

# A Guide to State CNA Certification & Training Requirements



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## I. Introduction

Certified Nurse Aides (“CNAs”) provide nursing and nursing-related services to residents in health care facilities.<sup>1</sup> They work primarily in nursing homes<sup>2</sup> and are the principal caregivers for nursing home residents. This care includes a wide range of important duties, including monitoring of resident health status, feeding, bathing, dressing, grooming, toileting, and ambulation. Given the significant needs of the typical nursing home resident, it is essential that nursing homes have both sufficient numbers of CNAs *and* that these CNAs have the appropriate knowledge and skills to meet their residents’ needs.

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While the longstanding failure to provide sufficient numbers of nursing staffing in nursing homes is well-known, the too frequent failure to ensure that nurse aides have sufficient training and competency generally receives less attention.

In 2004, LTCCC published a report entitled the “Certified Nurse Aide Screening and Continuing Education: A National Survey of State Requirements with Recommendations for Improvements.”

Since then, the catastrophic impacts of the COVID-19 pandemic – exacerbated by the nursing home industry’s longstanding failure to provide sufficient numbers of properly trained staff – have highlighted the importance of equipping nurse aides for success in their profession. Thus, the purpose of the current report is to both update and expand upon our 2004 report.

## II. Federal CNA Certification & Training Requirements

Minimum CNA training requirements are set by the federal government with implementation largely left to the states.<sup>3</sup> Federal rules require that all nurse aide certification training programs provide “no less than 75 clock hours of training,” including at least 16 hours of supervised practical training. This practical training means “training in a laboratory or other setting in which the trainee demonstrates knowledge while performing tasks on an individual”<sup>4</sup> under the appropriate supervision.

The federal regulations specify that prior to any direct patient contact, individuals must complete at least 16 hours of training in: “Communication and interpersonal skills; Infection

<sup>1</sup> 42 CFR § 483.5 (“Definitions,” including that of nurse aide). Note: This and all further citations to the Code of Federal Regulations can be accessed via the National Archives website, <https://www.ecfr.gov/current/title-42/chapter-IV/subchapter-G/part-483/subpart-D?toc=1>.

<sup>2</sup> Occupational Employment and Wage Statistics: 31-1131 Nursing Assistants, U.S. Department of Labor, Bureau of Labor Statistics (May 2021), <https://www.bls.gov/oes/current/oes311131.htm>.

<sup>3</sup> 42 C.F.R. §483.35(d).

<sup>4</sup> 42 CFR 483.152(a).

control; Safety/emergency procedures, including the Heimlich maneuver; Promoting residents' independence; and Respecting residents' rights.”<sup>5</sup> In addition to these skills, the federal regulations mandate that every CNA training and competency program curricula cover a range of topics, including:

1. Basic nursing skills (such as recognizing abnormal changes in body functioning and the importance of reporting such changes to a supervisor);
2. Personal care skills (such as mouth care, grooming, and skin care);
3. Mental health and social service needs (such as how to appropriately respond to resident behavior);
4. Care of cognitively impaired residents (including appropriate methods of communicating with cognitively impaired residents and techniques for addressing the unique needs and behaviors of individual with dementia);
5. Basic restorative services (including proper turning and positioning in bed and chair); and
6. Resident rights (such as providing resident privacy, maintaining care and security of residents' personal possessions, and promoting the resident’s right to make personal choices).<sup>6</sup>

Competency evaluations must be completed prior to being certified as a nurse aide. Aides must be allowed to choose between a written or oral examination.<sup>7</sup> The examination must address every requirement specified in the requirements for curricula. There also must be a “skills demonstration” portion of the exam. Though the skills to be performed should be randomly chosen, they must include all of the personal care skills enumerated in the federal curriculum requirements (see [Table 1](#)).

To maintain certification, CNAs must complete “in-service” education. Nursing homes must provide this “in-service education” and “regular performance review[s]” to ensure nurse aides are competent to perform services. They are also required to have training on providing care to residents with cognitive impairments. If “since an individual’s most recent completion of a training and competency evaluation program,” there were a “continuous period of 24 consecutive months during none of which the individual performed nursing or nursing-related services for monetary compensation,” that person is required to complete a new training and competency evaluation program.<sup>8</sup>

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<sup>5</sup> 42 CFR § 1395i-3(b)(5)(E).

<sup>6</sup> For a complete list of required training skills and curriculum see [Table 1](#) in this report or 42 CFR § 483.152(b).

<sup>7</sup> 42 CFR § 483.154(b)(1).

<sup>8</sup> 42 CFR § 1395i-3(b)(5)(D).



Underlying the federal standards is the requirement that CNAs (and all staff who provide services to residents) will have the skills and knowledge necessary to meet the care and quality of life needs of residents as identified in their individualized assessment and care plans. To ensure that this is fully implemented, “[t]he State survey agency must in the course of all surveys, determine whether the nurse aide training and competency evaluation requirements of [the federal rules] are met.”<sup>9</sup>

It is widely recognized that, in order for CNAs to have the skills and knowledge necessary to meet the needs of residents, their training must exceed the federal minimum requirements. This is evidenced by the fact that many private CNA certification courses go well beyond the federal minimum<sup>10</sup> and, perhaps most importantly, that many (but not all) states have CNA certification requirements that go beyond the federal minimum. The purpose of this report is to provide a review of state specific training requirements nationwide, including information on specific state requirements that are more stringent or otherwise augment the federal requirements.

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Note: In March 2020 (at the start of the COVID pandemic), the Centers for Medicare and Medicaid Services (CMS) issued a blanket waiver that waived the training and certification requirements for nurse aides.<sup>11</sup> This waiver expired on June 6, 2022, but CMS allowed for limited waivers, based on access to a state-approved CNA training program.<sup>12</sup> In March 2023, CMS announced that the public health emergency (PHE) would be ending on May 11, 2023. This includes waivers of the CNA training requirement. As a result, all nurse aides who were hired before the end of the public health emergency must complete a state-approved CNA training program by September 10, 2023. Individuals hired after the end of the PHE have up to four months from their date of hire to complete that certification.

<sup>9</sup> § 483.151(a)(3). Note: The failure of the state survey agencies to ensure that these and other minimum standards are implemented in the lives of residents is a long-standing and widespread national problem. For more information on state agency performance, see our 2021 report, “Broken Promises: An Assessment of Nursing Home Oversight,” <https://nursinghome411.org/reports/survey-enforcement/survey-data-report/>. For more information on the oversight responsibilities of the state agencies, see our “Guide to Nursing Home Oversight & Enforcement,” <https://nursinghome411.org/reports/survey-enforcement/guide-oversight/>.

<sup>10</sup> See, for example, the CNA training program provided by the American Red Cross (via the Los Angeles Skills Academy), which includes a total of 160 hours of training. <https://www.laskillsacademy.com/cna-program>.

<sup>11</sup> COVID-19 Emergency Declaration Blanket Waivers for Health Care Providers, CENTERS FOR MEDICARE AND MEDICAID SERVICES, 10 (March 30, 2020) <https://www.cms.gov/files/document/covid19-emergency-declaration-health-care-providers-fact-sheet.pdf>.

<sup>12</sup> *Update to COVID-19 Emergency Declaration Blanket Waivers for Specific Service Providers*, DEPARTMENT OF HEALTH AND HUMAN SERVICES, CENTERS FOR MEDICARE AND MEDICAID SERVICES, REF: QSO-22-15-NH & NLTC & LSC, 4-5, CENTER FOR CLINICAL STANDARDS AND QUALITY/QUALITY, SAFETY & OVERSIGHT GROUP, (APRIL 7, 2022) <https://www.cms.gov/files/document/qso-22-15-nh-nltc-lsc.pdf>.

### III. State Level Requirements

As noted above, it is widely acknowledged that CNA training must go beyond the federal minimum requirements in order to ensure that the needs of residents are met. The present report begins by identifying state specific training requirements and whether they are more stringent or otherwise augment the federal requirements.

While the federal requirements set the minimum requirements for nurse aide certification and training programs, states may impose additional requirements, related to the training program itself (more required hours or additional curriculum) and related to screening requirements such as legal residency requirements.<sup>13</sup>

All states require applicants to (1) complete a training program which consists of (a) specific hours of classroom instruction and clinical or laboratory training and (b) specific topics and skills; and (2) pass a competency examination that consists of both a written or oral exam and a clinical portion. Some states impose additional limitations on who may apply to become a CNA, such as minimum age requirements or criminal background checks.<sup>14</sup>

#### Required Training Hours

While federal law requires 16 hours dedicate to supervised clinical training,<sup>15</sup> many states require more clinical training, and one state requires 100 hours to be “on the job” or clinical training.<sup>16</sup> Our research found that 29 states and D.C. impose additional training hour requirements.<sup>17</sup> These range from 80 hours,<sup>18</sup> five more than are required by federal law, to 180 hours.<sup>19</sup>

#### Curriculum Requirements

Federal law requires that CNA curriculum include specific training and topic areas.<sup>20</sup> Over half of states add additional curriculum requirements to their training programs. In Connecticut, for

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<sup>13</sup> See, e.g., *Questions and Answers Certified Nursing Assistant (CNA) and Licensed Nursing Assistant (LNA)*, ARIZONA BOARD OF NURSING (June 22, 2016) <https://www.azbn.gov/sites/default/files/cna-lna/questions-and-answers-cna-vs-lna.pdf> (requiring applicants to provide proof of legal residency).

<sup>14</sup> See, e.g., *Licensing and Certification Program Certified Nurse Assistant*, CALIFORNIA DP'T OF PUB. HLTH. <https://www.cdph.ca.gov/Programs/CHCQ/LCP/Pages/CNA.aspx> (last visited Nov. 9, 2022) (requiring applicants be at least 16 years of age and obtain a criminal record clearance).

<sup>15</sup> 42 C.F.R. § 483.152(a)(1).

<sup>16</sup> See CAL. CODE REGS. tit. 22, § 71835(g) (2022).

<sup>17</sup> See *infra* Table 2.

<sup>18</sup> 48 LA. ADMIN. CODE Pt I, § 10019(c) (2022).

<sup>19</sup> MAINE DP'T OF HLTH. & HUM. SERV.'S, CNA REGISTRY, <https://www.maine.gov/dhhs/dlc/cna-registry> (last visited Nov. 9, 2022).

<sup>20</sup> See, *infra*, Table 1.

example, CNAs are required to have two hours of suicide prevention training.<sup>21</sup> Many states also add additional dementia or Alzheimer’s training requirements, particularly if the CNA will work in a facility with an Alzheimer’s care unit.<sup>22</sup> One of the more common curriculum additions was training in spiritual, cultural, or religious needs that residents may have. Both New York and Washington require training regarding sexual expression and preferences in residents.<sup>23</sup> Lastly, a few states include training on caregiver self-care or stress management.<sup>24</sup>

## In-Service & Renewal Requirements

Federal law requires that CNAs complete 12 hours of in-service training per year.<sup>25</sup> Most states do not vary from that requirement, although some only renew licenses biannually, and therefore require 24 hours of in-service training in the past 24 months. Many states also premise renewal on having worked for a minimum of eight hours in the past 24 months, rather than just an unspecified number (like the federal requirements). Some states specify the subject matter that the in-service trainings should cover.<sup>26</sup> Most commonly, states require that the nursing facilities complete a performance review for the CNA every 12 months and tailor the in-service training to areas highlighted in the CNA’s performance review.

## Additional Requirements Noted

While beyond the scope of this survey, we also noted where we found that states imposed additional eligibility or screening requirements like age, residency requirements, or minimum education standards. Importantly, there may be some states that have these additional requirements that this survey does not cover. Similarly, this report notes where states have testing requirements or restrictions such as the time period in which an examination must be completed (such as within 12 or 24 months of completing a training program), or the number of times that applicants may take an exam before having to re-take the training program. While the federal minimum allows an applicant to test up to three times before having to retrain,<sup>27</sup> one state allows the test taker to test up to five times to pass the exam.<sup>28</sup>

<sup>21</sup> CONN. GEN. STAT. ANN. § 20-102ee(a) (2022).

<sup>22</sup> See, for example, ILL. ADMIN. CODE tit. 77, § 395.300 (2022).

<sup>23</sup> N.Y. COMP. CODES R. & REGS. tit. 10, § 415.26(d) (2022), & WASH. ADMIN. CODE 246-841-490 (2022).

<sup>24</sup> See, for example, *Curriculum Content for Nursing Assistant*, OREGON STATE BOARD OF NURSING 1 (Sept. 16, 2021) [https://www.oregon.gov/osbn/Documents/Resource\\_NAcurriculum2021.pdf](https://www.oregon.gov/osbn/Documents/Resource_NAcurriculum2021.pdf).

<sup>25</sup> 42 C.F.R. § 483.95(g).

<sup>26</sup> See, e.g., D.C. MUN. REGS. tit. 17, § 9607.1(b) "Having completed, during the two (2) years before the expiration of the certification, twenty-four (24) hours of in-service training or continuing education relevant to the functions of nurse aides and meeting the following requirements: (i) Two (2) hours shall be in cultural competency or specialized clinical training focusing on patients or clients who identify as lesbian, gay, bisexual, transgender and queer in accordance with D.C. Official Code § 3-1205.10 (b)(5); and (ii) Ten percent (10%) of the total shall be in subjects determined by the Director as public health priorities of the District, which shall be duly published every five (5) years or as deemed necessary."

<sup>27</sup> 42 C.F.R. § 483.154(f)(2).

<sup>28</sup> 054-2 WYO. CODE R. § 2-3(c)(iii) (2022).

## IV. Federal vs. State CNA Training Requirements

The following tables display federal CNA training requirements (Table 1) and how they compare to requirements in different states (Table 2).

<b>Table 1: Federal CNA Training Requirements</b>			
Hours	Curriculum	In-Service	Renewal
75 hours Including 16 hours of supervised practical training (in a lab).	<ol style="list-style-type: none"> <li>1) At least a total of 16 hours of training in the following areas prior to any direct contact with a resident:                             <ul style="list-style-type: none"> <li>• Communication and interpersonal skills</li> <li>• Infection control</li> <li>• Safety/emergency procedures including the Heimlich maneuver</li> <li>• Promoting residents’ independence</li> <li>• Respecting residents’ rights</li> </ul> </li> <li>2) Basic nursing skills include:                             <ul style="list-style-type: none"> <li>• Taking and recording and recording vital signs</li> <li>• Measuring and recording height and weight</li> <li>• Caring for the residents’ environment</li> <li>• Recognizing abnormal changes in body functioning and the importance of reporting such changes to a supervisor</li> <li>• Caring for residents when death is imminent</li> </ul> </li> <li>3) Personal care skills, including but not limited to:                             <ul style="list-style-type: none"> <li>• Bathing</li> <li>• Grooming, including mouth care</li> <li>• Dressing</li> <li>• Toileting</li> <li>• Assisting with eating and hydration</li> <li>• Proper feeding techniques</li> <li>• Skin care</li> <li>• Transfers, positioning and turning</li> </ul> </li> <li>4) Mental health and social service needs:                             <ul style="list-style-type: none"> <li>• Modifying aide’s behavior in response to residents’ behavior</li> <li>• Awareness of developmental tasks associated with the aging process</li> <li>• How to respond to residents’ behavior</li> </ul> </li> </ol>	12 hours per year of in-service.	Paid nursing or nursing-related duties every 24-months for renewal.

	<ul style="list-style-type: none"> <li>• Allowing resident to make personal choices, proving and reinforcing other behavior consistent with the resident’s dignity</li> <li>• Using the resident’s family as a source of emotional support</li> </ul> <p>5) Care of cognitively impaired residents:</p> <ul style="list-style-type: none"> <li>• Techniques for addressing the unique needs and behaviors of individual with dementia (Alzheimer’s and others)</li> <li>• Communicating with cognitively impaired residents</li> <li>• Understanding the behavior of cognitively impaired residents</li> <li>• Appropriate responses to the behavior of cognitively impaired residents</li> <li>• Methods of reducing the effects of cognitive impairments</li> </ul> <p>6) Basic restorative services:</p> <ul style="list-style-type: none"> <li>• Training the resident in self-care according to the resident’s ability</li> <li>• Use of assistive devices in transferring, ambulating, eating and dressing</li> <li>• Maintenance of range of motion</li> <li>• Proper turning and positioning in bed and chair</li> <li>• Bowel and bladder training</li> <li>• Care and use of prosthetic and orthotic devices</li> </ul> <p>7) Residents’ Rights:</p> <ul style="list-style-type: none"> <li>• Providing privacy and maintenance of confidentiality</li> <li>• Promoting the residents’ right to make personal choices to accommodate their needs</li> <li>• Giving assistance in resolving grievances and disputes Providing needed assistance in getting to and participating in resident and family groups and other activities</li> <li>• Maintaining care and security of residents’ personal possessions</li> <li>• Promoting the resident’s right to be free from abuse, mistreatment and neglect and the need to report any instances of such treatment to appropriate facility staff</li> <li>• Avoiding the need for restraints in accordance with current professional standards</li> </ul>		
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<b>Table 2: Comparison of State &amp; Federal CNA Requirements</b>				
State	Total Training Hours Differ?	Curriculum Differs from Federal Requirements?	In Service Differs?	Renewal Work Hours Differs Federal?
Alabama	No	No	No	No
Alaska	Yes	Yes	No	Yes
Arizona	Yes	Yes	No	Yes
Arkansas	Yes	Yes	No	Yes
California	Yes	Yes	Yes	No
Colorado	No	No	No	Yes
Connecticut	Yes	Yes	No	Yes
D.C.	Yes	Yes	Yes	Yes
Delaware	Yes	Yes	No	Yes
Florida	Yes	Yes	No	No
Georgia	Yes	Yes	No	Yes
Hawaii	Yes	Yes	No	Yes
Idaho	Yes	No	No	Yes
Illinois	Yes	Yes	No	Yes
Indiana	Yes	Yes	Yes	Yes
Iowa	No	No	No	Yes
Kansas	Yes	Yes	No	Yes
Kentucky	No	No	No	Yes
Louisiana	Yes	Yes	No	Yes
Maine	Yes	Yes	No	Yes
Maryland	Yes	Yes	No	No
Massachusetts	No	No	No	Yes
Michigan	No	No	Yes	Yes
Minnesota	No	Yes	No	Yes
Mississippi	No	No	No	Yes
Missouri	Yes	No	No	Yes
Montana	No	Yes	No	No
Nebraska	No	No	No	No
Nevada	No	Yes	Yes	Yes
New Hampshire	Yes	Yes	Yes	Yes
New Jersey	Yes	Yes	Yes	Yes
New Mexico	No	No	No	No
New York	Yes	Yes	Yes	Yes
North Carolina	No	Yes	Yes	Yes
North Dakota	No	No	No	Yes

Ohio	No	Yes	No	Yes
Oklahoma	No	No	Yes	Yes
Oregon	Yes	Yes	No	Yes
Pennsylvania	No	Yes	Yes	Yes
Rhode Island	Yes	No	No	Yes
South Carolina	Yes	Yes	No	Yes
South Dakota	No	No	No	Yes
Tennessee	No	No	No	Yes
Texas	Yes	No	Yes	No
Utah	Yes	Yes	No	Yes
Vermont	Yes	Yes	No	Yes
Virginia	Yes	Yes	No	No
Washington	Yes	Yes	No	No
West Virginia	Yes	Yes	No	No
Wisconsin	No	Yes	No	Yes
Wyoming	No	Yes	Yes	Yes

## V. STATE GUIDE: CNA TRAINING & CERTIFICATION REQUIREMENTS

This section contains CNA requirements for each US state, including certification requirements, training program requirements, and links to state statutes, regulations, and guidance. Click the state below to see that state's CNA requirements. For an online version of this guide, visit [nursinghome411.org/cna-reqs](http://nursinghome411.org/cna-reqs).

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## ALABAMA

### Certification Requirements

- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
  - Individuals who do not pass by their third test attempt within 24 months of the training must retake the training program before testing again.
- Renewal & In-Service Requirements
  - Same as federal requirements.

### Training Program Requirements

- Hours
  - 75 Hours of training including 16 hours of clinical training and 16 hours of laboratory training.
- Curriculum
  - Same as federal requirements.

### Statutes, Regulations, & Guidance

- [Ala. Admin. Code 560-X-10-.15](#)
- [Alabama Department of Public Health](#)
- [Alabama Nurse Aide Training Guide](#)

## ALASKA

### Certification Requirements

- Eligibility/Screening Requirements
  - 16 years of age.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
  - Individuals who do not pass by their third test attempt within 24 months of the training must retake the training program before testing again.
- Renewal & In-Service Requirements
  - For certification originally issued before 4/1/2020 - 24 Continuing Education Units (CEUs) AND at least 160 hours performing CNA duties for monetary compensation between 4/1/2020 and 3/31/2022.
  - For certification originally issued on or after 4/1/2020 but before 4/1/2021, - 12 Continuing Education Units (CEUs) AND at least 160 hours performing CNA duties for monetary compensation 4/1/2020 and 3/31/2022.
  - For certification originally issued on or after 4/1/2021 – no need to comply with the Continuing Education Units (CEUs) or Employment requirements until the next renewal cycle.

