluation must be completed.</p> <p>24 hrs of continuing education is required for re-certification.</p> <p>If not employed as certified nurse aide for monetary compensation during certification period and completed nurse aide training program more than 5 years ago, applicant must complete another state approved certified nurse aide training program.</p>
Alaska	<p>Successful completion of state approved training program.</p> <p>Complete competency evaluation.</p> <p>Certification by examination (Alaska uses the NNAAP Exam).</p>	<p>A minimum of 16 hours of classroom training and 16 hours of specific skill training in:</p>	

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		<p>CORE CURRICULUM</p> <ul style="list-style-type: none"> • Communication and interpersonal skills • Infection control • Safety/emergency procedures • Promoting residents' independence • Promoting residents' rights 	
Arizona	<p>Successful completion of basic curriculum of board-approved program.</p> <p>Provide verified statement of felony convictions, if any.</p> <p>Pass competency exam.</p>	<p>Basic minimum competencies required.</p> <p>Minimum of 120 hours of classroom and clinical instruction consisting of either 120 hours of classroom and clinical instruction or minimum 80 hours of classroom and clinical instruction with long-term care facility-based preceptorship of as many hours to equal 120 hours or more of instruction.</p> <p>Program shall include minimum of 16 hours instruction in the competency subjects.</p>	<p>Proof of employment within the past 2 years</p>
Arkansas	<p>Successful completion of basic curriculum of board-approved program.</p> <p>Pass competency exam.</p> <p>Criminal background check.</p> <p>Be at least 16 years of age.</p>	<ul style="list-style-type: none"> • Minimum of 75 hours of training with a balance between theory instruction and skills training. • Each course shall consist of a combination of classroom and clinical instruction. • Skills training is composed of both skills demonstration in the classroom lab and skills performance in a clinical site that must be a long term care facility which has not been disqualified by the Office of Long Term Care. • Part I requires a minimum of 16 hours initial classroom instruction which includes both theory instruction and skills demonstration in the classroom lab. • Part II requires the completion of the remaining 59 hours of training consisting of theory, classroom lab and clinical skills training. Clinical skills training must include at least 16 hours of supervised practical training in a facility performing tasks on an individual under the direct supervision of the instructor. 	<p>Certificate expires after 2 years.</p> <p>Proof of minimum 8 hours of nursing or health related service for pay during the 24 months before the certification expired.</p> <p>If certification expired for longer than 24 months, cannot be renewed.</p>

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California	<p>Successful completion of basic curriculum of board-approved program.</p> <p>Pass competency exam (California uses NNAAP Exam).</p> <p>Criminal background check.</p> <p>Be at least 16 years of age.</p>	<p>16 hour orientation program for newly employed nurse assistants prior to providing direct patient care.</p> <p>Pre-certification training program with:</p> <ul style="list-style-type: none"> • Minimum 60 classroom hours of training on basic nursing skills, patient safety and rights, social and psychological problems of patients, and resident abuse prevention, recognition and reporting within skilled nursing or intermediate care facility or educational institution. • Minimum 6 hours instruction on preventing, recognizing and reporting instances of resident abuse • Minimum 100 hours of supervised and on-the-job training clinical practice (can be normal employment) • Minimum 2 of the 60 hours and 4 of 100 hours address special needs of personal with developmental/mental disorders • Continuing in-service training to assure continuing competency in existing and new nursing skills • Minimum 4 hours of instruction on preventing, recognizing and reporting instances of resident abuse 	<p>Certificate expires after 2 years.</p> <p>Requires 48 hours of in-service training every 2 years through approved training program or by director of staff development for licensed skilled nursing. Minimum 12 of 48 hours completed in each of 2 years.</p> <p>Criminal record clearance.</p>
Colorado	<p>Successful completion of basic curriculum of board-approved program.</p> <p>Criminal background check.</p> <p>Pass competency exam within 2 years of certification application (Colorado uses NNAAP Exam).</p>	<p>Training program curriculum includes: communication and interpersonal skills, infection control, safety and emergency procedures, promoting residents' and patients' independence, respecting residents' and patients' rights.</p> <p>Program curriculum: Minimum 75 hours, including a minimum of 16 hours of classroom instruction and a minimum of 16 hours of clinical instruction under direct supervision. At least the first 16 hours of the required 75 hours shall be pre-clinical and include: communication and interpersonal skills, infection control, safety and emergency procedures, promoting</p>	<p>Certificate expires after 2 years.</p> <p>Must perform nurse services for pay during 24 months prior. Otherwise, must have passed competency evaluation within past 24 months.</p> <p>** Pilot Program: Three-tiered certification for nurse aides:</p> <ul style="list-style-type: none"> • Certified nurse aide – level I; comply with above requirements • Certified nurse aide – level II; comply with above requirements and has advanced education and training