### Training Program Requirements

- Hours
  - 140 hours of training including 60 hours of didactic instruction, 80 hours of supervised skills and clinical training, 48 in a long-term care facility, and 32 hours in learning and practicing under the appropriate direct supervision.
- Curriculum
  - A certified nurse aide training program must be conducted in a manner to assure that clients receive safe and competent care, and must train a certified nurse aide to:
    - form a relationship, communicate, and interact competently with the client;
    - demonstrate sensitivity to the emotional, social, and mental health needs of a client through skillful and directed interactions;
    - assist a client in attaining and maintaining independence;
    - exhibit behavior that supports and promotes the rights of a client; and
    - demonstrate the skills of observing, caregiving, and reporting needed to document the health, physical condition, and well-being of a client.
  - Before having any direct contact with a client, a student must complete a minimum of 16 hours of classroom training and 16 hours of specific skill training that includes:
    - communication and interpersonal skills;
    - infection control, including standard precautions;
    - safety and emergency procedures;

- respecting and promoting the rights of the client;
  - observation, reporting, and documentation of patient status and the care or service furnished;
  - reading and recording temperature, pulse, and respiration;
  - basic elements of body functioning and changes in body function that must be reported to a nurse aide's supervisor; and
  - appropriate and safe techniques in personal hygiene and grooming that includes:
    - bed bath;
    - sponge, tub, or shower bath;
    - skin care;
    - oral hygiene;
    - toileting and elimination;
    - safe transfer techniques and ambulation; and
    - positioning.
- The 60 hours of classroom instruction required in 12 AAC 44.835(c)(1) must include the following topics:
- the role of a certified nurse aide, including
    - ethical standards;
    - legal issues;
    - the certified nurse aide as a member of the health care team; and
    - the client's rights and responsibilities;
  - basic nursing skills, including:
    - monitoring body functions;
    - taking and recording vital signs;
    - measuring and recording a client's height and weight;
    - caring for the client's environment;
    - non-invasive collection and testing of physical specimens;
    - measuring and recording fluid and food intake and output;
    - caring for a client if the client's death is imminent; and
    - postmortem care;
  - personal care skills, including:
    - bathing;
    - oral hygiene;
    - grooming;
    - dressing;
    - toileting;
    - assisting with eating and hydrating;
    - proper feeding techniques; and
    - skin care;
  - safety concepts related to nursing, including:
    - medical aseptic technique, including isolation;

- basic life support;
- environment;
- body mechanics;
- transfer and ambulation;
- restraints and other protective devices;
- fire and disaster;
- food service; and
- infection control, including standard precautions;
- communication skills, including:
  - psychosocial needs of clients;
  - verbal and nonverbal communications;
  - knowledge of communication modifications for clients with limited abilities;
  - medical and nursing terminology; and
  - recording and reporting;
- hygiene and restorative nursing care, including:
  - personal hygiene;
  - activities of daily living;
  - adequate nutrition and fluid intake;
  - excretory system;
  - bladder and bowel retraining; and
  - preventive maintenance and rehabilitative measures;
- human growth and development, including:
  - basic needs;
  - developmental needs;
  - care of the cognitively impaired;
  - mental health and social service needs;
  - cultural factors;
  - sexuality;
  - process of aging; and
  - death and dying.
- The 80 hours of supervised skills and clinical training required must provide an opportunity for a student to gain the following competencies:
  - perform according to a nurse aide's role and responsibility by
    - using ethical and legal concepts in relationships and communication with others, including other health care providers and the client;
    - maintaining confidentiality of client information;
    - identifying the lines of authority and reporting problems to the appropriate person;
    - identifying the range and limitation of certified nurse aide functions;

- accepting responsibility for one's actions;
- demonstrating promptness and dependability;
- seeking assistance when unsure about appropriate action;
- participating as a member of the health care team, including providing input to licensed nursing staff in the development and updating of client care plans; and
- using the concept of client's rights and responsibilities in client relationships, including the rights described in 7 AAC 12.890;
- demonstrate an understanding of the basic nursing skills of
  - monitoring body functions;
  - taking and recording vital signs;
  - non-invasive physical specimen collection and testing, including recognizing and reporting deviations from normal limits;
  - measuring and recording height and weight;
  - recognizing abnormal signs and symptoms of common diseases and conditions, including the following:
    - shortness of breath;
    - rapid respiration;
    - fever, chills, or coughs;
    - pain in the chest or abdomen;
    - nausea and vomiting;
    - blue color to the lips;
    - drowsiness;
    - excessive thirst or sweating;
    - pus, blood, or sediment in urine;
    - urinating difficulties, urinating in frequent small amounts, pain or burning during urination, or urine with dark color or strong odor;
  - transfers, positioning, and turning of clients;
- demonstrate an understanding of basic personal care skills by assisting clients with
  - bathing;
  - oral hygiene;
  - grooming;
  - dressings;
  - toileting;
  - eating and hydration;
  - proper feeding techniques; and
  - skin care;
- demonstrate knowledge of safety concepts by
  - using the principles of medical asepsis and isolation techniques;
  - showing proficiency in basic life support;

- providing adequate ventilation, warmth, light, and therapeutic environment;
  - using appropriate measures to relieve pain and promote rest and sleep;
  - maintaining equipment and keeping client space clean and orderly;
  - identifying and using accident prevention measures;
  - applying principles of body mechanics in transferring and ambulation of a client;
  - demonstrating the proper application and release of restraints and other protective devices;
  - demonstrating the proper care of the client in protective devices;
  - demonstrating knowledge of fire and disaster procedures; and
  - applying principles of health and sanitation in the service of food to a client;
- demonstrate appropriate communication skills by
    - listening and responding to a client's verbal and nonverbal communications;
    - recognizing that the certified nurse aide's own behavior influences a client's behavior;
    - seeking assistance in understanding a client's behavior;
    - giving appropriate positive and negative reinforcement;
    - making adjustments for the physical or mental limitations of a client;
    - using terminology accepted in the employing facility to record and report observations and pertinent information;
    - recording and reporting observations, activities, and communications accurately;
  - demonstrate knowledge of hygiene and restorative nursing care by
    - providing appropriate personal hygiene services to the client;
    - using measures that promote good skin care, including the use of antipressure procedures and devices;
    - carrying out preventive maintenance and rehabilitative measures such as therapeutic ambulation, exercise, range of motion, and bed and chair positioning in daily care;
    - recognizing and promoting opportunities for self-care, according to the client's ability;
    - helping to provide adequate nutrition, including fluid intake and progressive self-feeding by the client;
    - identifying and monitoring special dietary needs;
    - following correct procedures to aid adequate elimination from the bladder and bowel, including measuring output;
    - demonstrating an understanding of the concepts of bladder and bowel retraining; and

- making adjustments for physical or mental limitations;
- demonstrate knowledge of growth and development concepts by
  - identifying basic human needs;
  - helping to provide for a client's spiritual needs;
  - recognizing the client's family as an influence on behavior and care;
  - identifying developmental tasks associated with aging;
  - identifying cultural factors that may influence behavior;
  - describing the body responses, including sexuality, in the normal life cycle;
  - describing the body responses to loss, dying, and death; and
  - demonstrating knowledge of post mortem care; and
- demonstrate behavior that maintains the rights of the client by
  - providing privacy and maintenance of confidentiality;
  - promoting the client's right to make personal choices to accommodate individual needs;
  - helping the client to resolve grievances;
  - helping the client get to, and participate in, family and other group activities;
  - helping to care for and maintain the security of a client's personal possessions;
  - providing care that protects the client from abuse, mistreatment, or neglect;
  - reporting any instances of abuse, mistreatment, or neglect to the appropriate authorities;
  - maintaining the client's environment and providing the level of care that will minimize the need for physical and chemical restraints;
  - acting as an advocate if a client's rights appear to have been violated by reporting to the appropriate supervisory staff.

#### Statutes, Regulations, & Guidance

- Alaska Stat. Ann. § 08.68.331
- Alaska Admin. Code tit. 12, § 44.847 et seq.
- [Alaska Division of Corporations, Business and Professional Licensing](#)
- [Alaska Nurse Aide Renewal FAQs](#)

## ARIZONA

### Certification Requirements

- Eligibility/Screening Requirements
  - 16 years old.
  - Criminal background check.
  - Submit proof of legal presence in the US prior to competency examination.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
  - Individuals who do not pass the examination within 24 months of the training must retake the training program before testing again.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - In-Service requirements are the same as federal requirements.
  - A CNA must have worked as a nursing assistant (or doing nursing assistant tasks) a minimum of 8 hours in the last 2 years to remain on the CNA Registry or to convert from LNA to CNA at renewal.

### Training Program Requirements

- Hours
  - 120 hours total
    - Minimum of 40 didactic hours
    - Minimum of 20 skills lab hours
    - Minimum of 40 instructor supervised clinical hours, including a minimum of 40 hours in Long-Term Care
- Curriculum
  - 1. Competency: Functions as a member of the health team within the health care facility and/or community.
    - 1.1 Identifies essential functions of the health care facility and states the differences between acute, long-term, assisted living, home care and hospice.
    - 1.2 Explains the essential duties of the nursing team within a care facility.
      - A. Identifies the essential function of the RN.
      - B. Identifies the essential function of the LPN.
      - C. Identifies the essential function of the nurse assistant.
      - D. Discuss the elements of a functioning team.
      - E. Works with other members of the team e.g., physician, dietician, dietary technician, physical therapist, nurse practitioner, speech therapist, and social worker
    - 1.3 Explains the nursing assistant role as outlined in the different regulatory and professional guidelines.



- A. Omnibus Budget Reconciliation Act (OBRA)
    - B. Arizona State Board of Nursing prescribed requirements for certification
    - C. Arizona State Board of Nursing prescribed requirements for recertification
    - D. Standards of conduct (R4- 19-814)
    - E. Ethics in the workplace
    - F. Informed consent
    - G. Advanced Directives/ do not resuscitate
  - 1.4 Describes the delegation process.
    - A. Responsibility and accountability in delegation
    - B. Factors affecting delegation
    - C. 5 Rights of delegation
    - D. Accepting and refusing delegation
  - 1.5 Demonstrates professional work habits and time management skills.
  - 1.6 Demonstrates appropriate stress relieving techniques.
- 2.0 Competency: Demonstrates ethical and legal behavior that maintains resident’s rights.
  - 2.1 Demonstrates ethical and legal behavior by maintaining the standards set forth for the health care professions.
    - A. Explains the functions, roles responsibilities and legal limits of nursing assistant/practice.
    - B. Discuss the regulatory boards, state and federal statutes, rules and regulations, standards and legal and advisory opinions that affect the practice of the nursing assistant.
    - C. Explains state certification and renewal requirements for NAs – include criminal conduct.
    - D. Identifies the standards of conduct that the nurse assistant must maintain in their daily care of residents.
    - E. Demonstrates professional behaviors.
    - F. Accurately utilizes vocabulary words/terms related to ethical/legal behavior and resident rights.
  - 2.2 Interprets, explains, and applies the Resident’s Bill of Rights.
  - 2.3 Provides for resident privacy.
    - A. Describes the resident’s right to privacy.
    - B. Explains how the nursing assistant can help the resident maintain the right to privacy.
  - 2.4 Maintains resident confidentiality.
    - A. Describes the resident’s right to confidentiality.
    - B. Identifies how the nursing assistant can protect the resident’s right to confidentiality.

- 2.5 Promotes the resident's right to make personal choices to accommodate their needs.
  - A. Describes the resident's right to personal choice.
  - B. Offers choices when caring for residents.
- 2.6 Gives assistance in resolving grievances and disputes.
  - A. Describes the resident's right to voice disputes and grievances.
  - B. Explains the role of the nursing assistant when residents voice concerns, complaints or questions about treatment or care.
- 2.7 Maintains care and security of resident's personal possessions.
  - A. Describes the resident's right related to the care and security of personal possessions.
  - B. Explains the role of the nursing assistant in safeguarding resident's personal possessions.
- 2.8 Promotes the resident's right to be free from abuse, mistreatment, and neglect.
  - A. Explains the role of the nursing assistant in protecting the resident from abuse, mistreatment, and neglect.
  - B. Describes types of elderly abuse.
  - C. Identifies signs of abuse.
- 2.9 Reports any instance of abuse, mistreatment, or neglect to the appropriate supervisor.
  - A. Discuss the legal requirement and consequences for failure to report abuse, mistreatment, or neglect.
  - B. Reviews appropriate methods and chain of command to report instances of abuse, mistreatment, or neglect.
- 2.10 Utilizes interventions that minimize the need for restraints.
  - A. Identifies ethical and legal issues in the use of restraints.
  - B. Describes the resident's right to be free of restraints.
  - C. Identifies the role of the nursing assistant in helping to keep the resident free from restraint.
  - D. Provides for resident's basic needs and re -applies restraints as appropriate.
  - E. Observes and reports resident's status while in protective devices.
- 2.11 Promotes resident independence.
  - A. Describes the resident's right related to self-determination, self-care, and independence.
  - B. Identifies actions nursing assistants may take to promote resident independence.
- 2.12 Assists residents to participate in activities.
  - A. Describes the resident's right to participate in family and group activities.
  - B. Provides for activities of daily living and restorative activities for clients.
- 3.0 Competency: Assists in identifying the mental health and social service needs of residents.

- 3.1 Discuss basic human needs of the individual.
  - A. Identifies basic human needs throughout the lifespan, including physical, sociocultural, social service and mental health needs.
  - B. Identifies the developmental tasks associated with the aging process.
  - C. Describes mental status and behavior changes.
  - D. Identifies the role of the elderly in the home and community, including cultural and religious aspects.
- 3.2 Explains how cultural and spiritual attitudes may influence psychological responses.
  - A. Identifies ways to accommodate cultural and spiritual differences.
  - B. Identifies the nursing assistant's role in respecting cultural and spiritual differences.
- 3.3 Identifies sources of stress common to residents.
  - A. Defines stress.
  - B. Explains the difference between mental health and mental illness.
  - C. Identifies nursing assistant's responsibility of reporting signs and symptoms of stress and/or inappropriate coping mechanisms to supervisor.
- 3.4 Provides appropriate care for residents with mental health problems.
- 3.5 Modifies own behavior in response to resident behavior.
  - A. Identifies the nursing assistant's role in maintaining a respectful attitude for the person who displays difficult behavior.
  - B. Identifies at least three effective approaches to managing difficult behavior of residents.
- 3.6 Describes ways that residents may be expressing their normal sexuality.
  - A. Identifies common myths related to sexuality.
  - B. Identifies nursing assistant's responsibility of reporting inappropriate expressions of sexuality to supervisor.
- 3.7 Facilitates the resident's expression of needs and provides supportive communication.
  - A. Assists and encourages residents to be independent in the activities of daily living.
  - B. Modifies care to accommodate resident values, customs, preferences, or habits.
  - C. Utilizes resident's family as a source of resident emotional and/or spiritual support.
- 4.0 Competency: Demonstrates effective communication.
  - 4.1 Uses verbal and nonverbal communication to accurately present information.
    - A. Uses appropriate medical terminology and abbreviations.
    - B. Communicates with members of the healthcare team.
    - C. Communicates with residents and family.
  - 4.2 Responds effectively to resident's behavior in a positive non-threatening way.
    - A. Identifies communication guidelines.
    - B. Identifies barriers to communication.

- 4.3 Observes and describes resident's physical and emotional condition changes.
  - A. Identifies subjective observations.
  - B. Identifies objective observations.
  - C. Identifies emergencies.
- 4.4 Demonstrates communication skills with the resident who has sensory deficits.
  - A. Demonstrates effective communication with hearing impaired resident.
  - B. Demonstrates effective communication with the visually impaired resident.
  - C. Demonstrates effective communication with the aphasic resident.
  - D. Demonstrates effective communication with the cognitively impaired resident.
  - E. Communicating with the comatose resident.
  - F. Demonstrates effective communication with the physically aggressive resident.
  - G. Demonstrates effective communication with the verbally aggressive resident.
- 5.0 Competency: Maintains a safe environment for the resident and others.
  - 5.1 Identifies ways to promote safety and handle nonmedical emergencies.
    - A. Explains safety and risk management principles and concepts.
    - B. Adheres to safety policies and plans of the facility.
    - C. Describes how to use safety equipment.
  - 5.2 Identifies environmental safety hazards and methods used to prevent accidents.
    - A. Identifies environmental safety hazards.
    - B. Identifies common measures and principles to prevent accidents.
    - C. Identifies the common types of injuries occurring in health care facilities.
    - D. Utilizes measures to identify risk factors and prevent falls.
    - E. Identifies the common causes of accidents related to the older adult.
    - F. Describes age related safety measures.
    - G. Identifies nursing assistant's responsibility of reporting potential situations to the supervisor.
  - 5.3 Identifies safety measures to prevent workplace violence.
    - A. Identifies common measures to prevent workplace violence.
    - B. Identifies nursing assistant's responsibility of reporting potential situations for violence in the workplace.
- 6.0 Competency: Demonstrates general principles of infection control.
  - 6.1 Describes measures that promote infection prevention and control.
    - A. Explains the key infection control concepts and terms.
    - B. Explains the chain of infection.
    - C. Defines the infectious process and identifies modes of transmission.
    - D. Identifies signs and symptoms of infection.
    - E. Describes common aseptic practices.
    - F. Describes nosocomial infections and persons at risk.

- 6.2 Describes and adheres to CDC guidelines for Standard Precautions and for Transmission Based Precautions.
- 6.3 Describes and adheres to OSHA guidelines.
- 7.0 Competency: Provides basic emergency care.
  - 7.1 Applies principles of basic emergency care in resident care.
    - A. Identifies the goals of emergency care and first aid.
    - B. Describes signs of medical emergencies.
  - 7.2 Demonstrates knowledge of basic first-aid principles.
  - 7.3 Responds to emergency situations.
  - 7.4 Identifies specific types of emergencies, responds and reports according to recognized standards of care.
- 8.0 Competency: Applies the principles of basic nutrition to resident care.
  - 8.1 Identifies principles of nutrition.
    - A. Identifies the six basic essential nutrient groups and their use in the body.
    - B. Identifies and describes the basic food groups (Food Pyramid).
    - C. Describes physiologic need for nutrients.
    - D. Describes examples of serving sizes.
  - 8.2 Recognizes personal, cultural, religious, and medical conditions leading to variations in the diet.
  - 8.3 Describes contributory factors and remedies to address age related dietary problems.
    - A. Gives examples of age related factors that influence adequate dietary intake.
    - B. Describe situational factors that influence/interfere with adequate intake.
    - C. Provides care to assist in meeting dietary needs of residents.
  - 8.4 Provides and restricts fluids as ordered.
    - A. Identifies need for adequate hydration.
    - B. Lists sources for fluid intake.
    - C. Explains the importance of and calculates accurate intake and output and food consumption.
    - D. Lists sources of fluid output.
  - 8.5 Demonstrates care for residents who have an inability to obtain adequate nutrition or fluid independently.
    - A. Provides food and fluids to residents.
    - B. Provides adequate nutrition for cognitively impaired residents.
    - C. Observes and records food and fluid intake as ordered.
  - 8.6 Identifies therapeutic diets.
    - A. Identifies types of food consistencies.
    - B. Identifies the conditions for which therapeutic diets are prescribed.
    - C. Identifies alternate feeding methods.
- 9.0 Competency: Provides the resident with personal care and grooming.
  - 9.1 Provides for and adheres to the principles of daily hygiene and grooming.

- 9.2 Assists resident in personal care and grooming needs.
  - A. Bathes resident with consideration for resident need and setting according to plan of care.
  - B. Gives skin care including back rub.
  - C. Provides for resident's elimination, toileting, perineal, and ostomy care needs.
  - D. Gives mouth/denture care.
  - E. Gives hair care/shampoo.
  - F. Gives fingernail/toenail care.
  - G. Gives foot care.
  - H. Demonstrates shaving a resident.
  - I. Demonstrates changing a gown/dressing a resident comfortably.
  - J. Gives a.m./p.m. care.
  - K. Cares for resident with prosthetic and orthotic devices.
- 9.3 Reports and documents personal care and grooming tasks, observations, and resident response.
- 10.0 Competency: Measures vital signs.
  - 10.1 Identifies normal vital signs values and age-related variations.
  - 10.2 Measures and records body temperature.
    - A. Identifies purpose of taking a temperature.
    - B. Lists factors that affect body temperature.
    - C. Demonstrates taking an oral, rectal, and tympanic temperature.
    - D. Accurately records temperature using appropriate units of measurement.
    - E. Identifies and reports abnormal findings.
  - 10.3 Measures and records pulse (radial, apical).
    - A. Identifies purpose of obtaining a pulse.
    - B. Lists factors that affect pulse rate.
    - C. Accurately counts a radial pulse.
    - D. Accurately counts an apical pulse.
    - E. Accurately records pulse rate.
    - F. Identifies and reports abnormal findings.
  - 10.4 Measures and Records Respirations.
    - A. Identifies purpose of obtaining a respiratory rate.
    - B. Lists factors affecting respiratory rate.
    - C. Accurately counts respiratory rate.
    - D. Records respiratory rate.
    - E. Identifies and reports abnormal respiratory rate.
  - 10.5 Measures and records blood pressure.
    - A. Identifies the purpose of taking a blood pressure.
    - B. Lists factors influencing blood pressure.
    - C. Demonstrates use of a stethoscope.
    - D. Demonstrates use of a sphygmomanometer.
    - E. Obtains a blood pressure.

- F. Recognizes precautions and contraindications to taking a blood pressure.
    - G. Demonstrates technique for taking an orthostatic blood pressure.
    - H. Records systolic and diastolic pressure.
    - I. Reports abnormal blood pressure values.
  - 10.6 Measures and records height and weight.
    - A. Identifies purpose of measuring height and weight.
    - B. Lists factors affecting height and weight.
    - C. Describes a variety of scales and height measurement tools.
    - D. Demonstrates measuring a resident's weight using a balanced scale.
    - E. Demonstrates taking a resident's height using a measure bar.
    - F. Discusses methods of obtaining height and weight in bedridden residents.
    - G. Records height and weight.
    - H. Reports abnormal weight.
- 11.0 Demonstrates safe transfers, positioning and turning of residents using effective body mechanics.
  - 11.1 Demonstrates safe body mechanics.
    - A. Identifies principles of body mechanics.
    - B. Employs safe body mechanics when caring for residents.
    - C. Identifies improper body mechanics.
  - 11.2. Identifies the effects of limited mobility.
  - 11.3 Assists residents in positioning and turning.
    - A. Demonstrates the different body positions used for positioning residents.
    - B. Demonstrates turning techniques.
    - C. Demonstrates use of assistive devices when positioning a resident.
  - 11.4 Assists the resident to transfer from bed to chair/gurney/stretchers/geri chair.
    - A. Demonstrates different transfer techniques.
    - B. Demonstrates use of assistive devices in transferring residents.
  - 11.5 Assists residents to ambulate.
    - A. Identifies functional limitation inhibiting ambulation.
    - B. Identifies safety considerations in ambulating a resident.
    - C. Identifies the care of the resident who has fallen.
    - D. Demonstrates the use of assistive devices in ambulation such as crutches, walker, cane, and wheelchair.
  - 11.6 Demonstrates passive and active range of motion.
    - A. States principles of and rationale for passive/active range of motion.
    - B. Identifies key terms to describe joint movements.
    - C. Safely applies range of motion principles when performing range of motion exercises on major joints, extremities.
    - D. Provides care for resident when continuous passive range of position device is in use.