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	Successful completion of basic curriculum of board-approved program.	residents' and patients' independence, respecting residents' and patients' rights.	<ul style="list-style-type: none"> • Certified nurse aide – level III: comply with above requirements and meets mentor and preceptor standards
Connecticut	Successful completion of basic curriculum of board-approved program. Pass competency exam within 24 months of completing program (CT uses the NNAAP Exam). Criminal background check. Be at least 16 years of age.	Program must not be less than 100 hours and shall include both lecture and clinical settings. Minimum 75 hours shall include: basic nursing skills, personal care skills, care of cognitively impaired residents, recognition of mental health and social service needs, basic restorative services and residents' rights. Minimum 25 hours shall include: understanding and responding to physical, psychiatric, psychosocial and cognitive disorders. Minimum 16 hours of the program shall be in areas of communication and interpersonal skills, residents' rights, residents' independence, safety and emergency procedures and infection control.	Certification must be renewed every 2 years and nurse aide must have worked minimum one 8 hour shift during the last 24 months. Certification becomes invalid after lapse of 24 consecutive months or more in the performance of paid nursing related services.
Delaware	Senior certified nursing assistant status: <ul style="list-style-type: none"> • Certified nursing assistant in good standing for at least 3 years • Successful completion of additional 50 hours of instruction of approved program • Pass competency test 	Training must consist of total of 150 hours: 75 hours in classroom and 75 hours clinical training. Orientation is a minimum of 80 hours, and minimum of 40 these hours must be clinical if nurse aide works in a skilled care or intermediate care facility. If nurse aide works in assisted living facility, orientation must be minimum 64 hours.	Must perform minimum 64 hours of nursing services in health care setting during each 24-month certification period. If not, must complete and pass new training course and competency test.
District of Columbia	Successful completion of a DC Department of Health approved training program. Pass competency exam within 24 months of completing program (District of Columbia uses the NNAAP Exam).	No information concerning core curriculum requirements was found on the District of Columbia's Department of Health site and the nursing aide application.	In accordance with Department of Health Rules, facilities are to provide regular performance review and regular in-service education to ensure individuals employed as nurse aides are competent.

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State	CERTIFICATION REQUIREMENTS	CORE CURRICULUM	RENEWAL OF CERTIFICATION REQUIREMENTS/IN-SERVICE TRAINING
<p>Florida</p>	<p>Successful completion of basic curriculum of board-approved program.</p> <p>Demonstrate minimum literacy.</p> <p>High school diploma required.</p> <p>Be at least 18 years of age.</p> <p>Pass competency exam within 24 months of completing program.</p> <p>If fail exams in 3 attempts, must complete approved training program.</p> <p>Certification required within 120 days of employment.</p>	<p>120 hours of training required, of which, a minimum of 40 hours must be clinical hours and 80 hours must be classroom hours.</p> <p>A minimum of 16 hours of classroom instruction:</p> <ul style="list-style-type: none"> • Communication and interpersonal skills • Infection control • Safety/emergency procedures • Promoting residents' independence • Promoting residents' rights 	<p>Certification maintained by completing required number of continuing education classes and working in nursing related occupation without lapse for 24 months.</p> <p>Required in-service training of a minimum of 18 hours per year. Every 2 years, in-service training hours must include HIV/AIDS infection control, domestic violence, medical record documentation and legal aspect, resident rights, communication with cognitively impaired clients, CPR skills, and medical error prevention safety.</p>
<p>Georgia</p>	<p>Successful completion of state approved nurse aide training and competency evaluation program.</p> <p>Pass written/oral and skills certification exam.</p> <p>Certification complete within 120 days of training start date.</p> <p>Criminal background check for personal care homes and nursing homes.</p>	<p>Training includes classroom/laboratory and clinical time spent in long-term care facility.</p> <p>Training requirements (minimum of 85 hours): Minimum 16 hours training in:</p> <ul style="list-style-type: none"> • Communication and interpersonal skills • Infection control • Safety/emergency procedures • Promoting residents' independence • Respecting residents' rights • Basic nursing skills • Personal care skills • Mental health and social service needs • Care of cognitively impaired residents • Basic restorative services • Residents rights 	<p>Certificate expires after 2 years.</p> <p>Must have worked as certified nurse aide, for pay, for minimum 8 hours in past 2 years or else must retake written/oral and skills certification exams.</p> <p>In service education requirements for certified nurse aides working in licensed Medicaid/Medicare facility: must attend minimum 12 hours of in-service education offered by the facility.</p>

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State	CERTIFICATION REQUIREMENTS	CORE CURRICULUM	RENEWAL OF CERTIFICATION REQUIREMENTS/IN-SERVICE TRAINING
Hawaii	<p>* Director of the Department of Commerce and Consumer Affairs to implement 42 United States Code § 1395i-3 and § 1396R in establishing minimum requirements and standards necessary for certification as nurse aide and examination requirements (HRS Chapter 457A).</p>	<p>* No core curriculum structured by the Department of Commerce and Consumer Affairs has been found.</p>	<p>* Director of the Department of Commerce and Consumer Affairs to implement 42 United States Code § 1395i-3 and § 1396R in establishing maintenance requirements for continued certification on a biennial basis (HRS Chapter 457A).</p>
Idaho	<p>Successful completion of state approved training program. Successful completion of written and manual skills competency tests.</p>	<p>Training program includes approximately 120 hours of instruction (80 in classroom, 40 clinical), and instruction in:</p> <ul style="list-style-type: none"> • Basic nursing skills • Personal care skills • Mental health and social service needs • Basic restorative services • Patient rights 	<p>Must be employed as a nursing assistant at least once during each 2-year certification period or else must repeat manual skills and written competency testing.</p>
Illinois	<p>Be at least 16 years of age, of temperate habits and good moral character. Able to speak and understand English or language understood by majority of facility's residents. Evidence of employment or occupation and residence for 2 years prior. Completed at least 8 years of grade school or proof of equivalent knowledge.</p>	<p>For comprehensive Basic Nursing Assistant Training Program Modules go to http://www.legis.state.il.us/commission/car/admincode/077/077003950EB03000R.html. Minimum of 120 hours of instruction (80 hours theory and 40 hours clinical). There must be 2 hours of theory to each hour of supervised clinical practice instruction. Minimum 12 hours theory related to Alzheimer's and related dementias. Minimum 16 hours training in:</p> <ul style="list-style-type: none"> • Communication and interpersonal skills • Infection control • Safety/emergency procedures • Promoting residents' independence • Promoting residents' rights 	<p>Ongoing review process:</p> <ul style="list-style-type: none"> • During regularly scheduled licensure survey, may be required to demonstrate through written exam and/or action, sufficient knowledge in all areas of required training. • If knowledge is inadequate, require completion of in-service training and review in the facility until can demonstrate through written exam and/or action sufficient knowledge in all areas of required training.

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State	CERTIFICATION REQUIREMENTS	CORE CURRICULUM	RENEWAL OF CERTIFICATION REQUIREMENTS/IN-SERVICE TRAINING
	<p>Begin current course of training within 45 days of initial employment.</p> <p>Successful completion of training within 120 days of initial employment.</p> <p>Be familiar with and have general skills related to resident care.</p> <p>Criminal background check.</p> <p>Demonstrated competence in manual skills.</p> <p>Pass competency test.</p>		
Indiana	<p>Competent to provide nursing services.</p> <p>Completed approved training to commence within 60 days of employment date (30 hours of classroom instruction within 120 days employment).</p> <p>Completion of competency evaluation program.</p> <p>Initial orientation.</p> <p>Physical examination at time of employment.</p>	<p>Training program must include:</p> <p>Minimum 16 classroom hours in areas in:</p> <ul style="list-style-type: none"> • Communication and interpersonal skills • Infection control • Safety/emergency procedures • Promoting resident's independence • Respecting residents' rights <p>Minimum 30 classroom hours in areas in:</p> <ul style="list-style-type: none"> • Basic nursing skills • Personal care skills • Mental health and social service needs • Care of cognitively impaired residents • Basic restorative services • Residents' rights <p>Minimum 75 hours of supervised clinical experience, of which, minimum 16 hours must be direct supervised practical training.</p>	<p>Certification becomes invalid after lapse of 24 consecutive months or more in the performance of paid nursing related services.</p> <p>Facilities are required to conduct reviews of nurse aides once every 12-month period. If weaknesses are discovered, the facility must provide in-service training to address the weakness.</p> <p>In-service training must not be less than 12 hours per year and shall include:</p> <ul style="list-style-type: none"> • Resident rights • Prevention and control of infection • Fire prevention • Safety and accident prevention • Needs of specialized populations served <p>Outside workshops and continuing education programs may be approved as in-service training.</p>

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State	CERTIFICATION REQUIREMENTS	CORE CURRICULUM	RENEWAL OF CERTIFICATION REQUIREMENTS/IN-SERVICE TRAINING
Iowa	<p>Complete 75 hour training course.</p> <p>Complete skills and written competency tests.</p>	<p>75 hours (30 of which are clinical).</p>	<p>Certification becomes invalid after lapse of 24 consecutive months or more in the performance of paid nursing related services.</p> <p>In service education requirements for certified nurse aides working in certified long term care facility: must attend minimum 12 hours of in-service education offered by the facility.</p>
Kansas	<p>Successful completion of 90 hour state approved course within 4 months of initial employment.</p> <p>Must complete state approved course to demonstrate initial competency before being employed as nurse aide that can provide direct care to residents under direct supervision.</p> <p>Pass state test within one year after starting state approved course.</p>	<p>Training course must be minimum 90 hours and consist of a combination of didactic and clinical instruction (minimum 50% of which is clinical instruction).</p>	<p>Nursing facilities, long term care units in hospitals, intermediate personal care homes, assisted living facilities, residential health care facilities and home health agencies must provide employment verification that the nurse aide worked for minimum 8 hours during the previous 12 month period.</p> <p>Certification becomes invalid after lapse of 24 consecutive months or more in the performance of paid nursing related services.</p>
Kentucky	<p>Successful completion of state approved training program.</p> <p>Complete competency evaluation within one year from training completion and four months from date of employment.</p>	<p>Training topics:</p> <ul style="list-style-type: none"> • Good personal habits • Nurse aide's role • Basic skills and techniques in performing uncomplicated nursing procedures • Organize and administer nursing care • Resident's rights • Assist residents in attaining and maintaining functional independence 	<p>Certification becomes invalid after lapse of 24 consecutive months or more in the performance of paid nursing related services.</p> <p>On-going development requirements include:</p> <ul style="list-style-type: none"> • Facility providing a minimum 12 hours of ongoing staff development annually for each aide that has completed the training program