- 11.7 Removes and applies oxygen devices during transfers with supervision without changing oxygen settings.
  - A. Identifies oxygen sources and methods of delivery.
  - B. Incorporates safety measures in caring for residents with oxygen.
  - C. Utilizes principles of safe oxygen handling with removal and application of oxygen delivery devices.
- 12.0 Competency: Cares for cognitively impaired residents.
  - 12.1 Addresses the unique needs and behaviors of individuals with dementia (Alzheimer's & others) and delirium.
    - A. Identifies types of cognitive impairment.
    - B. Describes the effects of cognitive impairment on ADLs.
    - C. Identifies the common diseases that cause dementia.
    - D. Identifies illness/health issues that cause delirium.
    - E. Lists environmental factors that may contribute to dementia, delirium, etc.
    - F. Lists unique needs of individuals with cognitive impairment.
    - G. Communicates effectively with cognitively impaired residents.
  - 12.2 Respond appropriately to the behavior of cognitively impaired residents.
    - A. Identifies and explains the unique behaviors demonstrated by individuals with cognitive impairment.
    - B. Utilizes interventions to reduce the effects of cognitive impairments.
  - 12.3 Reports behaviors and resident responses.
- 13.0 Competency: Identifies the function, structure, common health problems and normal aging changes of each of the following systems.
  - 13.1 Describes major body systems and organs.
    - A. Defines key anatomical terms.
    - B. Identifies the four types of tissues.
  - 13.2 Identifies the function, structure, common health problems and normal aging changes of the respiratory systems.
    - A. Identifies the structure & function of each component of the respiratory system.
    - B. Describes the age related changes of the respiratory system.
    - C. Describes common health problems involving the respiratory system.
    - D. Identifies signs and symptoms that the nursing assistant should observe for and report.
    - E. Measures and records oxygen saturation using the pulse oximeter.
  - 13.3 Identifies the function, structure and common health problems and normal aging changes of the circulatory system.
    - A. Identifies the structure & function of each component of the circulatory system.
    - B. Describes the age related changes of the circulatory system.
    - C. Describes common health problems involving the circulatory system.
    - D. Identifies signs and symptoms that the nursing assistant should observe for and report.



- 13.4 Identifies the function, structure and common health problems, and normal aging changes of the urinary system.
  - A. Identifies the structure & function of each component of the urinary system.
  - B. Describes the age related changes of the urinary system.
  - C. Describes common health problems involving the urinary system.
  - D. Identifies signs and symptoms that the nursing assistant should observe for and report.
- 13.5 Identifies the function, common health problems and normal aging changes of the endocrine system.
  - A. Identifies the structure & function of each component of the endocrine system.
  - B. Describes the age related changes of the endocrine system.
  - C. Describes common health problems involving the endocrine system.
  - D. Identifies signs and symptoms that the nursing assistant should observe for and report.
- 13.6 Identifies the function, structure, common health problems and normal aging changes of the integumentary system.
  - A. Identifies the structure & function of each component of the integumentary system.
  - B. Describes the age related changes of the integumentary system.
  - C. Describes common health problems involving the integumentary system.
  - D. Identifies signs and symptoms that the nursing assistant should observe for and report.
- 13.7 Identifies the function, structure and common health problems and normal aging changes of the nervous system.
  - A. Identifies the structure & function of each component of the nervous system.
  - B. Describes the age related changes of the nervous system.
  - C. Describes common health problems involving the nervous system.
  - D. Identifies signs and symptoms that the nursing assistant should observe for and report.
- 13.8 Identifies the function, structure and common health problems and normal aging changes of the sensory system.
  - A. Identifies the structure & function of each organ of the sensory system.
  - B. Describes the age related changes of the sensory system.
  - C. Describes common health problems involving the sensory system.
  - D. Identifies signs and symptoms that the nursing assistant should observe for and report.
- 13.9 Identifies the function, structure and common health problems and normal aging changes of the gastrointestinal system.

- A. Identifies the structure & function of each organ of the gastrointestinal system.
    - B. Describes the age related changes of the gastrointestinal system.
    - C. Describes common health problems involving the gastrointestinal system.
    - D. Identifies signs and symptoms that the nursing assistant should observe for and report.
  - 13.10 Identifies the function, structure and common health problems and normal aging changes of the musculoskeletal system.
    - A. Identify the structure & function of each component of the musculoskeletal system.
    - B. Describes the age related changes of the musculoskeletal system.
    - C. Describes common health problems involving the musculoskeletal system.
    - D. Identifies signs and symptoms that the nursing assistant should observe for and report.
  - 13.11 Reproductive System.
    - A. Identify the structure & function of each component of the reproductive system.
    - B. Describes the age related changes of the reproductive system.
    - C. Describes common health problems involving the reproductive system.
    - D. Identifies signs and symptoms that the nursing assistant should observe for and report.
- 14.0 Competency: Provides for comfort and rest.
  - 14.1 Gathers data to identify resident's level of comfort (or level of pain).
    - A. Identifies nursing assistant scope of practice with observation and discussion of level of comfort.
    - B. Identifies purpose of observing level of comfort at each resident contact.
    - C. Discuss barriers to resident comfort.
    - D. Lists types of pain and factors which indicate altered level of comfort.
    - E. Lists non-verbal expressions of altered level of comfort.
    - F. Identifies various scales to measure level of comfort (or pain).
    - G. Identifies the role of the nursing assistant in nonpharmacological measures which enhance comfort.
    - H. Reports and documents resident's level of comfort.
- 15.0 Competency: Assists with diagnostic tests.
  - 15.1 Demonstrate procedures for acquiring different types of specimens.
    - A. Identifies the types of specimens a nursing assistant may collect.
    - B. Collects, labels, and sends specimens for analysis.
    - C. Tests specimen if ordered.
    - D. Identifies pre and post resident care for collection of specimens.
  - 15.2 Documents and reports information to nurse.
- 16.1 Assists with pre-operative care.

- A. Defines preoperative period.
  - B. Identifies measures to psychologically prepare a resident for surgery.
  - C. Identifies measures to physically prepare a resident for surgery.
- 16.2 Assists with post-operative care.
  - A. Defines the post -operative period.
  - B. Identifies measures to prepare the resident's room.
  - C. Provides nursing assistant care for residents after surgery.
  - D. Identifies common complications of surgery.
  - E. Reports findings in a timely manner.
- 16.3 Assists with care of residents with special needs.
  - A. Observes and reports the condition of resident's dressings/wounds with drainage.
  - B. Demonstrates care of resident with gravity drains.
  - C. Demonstrates care of resident/ resident with surgical evacuators.
  - D. Demonstrates care of resident with sump drains.
  - E. Applies flexible abdominal binders.
  - F. Applies ace and non -sterile dressings.
  - G. Applies anti -embolism stockings and devices.
  - H. Applies immobilizing devices.
  - I. Demonstrates care of resident with feeding tube.
  - J. Demonstrates care of resident receiving infusion therapy.
  - K. Demonstrates care of resident on a ventilator.
- 17.0 Competency: Assists in Admission/Transfer/Discharge of the resident.
  - 17.1 Demonstrates the procedures for admitting a resident to the unit.
  - 17.2 Demonstrates the procedures for transferring a resident from the unit.
  - 17.3 Demonstrates the procedures for discharging a resident.
- 18.0 Competency: Provides care for residents and family when death is imminent.
  - 18.1 Identifies and recognizes principles of caring for dying residents and their family members.
    - A. Recognizes common attitudes and beliefs about death and dying.
    - B. Identifies the stages of the dying process.
  - 18.2 Assists in care of dying resident and their family members considering spiritual and cultural beliefs.
    - A. Recognizes cultural and spiritual influences.
    - B. Employs measures to maintain resident dignity.
    - C. Identifies nursing assistant measures when resident is receiving hospice care.
    - D. Recognizes impact of resident death on self and others.
    - E. Adheres to legal-ethical standards when providing end of life care.
  - 18.3 Provides care for residents when death is imminent.
    - A. Identifies signs of impending death.
    - B. Recognizes and adheres to advance directives.
    - C. Observes, records and reports cessation of vital signs in accordance with advance directives.

- 18.4 Provides postmortem care adhering to cultural practices and facility policy.
  - A. Identifies cultural practices in caring for the dead.
  - B. Provides personal care for resident after death.
  - C. Assists in facilitating organ donation.
- 18.5 Prepares body for removal from unit.

#### Statutes, Regulations & Guidance

- [Arizona Board of Nursing - Nursing Assistant Curriculum](#)
- [Arizona Board of Nursing - Licenses and Certifications](#)
- [Arizona Board of Nursing CNA Application Checklist](#)
- Ariz. Rev. Stat. Ann. § 32-1645 et. seq.

## ARKANSAS

### Certification Requirements

- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test within 12 months or retraining will be required.
- Renewal & In-Service Requirements
  - In-Service requirements are the same as federal requirements.
  - CNAs must document having worked at least 8 hours as a nursing assistant for monetary compensation during the prior two years.

### Training Program Requirements

- Hours
  - 90 hours
- Curriculum
  - Lesson #1 Introduction to the Role of the Nurse Aide
    - I. Introduction to Long Term Care
    - II. The Role of the Nurse Aide
    - III. The Care Team and the Chain of Command
    - IV. Communication and Interpersonal Skills
    - V. Resident-Centered Care (Person-Centered Care)
  - Lesson #2 Resident Rights
    - I. Resident Rights
    - II. Abuse, Neglect, and Personal Possessions/Misappropriation
  - Lesson #3 Infection Control
    - I. Introduction to Infection Control
    - II. Infection Control Practices
    - III. Hand Hygiene
    - IV. Personal Protective Equipment – PPE
    - V. Precautions
  - Lesson #4 Fire Safety and Other Resident Safety Concerns
    - I. Fire Safety
    - II. Side rails/Entrapment
    - III. Resident Elopement
    - IV. Smoking
  - Lesson # 5 Medical Concerns/Emergency Procedures
    - I. Accidents
    - II. Falls / Fall Prevention
    - III. Choking
    - IV. Burns/Scalds

- V. Poisoning
  - VI. Medical Emergency
  - VII. Safety Measures/Prevention Strategies
- Lesson #6 Basic Care Skills
  - I. Points to Remember
  - II. Unoccupied Bed
  - IV. Resident Room/Environment/Fall Prevention
  - V. Promoting Proper Nutrition and Hydration
- Lesson #7 Common Diseases and Disorders – Respiratory and Urinary Systems
  - Respiratory System
    - I. Respiratory System
    - II. Common Conditions of the Respiratory System
    - III. Normal Changes with Age
    - IV. Role of the Nurse Aide regarding the Respiratory System
  - Urinary System
    - I. Urinary System
    - II. Common Conditions of the Urinary System
    - III. Normal Changes with Age
    - IV. Problems Caused by Incontinence
    - V. Role of the Nurse Aide regarding the Urinary System
- Lesson #8 Oxygen Use
  - I. Oxygen Use
- Lesson #9 Common Diseases and Disorders – Nervous, Circulatory and Musculo–Skeletal Systems
  - Nervous System
    - I. Nervous System
    - II. Conditions that Affect Nervous System
    - III. Normal Nervous System Changes with Age
    - IV. Role of the Nurse Aide regarding the Nervous System
  - Circulatory System
    - I. Circulatory System
    - II. Conditions that Affect the Circulatory System
    - III. Normal Circulatory Changes with Age
    - IV. Role of the Nurse Aide regarding Circulatory System
  - Musculoskeletal System
    - I. Musculoskeletal System
    - II. Conditions that Affect Musculoskeletal System
    - III. Importance of Exercise or Range of Motion (ROM)
    - IV. Normal Musculoskeletal Changes with Age
    - V. Role of the Nurse Aide regarding the Musculoskeletal
  - System

- Lesson #10 Common Diseases and Disorders – Gastrointestinal and Endocrine Systems
  - Gastrointestinal System
    - I. Gastrointestinal System
    - II. Common Conditions of the Gastrointestinal System
    - III. Normal Changes with Age
    - IV. Role of the Nurse Aide regarding the Gastrointestinal System
  - Endocrine System
    - I. Endocrine System
    - II. Common Conditions that Affect the Endocrine System
    - III. Normal Changes with Age
    - IV. Role of the Nurse Aide regarding the Endocrine System
- Lesson #11 Common Diseases and Disorders – Reproductive, Immune/Lymphatic Systems
  - Reproductive System
    - I. Reproductive System
    - II. Common Conditions that Affect the Reproductive System
    - III. Normal Changes with Age
    - IV. Role of the Nurse Aide regarding the Reproductive System
  - Lymphatic and Immune Systems
    - I. Lymphatic System
    - II. Immune System
    - III. Common Conditions of the Immune and Lymphatic Systems
    - IV. Normal Changes with Age
    - V. Role of the Nurse Aide regarding the Immune and Lymphatic Systems
- Lesson #12 Activities of Daily Living - Bathing, Shampoo, Perineal Care
  - I. Bathing and Shampooing Points to Remember
  - II. Perineal and Catheter Care Points to Remember
- Lesson #13 Activities of Daily Living - Oral Care, Grooming, Nail Care
  - I. Grooming/Personal Hygiene
- Lesson #14 Activities of Daily Living - Dressing, Toileting
  - I. Dressing
  - II. Toileting
- Lesson #15 Activities of Daily Living – Positioning/Turning, Transfers
  - I. Proper positioning and body alignment
  - II. Commonly used positions
  - III. Proper transfer
- Lesson #16 Activities of Daily Living - Devices Used for Transfer
  - I. Mechanical lifts
  - II. Transfer resident to stretcher/shower bed
  - III. Transfer – Two Person Lift
- Lesson #17 Resident’s Environment

- I. Occupied Bed
- Lesson #18 Skin Care/Pressure Prevention
  - I. Understanding the Integumentary System and Basic Skin Care
  - II. Risk Factors for Skin Breakdown
  - III. Pressure Ulcer Development
  - IV. Prevention of Skin Breakdown
- Lesson #19 Activities of Daily Living Nutrition/Hydration
  - I. Promoting Proper Nutrition and Hydration
  - II. Promoting the Use of Proper Feeding Technique/Assisting a Resident with Special Needs
  - III. Caring for a Resident with a Tube Feeding and the Resident at Risk for Aspiration
- Lesson #20 Basic Nursing Skills – Vital Signs, Height, and Weight
  - I. Initial Steps
  - II. Final Steps III. Vital signs Provide Important Information
  - IV. Measuring Height and Weight
- Lesson #21 Restraints
  - I. Physical Restraint
- Lesson #22 Rehabilitation/Restorative Services
  - I. Rehabilitation
  - II. Restorative Services
  - III. Devices which may be applied per Restorative Nursing Program
- Lesson #23 Devices/Interventions - Prosthetics, Hearing Aides, Artificial Eye, Eyeglasses, Dentures, Compression Stockings
  - I. Purpose of a Prosthetic Device
  - II. Types of Prosthetic Devices
  - III. Role of the Nurse Aide regarding Amputations & Prosthetic Care
  - IV. Role of the Nurse Aide regarding Hearing Aids
  - V. Role of the Nurse Aide regarding Artificial Eye & Eyeglasses
  - VI. Role of the Nurse Aide regarding Dentures
  - VII. Role of the Nurse Aide regarding Elastic/Compression Stockings (TED Hose)
- Lesson #24 Special Care Needs – Intravenous Fluids, Non-Pharmacologic Pain Interventions
  - I. IV or PICC Lines
  - II. Role of the Nurse Aide in caring for IV/PICC
  - III. Infection Control
  - IV. Pain Factors
  - V. Role of the Nurse Aide related to Pain
- Lesson #25 Cognitive Impairment/Dementia/Alzheimer’s
  - I. Conditions
  - II. Behaviors, Causes and Interventions
  - III. Methods/Therapies to Reduce Behaviors
  - IV. Tips to Remember when Dealing with Cognitively Impaired Residents
  - V. Communication Strategies



- VI. Techniques to Handle Difficult Behaviors
- VII. Behavior Interventions
- VIII. Activity Chart
- IX. Safety Checklist
- X. Sleep Changes
- Lesson #26 Mental Health, Depression and Social Needs
  - I. Causes of Mental Illness
  - II. Response to Behaviors
  - III. Use of Defense Mechanisms – unconscious behaviors used to release tension or cope with stress or uncomfortable, threatening situations or feelings
  - IV. Types of Mental Illness
  - V. Behaviors Associated with Mental Disorders – actions and interventions
  - VI. Treatment for Mental Illness
  - VII. Special Considerations
  - VIII. Mental Illness and Intellectual Disability
- Lesson #27 Admission/Transfer/Discharge
  - I. Admitting a New Resident to the Facility
  - II. Assisting to Transfer a Resident to a Hospital (i.e., Care Transition)
  - III. Assisting a Resident to Discharge Home or to Another Facility
- Lesson #28 End of Life
  - I. Advance Directives
  - II. Role of Hospice
  - III. Care of the Dying Resident
  - IV. Signs/Symptoms of Impending Death
  - V. Postmortem Care
  - VI. Disposition of Personal Belongings
  - VII. Stages of Reaction to Dying
- Lesson # 29 Daily Responsibilities
  - I. Day-to-day Time Management/Resident Care
  - II. Interdisciplinary Care Plan Meetings
- Lesson #30 Protecting Your Profession
  - I. Reducing Stress/Burnout
  - II. Abuse/Neglect/Misappropriation
  - III. Nurse Aide Testing/Certification
  - IV. Certification Renewal

#### Statutes, Regulations & Guidance

- Code Ark. R. 016.25.3-IV
- [Arkansas Depart. of Human Services - Nursing Assistant Training Programs](#)
- [AK CNA Training Program](#)
- [AK Training Program Rules](#)

## CALIFORNIA

### Certification Requirements

- Eligibility/Screening Requirements
  - 16 years old.
  - Criminal record clearance.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - 24 hours of in-service training required.
  - An application for renewal is considered complete when the correct fee is received, and the accompanying documentation verifies completion of required twenty-four (24) hours of in-service training or continuing education per year for a total of forty-eight (48) hours within the two (2) year renewal period. The in-service training and continuing education shall include multiple topics and shall also address areas of weakness as determined by a nurse assistant's performance reviews, areas of special needs of the patients, including those with cognitive needs, and areas wherein the facility received deficiencies related to patient care following the last licensing survey.

### Training Program Requirements

- Hours
  - 100 clinical hours.
  - 50 classroom hours.
- Curriculum
  - (1) Module 1. Introduction.
    - (A) Role and responsibilities of the Certified Nurse Assistant.
    - (B) Title 22, division 5, California Code of Regulations, overview.
    - (C) Requirements for nurse assistant certification.
    - (D) Professionalism.
    - (E) Ethics and confidentiality.
  - (2) Module 2, Patients' Rights.
    - Each nursing assistant applicant shall be instructed in patients' right as specified in title 22, California Code of Regulations section 72527 and in sections 1599.1, 1599.2, and 1599.3 of the Health and Safety Code and in Title 42, Code of Federal Regulations Part 483, Sections 483.10, 483.12, 483.13 and 483.15. The provisions of these sections are incorporated by reference into this regulation.
  - (3) Module 3. Interpersonal skills.
    - (A) Communications.
    - (B) Defense mechanisms.

- (C) Sociocultural factors.
- (D) Attitudes toward illness and health care.
- (E) Family interaction.
- (4) Module 4. Prevention and Management of Catastrophe and Unusual Occurrences.
  - (A) Emergency.
  - (B) General safety rules.
  - (C) Fire and disaster plans.
  - (D) Roles and procedures for Certified Nurse Assistants.
  - (E) Patient safety.
- (5) Module 5. Body Mechanics.
  - (A) Basic rules of body mechanics.
  - (B) Transfer techniques.
  - (C) Ambulation.
  - (D) Proper use of body mechanics and positioning techniques.
- (6) Module 6. Medical and Surgical Asepsis.
  - (A) Micro-organisms.
  - (B) Universal precautions for infection control including methods to handle patients, and all materials that are soiled with blood and/or body fluids from patients. The methods prescribed shall be designed to reduce the risk of transmission of potentially infectious etiologic agents from patient to patient and between patients and healthcare workers.
  - (C) Basic principles of asepsis.
- (7) Module 7. Weights and Measures.
  - (A) The metric system.
  - (B) Weight, length, and liquid volume.
  - (C) Military time i.e., a twenty-four (24) hour clock.
- (8) Module 8. Patient Care Skill.
  - (A) Bathing and medicinal baths which includes substances such as bran, oatmeal, starch, sodium bicarbonate, epsom salts, pine products, tar, sulfur, potassium permanganate or salt.
  - (B) Dressing.
  - (C) Oral hygiene.
  - (D) Hair care, hair shampoo, medicinal shampoo, nail care and shaving.
  - (E) Prosthetic devices.
  - (F) Skin care including prevention of decubitus ulcers.
  - (G) Elimination needs.
  - (H) Bowel and bladder retraining.
  - (I) Weighing and measuring the patient.
- (9) Module 9. Patient Care Procedures.
  - (A) Collection of specimens, including stool, urine, and sputum.
  - (B) Care of patients with tubing to include but not be limited to urinary, gastric, oxygen and intravenous. This care does not include inserting, suctioning or changing the tubes.
  - (C) Intake and output.

- (D) Bedmaking.
- (E) Cleansing enemas and laxative suppositories.
- (F) Admission, transfer, and discharge.
- (G) Bandages and nonsterile dry dressings, including the application of nonlegend topical ointments to intact skin surfaces.
- (10) Module 10. Vital Signs.
  - (A) Purpose of vital signs.
  - (B) Factors affecting vital signs.
  - (C) Normal ranges.
  - (D) Methods of measurement.
  - (E) Temperature, pulse, respiration.
  - (F) Blood pressure.
  - (G) Abnormalities.
  - (H) Recording.
- (11) Module 11. Nutrition.
  - (A) Proper nutrition.
  - (B) Feeding techniques.
  - (C) Diet therapy.
- (12) Module 12. Emergency Procedures.
  - (A) Signs and symptoms of distress.
  - (B) Immediate and temporary intervention.
  - (C) Emergency codes.
- (13) Module 13. Long-Term Care Patient.
  - (A) Needs of persons with developmental and mental disorders including mental retardation, Alzheimer's disease, cerebral palsy, epilepsy, dementia, and mental illness.
  - (B) Introduction to anatomy and physiology.
  - (C) Physical and behavioral needs and changes.
  - (D) Community resources available.
  - (E) Psychological, social, and recreational needs.
  - (F) Common diseases and disorders including signs and symptoms.
- (14) Module 14. Rehabilitative Nursing.
  - (A) Promoting patients' potential.
  - (B) Devices and equipment.
  - (C) Activities of daily living.
  - (D) Family interactions.
  - (E) Complication of inactivity.
  - (F) Ambulation.
  - (G) Range of Motion.
- (15) Module 15. Observation and Charting.
  - (A) Observation of patients and reporting responsibility.
  - (B) Patient care plan.
  - (C) Patient care documentation.
  - (D) Legal issues of charting.