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State	CERTIFICATION REQUIREMENTS	CORE CURRICULUM	RENEWAL OF CERTIFICATION REQUIREMENTS/IN-SERVICE TRAINING
		<ul style="list-style-type: none"> • Proper care for and use of equipment • Sensitivity to the residents' needs • Actively participate in maintenance of non-threatening, independence-conducive environment <p>Program must be a minimum of 75 hours. Minimum 16 hours shall consist of training in:</p> <ul style="list-style-type: none"> • Communication and interpersonal skills • Infection control • Safety and emergency procedures • Promoting residents' independence • Respecting residents' rights <p>The remaining 75 hours shall consist of training in:</p> <ul style="list-style-type: none"> • Basic nursing skills • Personal care skills • Mental health and social service needs • Care of cognitively impaired residents • Basic restorative services • Residents' rights 	<ul style="list-style-type: none"> • Performance review at least annually • Staff development based on weaknesses noted in annual reviews
Louisiana	* Follows Federal Rules and Regulations. Uses NNAAP Exam.	No information concerning core curriculum requirements was found on Louisiana's State Board of Nursing and Department of Health and Hospitals sites.	*Follows Federal Rules and Regulations
Maine	Successful completion of state approved training program. Successful completion of competency testing. Completion of 9 th grade. Be at least 16 years of age. Ability to read and write English.	Minimum 80 hours of classroom instruction, 20 hours of skills laboratory and 50 hours of correlated, supervised clinical practice. The state board can authorize a competency testing mechanism if a nurse aide has completed a program consisting of minimum 100 hours but less than 150 hours and can show employment as certified nurse aide for minimum 32 hours per week for 3 out of the past 5 years.	

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State	CERTIFICATION REQUIREMENTS	CORE CURRICULUM	RENEWAL OF CERTIFICATION REQUIREMENTS/IN-SERVICE TRAINING
Maryland	Successful completion of a state approved training program.	<p>All training programs must be approved by the Maryland Board of Nursing in conjunction with the Maryland Higher Education Commission prior to implementation.</p> <p>Curriculum content requirements:</p> <ul style="list-style-type: none"> • content consistent with State licensing requirements in the Health-General Article and all federal requirements • all basic skills required of a nursing assistant regardless of the setting of the practice • any skills required for certification in a specific category 	<p>Certification is renewed every 2 years and requires sign-off by approving Registered Nurse.</p>
Massachusetts	Complete approved training program with clinical skills evaluation and written or oral multiple choice examination.	<p>Minimum 75 hours of curriculum with minimum 16 hours of classroom and lab instruction before direct involvement with residents</p> <p>Required curriculum topics include:</p> <ul style="list-style-type: none"> • Overview; • Aging and Development; • Residents' Rights; • Safety; • Activities of Daily Living; • Resident's Room; • Observing & Listening; • Infection Control; • Nutrition & Hydration; • Mental Health of Residents; • Taking Care of Yourself and • Care of the Dying Resident 	<p>Renewal on the registry is every 2 years.</p> <p>In-service training is not required; however, if a certified nurse aide works in a nursing home, the facility is required to provide 12 hours of in-service training.</p>
Michigan	Complete a state approved training program and pass a knowledge test and clinical skills test. The knowledge test and clinical skills test is administered by	<ul style="list-style-type: none"> • Minimum of 75 hours of training. • Michigan-approved training programs must cover residents' rights, direct care (such as bathing, dressing and toileting), death and dying, restorative care, caring for people with dementia, AIDS and 	<p>Certification expires after 2 years.</p> <p>Renewal requires: renewal form, documentation of employment as a nurse aide for minimum 8 hours in the 2-year certification cycle and the renewal fee.</p> <p>Without a renewed certificate, the individual cannot</p>

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State	CERTIFICATION REQUIREMENTS	CORE CURRICULUM	RENEWAL OF CERTIFICATION REQUIREMENTS/IN-SERVICE TRAINING
Minnesota	<p>the Chauncey Group International. The Chauncey Group's website at www.chauncey.com/State_Nurse_Aide/michigan.htm provides sample questions of the written exam, which consists of 55 multiple choice questions and sets forth a wide range of skills that may be tested and the checkpoints that the examiners are looking for. You must pass the skills portion of the exam before you are able to take the written portion of the exam.</p> <p>Testing must be done within 1 year of completion of state approved training program; must have proof of completion of a state approved training program to take knowledge and clinical skills tests (there may be a few exceptions to this rule on a case by case basis).</p>	<p>other illnesses, and other topics.</p> <p>Minimum of 75 hours of training.</p> <p>Two approved curriculums: one developed by MN State Colleges and Universities and other developed by American Red Cross.</p>	<p>work in a long term care facility.</p> <p>To maintain status on registry, must work minimum 8 hours as paid nursing assistant every 24 months.</p> <p>In-service training is not required; however, if a certified nurse aide works in a nursing home, the facility is required to provide 12 hours of in-service training.</p>

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State	CERTIFICATION REQUIREMENTS	CORE CURRICULUM	RENEWAL OF CERTIFICATION REQUIREMENTS/IN-SERVICE TRAINING
Mississippi	<p>Complete a state approved training program and pass the NNAAP Exam.</p> <p>Testing must be done within 24 months of completion of training program and must have proof of completion of a state approved training program to take the NNAAP Exam (there may be a few exceptions to this rule on a case by case basis).</p> <p>If employed by long-term care facility participating in Medicaid/Medicare, must receive certification within 4 months of being hired.</p>	<p>Minimum of 75 hours of training.</p>	<p>To maintain status on registry, must work minimum 8 hours as paid nursing assistant every 24 months.</p> <p>Under federal and Mississippi state law, nurse aides in nursing homes that participate in Medicare/Medicaid are prohibited from paying their own re-certification.</p>
Missouri	<p>Be at least 17 years of age.</p> <p>No class A or B felony convictions (police check required).</p> <p>Be free from tuberculosis.</p> <p>Complete a nursing assistant training program approved by the department of health and senior services (complete the same within 4 months of employment).</p>	<p>Training program must consist of:</p> <ul style="list-style-type: none"> • 75 classroom hours of training on basic nursing skills, clinical practice, resident safety and rights, the social and psychological problems of residents and the methods of handling and caring for mentally confused residents such as those with Alzheimer's disease and related disorders, and 100 supervised and on-the-job training. The 100 hours shall be completed within 4 months of employment and may consist of normal employment as nurse assistants under the supervision of a licensed nurse; and • Continuing in-service training to assure continuing competency in existing and new nursing skills 	<p>See Core Curriculum regarding in-service training.</p>

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State	CERTIFICATION REQUIREMENTS	CORE CURRICULUM	RENEWAL OF CERTIFICATION REQUIREMENTS/IN-SERVICE TRAINING
Montana	<p>Successful completion of training program. Pass exam.</p>	<p>Minimum 75 hours of training.</p>	<p>Certification expires after 2 years. Proof of minimum 8 hours of nursing or health related service for pay during the 24 months before the certification expired.</p>
Nebraska	<p>In a medicare/medicaid certified nursing facility, successful completion of a state approved 75 hour nurse aide training course and competency evaluation program (consists of a written and skills test) and be listed on nurse registry.</p> <p>Requirements to be listed on nurse registry, one must:</p> <ul style="list-style-type: none"> • be at least 16 years of age • be able to speak and understand the English language • successfully complete, within 120 days of employment, a state approved 75 hour nurse aide training & competency evaluation program • cannot have been convicted of a crime rationally related to the role of a nurse aide involving moral turpitude <p>Written exam consists of 50 multiple choice questions, with</p>	<p>Minimum 75 hours of training.</p>	<p>For medicare/medicaid certified nursing facilities, if not providing nursing or nursing related services for monetary compensation for more than 24 months, the individual's registry status becomes lapsed.</p>

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State	CERTIFICATION REQUIREMENTS	CORE CURRICULUM	RENEWAL OF CERTIFICATION REQUIREMENTS/IN-SERVICE TRAINING
	<p>a passing grade of 70% or higher (have three tries to pass before having to repeat the 75 hour nurse aide course).</p> <p>Skills exam consists of demonstration of six skills selected to be representative of the skills required to be taught in an approved nurse aide course. Must pass each of the 6 skills. A passing score is 70% or greater for each skill. As with the written exam, have three tries to pass before having to repeat the 75 hours nurse aide course</p> <p>To work in a licensed nursing facility that is not Medicare or Medicaid certified, successful completion of a state approved 75 hour course and competency evaluation, but do not have to be registered on the nurse registry.</p>		
Nevada	<p>Successful completion of approved training program.</p> <p>Fingerprint reports.</p> <p>Pass NNAAP Exam.</p>	<p>Approved program must enable trainee to learn to react in a sensitive manner to emotional, social and mental health needs of patients; communicate and interact competently on a one-to-one basis w/patients; assist patients in attaining and maintaining independence; learn to exhibit behavior in support and promotion of rights of patients; learn skills in observation and documentation.</p> <p>Program must be a minimum of 75 hours. Minimum 16 hours shall consist of training in:</p> <ul style="list-style-type: none"> • Communication and Interpersonal skills • Infection control 	<p>To renew a certificate, a nursing assistant must submit to the board documentation of completion of 24 hrs of in-service or continuing training in the previous 2 years and documentation of minimum 400 hours of employment as a nursing assistant under the direct supervision of a registered nurse or licensed practical nurse during the 2 years immediately preceding the date of certificate renewal.</p>

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State	CERTIFICATION REQUIREMENTS	CORE CURRICULUM	RENEWAL OF CERTIFICATION REQUIREMENTS/IN-SERVICE TRAINING
<p>New Hampshire</p>	<p>Criminal background check. Successful completion approved nursing assistant educational program within past 5 years. Passing score on competency evaluation (written or oral and skills) within past 2 years (NH uses NNAAP Exam). Ability to read, comprehend, write and communicate in English.</p>	<p>Minimum 100 hours of instruction (40 hours of theory and 60 hours of concurrent clinical experience). For comprehensive list of subjects and competencies covered in training programs and hours dedicated to each, http://gencour.state.nh.us/rules/nur100-900.html#nur700</p>	<p>For re-certification, must have provided nursing services for 200 hours within the 2-year period immediately prior to application. 24 hours of continuing education is required for re-certification (12 hours in each of the 2 years prior).</p>
<p>New Jersey</p>	<p>Criminal Background Check. Electronic fingerprints must be on file. Successful completion of 90 hour state approved nurse aide in long-term care facilities training course. Pass the NNAAP Exam within 24 months of training completion.</p>	<p>90 hour training program. An example of an approved curriculum can be found at http://www.hccc.edu/divisions/mstah/allied-health/Certified%20Nurse%20Aid%20Training%20Program.pdf</p>	<p>In order to be re-certified, must have been employed providing nursing or nursing-related services for pay for minimum 7 hours within the 24 months prior to the expiration date listed on certificate. An updated criminal background investigation ("cbi") is also required for re-certification (must have fingerprints taken and recorded). If fail to complete the cbi recertification process before the certification expiration date, a nurse aide cannot work as a certified nurse aide.</p>