- (E) Medical terminology and abbreviations.
- (16) Module 16. Death and Dying.
  - (A) Stages of grief.
  - (B) Emotional and spiritual needs of the patient and family.
  - (C) Rights of the dying patient.
  - (D) Signs of approaching death.
  - (E) Monitoring of the patient.
  - (F) Postmortem care.

#### Statutes, Regulations & Guidance

- [Cal. Code Regs. tit. 22, § 71835](#)
- [CA DPH CNA Requirements](#)

## COLORADO

### Certification Requirements

- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - In-service requirements are same as federal requirements.
  - 8 hours of nursing or nurse related employment in the past 24 months.

### Training Program Requirements

- Hours
  - 75 hours total (no less than 16 for pre-clinical, no less than 16 classroom hours).
- Curriculum
  - Same as federal requirements.

### Statutes, Regulations & Guidance

- Colo. Rev. Stat. Ann. § 12-255-201 (West)
- 3 Colo. Code Regs. § 716-1:1.11-E
- [CO CNA Laws](#)

## CONNECTICUT

### Certification Requirements

- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
  - Nurse's aide candidates have 24 months from when they complete training to pass the CT nurse's aide exam. There are no limits as to how many times a candidate can take the exam within the 24 month period.
- Renewal & In-Service Requirements
  - In-service requirements are same as federal requirements.
  - 8 hours of nursing or nurse related employment in the past 24 months.

### Training Program Requirements

- Hours
  - 100 hours total
- Curriculum
  - Minimum of 16 hours of training in the following areas, before any direct resident contact:
    - Communication and Interpersonal Skills
    - Residents Rights
    - Residents Independence
    - Safety and Emergency Procedures including the Heimlich Maneuver, and
    - Infection Control
  - Basic Nursing Skills
    - Taking and recording vital signs
    - Measuring and recording height and weight
    - Caring for the residents' environment
    - Caring for the resident when death is imminent
    - Recognizing abnormal changes in body function and the importance of reporting such changes to a supervisor
  - Personal Care Skills
    - Bathing
    - Grooming
    - Dressing
    - Toileting
    - Assisting with Eating and Hydration
    - Proper Feeding Techniques
    - Skin Care
    - Transfer, Positioning and Turning
  - Mental Health and Social Services

- Modifying aide's behavior in response to residents' behavior
  - Identifying developmental tasks associated with the aging process
  - How to respond to resident behavior
  - Allowing the resident to make personal choices, providing and reinforcing other behavior consistent with the residents' dignity
  - Using the resident's family as a source of emotional support
  - Identifying psychiatric disorders
- Care of Cognitively Impaired Residents
  - Techniques for addressing the unique needs and behaviors of individuals with dementia (Alzheimer's and others)
  - Communicating with cognitively impaired residents
  - Understanding the behavior of cognitively impaired residents
  - Appropriate responses to the behavior of cognitively impaired residents
  - Methods of reducing the effects of cognitive impairments
  - Caregiver issues encountered with dementia residents
- Basic Restorative Services
  - Training the resident in self-care according to the resident's abilities
  - Use of assistive devices in transferring, ambulation, eating and dressing
  - Maintaining range of motion
  - Proper turning and position in bed and chair
  - Bowel and bladder training
  - Care and use of prosthetic and orthotic devices
- Resident's Rights
  - Providing privacy and maintenance of confidentiality
  - Promoting the resident's right to make personal choices to accommodate their needs
  - Giving assistance in resolving grievances and disputes
  - Providing needed assistance in getting to a participating in resident and family groups and other activities
  - Maintaining care and security of residents' personal possessions
  - Promoting the residence right to be free from abuse, mistreatment, and neglect, and the need to report any such instance to appropriate facility staff
  - Avoiding the need for restraints in accordance with current professional standards
- 75 hours shall include, but not be limited to, 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.
- 25 hours shall include, but not be limited to, specialized training in understanding and responding to challenging behaviors related to physical, psychiatric, psychosocial, and cognitive disorders.
- On and after January 1, 2022, not less than two of such hours shall include (1) screening for post-traumatic stress disorder, risk of suicide, depression and grief, and (2) suicide prevention training offered or approved by the American Nurses



Association, Connecticut Hospital Association, Connecticut Nurses Association or Connecticut League for Nursing, a specialty nursing society or equivalent organization in another jurisdiction, a hospital or other health care institution, a regionally accredited academic institution, or a state or local health department.

#### Statutes, Regulations & Guidance

- [CT DPH Licensing](#)
- [CT CNA Renewal](#)
- Conn. Gen. Stat. Ann. § 20-102ee
- Regs. Conn. St. Agencies § 19-13-D8

## DELAWARE

### Certification Requirements

- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
  - Students who fail to obtain a passing score may repeat the test two additional times.
  - Students who fail to obtain a passing score after testing three times must repeat the CNA training program before retaking the test.
- Testing Requirement
  - Individuals must pass both a written and skills test with 24 months of the training.
- Renewal & In-Service Requirements
  - 24 hours of in-service training in 24 months.
  - For renewal, 64-hours of paid CNA work within each 24 month recertification period, and 24 hours of continuing education which includes:
    - A minimum of 6 hours of dementia training;
    - A minimum of 2 hours of patient abuse prevention/maltreatment training.

### Training Program Requirements

- Hours
  - 150 hours of education (½ classroom, ½ clinical)
- Curriculum
  - Training Curriculum Requirements:
    - MODULE: The Nursing Assistant Role and Function
      - Introduces the characteristics of an effective nursing assistant including but not limited to: personal attributes, on-the-job conduct, appearance, grooming, health and ethical behavior.
      - Presents the responsibilities of the nursing assistant as a member of the resident/patient care team.
      - Teaches legal aspects of resident/patient care and rights.
      - Relevant Federal and State statutes are reviewed.
    - MODULE: Environmental Needs of the Resident/Patient
      - Introduces the nursing assistant to the need to keep residents/patients safe from injury and infection in the long term care setting.
      - The nursing assistant is taught why and how to use infection control and isolation techniques.
      - Safety through prevention of fires and accidents, and emergency procedures for fire and other disasters are presented.
    - MODULE: Psychosocial Needs of the Resident/Patient
      - Focus is placed on the diverse social, emotional, recreational, and spiritual needs of residents/patients in a long-term care setting.

- The curriculum shall describe some of the physical, mental, and emotional changes associated with aging and institutionalization, and present ways in which the nursing assistant may effectively communicate with residents/patients and their families.
- MODULE: Physical Needs of the Resident/Patient
  - Presents the basic skills which nursing assistants use in the physical care of residents/patients.
  - The nursing assistant will learn basic facts about body systems and what is needed to promote good functioning.
  - The nursing assistant will learn to provide physical care to residents/patients safely and to keep the residents/patients nourished, hydrated, clean, dry, and comfortable.
  - The nursing assistant will also learn to make observations regarding residents/patients and to record and/or report observations.
  - The nursing assistant will be introduced to the basics of range of motion and learn to integrate range of motion into routine personal care activities.
- Mandatory orientation program requirements:
  - Tour of the facility and assigned residents' rooms
  - Fire and disaster plans
  - Emergency equipment and supplies
  - Communication (including the facility chain of command) and documentation requirements
  - Process for reporting emergencies, change of condition and shift report
  - Operation of facility equipment and supplies, including scales, lifts, special beds, and tubs
  - Review of the plan of care for each assigned resident/patient including:
    - ADL/personal care needs
    - nutrition, hydration and feeding techniques and time schedules
    - bowel and bladder training programs
    - infection control procedures
    - safety needs
  - Role and function of the CNA
  - Resident/patient rights; abuse reporting
  - Safety and body mechanics; transfer techniques
  - Vital signs
  - Psychosocial needs
  - Facility policies and procedures

#### Statutes, Regulations & Guidance

- [Delaware Regulations](#)
- Del. Code Ann. tit. 16, § 3002A
- [DE CNA Registry](#)

## D.C.

### Certification Requirements

- Eligibility/Screening Requirements
  - 18 years old.
  - Criminal background check.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test with 24 months of the training.
- Renewal & In-Service Requirements
  - 24 hours of in-service in 24 months.
  - For renewal must meet the following requirements:
    - Having performed at least eight (8) hours of functions enumerated in § 9615.1 for compensation during the prior twenty-four (24) months;
    - Having completed, during the two (2) years before the expiration of the certification, twenty-four (24) hours of in-service training or continuing education relevant to the functions of nurse aides and meeting the following requirements:
      - (i) Two (2) hours shall be in cultural competency or specialized clinical training focusing on patients or clients who identify as lesbian, gay, bisexual, transgender and queer in accordance with D.C. Official Code § 3-1205.10 (b)(5); and
      - (ii) Ten percent (10%) of the total shall be in subjects determined by the Director as public health priorities of the District, which shall be duly published every five (5) years or as deemed necessary; and
    - Having received criminal background check clearance.

### Training Program Requirements

- Hours
  - 125 hours, including 65 classroom hours, 20 laboratory hours, and 40 clinical hours.
- Curriculum
  - 1. Role of Nurse Aide
    - a. Tasks and responsibilities
    - b. Implementation of a plan of care
    - c. Receiving assignments
    - d. Requirements of reporting incidents
  - 2. Legal and ethical duties
    - a. Resident rights
    - b. Promoting resident right to be free from abuse and mistreatment
    - c. Professional boundaries

- 3. Care sensitive to culture, religion, national origin, gender identity and sexual orientation
- 4. Communication
  - a. Interpersonal skills
  - b. Reporting
- 5. Basic Safety Skills
  - a. NA responses to resident's seizure
  - b. Fall prevention
  - c. MSDA and clean-up of blood/body fluids
- 6. Infection prevention and control
- 7. Understanding basic human functioning and needs including:
  - a. Anatomy and physiology of boy organs and systems
  - b. The effect of age, illness, disability, and gender on sexuality
  - c. Developmental tasks associated with aging
- 8. Promoting the resident's independence with Personal care skills:
  - a. bathing
  - b. feeding (use of assistive devices)
  - c. nutrition
  - d. hydration
  - e. skin integrity and skin care
  - f. dressing
  - g. grooming
  - h. perineal care
  - i. indwelling catheter care
  - j. emptying, measuring, replacing ostomy bag
- 9. Promoting the resident's independence with assistance in elimination
  - a. toileting
  - b. bowel training
  - c. bladder training
- 10. Promoting the resident's independence with Basic restorative skills including:
  - a. safe transfer,
  - b. ambulation,
  - c. range of motion
  - d. turning and repositioning in bed and chair
  - e. orthotic and prosthetic devices
  - f. change dry dressing
- 11. Delegated nursing skills: Recognizing, reporting, and documenting changes in behavior
- 12. Taking and documenting Vital Signs (Delegated nurse skills)
  - a. Observing and Reporting Pain
- 13. Measuring and documenting resident's weight and height (Delegated nurse skills)
- 14. Applying clean bandages
  - a. Change dry dressing (Delegated nurse skill)
- 15. Assisting with admitting, transferring, or discharging (Delegated nurse skill)

- 16. Giving assistance in resolving grievances and disputes
- 17. Caring for clients with special needs, to include:
  - a. Cognitive Impairment;
  - b. Sensory deficits or impairment;
  - c. Communication limitations;
  - d. Altered level of consciousness.
- 18. Working with agitated or combative residents, including techniques useful in the prevention of abuse;
- 19. Restraints and limitations on use of restraints
- 20. End of life care
- 21. Preventing fatigue and burn-out
- 22. Reporting incidents

#### Statutes, Regulations & Guidance

- [D.C. Nurse Aide Curriculum](#)
- [D.C. Dpt. of Health - Nurse Aides](#)
- D.C. Code Ann. § 3-1205.01
- D.C. Mun. Regs. tit. 17, § 9627

## FLORIDA

### Certification Requirements

- Eligibility/Screening Requirements
  - 18 years old.
  - High school diploma or equivalent.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
  - If an applicant fails to pass the nursing assistant competency examination in three attempts, the applicant is not eligible for reexamination unless the applicant completes an approved training program.
- Renewal & In-Service Requirements
  - A certified nursing assistant shall complete 24 hours of in-service training during each biennium. The certified nursing assistant shall maintain documentation demonstrating compliance with this subsection.
  - Renewal requirements are same as federal.

### Training Program Requirements

- Hours
  - 120 hours total, including 80 hours of classroom and 40 hours clinical instruction.
  - The clinical instruction shall include at least 20 hours of long term care clinical instruction in a licensed nursing home.
- Curriculum
  - 01.0 Demonstrate mathematics and science knowledge and skills. -- The students will be able to:
    - 01.01 Draw, read, and report on graphs, charts, and tables.
    - 01.02 Measure time, temperature, distance, capacity, and mass/weight.
    - 01.03 Make, use, and convert using both traditional and metric units.
    - 01.04 Make estimations and approximations and judge the reasonableness of the result.
    - 01.05 Convert from regular to 24 hour time.
    - 01.06 Demonstrate ability to evaluate and draw conclusions.
    - 01.07 Organize and communicate the results obtained by observation and experimentation.
    - 01.08 Ask appropriate scientific questions and recognize what is involved in experimental approaches to the solution of such questions.
    - 01.09 Calculate ratios.
  - 02.0 Demonstrate the ability to communicate and use interpersonal skills effectively. -- The student will be able to:
    - 02.01 Distinguish between factual reports and personal opinion.

- 02.02 Identify barriers to communication.
- 02.03 Use basic medical terminology and approved abbreviations.
- 02.04 Demonstrate effective interpersonal relationships.
- 02.05 Receive and give oral reports of a patient's status.
- 02.06 Report and record objective, pertinent observations, in written or oral form, observing legal guidelines.
- 02.07 Maintain current documentation.
- 02.08 Obtain specified data from patient and family.
- 02.09 Utilize verbal and written information to assist with the patient's plan of care.
- 02.10 Demonstrate use of the communication system.
- 02.11 Adapt communication skills to varied levels of understanding and cultural orientation.
- 02.12 Read and discuss technical material.
- 03.0 Demonstrate legal and ethical responsibilities specific to nurse assisting. – The student will be able to:
  - 03.01 Discuss and demonstrate legal and ethical behavior within the nursing assistant scope of practice including role limitations in Florida.
  - 03.02 Describe the purpose of the chain of communication to resolve conflict.
  - 03.03 Follow policies and procedures affecting the health, safety, and well-being of patients.
  - 03.04 Demonstrate safe standards of patient care including prevention and quality of care.
  - 03.05 Exhibit behavior supporting and promoting patients' and/or residents' rights.
  - 03.06 Recognize potential for and prevention of medical errors.
  - 03.07 Practice the proper procedures to follow regarding medical errors.
  - 03.08 Follow policies and procedures affecting the health, safety, and well-being of patients.
  - 03.09 Recognize and report signs of substance abuse.
  - 03.10 Demonstrate the understanding of vulnerable population abuse and reporting procedures per agency.
  - 03.11 Recognize that a C.N.A. must self-report any crimes they've been involved in within 30 days of the offense in accordance with (FS 456.0727(1) w).
  - 03.12 Define Omnibus Budget Reconciliation Act (OBRA).
  - 03.13 Define Minimum Data Set (MDS).
- 04.0 Use information technology tools. -- The students will be able to:
  - 04.01 Employ computer operations applications to access, create, manage, integrate, and store information.
- 05.0 Recognize and practice safety and security procedures. -- The students will be able to:



- 05.01 Recognize safe and unsafe working conditions and report safety hazards.
  - 05.02 Demonstrate the safe use of medical equipment.
  - 05.03 Explain and apply the theory of root- cause analysis.
  - 05.04 Identify and describe methods in medical error reduction and prevention in the various healthcare settings.
  - 05.05 Identify and practice security procedures for medical supplies and equipment.
  - 05.06 Demonstrate personal safety procedures based on Occupations Safety and Health Administration (OSHA) and Centers for Disease Control (CDC) regulations (including standard precautions).
  - 05.07 Recognize Materials Data Safety Sheets (MSDS) and comply with safety signs, symbols, and labels.
  - 05.08 Demonstrate proper body mechanics and ergonomics.
  - 05.09 Demonstrate the procedure for properly identifying patients.
  - 05.10 Demonstrate procedures for the safe transport and transfer of patients.
  - 05.11 Describe fire, safety, disaster, and evacuations procedures.
  - 05.12 Discuss the Joint Commission patient safety goals ([www.jointcommission.org](http://www.jointcommission.org)).
- 06.0 Demonstrate employability skills. -- The students will be able to:
  - 06.01 Conduct a job search and secure information about a job.
  - 06.02 Identify documents that may be required when applying for a job.
  - 06.03 Complete a job application.
  - 06.04 Demonstrate competence in job-interview techniques.
  - 06.05 Identify or demonstrate appropriate responses to criticism from employer, supervisor, or other persons.
  - 06.06 Demonstrate knowledge of how to make job changes appropriately.
  - 06.07 Demonstrate acceptable employee health habits.
- 07.0 Provide emergency care. -- The student will be able to:
  - 07.01 Obtain and maintain training or certification in cardiopulmonary resuscitation (CPR), automated external defibrillator (AED), foreign body airway obstruction (FBAO), and first aid for infant, child, and adult.
  - 07.02 Identify emergency evacuation procedures.
- 08.0 Describe the anatomy and physiology of the human body. -- The student will be able to:
  - 08.01 Describe the basic structure and function of body systems.
  - 08.02 Describe the relationships of body systems in providing patient care.
  - 08.03 Recognize abnormal signs and symptoms of common diseases and condition.
- 09.0 Perform physical comfort and safety functions specific to nurse assisting. – The student will be able to:

- 09.01 Implement appropriate regulatory and accrediting agency patient safety guidelines.
- 09.02 Maintain safe patient units, equipment, and a comfortable environment.
- 09.03 Maintain service areas on the units including supplies and equipment.
- 09.04 Observe, report, and record changes in the patient's behavior as needed, including mental awareness.
- 09.05 Demonstrate adjustment of bed and side-rails according to facility policy.
- 09.06 Demonstrate and assist patient to dangle.
- 09.07 Demonstrate lifting, supporting, and transferring patients from bed to chair, bed to bed, and bed to stretcher, including the use of the various assistive devices and equipment while utilizing proper body mechanics and patient safety measures.
- 09.08 Demonstrate the proper use of a gait/transfer belt in both transfer and ambulation.
- 09.09 Assist patient in ambulation, including the use of crutch, cane, or walker.
- 09.10 Demonstrate the proper wheelchair safety techniques and assist patient as needed with use.
- 09.11 Apply supportive devices as directed (e.g., footboard, over-bed cradle, alternating pressure mattress).
- 09.12 Assist patient with care and use of prosthetic/orthotic devices.
- 09.13 Describe emergency procedures utilized in the clinical area(s) and the role of the nursing assistant in these procedures.
- 10.0 Provide personal patient care. -- The student will be able to:
  - 10.01 Perform bed bath; observe and report changes in a patient including skin and level of consciousness.
  - 10.02 Assist with shower or tub bath, including the use of specialty tubs or prepackaged disposable-bagged bath.
  - 10.03 Administer back rub with bath and as needed.
  - 10.04 Assist patient with hair care utilizing sink, tub, shower, bed, or shower cap.
  - 10.05 Demonstrate the use of a safety and/or electric razor to shave the patient.
  - 10.06 Demonstrate how to groom patient, including hair, skin, foot, hand, and nail care.
  - 10.07 Assist with and/or administer oral hygiene including denture care.
  - 10.08 Assist patient to dress.
  - 10.09 Assist patient with toileting using various types of restorative and rehabilitative equipment.
  - 10.10 Assist patient with use of bedpan (standard and fracture).
  - 10.11 Assist with bowel and bladder training.

- 10.12 Assist and/ or provide perineal care.
- 10.13 Empty, measure and record urinary output and/or drainage.
- 10.14 Demonstrate application and use of a leg bag, leg strap and dignity bag.
- 10.15 Monitor and assist with the drainage of urostomy bags and colostomy bags.
- 10.16 Assist patient with both donning and doffing prosthesis and brace.
- 10.17 Assist patient with meals.
- 10.18 Describe the relationships of body systems when providing patient care.
- 10.19 Recognize abnormal signs and symptoms of common diseases and conditions when providing patient care.
- 11.0 Perform patient care procedures. – The student will be able to:
  - 11.01 Demonstrate ability to accurately measure, record and report vital signs.
  - 11.02 Assist with the admission of a patient and/or resident.
  - 11.03 Assist with the admission, transfer, and discharge of a patient and/or resident.
  - 11.04 Maintain patient-belongings list.
  - 11.05 Make unoccupied/occupied bed.
  - 11.06 Provide passive range-of-motion exercises.
  - 11.07 Apply anti-embolic hose and sequential compression devices.
  - 11.08 Understand and demonstrate proper collection of routine, timed urine and clean catch urine specimens.
  - 11.09 Record fluid intake and output (I&O).
  - 11.10 Observe, record, and report patient's emesis.
  - 11.11 Monitor and provide urinary catheter care and drainage systems.
  - 11.12 Assist with ostomy care including emptying or changing ostomy bags that do not adhere to the skin.
  - 11.13 Collect stool specimen.
  - 11.14 Assist with the collection of a sputum specimen.
  - 11.15 Assist the nurse with care of the patient with complex medical needs.
  - 11.16 Assist patient to apply binders.
  - 11.17 Care for patient in skin and skeletal traction.
  - 11.18 Assist with pre-operative and post-operative patient care.
  - 11.19 Reinforce dressings under the supervision of the RN/LPN.
  - 11.20 Obtain and record an apical pulse.
  - 11.21 Provide cast care and/or pin care.
  - 11.22 Provide care for eyeglasses, artificial eyes, and contact lens.
- 12.0 Apply principles of nutrition. – The student will be able to:
  - 12.01 Identify nutrients and food groups.
  - 12.02 Develop a basic food plan.
  - 12.03 Describe special diets.