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State	CERTIFICATION REQUIREMENTS	CORE CURRICULUM	RENEWAL OF CERTIFICATION REQUIREMENTS/IN-SERVICE TRAINING
New Mexico	<p>Completed nurse aide training (state approved program of 75 hours).</p> <p>Pass exam administered through Nursing Assistant Competency Evaluation Service ("NACES"). This exam has a skills and written component. The skills portion tests 5 randomly selected nursing skills and the written portion test consists of 70 multiple choice questions.</p>	<p>Example of goals from a Nursing Assistant program approved by New Mexico Health and Environment Department and the New Mexico Department of Education:</p> <ul style="list-style-type: none"> • Communications and interpersonal skills • Anatomy and physiology • Infection control • Nutrition • Safety and emergency procedures • Vital signs • Death and dying • Basic nursing care procedures • Residents' rights • Medical terminology <p>Also includes practical training in laboratory and clinical settings.</p>	<p>Nurse aides working in a nursing facility will be recertified for 24 months from the expiration date.</p> <p>Nurse aides who are not working in a nursing facility will be recertified for 24 months from the last date of employment.</p> <p>Nurse aides who are working in nursing related services, under the supervision of a Registered Nurse, can re-certify by filling out an Employment Verification form and having it signed by the Registered Nurse.</p>
New York	<p>Successful completion of state approved nurse aide training program within last 24 months.</p> <p>Successfully complete clinical skills competency test and written or oral competency test within two years of training completion [with 3 attempts to pass each test].</p> <p>Completion of training program and competency examinations within 120 days of employment.</p>	<p>Programs shall include minimum 100 hours of classroom and clinical training that enhances skills and knowledge.</p> <p>Clinical training contains minimum 30 hours of supervised practical experience in nursing home.</p> <p>Curriculum taught at a 4th to 6th grade English literacy level.</p> <p>Curriculum includes, but not limited to the topics of:</p> <ul style="list-style-type: none"> • Normal aging; • Psychological needs of resident; • Communication in health care facilities; • Personal care needs; • Resident unit and equipment; • Nutritional needs; • Elimination needs; • Mobility needs; • Sleep and rest needs; • Nursing care programs for the prevention of contractures and decubitus ulcers (pressure sores); • Observing and reporting signs and symptoms of 	<p>Certification lapses, and renewal requires retesting, if not worked for compensation as nurse aide in New York State nursing home (or DOH-approved nurse aide employer) for minimum of 7 hours during previous 24 consecutive months.</p> <p>Facility operator completes a performance review of each nurse aide at least once every 12 months.</p> <p>Each certified nurse aide regularly attends in-service education programs that include:</p> <ul style="list-style-type: none"> • Segment for only the individual based on the outcome of individual's annual performance review to address areas of weakness in performance and • Education on addressing special needs of residents in facility, including care of cognitively impaired <p>In-service education must ensure continuing competence of nurse aide and be no less than 6 hours in every 6 month period.</p>

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State	CERTIFICATION REQUIREMENTS	CORE CURRICULUM	RENEWAL OF CERTIFICATION REQUIREMENTS/IN-SERVICE TRAINING
		<ul style="list-style-type: none"> • disability and illness; • Infection control; • Resident safety; • Nursing care needs of resident with special needs due to medical conditions • Mental health and social service needs; • Resident rights; • Care of dying resident including care of body and personal effects after death; and • Care of cognitively impaired residents 	
North Carolina	<p>Nurse aide I who performs basic nursing skills and personal care activities:</p> <ul style="list-style-type: none"> • Successful completion of approved nurse aide I training and competency evaluation program • Orientation program <p>Nurse aide II who performs more complex nursing skills:</p> <ul style="list-style-type: none"> • Successful completion of approved nurse aide II training and competency evaluation program 	<p>Nurse aide II programs shall include a minimum of 80 hours of theory and 80 hours of supervised clinical instruction.</p> <p>The programs shall consist of classroom, laboratory and clinical components.</p> <p>Modules of such programs shall include:</p> <ul style="list-style-type: none"> • Role Of Nurse Aide II • Sterile Technique • Wound Care • Suctioning • Tracheostomy Care • IV Fluids • Urinary Catheter 	<p>Nurse aide II certification is renewed biennially.</p> <p>Renewal requires minimum 8 hours of work for compensation during past 24 months of performing nursing activities.</p>
North Dakota	<p>Successful completion of approved training program.</p> <p>Pass exam (North Dakota uses NNAAP Exam).</p>	<p>Training program must be completed within 4 months of date of first employment and consist of minimum of 75 hours.</p> <p>Minimum of 16 hours classroom training in:</p> <ul style="list-style-type: none"> • Communication/Interpersonal skills • Infection control • Safety/emergency procedures • Promoting residents' independence • Respecting residents' rights <p>Remainder of hours must have training in:</p> <ul style="list-style-type: none"> • Basic nursing skills 	<p>Certification is valid for 24 months.</p> <p>For re-certification, must show verification of employment within immediate past 24 months and have performed minimum 8 hours of nursing services for pay within the previous continuous 24 month period.</p>

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State	CERTIFICATION REQUIREMENTS	CORE CURRICULUM	RENEWAL OF CERTIFICATION REQUIREMENTS/IN-SERVICE TRAINING
		<ul style="list-style-type: none"> • Personal care skills • Mental health and social service needs • Care of cognitively impaired residents or patients • Basic restorative services <p>A minimum of 16 hours must be supervised practical training.</p>	
Ohio	<p>Successful completion of a state approved nurse aide training program.</p> <p>Pass nurse aide exam.</p>	<p>Nurse Aide Training Competency ("NATCEP") unit is responsible for ensuring that programs offered meet minimum state and federal guidelines.</p> <p>Must complete 75 hours of training and a competency exam.</p> <ul style="list-style-type: none"> • Pre-resident contact – 16 total hours classroom. Topic areas include: intro to the nurse aide training program; communication and interpersonal skills, infection prevention and control; safety and emergency procedures; promoting residents' independence; respecting residents' rights. • Resident contact – 59 hours of a combination of classroom and clinical experience. Topic areas: basic nursing skills; personal care skills; mental health and social service needs; basic restorative services; residents' rights <p>Hiring facility must conduct an orientation program.</p>	<p>To renew certification, must have worked minimum one shift providing nursing or nurse related services in a long-term care facility for payment within 24 months after met requirements to list in registry.</p>
Oklahoma	<p>Successful completion of exam within 2 years of completion of training.</p> <p>120 days cumulative days training limit.</p> <p>Criminal background check required before employment.</p>	<p>A minimum of 16 hours of specified training for Long Term Care Aides is required prior to direct contact with residents.</p>	<p>Certifications expire every 24 months.</p> <p>Proof of minimum 8 hours of nursing or health related service for pay during the 24 months before the certification expired. Private duty services can NOT be used to renew certification.</p>

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Oregon	<p>Completion of a state-approved nursing assistant training program.</p> <p>Successful completion of exam.</p> <p>Must obtain initial certification no later than 4 months after the date of hire.</p> <p>Must be at least 18 years old.</p>	<p>No less than 150 hours of instruction divided into 75 hours of classroom instruction and 75 hours of supervised clinical experience. Minimum 24 hours of classroom/laboratory instruction. For sample curriculum standards, please see: http://www.osbn.state.or.us/pdfs/CNA%20levelling%20report.PDF</p>	<p>License expires every 2 years.</p> <p>To renew certification, must have completed minimum 400 hours of paid certified nurse aide duties in the 2 years immediately preceding the certificate's expiration date. Volunteer work does not count for renewal.</p>
Pennsylvania	<p>Completion of nurse aide training program approved by the Pennsylvania Department of Education within the last 24 months.</p> <p>Successful completion of exam (PA uses NNAAP Exam).</p> <p>Criminal background check on prospective nurse aide students.</p>	<p>75 hours of training required.</p> <p>State law, Act 14 (PL 169) requires an emphasis on abuse prevention in the curriculum.</p>	<p>Must have worked for minimum 8 hours during the previous 24 months as a paid nurse aide. Self-employment or private duty experience is not recognized as work experience for continued enrollment.</p>
Rhode Island	<p>Successful completion of exam within 1 year from the date of training (Rhode Island uses NNAAP Exam).</p>	<p>Program shall consist of no less than 80 hours of classroom instruction and 20 hours of practical experience integrated with classroom topics. Minimum 16 hours of classroom instruction required prior to direct involvement with patients.</p>	<p>License expires every 2 years.</p> <p>To renew certification, must have been employed as a certified nurse aide within the past 24 months.</p>
South Carolina	<p>Successful completion of a state-approved nurse aide training program and passing of both the written and skill</p>	<p>No information concerning core curriculum requirements was found on South Carolina's Department of Health and Human Services site and the nurse aide application.</p>	<p>To renew certification, must provide proof of minimum 8 hours of nursing or health related service for pay during the 24 months before the certification expired.</p>

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State	CERTIFICATION REQUIREMENTS	CORE CURRICULUM	RENEWAL OF CERTIFICATION REQUIREMENTS/IN-SERVICE TRAINING
	<p>portions of the certification test.</p> <p>Successful completion of exam (SC uses NNAAP Exam).</p> <p>Criminal record check required before employment.</p>		
<p>South Dakota</p>	<p>Successful completion of a state approved training program.</p> <p>Pass state competency test.</p>	<p>Course minimum of 75 hours. Minimum of 16 hours of instruction must be completed prior to direct patient contact. Minimum of 16 hours of skills training component. Minimum of 16 hours of supervised practical training in a nursing home.</p>	<p>To renew certification, must provide proof of minimum 8 hours of nursing or health related service for pay during the 24 months before the certification expired.</p> <p>Re-certification required every 2 years.</p>
<p>Tennessee</p>	<p>Successful completion of training program.</p> <p>Pass competency test within 24 months of completing training program.</p>	<p>The training program must require minimum 16 hours of training in the following areas prior to any direct contact with patients: communication and interpersonal skills; residents rights; residents independence; safety and emergency procedures including the Heimlich Maneuver; and infection control.</p> <p>The training program must also include all other basic theoretical components defined by state and federal regulations, as well as a clinical component where the students are trained on the 25 competency skills of which they will be evaluated on five. For successful passage of the competency evaluation, the student must pass all five skills.</p>	<p>To renew certification, must provide proof of minimum 8 hours of nursing or health related service for pay during the 24 months before the certification expired.</p> <p>If the certification expires and remains expired for a period longer than 2 years, or the individual has not worked in a 24-month time frame, the individual must retrain and retest in order to be listed in an active status on the Registry.</p>
<p>Texas</p>	<p>Successful completion of exam (Texas uses NNAAP Exam).</p>	<p>Minimum of 75 hours of training including 51 hours of classroom training that doesn't involve direct resident care and 24 hours of hands-on resident care in a nursing facility or alternative facility.</p>	<p>A certified nurse aide who has had (a) 24 consecutive months during which he or she has neither performed nursing or nursing-related services nor has acted as a nurse aide for monetary compensation loses his or her certification and (b) is</p>