- 12.04 Check patient's diet tray for accuracy.
- 12.05 Monitor and document Nutritional Intake.
- 12.06 Identify and implement regional, cultural, and religious food guidelines/preferences.
- 12.07 Demonstrate knowledge of the need for thickened liquids and fluid consistency.
- 12.08 Identify methods of maintaining fluid balance including encouraging and restricting fluids.
- 13.0 Provide care for geriatric patients. – The student will be able to:
  - 13.01 Identify and assist with methods and procedures to prevent pressure ulcers.
  - 13.02 Identify and assist with methods to prevent falls in the elderly.
  - 13.03 Identify and assist with safety principles as related to the elderly.
  - 13.04 Describe general characteristics, particular needs, and age related changes of the elderly.
  - 13.05 Identify attitudes and living habits that promote positive mental and physical health for the elderly.
  - 13.06 Distinguish between fact and fallacy about the aging process.
  - 13.07 Apply reality orientation techniques and validation therapy unless it is contraindicated by the patient diagnosis.
  - 13.08 Recognize and respond appropriately to symptoms of common diseases, including dementia, depression/suicide, and Alzheimer's.
  - 13.09 Provide and involve patients in diversional activities.
  - 13.10 Identify common alterations in elderly patient behavior.
  - 13.11 Provide care for patients with special needs (e.g., impaired hearing, impaired vision, immobility, impaired body functions, cognitively impaired (dementia)).
  - 13.12 Demonstrate awareness of common behaviors in drug use and abuse in the elderly.
  - 13.13 Report concerns to the nurse and appropriate authorities related to drug use and abuse in the elderly patient.
  - 13.14 Identify the need for community resources and services available to the elderly and their caregiver.
  - 13.15 Identify components of the grief process.
  - 13.16 Demonstrate an understanding of end of life care, hospice, and palliative care.
- 14.0 Apply the principles of infection control specific to nursing assisting. – The student will be able to:
  - 14.01 Discuss transmission-based precautions.
  - 14.02 Identify the chain of infection.
  - 14.03 Provide care for patients with infectious diseases applying the principles of "Standard Precautions" utilized with all patients as well as special procedures required.

- 14.04 Apply the proper use of personal protective equipment (PPE) for all types of isolation including donning and removing PPE appropriately.
  - 14.05 Follow isolation procedure with food tray, PPE, and other supplies/equipment.
  - 14.06 Collect specimen from patient in isolation.
- 15.0 Provide biological, psychological, and social support. – The student will be able to:
  - 15.01 Discuss family roles and their significance to health.
  - 15.02 Respond to patient and family emotional needs.
- 16.0 Perform supervised organizational functions, following the patient care plan. – The student will be able to:
  - 16.01 Organize and prioritize patient-care assignments.
  - 16.02 Complete assignments accurately and in a timely manner.
- 17.0 Assist with restorative (rehabilitative) activities. – The student will be able to:
  - 17.01 List the purposes of restorative (rehabilitation) program.
  - 17.02 Assist patient with specified restorative (rehabilitation) needs.
  - 17.03 Assist patients/residents to reach the optimum level of independence.
- 18.0 Demonstrate knowledge of blood borne diseases, including HIV/AIDS. -- The student will be able to:
  - 18.01 Distinguish between fact and fallacy about the transmission and treatment of diseases caused by blood borne pathogens.
  - 18.02 Identify community resources and services available to individuals with diseases caused by blood borne pathogens.
  - 18.03 Identify "at risk" behaviors that promote the spread of aids and the public education needed to combat the spread of diseases caused by blood borne pathogens.
  - 18.04 Apply infection control techniques designed to prevent the spread of diseases caused by blood borne pathogens to the care of all patients following center for disease control (CDC) guidelines.
  - 18.05 Demonstrate knowledge of the legal aspects of aids, including testing.

#### Statutes, Regulations & Guidance

- [Florida Rules & Regulations](#)
- [FL CNA Examinations](#)
- [FL Renewal](#)
- Fla. Stat. Ann. § 464.203

## GEORGIA

### Certification Requirements

- Eligibility
  - All licensed facilities are required to conduct background checks on employees.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
  - If the candidate does not take the Written/oral and Skills Competency Examination within one (1) year (3 attempts) of successfully completing the State Approved Nurse Aide Training Program Course, then the candidate must re-take the nurse aide training course again and take the state written and skills competency examination.
- Renewal & In-Service Requirements
  - In-service requirements same as federal.  
 Certified nursing aides must renew their certification every two years. You can renew during this period by submitting a completed renewal application which verifies that you provide eight (8) hours of nursing related services for pay under the supervision of a nurse during the two-year span in which your certification was active.

### Training Program Requirements

- Hours
  - 85 hours, including classroom/laboratory plus a minimum of 24 hours of clinical experience in a nursing home.
- Curriculum
  - The Federal Regulations (42CFR483.152) for Nurse Aide Training, established by the Omnibus Budget Reconciliation Act of 1987 (OBRA) and State guidelines require the following content to be taught in a Nurse Aide Training Program:
    - At least a total of 16 hours of training in the following six areas prior to any direct contact with a resident:
      - Communication and interpersonal skills (to include stress management)
      - Infection control
      - Safety/emergency/FBAO/Body Mechanics
      - Promoting residents' independence
      - Respecting residents' rights
      - Legal/ethical behavior and scope of practice
    - Basic Nursing Skills as follows:
      - Taking/recording vital signs and vital sign parameters
      - Measuring and recording height and weight
      - Caring for the residents' environment

- Recognizing abnormal changes in body function and the importance of reporting such changes to a supervisor
- Caring for a resident when death is imminent and postmortem care
- Personal Care Skills, including but not limited to, the following:
  - Bathing (to include observation for pressure ulcers)
  - Grooming, including mouth care
  - Dressing
  - Toileting
  - Assisting with eating and hydration
  - Proper feeding techniques
  - Skin care including observation for pressure ulcers and skin tears
  - Transfers, positioning and turning (to include observation for pressure ulcers)
- Mental Health and Social Service Needs as follows:
  - Modifying aide's behavior in response to resident's behavior including depression
  - Awareness of development tasks associated with the aging process
  - How to respond to resident behavior including depression
  - Allowing residents to make personal choices, providing and reinforcing other behavior consistent with the resident's dignity
  - Utilizing resident's family as a source of emotional support
  - Emotional and mental health needs of the residents
  - Spiritual and cultural needs of the residents
- Care of Cognitively Impaired Residents as follows:
  - Techniques for addressing the unique needs and behaviors of individuals with dementia (Alzheimer's and others)
  - Communicating with cognitively impaired residents
  - Understanding the behavior of cognitively impaired residents
  - Appropriate responses to the behavior of cognitively impaired residents
  - Methods of reducing the effects of cognitive impairments
  - Spiritual and cultural health
- Basic Restorative Services – The nurse aide should be able to demonstrate skills which incorporate principles of restorative nursing, including but not limited to:
  - Training the resident in self-care according to the resident's abilities
  - Ambulation with/without a gait belt
  - The use of assistive devices in transferring, ambulation, eating and dressing
  - Maintenance of range of motion

- Proper turning and positioning in bed and chair
- Bowel and bladder training
- Care and use of prosthetic/orthotic devices and eyeglasses
- Residents Rights – The nurse aide should be able to demonstrate behavior which maintains residents' right, including but not limited to:
  - Providing privacy and maintenance of confidentiality
  - Promoting the residents' right to make personal choices to accommodate their needs
  - Giving assistance in resolving grievances and disputes (to include the role of the ombudsman)
  - Providing needed assistance in getting to and participating in resident and family groups and other activities
  - Maintaining care and security of resident's personal possessions
  - Providing care which maintains the resident free from abuse, mistreatment and neglect and reporting any instances of such treatment to appropriate facility staff
  - Avoiding the need for restraints in accordance with current professional standard

#### Statutes, Regulations & Guidance

- [Georgia Nurse Aide Certification FAQ](#)
- Ga. Code Ann. § 31-7-12.8



## HAWAII

### Certification Requirements

- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - 24 hours of in-service every two years.
  - The recertification requirements for a nurse aide working in a Medicare or Medicaid certified nursing facility shall consist of the successful completion of:
    - (1) An annual performance review completed by the facility at least once every twelve months;
    - (2) Regular in-service training provided by that facility based upon the outcome of the annual performance reviews;
    - (3) A completed renewal application on a form approved by the department and postmarked or received by the department on or prior to thirty (30) days before the biennial expiration date, as determined by the department.
    - (4) Verification that, for monetary compensation, the nurse aide provided, at a minimum, one full day of nursing or nursing-related services, in a Medicare or Medicaid certified nursing facility, involving direct patient care within the prior twenty-four months.

### Training Program Requirements

- Hours
  - 100 hours, including 30 hours in classroom activities.
- Curriculum
  - The curriculum requirements, at a minimum, shall include the following:
    - (1) One hundred hours of training. Thirty hours or more shall be spent in classroom activities of which at least sixteen hours shall be in the following areas prior to any direct contact by trainees with residents:
      - (A) Communication and interpersonal skills;
      - (B) Infection control;
      - (C) Safety and emergency procedures, including Heimlich maneuver;
      - (D) Understanding and promoting resident's independence; and
      - (E) Respecting residents' rights;
    - (2) Basic nursing skills, including recognition of abnormal changes in body functioning and the importance of reporting such changes to a supervisor;
    - (3) Personal care skills;
    - (4) Mental health and social service needs;

- (5) Care of cognitively impaired residents;
- (6) Basic restorative services; and
- (7) Resident's rights.
- Other classroom activities shall include, but shall not be limited to, the following activities:
  - (1) Introduction to the health care delivery system in Hawaii with special emphasis on agencies and facilities that care for the aged;
  - (2) Appropriate professional conduct as a nurse aide;
  - (3) General preventive health care with emphasis on controlling the spread of infections;
  - (4) Basic information about human bodily functions;
  - (5) Interpersonal skills including time and stress management, teamwork, developing relationships with residents, and coping with death and dying; and
  - (6) Basic medical terminology.
- Seventy hours of the one hundred hours of training shall consist of supervised practical training. Supervised practical training shall include at a minimum, the following:
  - (1) Basic nursing skills that must be taught and directly supervised by a registered nurse for a minimum of thirty hours;
  - (2) Basic personal care skills that must be taught and directly supervised by a licensed practical nurse working under the supervision of a registered nurse for a minimum of thirty hours; and
  - (3) Basic restorative services that must be taught by a licensed or certified therapist working under the supervision of a registered nurse for a minimum of ten hours.

#### Statutes, Regulations & Guidance

- [Hawaii Statutes & Regulations](#)
- [Hawaii Dpt. of Commerce - Professional & Vocational Licensing Division](#)

## IDAHO

### Certification Requirements

- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test within one year of training.
- Renewal & In-Service Requirements
  - In-services requirements are same as federal.
  - Must work at least 8 hours as a paid CNA in the past 2 years.

### Training Program Requirements

- Hours
  - 120 hours. This includes 80 hours of classroom instruction and 40 hours of clinical instruction.
- Curriculum
  - Within the identified hours of training, at least sixteen (16) hours of classroom instruction shall be provided prior to direct involvement with a facility resident, and shall include the following topics:
    - Communication and interpersonal skills, infection control, safety/emergency procedures, promoting residents' independence, and respecting residents' rights.
  - Curriculum must include content and clinical practice in basic nursing skills, personal care skills, mental health and social service needs, basic restorative services, and residents' rights.
  - Course Content
    - (1) Related anatomy, physiology, and pathology;
    - (2) Clinical signs, symptoms, and complications;
    - (3) Measures for prevention and intervention;
    - (4) Precautions and related hazards;
    - (5) Emergency measures; and
    - (6) Documentation.
  - Additional Training. Unless the individual has completed course work in the following areas, the following topics must be addressed in the context of the training:
    - (1) Communication and interpersonal skills;
    - (2) Infection control;
    - (3) Universal standards; and
    - (4) Safety procedures.

### Statutes, Regulations & Guidance

- [Idaho Dpt. of Health and Welfare - About Certified Nurse Assistant](#)
- [Idaho Department of Health and Welfare](#)

- [Idaho Nursing Assistant Model Curriculum](#)
- ID Admin. Code § 16.03.10.291

## ILLINOIS

### Certification Requirements

- Eligibility/Screening Requirements
  - Be at least 16 years of age, of temperate habits and good moral character, honest, reliable, and trustworthy.
  - Be able to speak and understand the English language or a language understood by a substantial percentage of the facility's residents.
  - Provide evidence of employment or occupation, if any, and residence for 2 years prior to his present employment.
  - Have completed at least 8 years of grade school or provide proof of equivalent knowledge.
  - Have a criminal history records check as prescribed by the Health Care Worker Background Check Act with no disqualifying convictions.
  - Have no administrative finding of abuse, neglect or misappropriated property in Illinois or any other state.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - In-service requirements are same as federal requirements.
  - To maintain an active CNA certification, a CNA must work at least one 8-hour shift within a 24-month period, performing nursing or nursing-related services for pay under the supervision of a licensed nurse.

### Training Program Requirements

- Hours
  - 120 hours, 80 hours of classroom instruction, and 40 hours of on-the-job training.
- Curriculum
  - Each skilled nursing and intermediate care facility that admits persons who are diagnosed as having Alzheimer's disease or related dementias shall require all nursing assistants, habilitation aides, or child care aides, who did not receive 12 hours of training in the care and treatment of such residents during the training required under paragraph (5) of subsection (a), to obtain 12 hours of in-house training in the care and treatment of such residents.
  - Module I - Introduction to Health Care
    - 1) Functions of Health Care Organizations.
    - 2) The Interdisciplinary Team.
    - 3) The CNA Role Across Health Care Settings.
    - 4) Nursing Assistant as a Para-professional.
    - 5) Information Sharing.

- Module II - Rights and Relationships
  - 1) Rights.
  - 2) Holistic Care.
  - 3) Communication.
  - 4) Interpersonal Relationships.
- Module III - Infection Control in the Health Care Setting
  - 1) Infection Control Issues.
  - 2) Equipment and Supplies.
- Module IV - Emergency Procedures
  - 1) Fire Safety.
  - 2) Disasters.
  - 3) Foreign Body Airway Obstruction.
  - 4) Incidents.
  - 5) State and Federal Regulations.
- Module V - Injury Prevention in the Health Care Environment
  - 1) Risk Management.
  - 2) Resident Safety.
  - 3) Personal Safety.
  - 4) Equipment Safety.
  - 5) Documentation.
- Module VI - Care of the Resident
  - 1) Resident Living Space.
  - 2) Admission, Transfer, Discharge.
  - 3) Psychosocial Concerns.
  - 4) Promoting Resident Comfort and Managing Pain.
  - 5) Body Structure.
  - 6) Integumentary System.
  - 7) Musculoskeletal System.
  - 8) Gastrointestinal System.
  - 9) Urinary System.
  - 10) The Reproductive System.
  - 11) The Cardiovascular System.
  - 12) The Respiratory System.
  - 13) The Nervous System.
- Module VII - Fundamentals of Rehabilitation/Restorative Care
  - 1) Philosophy.
  - 2) Objective: upon completion of this unit, the student will be able to discuss principles of rehabilitation.
  - 3) Objective: upon completion of this unit, the student will be able to compare and contrast rehabilitation and restorative nursing.
  - 4) Objective: upon completion of this unit, the student will be able to identify the members of the rehabilitation team.

- 5) Objective: upon completion of this unit, the student will be able to identify State and federal regulations that have an impact on rehabilitation/restorative care.
    - 6) Objective: upon completion of this unit, the student will be able to recognize the CNA's role in providing rehabilitation/restorative care.
    - 7) ADL Programs.
  - Module VIII - End-of-Life Care
    - 1) End-of-Life Issues.
    - 2) State and Federal Regulations.
    - 3) Care of a Dying Person.
    - 4) Post-mortem Care.
  - Module IX - Alzheimer's and Other Dementias
    - 1) Cognitive Impairment.
    - 2) Alzheimer's Disease.
    - 3) Impacts of Cognitive Impairments.
    - 4) State and Federal Regulations.
    - 5) Ability Centered Care.
    - 6) Understanding Behaviors as Unmet Needs.
    - 7) Safety.
    - 8) Psychosocial Needs.
    - 9) Resources.

#### Statutes, Regulations & Guidance

- Ill. Admin. Code tit. 77, § 395.300
- [IL CNA FAQs](#)
- [IL CNA Statutes](#)

## INDIANA

### Certification Requirements

- Eligibility/Screening Requirements
  - Must be competent to provide nursing and nursing-related services.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - The facility must complete a performance review of every nurse aide at least once every twelve (12) months and must provide regular inservice education based on the outcome of these reviews. The inservice training must be as follows:
    - (1) Sufficient to ensure the continuing competence of nurse aides but must be no less than twelve (12) hours per year.
    - (2) Address areas of weakness as determined in nurse aides' performance reviews and may address the special needs of residents as determined by the facility staff.
    - (3) For nurse aides providing services to individuals with cognitive impairments, also address the care of the cognitively impaired.
  - There shall be an organized ongoing inservice education and training program planned in advance for all personnel. This training shall include, but not be limited to, the following:
    - (1) Residents' rights.
    - (2) Prevention and control of infection.
    - (3) Fire prevention.
    - (4) Safety and accident prevention.
    - (5) Needs of specialized populations served.
    - (6) Care of cognitively impaired residents.
  - The frequency and content of inservice education and training programs shall be in accordance with the skills and knowledge of the facility personnel as follows.
    - For nursing personnel, this shall include at least twelve (12) hours of inservice per calendar year and six (6) hours of inservice per calendar year for nonnursing personnel.
  - To renew an aide must work in nursing or nursing related activities for at least 8 hours during each 2 year renewal cycle.

### Training Program Requirements

- Hours
  - 105 hours.
  - Seventy-five (75) hours of supervised clinical experience, at least sixteen (16) hours of which must be in directly supervised practical training.



- Thirty (30) hours of classroom instruction within one hundred twenty (120) days of employment.
- Curriculum
  - At least sixteen (16) hours shall be in the following areas prior to any direct contact with a resident:
    - (A) Communication and interpersonal skills.
    - (B) Infection control.
    - (C) Safety/emergency procedures, including the Heimlich maneuver.
    - (D) Promoting residents' independence.
    - (E) Respecting residents' rights.
  - The remainder of the thirty (30) hours of instruction shall include the following:
    - (A) Basic nursing skills as follows:
      - (i) Taking and recording vital signs.
      - (ii) Measuring and recording height and weight.
      - (iii) Caring for residents' environment.
      - (iv) Recognizing abnormal changes in body functioning and the importance of reporting such changes to a supervisor.
      - (v) Caring for residents when death is imminent.
    - (B) Personal care skills, including, but not limited to, the following:
      - (i) Bathing.
      - (ii) Grooming, including mouth care.
      - (iii) Dressing.
      - (iv) Toileting.
      - (v) Assisting with eating and hydration.
      - (vi) Proper feeding techniques.
      - (vii) Skin care.
      - (viii) Transfers, positioning, and turning.
    - (C) Mental health and social service needs as follows:
      - (i) Modifying aides' behavior in response to residents' behavior.
      - (ii) Awareness of developmental tasks associated with the aging process.
      - (iii) How to respond to residents' behavior.
      - (iv) Allowing the resident to make personal choices, providing and reinforcing other behavior consistent with the resident's dignity.
      - (v) Using the resident's family as a source of emotional support.
    - (D) Care of cognitively impaired residents as follows:
      - (i) Techniques for addressing the unique needs and behaviors of individuals with dementia (Alzheimer's and others).
      - (ii) Communicating with cognitively impaired residents.
      - (iii) Understanding the behavior of cognitively impaired residents.
      - (iv) Appropriate responses to the behavior of cognitively impaired residents.
      - (v) Methods of reducing the effects of cognitive impairments.

- (E) Basic restorative services as follows:
  - (i) Training the resident in self-care according to the resident's abilities.
  - (ii) Use of assistive devices in transferring, ambulation, eating, and dressing.
  - (iii) Maintenance of range of motion.
  - (iv) Proper turning and positioning in bed and chair.
  - (v) Bowel and bladder training.
  - (vi) Care and use of prosthetic and orthotic devices.
- (F) Residents' rights as follows:
  - (i) Providing privacy and maintenance of confidentiality.
  - (ii) Promoting residents' right to make personal choices to accommodate their needs.
  - (iii) Giving assistance in resolving grievances and disputes.
  - (iv) Providing needed assistance in getting to and participating in resident and family groups and other activities.
  - (v) Maintaining care and security of residents' personal possessions.
  - (vi) Promoting residents' right to be free from abuse, mistreatment, and neglect, and the need to report any instances of such treatment to appropriate facility staff.
  - (vii) Avoiding the need for restraints in accordance with current professional standards.
- Initial orientation of all staff must be conducted and documented and shall include the following:
  - Instructions on the needs of the specialized population or populations served in the facility.
  - A review of residents' rights and other pertinent portions of the facility's policy manual.
  - Instruction in first aid, emergency procedures, and fire and disaster preparedness, including evacuation procedures and universal precautions.
  - A detailed review of the appropriate job description, including a demonstration of equipment and procedures required of the specific position to which the employee will be assigned.
  - Review of ethical considerations and confidentiality in resident care and records.
  - For direct care staff, instruction in the particular needs of each resident to whom the employee will be providing care.
- In addition to the required inservice hours, staff who have regular contact with residents shall have a minimum of six (6) hours of dementia-specific training within six (6) months of initial employment, or within thirty (30) days for personnel assigned to the Alzheimer's and dementia special care unit, and three (3) hours annually

thereafter to meet the needs or preferences, or both, of cognitively impaired residents and to gain understanding of the current standards of care for residents with dementia.

Statutes, Regulations & Guidance:

- [Indiana Certified Nurse Aide Training Certification](#)
- [IN CNA Renewal](#)
- Ind. Code Ann. § 16-28-1-11
- 410 Ind. Admin. Code 16.2-3.1-14

## IOWA

### Certification Requirements

- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - In-service requirements are the same as federal.
  - Renewal requires 8 hours of nursing or nursing-related duties every 24 months.

### Training Program Requirements

- Hours
  - No less than 75 clock hours of training, and
  - Including at least 30 hours of didactic theory instruction, which may be provided in a classroom setting or through online course curricula, and
  - Including at least 16 hours of laboratory experience provided in a face-to-face environment that complements the didactic theory curricula, and
  - Including 30 hours of supervised clinical training in a face-to-face environment and supervised by a department of inspections and appeals-approved instructor in a manner not inconsistent with the licensing requirements of the Iowa board of nursing.
- Curriculum
  - Same as federal requirements.

### Statutes, Regulations & Guidance

- [Iowa Rules](#)
- [IO Nurse Aide Registry](#)

## KANSAS

### Certification Requirements

- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
  - Each person shall have a maximum of three attempts within 12 months from the beginning date of the course to pass the state test after completing an approved 90-hour course as specified in K.A.R. 28-39-165.
  - If the person does not pass the state test within 12 months after the starting date of taking an approved 90-hour course, the person shall retake the entire course.
- Renewal & In-Service Requirements
  - In-service requirements are the same as federal.
  - Renewal requires 8 hours of nursing or nursing-related duties every 24 months.

### Training Program Requirements

- Hours
  - 90 hours, with 50% of the curriculum provided as clinical instruction.
- Curriculum
  - The curriculum is divided into two parts. Part I is a combination of 20 hours didactic or classroom and 20 hours supervised laboratory and clinical instruction. Part II is advanced training and should include a minimum of 25 hours didactic/classroom instruction combined with 25 hours supervised clinical instruction in a licensed adult care home environment. The clinical portion in part II may be done at the end of the didactic portion.
  - Part I
    - Introduction
      - State purposes for completing can course, name federal requirements related to CNA education
    - Residents of an Adult Care Home
    - Roles and Responsibilities of CNA
    - Meeting Resident Needs: Communication
    - Meeting Resident Needs: Infection Prevention and Control
    - Meeting Resident Needs: Mobility
    - Meeting Resident Needs: The Resident's Personal Living Space
    - Meeting Resident Needs: Safety
    - Meeting Resident Needs: Personal Care and Grooming
    - Meeting Resident Needs: Nutrition and Fluids
    - Meeting Resident Needs: Elimination
    - Measuring and Recording Vital Signs
  - Part 2

- The Resident's Care Plan
- Observing, Reporting and Documenting
- Physical Changes Accompanying Aging
- Sexuality in Aging
- Meeting Resident Needs for Comfort and Rest
- Meeting Resident Needs: End-of-Life Care
- Meeting Resident Needs: Restoring Nutrition and Elimination
- Meeting Resident Needs: Maintaining and Restoring Mobility
- Meeting Resident Needs: Dementia and Problem Behaviors
- Additional Resident Care Procedures
- Meeting Resident and Family Needs: Admission, Transfer and Discharge
- First Aid in the Adult Care Home
- Working as a CNA

Statutes, Regulations & Guidance:

- [Kansas Nurse Aide Course Curriculum](#)
- [KS CNA Credentialing](#)
- [KS CNA FAQs](#)
- Kan. Stat. Ann. § 39-936
- Kan. Admin. Regs. 26-50-20
- Kan. Admin. Regs. 28-39-168

## KENTUCKY

### Certification Requirements

- Eligibility/Screening Requirements
  - Is competent to provide nursing and nursing-related services.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - In-service requirements are the same as federal.
  - Renewal requires 8 hours of nursing or nursing-related duties every 24 months.

### Training Program Requirements

- Hours
  - Consist of a minimum of seventy-five (75) clock hours of nurse aide instructional training;
  - Including at least sixteen (16) hours of supervised practical training.
- Curriculum
  - Sixteen (16) hours of training in the following areas are required prior to any direct contact with the resident:
    - A. Communication and interpersonal skills
    - B. Infection control
    - C. Safety/emergency procedures, including clearing the obstructed airway - conscious adult
    - D. Promoting resident's independence
    - E. Respecting resident's rights
      - 1. providing privacy and maintenance of confidentiality
      - 2. promoting the resident's right to make personal choices to accommodate their needs
      - 3. giving assistance in resolving grievances and disputes
      - 4. providing needed assistance in getting to and participating in resident and family groups and other activities
      - 5. maintaining care and security of resident's personal possessions
      - 6. promoting the resident's right to be free from abuse, mistreatment, and neglect, and the need to report any instances of such treatment to appropriate facility staff
      - 7. avoiding the need for restraints in accordance with current professional standards
  - The remaining theory/lab hours include the following:
    - A. Personal care skills

- 1. transfers, positioning, and turning
- 2. caring for the resident's environment
- 3. bathing
- 4. grooming, including mouth care
- 5. dressing
- 6. skin care
- 7. bedmaking
- 8. assisting with eating and hydration
- 9. proper feeding techniques
- 10. toileting, including specimen collection
- B. Basic nursing skills
  - 1. taking and recording vital signs
  - 2. measuring and recording height and weight
  - 3. recognizing abnormal changes in body functioning and the importance of reporting such changes to a supervisor
- C. Mental health and social service needs
  - 1. modifying aide's behavior in response to resident's behavior
  - 2. awareness of developmental tasks associated with the aging process
  - 3. how to respond to resident behavior
  - 4. allowing the resident to make personal choices, providing and reinforcing other behavior consistent with the resident's dignity
  - 5. using the resident's family as a source of emotional support
- D. Care of cognitively impaired residents
  - 1. techniques for addressing the unique needs and behaviors of individuals with dementia
  - 2. communicating with cognitively impaired residents
  - 3. understanding the behavior of cognitively impaired residents
  - 4. appropriate responses to the behavior of cognitively impaired residents
  - 5. methods of reducing the effects of cognitive impairments
- E. Basic restorative services
  - 1. training the resident in self-care according to the resident's abilities
  - 2. use of assistive devices in transferring, ambulation, eating, and dressing
  - 3. maintenance of range of motion
  - 4. proper turning and positioning in bed and chair
  - 5. bowel and bladder training
  - 6. care and use of prosthetic and orthotic devices
- F. Caring for residents when death is imminent



Statutes, Regulations & Guidance

- [Kentucky Nurse Aide Curriculum](#)
- [KY CNA Renewal](#)
- [KY CNA Training](#)
- 907 Ky. Admin. Regs. 1:450

## LOUISIANA

### Certification Requirements

- Eligibility/Screening Requirements
  - 16 years old.
  - A trainee shall not be eligible to participate in a training program if convicted or found guilty by a court of law of:
    - a. abusing, neglecting or mistreating the elderly or infirm;
    - b. misappropriating a resident's property; or
    - c. has not had a finding of abuse, neglect, mistreatment, or misappropriation of a resident's property placed on the Nurse Aide Registry or the Direct Service Worker Registry.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - In-service requirements are the same as federal.
  - Renewal requires 8 hours of nursing or nursing-related duties every 24 months.

### Training Program Requirements

- Hours
  - The curriculum shall be a minimum of 80 hours in length, which includes 40 classroom hours and 40 clinical hours.
- Curriculum
  - The goal of the nurse aide training and competency evaluation program is the provision of quality services to residents by nurse aides who are able to:
    - a. communicate and interact competently on a one-to-one basis with residents as part of the team implementing resident care;
    - b. demonstrate sensitivity to the emotional, social and mental health needs of resident's through skillful, directed interactions;
    - c. assist residents in attaining and maintaining functional independence;
    - d. exhibit behavior to support and promote the rights of residents; and
    - e. demonstrate proficiency in the skills needed to support the assessment of the health, physical condition and well-being of residents.
  - Facility and non-facility based training programs shall provide at least 16 hours of instruction prior to a trainee's direct involvement with a resident.
    - 1. basic nursing skills including, but not limited to:
      - a. bed-making;
      - b. taking vital signs;
      - c. measuring height and weight;
      - d. caring for the resident's environment;

- e. measuring fluid and nutrient intake and output;
  - f. assisting in the provision of proper nutritional care;
  - g. ambulating and transferring residents;
  - h. using body mechanics;
  - i. maintaining infection control and safety standards;
  - j. understanding the protocols in facility policy for the performance of and attaining/maintaining proficiency in basic cardio-pulmonary resuscitation including one hour of in-service training that shall be provided by the facility annually;
  - k. caring for residents when death is imminent;
  - l. recognizing abnormal signs and symptoms of common diseases and conditions; and
  - m. caring for residents suffering from Alzheimer's disease or dementia;
- 2. personal care skills including, but not limited to:
    - a. bathing, including mouth care;
    - b. grooming and dressing;
    - c. toileting;
    - d. assisting with feeding and hydration; and
    - e. skin care;
  - 3. mental health and social service needs including, but not limited to:
    - a. modifying his/her own behavior in response to a resident's behavior;
    - b. identifying developmental tasks associated with the aging process and using task analysis to increase independence;
    - c. providing training in and the opportunity for self-care according to a resident's capabilities;
    - d. demonstrating principles of behavior modification by reinforcing appropriate behavior and causing inappropriate behavior to be reduced or eliminated;
    - e. demonstrating skills which support age-appropriate behavior by allowing the resident to make personal choices;
    - f. providing and reinforcing behavior consistent with maintaining a resident's dignity; and
    - g. utilizing a resident's family as a source of emotional support;
  - 4. basic restorative services including, but not limited to:
    - a. the use of assistive devices in ambulation, eating and dressing;
    - b. maintenance of range of motion;
    - c. proper turning and positioning in a bed and a chair;
    - d. transferring a resident;
    - e. bowel and bladder training; and
    - f. care and use of prosthetic devices, such as hearing aids, artificial eyes or artificial limbs;

- 5. maintaining a resident's rights including, but not limited to:
  - a. assisting a resident to vote;
  - b. providing privacy and maintaining confidentiality;
  - c. allowing the resident to make personal choices to accommodate individual needs;
  - d. giving assistance in resolving grievances;
  - e. providing needed assistance in getting to, and participating in, resident and family groups and other activities;
  - f. maintaining reasonable care of a resident's personal possessions;
  - g. providing care which frees the resident from abuse, mistreatment or neglect and reporting any instances of poor care to appropriate facility staff; and
  - h. maintaining the resident's environment and care so as to minimize the need for physical and chemical restraints;
- 6. communication and interpersonal skills;
- 7. safety and emergency procedures;
- 8. promoting residents' independence; and
- 9. the Heimlich maneuver.
- Each nurse aide training program shall provide all trainees with an orientation of the clinical training site of at least four hours that is not included in the required 80 hours of core curriculum. The orientation shall include but is not limited to:
  - 1. an explanation of the facility's organizational structure;
  - 2. the facility's policies and procedures;
  - 3. discussion of the facility's philosophy of care;
  - 4. description of the resident population;
  - 5. employee rules; and
  - 6. what constitutes abuse, neglect, and misappropriation, including the consequences imposed if found guilty of such.

#### Statutes, Regulations & Guidance

- [Louisiana Department of Health](#)
- [LA CNA Requirements](#)
- 48 La. Admin. Code Pt I, § 10019
- La. Stat. Ann. § 40:1201

## MAINE

### Certification Requirements

- Eligibility/Screening Requirements
  - Background check.
  - Completion of the ninth grade of school (high school graduation or high school equivalency diploma preferred).
  - Minimum age of 16 years.
  - Ninth-grade English reading and writing competency level on the Test of Adult Basic Education (TABE), Competency Adult Student Assessment System (CASAS), or other competency assessment mechanisms as approved by the Board.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - In-service requirements are the same as federal.
  - Renewal requires 8 hours of nursing or nursing-related duties every 24 months.

### Training Program Requirements

- Hours
  - 180 hours.
  - Including at least 70 hours of classroom instruction, 20 hours of skills laboratory and 40 hours of correlated, supervised clinical practice.
- Curriculum
  - UNIT I BECOMING A NURSING ASSISTANT
    - 1. Describe the roles of the healthcare team as they relate to the certified nursing assistant.
    - 2. Describe the certified nursing assistant's function on the health care team.
    - 3. Describe the different kinds of healthcare and human service programs available to the patient.
    - 4. Describe your responsibilities and conduct as an employee.
    - 5. Describe your rights as an employee.
  - UNIT II LEGAL, REGULATORY AND ETHICAL ASPECTS OF CARE
    - 1. Describe regulatory aspects of healthcare important to the certified nursing assistant.
    - 2. Explain basic patient rights and confidentiality.
    - 853. Describe the legal status of patients.
    - 4. Recognize the signs and symptoms of abuse.
    - 5. Explain the responsibilities of a mandated reporter.
    - 6. Discuss the definition of ethics and ethical behavior.
    - 7. Boundaries Content

- 8. Social Media Content
- UNIT III COMMUNICATION, OBSERVATION, REPORTING AND DOCUMENTATION
  - 1. Describe the requirements concerning observation, reporting and documentation.
  - 2. Identify the situations that require an incident report to be written.
  - 3. Explain the function of documentation and why documentation is an important and necessary part of the job.
- UNIT IV INFECTION CONTROL
  - 1. Describe the chain of infection and how to break it.
- UNIT V PATIENT CARE AND COMFORT
  - 1. Discuss and demonstrate the activities of daily living (ADLs) and grooming.
  - 2. Describe patient care of the dying and care after death.
- UNIT VI BODY SYSTEMS, DISORDERS, AND COMMON PATIENT CARE PROCEDURES
  - A. Introduction to anatomy and physiology.
  - B. Care of the patient's skin.
  - C. Care of the patient's skeletal system.
  - D. Care of the patient's muscular system.
  - E. Care of the patient's gastrointestinal system.
  - F. Nutritional and fluid balance needs of patient.
  - G. Care of the patients respiratory system.
  - H. Care of the patient's cardiovascular system.
  - I. Vital signs.
  - J. Care of the patient's endocrine system.
  - K. Care of the patient's urinary system.
  - L. Care of the patient's nervous and sensory system.
  - M. Care of the patient's reproductive system.
- UNIT VIII MENTAL HEALTH AND SOCIAL SERVICE NEEDS
  - 1. Discuss how to modify behavior in response to resident's behavior
  - 2. Discuss developmental tasks associated with the aging process.
  - 3. Discuss how to respond to resident behavior.
  - 4. Discuss how resident's family can be used for emotional support.
  - 5. Discuss ways to reduce the effects of cognitive impairment in the resident.
  - 6. Discuss how to communicate with cognitively impaired residents.
  - 7. Discuss behavior as it relates to cognitively impaired residents.
  - 8. Discuss why it is important for the resident to make personal choices.
  - 9. Discuss techniques for addressing unique needs and behaviors of residents with dementia (Alzheimer's and others).

#### Statutes, Regulations & Guidance

- [Maine Board of Nursing Nurse Aide Curriculum](#)
- [Maine DHHS CNA Registry](#)
- [Maine Board of Nursing Regulations](#)
- Me. Rev. Stat. tit. 32, § 2202-B

## MARYLAND

### Certification Requirements

- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - Same as federal.

### Training Program Requirements

- Hours
  - Of the 100 hours, a minimum of:
    - (1) 60 hours shall be devoted to didactic instruction and classroom laboratory practice; and
    - (2) 40 hours shall be devoted to clinical training experiences in a clinical facility.
- Curriculum
  - The following content areas shall form the framework of the curriculum:
    - (a) Role of the CNA;
    - (b) Infection control;
    - (c) Safety and environment;
    - (d) Mobility and positioning;
    - (e) Elimination;
    - (f) Data collection;
    - (g) Hygiene;
    - (h) Treatments;
    - (i) Communication:
      - (i) Observing, recording, and reporting;
      - (ii) Interpersonal relations; and
    - (j) Legal and ethical considerations.
  - A training program shall provide at least 16 hours of classroom laboratory training before a trainee's direct assignment to client care. This instruction shall include the following topics:
    - (a) Role of the CNA;
    - (b) Infection control;
    - (c) Safety and emergency procedures, including the Heimlich maneuver;
    - (d) The environment;
    - (e) Communication:
      - (i) Observing, recording, and reporting;
      - (ii) Interpersonal relations; and
    - (f) Legal and ethical considerations.

- The training program shall identify the unit objectives and performance indicators for each of the areas:
  - Caring for the Resident When Death is Imminent
  - Mental Health and Social Service Needs
  - Modifying Aide’s Behavior in Response to Residents’ Behaviors
  - Allowing the Resident to make Personal Choices
  - Care for the Cognitively Impaired including,
    - Techniques for Addressing the unique Needs and Behaviors of the Alzheimer’s/Dementia Resident
    - Communicating with the Cognitively Impaired Resident
    - Understanding the Cognitively Impaired Resident
    - Appropriate Responses to the Cognitively Impaired Resident
    - Methods of Reducing the effects of Cognitive Impairment
  - Basic Restorative Services
  - Promoting the Residents’ Independence and Right to Make Choices
  - Recognizing Abnormal Changes in Body Functioning and the Importance of Reporting Such Changes to the Supervisor.
  - Awareness of Developmental Tasks Associated with the Aging Process
  - How to Respond to Residents’ Behaviors Using the Resident’s Family for Emotional Support
  - Providing Privacy and Confidentiality to the Resident
  - Giving Assistance in Resolving Grievances and Disputes
  - Maintaining Care and Security of Residents’ Possessions
  - Avoiding the need for Restraints

#### Statutes, Regulations & Guidance

- [Maryland Nurse Aide Training Program Approval](#)
- [Maryland Nurse Aide Certification Requirements](#)
- [Maryland CNA Resource Packet](#)
- Md. Code Ann., Health Occ. § 8-6A-02 et. seq.
- Code Md. Regs. 10.39.02.03



## MASSACHUSETTS

### Certification Requirements

- Eligibility/Screening Requirements
  - Criminal background check (fingerprint method).
  - Be at least 18 years old.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - In-service requirements are the same as federal.
  - Renewal requires 8 hours of nursing or nursing-related duties every 24 months.

### Training Program Requirements

- Hours
  - 75 hours.
- Curriculum
  - Same as federal.

### Statutes, Regulations & Guidance

- [Massachusetts Nurse Aide Regulations](#)
- [Headmaster Massachusetts CNA Testing](#)
- Mass. Gen. Laws Ann. ch. 111, § 72W

## MICHIGAN

### Certification Requirements

- Eligibility/Screening Requirements
  - Minors under the age of 16 years may not be exposed to communicable or contagious diseases, bloodborne pathogens, AIDS, HIV, or hepatitis.
  - Minors aged 16-17 years may work where exposure to bloodborne pathogens is likely provided the employer is compliant with MIOSHA Standard 554.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - Facilities must conduct a performance review of all nurse aides at least once every 12 months and provide regular in-service education based on the outcome of the performance reviews. The in-service training must:
    - ensure the continuing competence of all employed nurse aides,
    - must be a minimum of 12 hours per year.
    - Comply with the requirements listed in 42 CFR 483.95.
  - Renewal requires 8 hours of nursing or nursing-related duties every 24 months.

### Training Program Requirements

- Hours
  - The program must be a minimum of 75 hours of training. At least 16 hours is required of classroom instruction in the core curriculum prior to a trainee's direct involvement with a nursing home resident – and another 16 or more hours devoted to skills training.
- Curriculum
  - Same as federal.

### Statutes, Regulations & Guidance

- [Michigan CNA Training Curriculum Model](#)
- [Michigan Nurse Aide Registry](#)
- Mich. Comp. Laws Ann. § 333.17209

## MINNESOTA

### Certification Requirements

- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - In-service requirements are the same as federal.
  - Renewal requires 8 hours of nursing or nursing-related duties every 24 months.

### Training Program Requirements

- Hours
  - 75 hours in length; At least 16 are supervised practical training with a live person in a lab or other setting.
- Curriculum
  - 1. Core Curriculum (before any direct resident contact)
    - a. Communication and interpersonal skills
    - b. Infection prevention and control
    - c. Safety and emergency procedures including clearing obstructed airway on conscious person
    - d. Promoting resident independence
    - e. Respecting resident's rights and facility responsibilities
    - f. Activities that constitute abuse, neglect, and exploitation
    - g. Procedures for reporting abuse, neglect, exploitation, and misappropriation of resident property
    - h. Dementia management and resident abuse prevention
  - 2. Basic Nursing Skills
    - a. Hand hygiene
    - b. Personal protective equipment
    - c. Standard precautions
    - d. Transmission based precautions
    - e. Handling, storing, and transporting of linens
    - f. Identification of changes in resident condition and the importance of reporting such changes to a supervisor.
      - Must include but not limited to: shortness of breath, rapid respirations, fever, coughs, chills, chest pain, blue color to lips, abdominal pain, nausea, vomiting, drowsiness, excessive thirst, sweating, pus, blood or sediment in urine, difficulty in urinating, frequent urination in small amounts, pain or burning upon urination and urine has dark color or strong odor

- g. Caring for resident when death is imminent
  - h. Measure and record routine vital signs
  - i. Pain recognition and management
  - j. Measure and record weight and height
  - k. Caring for the resident environment
  - l. Measuring and recording fluid and food intake and output
- 3. Personal Care Skills
  - a. Bathing
  - b. Grooming, including mouth care
  - c. Dressing
  - d. Toileting
  - e. Assisting with eating and hydration, including proper feeding techniques
  - f. Skin care
  - g. Transfers, positioning, and turning
- 4. Behavioral Health and Social Service Needs
  - a. Person-centered care
  - b. Cultural competency
  - c. Modifying aide's behavior in response to residents' behavior
  - d. Awareness of developmental tasks associated with the aging process
  - e. How to respond to resident behavior
  - f. Allowing residents to make personal choices and receive services with reasonable accommodation of needs and preferences
  - g. Utilizing resident's family as a source of emotional support
- 5. Care of Cognitively Impaired Residents
  - a. Techniques for addressing the needs and behaviors of individuals with dementia (Alzheimer's and others)
  - b. Communicating with cognitively impaired residents
  - c. Understanding the behavior of cognitively impaired residents
  - d. Appropriate responses to the behavior of cognitively impaired residents, understanding that resident expressions or indications of distress are often attempts to communicate an unmet need, discomfort, or need
  - e. Methods of reducing the effects of cognitive impairments
- 6. Basic Restorative Services
  - a. Training the resident in self-care according to the resident's abilities
  - b. Use of assistive devices in ambulation, eating and dressing
  - c. Maintenance of range of motion
  - d. Proper turning and positioning both in bed and chair
  - e. Bowel and bladder incontinence, and restorative/management programs
  - f. Care and use of prosthetic and orthotic devices
- 7. Residents' Rights
  - a. Providing privacy and maintenance of confidentiality

- b. Promoting the resident’s right to make personal choices to accommodate their needs
- c. Giving assistance in resolving grievances and disputes
- d. Providing needed assistance in getting to and participating in resident and family groups and other activities
- e. Maintaining care and security of the residents’ personal possessions
- f. Providing care that maintains the resident free from abuse, neglect, exploitation, or misappropriation of resident property, and reporting any instances to appropriate facility staff
- g. Avoiding the need for restraints in accordance with professional standards

#### Statutes, Regulations & Guidance

- [Minnesota Nursing Assistant Curriculum](#)
- [Minnesota Nursing Assistant Curriculum Application](#)
- [Minnesota Department of Health - Nursing Assistants](#)
- Minn. Stat. Ann. § 144A.61

## MISSISSIPPI

### Certification Requirements

- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - In-service requirements are the same as federal.
  - Renewal requires 8 hours of nursing or nursing-related duties every 24 months.