Appendix A - State Information on Certified Nurse Aides

State	CERTIFICATION REQUIREMENTS	CORE CURRICULUM	RENEWAL OF CERTIFICATION REQUIREMENTS/IN-SERVICE TRAINING
		<ul style="list-style-type: none"> • Minimum 16 introductory hours of training in the following areas before direct client contact: <ul style="list-style-type: none"> ○ communication and interpersonal skills; ○ infection control; ○ safety and emergency procedures, including the Heimlich maneuver; ○ promoting residents' independence; and ○ respecting residents' rights. • Personal care skills. • Basic nursing skills. • Mental health and social service needs. • Care of cognitively impaired residents. • Basic restorative services. • Residents' rights 	<p>removed from active status on the Nurse Aide Registry, may not renew his/her license.</p>
Utah	<p>Successfully complete the nurse aide training approved by the State Office of Vocational Education.</p> <p>Complete competency evaluation.</p> <p>Successful completion of exam.</p>	<p>Minimum of 80 hours of training.</p> <p>Curriculum must include minimum 16 hours of training prior to any direct contact with a resident and skill training of minimum 16 hours.</p>	<p>Certification becomes invalid after lapse of 24 consecutive months or more in the performance of paid nursing related services.</p>
Vermont	<p>Successful completion of a training program.</p> <p>Complete competency evaluation.</p> <p>Pass state competency test.</p> <p>Committed no acts or omissions which are grounds for disciplinary action unless the board has found that</p>	<ul style="list-style-type: none"> • Follows Federal Rules and Regulations • Most programs are between 80 and 100 hours. With some portion of this training must be completed offsite. • Curriculum includes communication, critical thinking, and organizational skills and has specific requirements for Alzheimer's care. 	<p>License expires every 2 years.</p> <p>To renew certification, must have practiced nursing or nursing related functions under the supervision of a licensed nurse during the preceding 2-year period in accordance with applicable federal and state laws and regulations.</p> <p>A person whose license has lapsed by failure to renew or to meet renewal requirements may reapply for initial licensure.</p>

Appendix A - State Information on Certified Nurse Aides

State	CERTIFICATION REQUIREMENTS	CORE CURRICULUM	RENEWAL OF CERTIFICATION REQUIREMENTS/IN-SERVICE TRAINING
Virginia	<p>successful restitution or rehabilitation has been made.</p> <p>Criminal background check on prospective nurse aide students.</p> <p>Successful completion of a state-approved nurse aide program.</p> <p>Pass state competency test (Virginia uses NNAAP Exam).</p>	<p>Nurse aide education programs shall be a minimum of 120 clock hours in length. The curriculum of such programs shall include, but not be limited to, communication and interpersonal skills, safety and emergency procedures, personal care skills, appropriate clinical care of the aged and disabled, skills for basic restorative services, clients' rights, legal aspects of practice as a certified nurse aide, occupational health and safety measures, culturally sensitive care, and appropriate management of conflict.</p>	<p>License expires every 2 years.</p> <p>To renew certification, must have performed nursing-related activities for pay during the preceding 2-year period.</p>
Washington	<p>Successful completion of a training program.</p> <p>Pass competency exam (Washington uses NNAAP Exam).</p>	<p>Standards of practice and competencies of certified nursing assistants involve basic technical skills; personal care skills; mental health and social service needs; basic restorative services; clients' rights and promotion of clients' independence; communication and interpersonal skills; infection control; safety/emergency procedures; rules and regulations knowledge.</p> <p>Competency-based core curriculum in approved training programs includes: learning objectives and activities that lead to attainment of knowledge and skills required for graduate to demonstrate mastery of competencies.</p> <p>Program director determines the amount of time required in the curriculum to achieve objectives but no less than 85 hours total (no less than 35 hours of classroom training and no less than 50 hours of clinical training). Of the 35 classroom hours, no less than 7 hours may be in AIDS education/training.</p>	<p>Must have used skills as a paid caregiver in the past 24 months in order to renew certification.</p>

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State	CERTIFICATION REQUIREMENTS	CORE CURRICULUM	RENEWAL OF CERTIFICATION REQUIREMENTS/IN-SERVICE TRAINING
West Virginia	Successful completion of a nurse aide training program. Pass state competency test.	Education program must be minimum 120 hours. Minimum 55 of the hours must be instructor supervised clinical practice. The remaining hours must be classroom instruction and skills development in the classroom laboratory.	
Wisconsin	Successful completion of a nurse aide training program. Pass certification exam within 1 year of training (Wisconsin uses NNAAP Exam).	Minimum 75 hours of training, including minimum 16 hours in a clinical setting and 16 hours of classroom instruction.	To renew certification, must have worked minimum 8 hours in the last 24 months, providing nursing-related services under the supervision of a registered or licensed practical nurse (RN or LPN) in a health care facility.
Wyoming	Successful completion of a state approved nurse aide training program. Pass certification exam within 2 years of training (Wyoming uses NNAAP Exam).	Minimum 90 hours of training.	To renew certification: <ul style="list-style-type: none"> • must have worked for a minimum of 16 hours during the last 2 years as a nursing aide; • must provide evidence of 24 hours of in-service education in the past 2 years; • must provide evidence of having completed 3 hours of in-service per quarter and/or 12 hours per year if the period of certification has been less than 2 years.