### Training Program Requirements

- Hours
  - 75 hours.
- Curriculum
  - Same as federal.

### Statutes, Regulations & Guidance

- [Credentia Mississippi Handbook](#)
- [Credentia Mississippi Renewal Form](#)
- [MI Department of Health](#)
- 23 Code Miss. Rules Pt. 207, R. 2.12
- 15 Code Miss. Rules Pt. 16, Subpt. 1, R. 54.1

## MISSOURI

### Certification Requirements

- Eligibility/Screening Requirements
  - The individual is at least eighteen (18) years of age and employable.
  - Not listed on the department’s Employee Disqualification List (EDL) and has not been convicted or entered a plea of guilty to a misdemeanor or felony charge which includes any suspended imposition of sentence, any suspended execution of sentence or any period of probation or parole; or
  - At least sixteen (16) years of age providing he or she is—
    - A. Currently enrolled in a secondary school health services occupation program or a cooperative work education program of an area vocational technical school or comprehensive high school;
    - B. Placed for work experience in an ICF, SNF, hospital, Missouri Veterans’ Home, or a hospital-based nursing facility or hospital-based skilled nursing facility by that program;
    - C. Is not disqualified from employment due to criminal background.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - In-service requirements are the same as federal.
  - Renewal requires 8 hours of nursing or nursing-related duties every 24 months.

### Training Program Requirements

- Hours
  - Seventy-five (75) hours of instructional training in the curricula identified in section (5) of this rule.
  - One hundred (100) hours of supervised on-the-job training (clinical practice) in an approved laboratory or other setting in which the student demonstrates knowledge while performing tasks on an individual under the supervision of a LPN or RN;
- Curriculum
  - Same as federal.

### Statutes, Regulations & Guidance

- [Missouri Administrative Rules](#)
- [Missouri CNA Training Program Regulations](#)
- Mo. Code Regs. Ann. tit. 19, § 30-84.010

## MONTANA

### Certification Requirements

- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - Same as federal.

### Training Program Requirements

- Hours
  - 75 hours
- Curriculum
  - 1. Role and responsibility of the nurse aide in long term care
    - a. Professional appearance and conduct
    - b. Confidentiality
    - c. Interpersonal relations
    - d. Chain of command
    - e. Team approach to care, care planning and discharge planning
    - f. Responsibility as an effective employee
    - g. Recognizing the physical and emotional changes of aging
    - h. Understanding your attitude, the resident's attitude and family attitude toward the aging process
    - i. Medical terminology
    - j. Reporting and charting
  - 2. Basic rights and needs
    - a. Rights of residents (including Montana residents' rights)
    - b. Resident abuse, neglect and misappropriation of property (including Montana Elder Abuse Act)
    - c. Legal and ethical issues
    - d. Residents' records
    - e. Basic human needs (physical, emotional, social, sexual)
    - f. Spiritual needs
  - 3. Communication
    - a. How to communicate
    - b. How to listen
    - c. Body language
    - d. Communicating with residents who have specific problems (speech and hearing disabilities, cognitive deficits, etc.)
    - e. Communicating with family
    - f. Communicating with staff



- g. Telephone courtesy
- 4. Resident's physical environment
  - a. Bed making
  - b. Keeping a clean environment
  - c. Care of resident's personal possessions
  - d. Care of resident's clothing
- 5. Personal care of the resident
  - a. Admission, transfer and discharge procedures
  - b. Bath (bed, tub, shower)
  - c. Pericare
  - d. Nail care
  - e. Hair care (shampoo, grooming)
  - f. Oral care (teeth brushing, denture care, mouth/gums care)
  - g. Shaving (male & female)
  - h. Toileting
  - i. Dressing
  - j. Turning & positioning
  - k. Special skin care (lotion massage, pressure sore care, skin-at-risk)
  - l. Obtaining specimens (urine, feces, sputum)
  - m. Range of motion
  - n. Catheter care
  - o. Safe use of oxygen
  - p. Heat and cold applications
  - q. Application of anti-embolic stockings
  - r. Circulation observation
  - s. Helping the sensory impaired (including care of hearing aides, glasses, etc.)
  - t. Restorative care (ADLs, bowel & bladder programs, ambulation programs, etc.)
  - u. Measuring vital signs (temperature, pulse, respiration & blood pressure)
- 6. Resident safety and emergency care
  - a. Preventing injury
  - b. Preventing falls
  - c. Proper use of restraints
  - d. Fire and disaster training
  - e. Use of mechanical lifts; wheelchair safety
  - f. Use of good body mechanics
  - g. Cleaning and care of equipment
  - h. Heimlich maneuver/unconscious choking victim
  - i. CPR (recommended, not mandatory)
- 7. Death and dying
  - a. Death with dignity
  - b. Assisting the dying resident; support of family

- c. Dealing with your feelings about death
  - d. Resident care after death
- 8. Nutrition and fluid balance
  - a. Assisting residents to eat
  - b. Well rounded diet
  - c. Results of poor eating/fluid intake
  - d. Measuring height and weight
  - e. Measuring intake and output
- 9. Prevention and control of infection
  - a. Basic microbiology, modes of transmission
  - b. Blood and body fluid precautions; use of gloves
  - c. Common infections in the elderly and chronically ill
  - d. Prevention of infection
  - e. Hand washing
  - f. Principles of isolation, isolation techniques
- 10. Personality and behavior
  - a. Personality problems
  - b. Memory loss; cognitive deficits
  - c. Depression
  - d. Anxiety
  - e. Combative behavior
- 11. Basic anatomy and physiology
  - a. Respiratory system
  - b. Circulatory system
  - c. Digestive system
  - d. Genito-urinary system
  - e. Musculoskeletal system
  - f. Integumentary system
  - g. Endocrine system
  - h. Nervous system
  - i. Sensory systems (incl. eye & ear)
- 12. Meeting the needs of special residents (as needed by facility)
  - a. Alzheimer's disease
  - b. Multiple sclerosis
  - c. Mentally ill/mentally retarded
  - d. Developmentally disabled/brain injured (infants, children, young adults)
  - e. AIDS
- Note: Newly hired, uncertified nurse aides must receive 16 hours of classroom training prior to being assigned to resident care covering the following topics:
  - a. Communication & interpersonal skills
  - b. Fostering independence
  - c. Residents' rights (including Montana law)
  - d. Safety (fire, disaster, ambulation and transfer techniques)

- e. Basic infection control (hand washing/gloving, concept of clean vs dirty, linen handling, handling dishware/utensils, cleaning & disinfection, etc.)

Statutes, Regulations & Guidance

- [Montana DPHHS CNA Curriculum Requirements](#)
- [Montana CNA Certification Requirements](#)
- [Montana State CNA Regulations](#)

## NEBRASKA

### Certification Requirements

- Eligibility/Screening Requirements
  - Is at least sixteen years of age and has not been convicted of a crime involving moral turpitude;
  - Is able to speak and understand the English language or a language understood by a substantial portion of the facility residents;
  - That individual is competent to provide nursing and nursing-related services;
  - The nurse aide has not:
    - Been found guilty of abusing, neglecting, or mistreating residents by a court of law; or
    - Had a finding entered into the State nurse aide registry concerning abuse, neglect, or mistreatment of residents or misappropriation of their property under the provisions of this chapter.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
  - An individual has a total of three opportunities to pass each exam.
  - If an individual does not pass the exam after three tries, he/she must retake the 75-hour nurse aide course.
- Renewal & In-Service Requirements
  - Same as federal.

### Training Program Requirements

- Hours
  - 75 clock hours of instruction, including at least 16 hours of supervised practical training. In addition, the course must include at least 1 hour of instruction on the responsibility of each nurse aide to report suspected abuse or neglect at a minimum.
- Curriculum
  - Same as federal.

### Statutes, Regulations & Guidance

- [Nebraska DHHS Nurse Aide Licensure](#)
- Neb. Rev. Stat. Ann. § 71-6039
- 471 Neb. Admin. R. & Regs. Ch. 12, § 013

## NEVADA

### Certification Requirements

- Eligibility/Screening Requirements
  - (a) Is of good moral character;
  - (b) Is in good physical and mental health;
  - (c) Is at least 16 years of age;
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - Twenty-four hours of continuing training in the immediately preceding 2 years; and
  - At least 40 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 the renewal of the certificate.

### Training Program Requirements

- Hours
  - 75 hours
- Curriculum
  - An approved program must enable each trainee to:
    - 1. Learn to react in a sensitive manner to the emotional, social, and mental health needs of patients.
    - 2. Communicate and interact competently on a one-to-one basis with patients.
    - 3. Assist patients in attaining and maintaining independence.
    - 4. Learn to exhibit behavior in support and promotion of the rights of patients.
    - 5. Learn skills in observation and documentation.
  - 1. Each approved program must provide at least 75 hours of instruction which must include:
    - (a) Instruction in the classroom and clinical practice in:
      - (1) The roles and responsibilities of a nursing assistant;
      - (2) Basic nursing;
      - (3) Personal care;
      - (4) The needs of patients concerning mental health and social services;
      - (5) Basic restorative services; and
      - (6) Interrelationships with patients.
    - (b) At least 16 hours of instruction in the classroom, completed before a trainee is directly involved with a patient, in the areas of:

- (1) Communication and interpersonal skills;
  - (2) The control of infections;
  - (3) Safety and emergency procedures, including, but not limited to, the Heimlich maneuver;
  - (4) Promoting the independence of patients; and
  - (5) Respecting the rights of patients.
- Units of instruction in basic nursing skills must include instruction in the classroom and clinical practice in:
    - 1. Assisting in the care of the patient when death is imminent.
    - 2. Taking and recording vital signs.
    - 3. Measuring and recording height and weight.
    - 4. Caring for the environment of the patient.
    - 5. Measuring and recording the intake and output of fluids and food.
    - 6. Observing, reporting, and recording changes in condition, abnormal signs and symptoms.
    - 7. Procedures for noninvasive elimination, including:
      - (a) The care of the external part of the catheter;
      - (b) Emptying the drainage bag for the catheter;
      - (c) Perineal care of the bladder and the bowel;
      - (d) Cleansing enema; and
      - (e) The external care of an established colostomy.
    - 8. The collection of specimens (stool and urine).
    - 9. The application of unsterile warm and cold.
    - 10. Reporting and recording incidents.
    - 11. Reporting and recording patient care provided.
  - Units of instruction in personal care skills must include instruction in the classroom and clinical practice in:
    - 1. Bathing, including the care of the mouth;
    - 2. Grooming;
    - 3. Dressing;
    - 4. The use of the toilet;
    - 5. Assisting with eating and hydration;
    - 6. Proper feeding techniques; and
    - 7. The care of the skin.
  - Units of instruction in the needs of patients concerning mental health and social services must include instruction in the classroom and clinical practice in the identification of the psychosocial characteristics of a patient, including training in:
    - 1. Modifying the trainee's behavior in response to the behavior of the patient;
    - 2. Identifying the developmental tasks associated with the aging process;
    - 3. Providing patients with the opportunity and training to care for themselves, according to their capabilities;
    - 4. Using the family of the patient as a source of emotional support;

- 5. Reality orientation; and
  - 6. The principles of managing behavior by reinforcing appropriate behavior and reducing or eliminating inappropriate behavior.
- Units of instruction in the care of cognitively impaired persons must include instruction in the classroom and clinical practice in:
  - 1. Techniques for meeting the needs and managing the behavior of persons with dementia, including, but not limited to, Alzheimer's disease;
  - 2. Communicating with cognitively impaired persons;
  - 3. Understanding the behavior of cognitively impaired persons;
  - 4. Appropriate responses to the behavior of cognitively impaired persons; and
  - 5. Methods for reducing the effects of cognitive impairments.
- Units of instruction in basic restorative services must include instruction in the classroom and clinical practice in:
  - 1. The use of devices which assist in ambulation, eating and dressing;
  - 2. Maintenance and range of motion;
  - 3. Proper turning and positioning in a bed and chair;
  - 4. Transferring patients;
  - 5. Assisting in bowel and bladder training; and
  - 6. Assisting in the care and use of prosthetic devices, such as hearing aids, artificial eyes, and artificial limbs.
- Units of instruction in the rights of patients must include instruction in the classroom and clinical practice in:
  - 1. Providing privacy and maintaining the confidentiality of a patient;
  - 2. Promoting the right of a patient to make personal choices to accommodate his or her needs;
  - 3. Providing assistance in resolving grievances;
  - 4. Providing for the care and security of the possessions of a patient;
  - 5. Recognizing, reporting, and preventing the abuse, neglect or exploitation of a patient; and
  - 6. Maintaining the environment of a patient and providing care to minimize the need for physical and chemical restraints.

#### Statutes, Regulations & Guidance

- [Nevada Board of Nursing CNA FAQ](#)
- [Nevada Board of Nursing CNA Education](#)
- Nev. Rev. Stat. Ann. § 632.2852
- Nev. Admin. Code 632.736 et. seq.

## NEW HAMPSHIRE

### Certification Requirements

- Eligibility/Screening Requirements
  - Document the ability to read, comprehend, write, and communicate in English, relative to job-related assignments;
  - Not have been convicted of a crime constituting any of the following unless such conviction was annulled by a court of competent jurisdiction:
    - (1) Murder or manslaughter;
    - (2) Robbery;
    - (3) Felonious theft;
    - (4) Felonious assault;
    - (5) Sexual crime involving a child;
    - (6) Kidnapping; and
    - (7) Endangering the welfare of a child or incompetent person.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - 24 hours of in-service in the preceding 2 years.
  - For renewal, a minimum of 200 hours of nursing assistant related activities under the supervision of a licensed nurse within the 2 years immediately prior to the date of application or successful completion of nursing assistant competency testing within 2 years prior to date of application.

### Training Program Requirements

- Hours
  - The program shall consist of a minimum of 100 hours of instruction. Of this time, there shall be 40 hours of theory and 60 hours of concurrent clinical experience.
- Curriculum
  - Content shall include the following information:
    - (1) Pathological, physical, psychological, social, cultural, and religious influences related to the life cycle and the aging process;
    - (2) End of life issues; and
    - (3) Legal, ethical, and moral issues involved when providing nursing-related activities.
  - Prior to direct care with care-recipients, students shall receive 16 hours of instruction including the following:
    - (1) Orientation to the role;
    - (2) Holistic approach to care throughout the lifespan;
    - (3) Communication skills;



- (4) Safety and emergency procedures including the Heimlich Maneuver; and
  - (5) Protection of care-recipients' rights, dignity, and their confidentiality.
- Theoretical and clinical experiences shall include assisting care-recipients with nursing-related activities in the following areas:
  - (1) Personal hygiene including bathing, grooming, dressing;
  - (2) Ambulation, and movement including range of motion, turning, positioning, transferring;
  - (3) Nutrition and elimination including feeding and hydration, toileting, bowel and bladder training;
  - (4) Environmental and personal safety involving housekeeping concerns, adaptive devices, special clothing;
  - (5) Emotional support including appropriate responses and techniques used with the cognitively impaired and demented, the aging process, identification of resources, preservation of dignity, assuring freedom from fear and reprisal;
  - (6) Comfort, rest, and activities including privacy, physical and occupational skills; and
  - (7) Emergency situations including appropriateness of action or non-action, fire drills, security of the environment, resources available.

#### Statutes, Regulations & Guidance

- [New Hampshire Nurse Aide Competencies](#)
- [New Hampshire Board of Nursing CNA Forms](#)
- [New Hampshire Board of Nurses Education Requirements](#)
- N.H. Rev. Stat. Ann. § 326-B:19
- N.H. Admin. Code Nur 301.05
- N.H. Admin. Code Nur 704.08

## NEW JERSEY

### Certification Requirements

- Eligibility/Screening Requirements
  - Provide evidence that he or she is of good moral character, including, but not limited to, compliance with the requirements of the Criminal Background Investigation Program in accordance with N.J.A.C. 8:43I; and
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - Each nurse aide shall receive, at a minimum, 12 hours of regular in-service education per year, the content of which shall be based on the outcome of performance reviews of every nurse aide, which are completed at least once every 12 months.
  - For renewal:
    - At least seven hours of paid employment performing nursing or nursing-related services, in a licensed health care facility or agency, within the 24 months preceding your certificate expiration date.
    - No revocation or suspension of a certificate.
    - A criminal background check, with fingerprinting, prior to the certification expiration date.

### Training Program Requirements

- Hours
  - An approved training program for nurse aides shall consist of 90 hours of training. This shall include 50 hours of classroom instruction and 40 hours of clinical experience in a New Jersey licensed long-term care facility.
- Curriculum
  - A program of individualized orientation of each nurse aide shall be conducted by a registered professional nurse. The orientation program shall include resident care training and demonstrations in basic nursing skills, followed by an internship of two to five days, depending on experience.
  - The training course includes the modules listed below:
    - i. The Core Curriculum for the Nurse Aide in Long-Term Care Facilities Training and Competency Evaluation Program
    - ii. Psycho-Social Needs of Residents
    - iii. Physical Needs of the Resident
    - iv. Spiritual, Recreational, and Activity Needs of the Resident.
  - The New Jersey Curriculum for Nurse Aide Personnel in Long Term Care Facilities “Curriculum” has been developed by the Department for use in the NATCEP. The training programs must use the Department approved Curriculum. The entire content

of the Curriculum is to be covered during each training course. CONTENT MAY NEITHER BE ADDED TO NOR DELETED FROM THE CURRICULUM.

#### Statutes, Regulations & Guidance

- [New Jersey Nurse Aide Program Requirements](#)
- [NJ Nurse Aide Renewal](#)
- N.J. Admin. Code § 8:39-43.10 et. seq.
- N.J. Stat. Ann. § 45:11-81

## NEW MEXICO

### Certification Requirements

- Eligibility/Screening Requirements
  - A NF must not employ individuals who have been convicted by the court of abuse or neglect of any NF residents or misappropriation of any NF residents' property.
  - The following felony convictions disqualify an applicant, caregiver or hospital caregiver from employment or contractual services with a care provider:
    - homicide;
    - trafficking, or trafficking in controlled substances;
    - kidnapping, false imprisonment, aggravated assault, or aggravated battery;
    - rape, criminal sexual penetration, criminal sexual contact, incest, indecent exposure, or other related felony sexual offenses;
    - crimes involving adult abuse, neglect, or financial exploitation;
    - crimes involving child abuse or neglect;
    - crimes involving robbery, larceny, extortion, burglary, fraud, forgery, embezzlement, credit card fraud, or receiving stolen property; or
    - an attempt, solicitation, or conspiracy involving any of the felonies in this subsection.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - Same as federal.

### Training Program Requirements

- Hours
  - 75 clock hours of training; Including at least 16 hours of supervised practical training.
- Curriculum
  - Same as federal.

### Statutes, Regulations & Guidance

- [New Mexico Department of Health Nurse Aide Registry](#)
- N.M. Admin. Code 8.312.2.21

## NEW YORK

### Certification Requirements

- Eligibility/Screening Requirements
  - Pass a criminal background check.
  - 16 years old to train, 17 to test.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
  - The trainee shall have three opportunities to pass the clinical skills examination; and
  - (ii) after passing the clinical skills examination, the trainee shall have three opportunities to pass the written or oral competency examination. The nurse aide trainee will obtain certification and be listed in the Registry upon passing the written or oral examination.
- Renewal & In-Service Requirements
  - Each nurse aide trainee and certified nurse aide shall attend and be compensated for at least six hours of inservice education in every six-month period.
  - A portion of each individual's annual inservice education shall be based upon the outcome of the individual's annual performance review and address the areas of weakness in the individual's performance.
  - Renewal requires 8 hours of nursing or nursing-related duties every 24 months.

### Training Program Requirements

- Hours
  - The nurse aide training program shall include classroom and clinical training which enhances both skills and knowledge and, when combined, shall be of at least 100 hours' duration. The clinical training shall as a minimum include at least 30 hours of supervised practical experience in a nursing home.
  - Minimum required hours: 120 total hours: 90 class, 30 supervised clinical in a long-term care facility.
- Curriculum
  - The curriculum shall otherwise include, but not be limited to the following:
    - (a) normal aging:
      - (1) anatomical changes;
      - (2) physiological changes;
      - (3) psychosocial aspects:
        - (i) role changes;
        - (ii) cultural changes;
        - (iii) spiritual needs; and
        - (iv) psychological and cognitive changes; and
      - (4) concept of wellness and rehabilitation.

- (b) psychological needs of the resident:
  - (1) adjustment to institutional living;
  - (2) working with resident and family during admission/transfer/discharge;
  - (3) residents' rights:
    - (i) respect and dignity;
    - (ii) confidentiality;
    - (iii) privacy; and
    - (iv) self-determination; and
  - (4) sexual adjustments in relation to illness, physical handicaps, and institutional living;
- (c) communication in health care facilities:
  - (1) relating to residents, families, visitors, and staff;
  - (2) methods of communication in overcoming the barriers of language and cultural differences; and
  - (3) communicating with residents who have sensory loss, memory, cognitive or perceptual impairment;
- (d) personal care needs:
  - (1) care of the skin, mouth, hair, ears, and nails; and
  - (2) dressing and grooming;
- (e) resident unit and equipment:
  - (1) bed-making; and
  - (2) care of personal belongings such as clothing, dentures, eyeglasses, hearing aids and prostheses;
- (f) nutritional needs:
  - (1) basic nutritional requirements for foods and fluids;
  - (2) special diets;
  - (3) meal services;
  - (4) assistance with eating:
    - (i) use of adaptive equipment; and
    - (ii) feeding the resident who needs assistance; and
  - (5) measuring and recording fluid and food intake;
- (g) elimination needs:
  - (1) physiology of bowel and bladder continence:
    - (i) maintaining bowel regularity; and
    - (ii) physical, psychosocial, and environmental causes of incontinence;
  - (2) nursing care for the resident with urinary and/or bowel incontinence:
    - (i) toileting programs;
    - (ii) care of urinary drainage equipment;
    - (iii) use of protective clothing; and
    - (iv) enemas;

- (3) measuring urinary output;
- (4) bowel and bladder training programs; and
- (5) care of ostomies including but not limited to colostomy and ileostomy;
- (h) mobility needs:
  - (1) effects of immobility; and
  - (2) ambulation and transfer techniques:
    - (i) use of assistive devices;
    - (ii) use of wheelchairs; and
    - (iii) use of mechanical lifters;
- (i) sleep and rest needs:
  - (1) activity, exercise, and rest; and
  - (2) sleep patterns and disturbances;
  - (j) nursing care programs for the prevention of contractures and decubitus ulcers (pressure sores);
  - (1) body alignment, turning and positioning;
  - (2) individualized exercise programs;
  - (3) special skin care procedures;
  - (4) use of special aids; and
  - (5) maintenance of individualized range of motion;
- (k) observing and reporting signs and symptoms of disability and illness:
  - (1) physical signs and symptoms:
    - (i) determination of temperature, pulse, respiration;
    - (ii) testing urine;
    - (iii) measuring height and weight;
  - (2) behavioral changes; and
  - (3) recognizing and reporting abnormal signs and symptoms of common diseases and conditions, including but not limited to:
    - (i) shortness of breath;
    - (ii) rapid respirations;
    - (iii) coughs;
    - (iv) chills;
    - (v) pain and pains in chest or abdomen;
    - (vi) blue color to lips;
    - (vii) nausea;
    - (viii) vomiting;
    - (ix) drowsiness;
    - (x) excessive thirst;
    - (xi) sweating;
    - (xii) pus;
    - (xiii) blood or sediment in urine;
    - (xiv) difficult or painful urination;
    - (xv) foul-smelling or concentrated urine; and

- (xvi) urinary frequency;
- (l) infection control:
  - (1) medical asepsis;
  - (2) handwashing; and
  - (3) care of residents in isolation;
- (m) resident safety:
  - (1) environmental hazards;
  - (2) smoking;
  - (3) oxygen safety; and
  - (4) use of restraints;
- (n) nursing care needs of resident with special needs due to medical conditions such as but not limited to:
  - (1) stroke;
  - (2) respiratory problems;
  - (3) seizure disorders;
  - (4) cardiovascular disorders;
  - (5) sensory loss and deficits;
  - (6) pain management;
  - (7) mentally impairing conditions:
    - (i) associated behavior disorders; and
    - (ii) characteristics of residents such as wandering, agitation, physical and verbal abuse, sleep disorders, and appetite changes;
- (o) mental health and social service needs:
  - (1) self-care according to the resident's capabilities;
  - (2) modifying behavior in response to the behavior of others;
  - (3) developmental tasks associated with the aging process; and
  - (4) utilizing the resident's family as a source of emotional support;
- (p) resident rights; and
- (q) care of the dying resident including care of the body and personal effects after death.
- (r) care of cognitively impaired residents:
  - (1) techniques for addressing the unique needs and behaviors of individuals with dementia;
  - (2) communicating with cognitively impaired residents;
  - (3) understanding the behaviors of cognitively impaired residents;
  - (4) appropriate responses to the behaviors of cognitively impaired residents; and
  - (5) methods of reducing the effects of cognitive impairments

#### Statutes, Regulations & Guidance

- [New York Dpt. of Education Nurse Aide Training Program](#)
- [New York Prometric Requirements](#)



- [NY Dpt of Health Nurse Aide Training Program and Certification](#)
- 10 N.Y.C.R.R. 415.26

## NORTH CAROLINA

### Certification Requirements

- Eligibility/Screening Requirements
  - For all programs except those offered as career and college promise tract programs admission requirements shall include:
    - (I) completion of nurse aide I DHSR course or DHSR-established equivalent and active nurse aide I listing on DHSR Registry;
    - (II) High School or High School Equivalency diploma; and
    - (III) other admission requirements as identified by the course provider; or
  - For all career and college promise tract programs admission requirements shall include:
    - (I) completion of a nurse aide I DHSR course or DHSR-established equivalent;
    - (II) active nurse aide I listing on DHSR Registry after the first attempt to pass nurse aide I test and within no more than five calendar days from enrollment in the nurse aide II course;
    - (III) expected High School diploma or High School Equivalency diploma not more than three months from completion of the nurse aide II course; and
    - (IV) other admission requirements as identified by the course provider.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
  - Every North Carolina's Nurse Aide I competency exam candidate shall have the opportunity to take the exam at maximum three times before being required to retake and pass a Nurse Aide I training program.
- Renewal & In-Service Requirements
  - The facility must complete a performance review of every nurse aide at least once every 12 months, and must provide regular in-service education based on the outcome of these reviews.
  - Renewal requires 8 hours of nursing or nursing-related duties every 24 months.

### Training Program Requirements

- Hours
  - 75 hours of combined classroom and practical (laboratory and clinical) instruction. A minimum of 16 hours of practical (combined laboratory and clinical) training must be accomplished.
- Curriculum
  - Measurement
  - The Nurse Aide I

- Infection Prevention
- The Resident’s Environment: Safety and Emergency
- Communication
- Law and Ethics
- Dignity
- Basic Restorative Care
- Body Systems
- Body Mechanics
- Nutrition and Fluids
- Restrain, Elimination, Reduction, Appropriate Use
- Communicating with the Health Care Team
- The Nursing Process and Nursing Care Plan
- Incident Report
- Critical Thinking
- Family and Family Support
- Person-Centered Care
- Cognitive Changes Due to Aging
- Psychological Effects of Aging
- Dementia and Alzheimer’s Disease
- Mental Health and Mental Illness
- Pain
- End of Life Care
- Threads of Care:
  - Complete Bed Bath
  - Dressing and Undressing
  - Pericare
  - Making an Occupied Bed
  - Foot Care
  - Fingernail Care
  - Mouth Care
  - Handwashing
  - Personal Protective Equipment
  - Measuring and Recording Vital Signs
  - Measuring and Recording Height and Weight
  - Collecting Routine Urine Specimen
  - Assisting with Use of Bathroom: Measuring/Recording Urinary Output
  - Providing Catheter Care and Emptying Urinary Drainage
  - Assisting with Dining/Feeding Resident and Measuring/Recording Intake
  - Range of Motion Exercises
  - Transferring from Bed to Wheelchair
  - Moving Up in Bed Using Turning Sheet and Positioning resident on side
  - Assisting with Ambulation
  - Applying Restraints

- Applying Anti-embolism (Elastic) stockings
- Teaching tip attachments
- Activities

#### Statutes, Regulations & Guidance

- [North Carolina Nurse Aide Program Curriculum](#)
- [NC Nurse Aide Curriculum](#)
- N.C. Gen. Stat. Ann. § 90-171.40
- 10A N.C. Admin. Code 130.0301

## NORTH DAKOTA

### Certification Requirements

- Eligibility/Screening Requirements
  - Those applicants with a history including conviction of a crime substantially related to the qualification, functions, or duties of a certified nurse aide, home health aide, nurse aide, or medication assistant or a finding on a state nurse aide registry or federal registry should be informed they might not be allowed to begin the training program or take the test without providing specific information relating to their background, criminal history, or impairment.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - In-service requirements are the same as federal.
  - Renewal requires 8 hours of nursing or nursing-related duties every 24 months.

### Training Program Requirements

- Hours
  - Minimum of seventy-five hours.
- Curriculum
  - Same as federal.

### Statutes, Regulations & Guidance

- [North Dakota Dpt. of Health CNA Program Curriculum](#)
- [North Dakota CNA Certification](#)
- N.D. Cent. Code Ann. § 23-44-02
- N.D. Admin. Code 33-43-01-05

## OHIO

### Certification Requirements

- Eligibility/Screening Requirements
  - 16 years of age.
  - Be in good physical health.
  - Up-to-date immunization records.
  - High-school diploma or GED.
  - Pass a criminal background check.
  - Graduate from a Certified Nursing Assistant school in Ohio.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - In-service requirements are the same as federal.
  - For renewal, a person must submit documentation showing that he or she has provided at least seven and one-half consecutive hours or eight hours in a forty-eight-hour period of nursing and nursing-related services for compensation during that twenty-four month period; or successfully complete additional training and competency evaluation by complying with paragraphs (D)(1) and (D)(2) of rule 3701-17-07.1 of the Ohio Administrative Code.

### Training Program Requirements

- Hours
  - A NATCEP must be no less than 75 hours in length. Training will consist of at least 59 hours of classroom experience and skills training and at least 16 hours of supervised resident care in a long-term care facility (nursing home only).
- Curriculum
  - The orientation program is distinct from the training must include, but is not limited to:
    - An explanation of the organizational structure of the LTCF;
    - Policies and procedures;
    - A discussion of the LTCF's philosophy of care;
    - A description of the resident population; and
    - An enumeration of the facility's employee rules.
  - The training must include a minimum of seventy-five hours divided between skills training and classroom instruction in the following topic areas:
    - (1) Basic nursing skills;
    - (2) Personal care skills;
    - (3) Recognition of mental health and social service needs;
    - (4) Care of cognitively impaired residents;

- (5) Basic restorative services;
- (6) Residents' rights;
- (7) Needs of various groups of long-term care facility residents and patients;
- (8) Other topic areas specified by rule of the director.
- Specific Curriculum
  - Topic Area I – Introduction to TCEP Standard
    - I.1 Program Overview
  - Topic Area II – Communication and Interpersonal Skills Standard
    - II.1 Work Environment Standard
    - II.2 Role and Responsibility of the Nurse Aide Standard
    - II.3 Policy and Procedure Manuals Standard
    - II.4 Behavior and Appearance Standard
    - II.5 Communication and Interpersonal Skills Standard
    - II.6 Communicating and Interacting with Residents with Impairments Standard
    - II.7 Resident Comprehensive Assessment, Care Plan and Care Conference Standard
    - II.8 Legal Responsibilities Standard
    - II.9 Medical Records
  - Topic Area III – Infection Control Standard
    - III.1 Infection Control Standard
    - III.2 Practices that Prevent the Growth and Spread of Pathogenic Microorganisms Standard
    - III.3 Signs and Symptoms of Infection
  - Topic Area IV – Safety and Emergency Procedures Standard
    - IV.1 General Safety Practices and Procedures Standard
    - IV.2 The Use of Oxygen and Oxygen Equipment and Safety Procedures Standard
    - IV.3 Fire Prevention and Procedures to Follow in Case of a Fire Disaster Standard
    - IV.4 Natural Disaster Preparedness Standard
    - IV.5 Principles of Ergonomics, Body Mechanics, and Body Alignment Standard
    - IV.6 Alternatives to Restraints and Safe Restraint Use Standard
    - IV.7 Mobility and Ambulation Techniques
  - Topic Area V – Promoting Residents’ Independence Standard
    - V.1 Promoting the Residents’ Independence
  - Topic Area VI – Respecting Residents’ Rights Standard
    - VI.1 The Resident’s Rights Resident Contact Topic Area VII – Basic Nursing Skills Standard
    - VII.1 Observational Skills Standard
    - VII.2 Recognizing Changes in Body Functioning Standard

- VII.3 Recognizing Signs and Symptoms of Common Diseases Standard
- VII.4 The Long-term Care Facility as Home Standard
- VII.5 Bed-making Techniques and Comfort Measures Standard
- VII.6 Admission and Discharge Standard
- VII.7 Mealtime Standard
- VII.8 Nutrition and Fluid Needs Standard
- VII.9 Height and Weight Standard
- VII.10 Observing and Measuring Vital Signs
- Topic Area VIII – Personal Care Skills Standard
  - VIII.1 Oral Hygiene Standard
  - VIII.2 Bathing Standard
  - VIII.3 Additional Personal Care Skills Standard
  - VIII.4 Special Skin Care Standard
  - VIII.5 Urinary Elimination/Catheters Standard
  - VIII.6 Toileting Standard
  - VIII.7 Intake and Output Standard
  - VIII.8 Bowel Elimination
- Topic Area IX – Mental Health and Social Service Needs Standard
  - IX.1 Basic Facts and Misconceptions about the Elderly Standard
  - IX.2 Meeting the Basic Emotional Needs of Residents Standard
  - IX.3 Rest and Sleep Standard
  - IX.4 Sexuality in Aging Standard
  - IX.5 Special Needs Populations Standard
  - IX.6 Care of the Confused Resident Standard
  - IX.7 Care of the Resident with Depression
  - Standard IX.8 Care of the Dying Resident
- Topic Area X – Basic Restorative Services Standard
  - X.1 Preventing Complications of Immobility Standard
  - X.2 Bowel and Bladder Program Standard
  - X.3 Prosthetic Devices
- Topic Area XI – Resident Rights Standard
  - XI.1 Summary of Residents’ Rights

Statutes, Regulations & Guidance

- [Ohio Administrative Code](#)
- [Ohio CNA Curriculum](#)
- Ohio Rev. Code Ann. § 3721.28



## OKLAHOMA

### Certification Requirements

- Eligibility/Screening Requirements
  - Affidavit of lawful presence.
  - Criminal arrest record.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - A performance review of every nurse aide must be completed at least once every twelve (12) months and provide two (2) hours of in-service training specific to their job assignment each month.
  - Renewal requires 8 hours of nursing or nursing-related duties every 24 months.

### Training Program Requirements

- Hours
  - 75 hours
- Curriculum
  - The Department shall require such training to include a minimum of ten (10) hours of training in the care of Alzheimer's patients;
  - (A) At least 16 hours of training in the following areas prior to any direct contact with residents:
    - (i) Communication and interpersonal skills;
    - (ii) Infection control;
    - (iii) Safety and emergency procedures, including emergency measures for choking;
    - (iv) Promoting residents' independence;
    - (v) Respecting residents' rights;
  - (B) Basic nursing skills:
    - (i) Taking and recording vital signs;
    - (ii) Measuring and recording height and weight;
    - (iii) Caring for residents' environment;
    - (iv) Recognizing abnormal changes in body functioning and the importance of reporting changes to supervisors;
    - (v) Caring for residents when death is imminent;
  - (C) Personal care skills, including, but not limited to:
    - (i) Bathing;
    - (ii) Grooming, including mouth care;
    - (iii) Dressing;
    - (iv) Toileting;

- (v) Assisting with eating and hydration;
  - (vi) Proper feeding techniques;
  - (vii) Skin care;
  - (viii) Transfers, positioning, and turning;
- (D) Mental health and social service needs:
  - (i) Modifying behavior in response to residents' behavior;
  - (ii) Awareness of developmental tasks associated with the aging process;
  - (iii) Responding to resident behavior;
  - (iv) Allowing residents to make personal choices, providing and reinforcing other behavior consistent with residents' dignity;
  - (v) Using residents' family as a source of emotional support;
- (E) Care of cognitively impaired residents:
  - (i) Techniques for addressing unique needs and behaviors of residents with dementia, Alzheimer's and other diseases affecting cognitive functioning;
  - (ii) Communicating with cognitively impaired residents;
  - (iii) Understanding behavior of cognitively impaired residents;
  - (iv) Appropriate responses to behavior of cognitively impaired residents;
  - (v) Methods of reducing effects of cognitive impairments;
- (F) Basic restorative services:
  - (i) Training residents in self-care according to their abilities;
  - (ii) Use of assistive devices in transferring, ambulation, eating and dressing;
  - (iii) Maintaining range of motion;
  - (iv) Proper turning and positioning in bed and chair;
  - (v) Bowel and bladder training;
  - (vi) Care and use of prosthetic and orthotic devices;
- (G) Residents' rights:
  - (i) Providing privacy and maintaining confidentiality;
  - (ii) Promoting the residents' right to make personal choices to accommodate their needs;
  - (iii) Assisting in resolving grievances and disputes;
  - (iv) Providing assistance in getting to and participating in resident and family groups and activities;
  - (v) Maintaining care and security of personal possessions;
  - (vi) Promoting residents' right to be free from abuse, mistreatment, and neglect and reporting of such treatment to appropriate facility staff; and
  - (vii) Avoiding restraints in accordance with current professional standards
- The Department shall deem a certified long term care aide to meet the nurse aide certification requirements for the following employers after successful completion of at least sixteen (16) hours of orientation specific to the employer's population.

#### Statutes, Regulations & Guidance

- [Oklahoma Nurse Aide Certification](#)

- [Oklahoma Certification Requirements](#)
- [Oklahoma CNA Training Program Regulations](#)
- Ohio Rev. Code Ann. § 3721.28

## OREGON

### Certification Requirements

- Eligibility/Screening Requirements
  - In addition, for nursing assistant level one education programs, the student has successfully completed current, adult CPR certification in accordance with Board-approved curriculum.
  - Two hours of cultural competency education in the two years preceding the receipt of a completed application.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - In-service requirements are same as federal.
  - For renewal, at least 400 paid work hours (doing CNA authorized duties under the supervision or monitoring of a RN) in the past two years.

### Training Program Requirements

- Hours
  - A nursing assistant level one education program must consist of:
    - (a) At least 155 hours of instruction divided into 80 hours of classroom and lab instruction and 75 hours of supervised clinical experience;
    - (b) At least 24 hours of supervised classroom/laboratory instruction with return student demonstrations of learned skills to determine comprehension and competency, in addition to facility orientation, preceding the students' care of clients; and
    - (c) At least 75 hours of supervised clinical experience in a hospital, licensed nursing, residential care, or assisted living facility that has an RN on duty during all scheduled student clinical hours, is in substantial compliance with all standards of licensure, and provides an opportunity for the student to perform the skills taught in the Board's approved curriculum.
  - An on-line nursing assistant level one education program must consist of:
    - (a) At least the equivalent of 53 hours according to the nationally recognized standard of content to credit ratio;
    - (b) At least 27 hours of supervised laboratory instruction provided no later than two weeks after the successful completion of the on-line portion of the curriculum. The laboratory portion of the program must include return student demonstration of learned skills to determine comprehension and competency, in addition to facility orientation, preceding the students' care of clients;

- (c) At least 75 hours of supervised clinical experience in a hospital, licensed nursing, residential care, or assisted living facility that has an RN on duty during all scheduled student clinical hours, is in substantial compliance with all standards of licensure, and provides an opportunity for the student to perform the skills taught in the Board's approved curriculum;
- Curriculum
  - Curriculum includes:
    - Collaboration with Health Care Team
    - Communication and Interpersonal Skills
    - Person-Centered Care
    - Infection Control and Prevention including Standard or Transmission Based Precautions
    - Safety and Emergency Procedures
    - Activities of Daily Living
    - Mental Health and Social Service Need
    - Technical Skills
    - Observation and Reporting
    - Documentation
    - End-of-Life Care
    - Caregiver Self-Care

#### Statutes, Regulations & Guidance

- [Oregon Nurse Aide Curriculum](#)
- [Oregon CNA Renewal](#)
- Or. Rev. Stat. Ann. § 678.442
- Or. Admin. R. 851-061-0100 et. seq.

## PENNSYLVANIA

### Certification Requirements

- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - In-service requirements are the same as federal.
    - The resident abuse prevention training shall be extended to be part of the regular in-service education of the nurse aide.
  - Renewal requires 8 hours of nursing or nursing-related duties every 24 months.

### Training Program Requirements

- Hours
  - 75 hours
- Curriculum
  - The State-approved nurse aide training programs shall in curriculum pertaining to residents' rights include, but not be limited to, specific training regarding the following:
    - (1) Identification and prevention of abuse.
    - (2) Identification and prevention of exploitation.
    - (3) Identification and prevention of neglect.
    - (4) Identification and prevention of improper use of physical or chemical restraints.
    - (5) Procedures for reporting abuse, exploitation, neglect, or improper use of physical or chemical restraints to appropriate supervisory, law enforcement or governmental authorities.
    - (6) Options and strategies for responsiveness to abusive behavior directed toward nurse aides by residents.
  - SECTION 1 INTRODUCTION TO HEALTH CARE
    - Unit 1 Role and Function
    - Unit 2 Communication Skills
    - Unit 3 Infection Control
    - Unit 4 Safety/Emergency
    - Unit 5 Client's Rights
    - Unit 6 Client's Independence
  - SECTION 2 BASIC NURSING AND PERSONAL CARE SKILLS
    - Unit 1 Nutrition
    - Unit 2 Identify and Report Conditions of Body Systems
    - Unit 3 Client's Environment
    - Unit 4 Personal Care Skills

- Unit 5 Caring for the Client when Death is Imminent
- SECTION 3 RESTORATIVE CARE
  - Unit 1 Assists client with basic restorative services
- SECTION 4 BEHAVIORAL HEALTH AND SOCIAL SERVICE NEEDS
  - Unit 1 Assists the client with behavioral health and social service needs
- SECTION 5 CARE OF COGNITIVELY IMPAIRED CLIENTS
  - Unit 1 Provides Appropriate Care of the Cognitively Impaired Client

#### Statutes, Regulations & Guidance

- [PA CNA Training Program](#)
- [PA Credential Handbook](#)
- 63 Pa. Stat. Ann. § 679.1
- 55 Pa. Code § 1181.521

## RHODE ISLAND

### Certification Requirements

- Eligibility/Screening Requirements
  - Full Bureau of Criminal Investigation (BCI) check from the Rhode Island Attorney General's Office.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
  - Nursing assistant applicants shall be given three (3) opportunities to successfully complete both the written and practical components of the nursing assistant examinations. After three (3) unsuccessful attempts to complete the nursing assistant examinations, the nursing assistant shall be required to repeat the nursing assistant training program.
- Renewal & In-Service Requirements
  - In-service requirements are the same as federal.
  - Renewal requires 8 hours of nursing or nursing-related duties every 24 months.

### Training Program Requirements

- Hours
  - 120 clock hours including no less than forty (40) hours of practical training integrated with the classroom topics and under supervision.
  - Online nursing assistant training programs may offer the required eighty (80) hours of didactic training via the Internet. The forty (40) hours of practical training shall be provided by the employing facility.
- Curriculum
  - Same as federal.

### Statutes, Regulations & Guidance

- [RI Dpt. of Health Licensing](#)
- 23 R.I. Gen. Laws Ann. § 23-17.9-5
- 216 R.I. Code R. 40-05-22.7
- 216 RI Code R 22.12.1



## SOUTH CAROLINA

### Certification Requirements

- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test within 24 months.
- Renewal & In-Service Requirements
  - In-service requirements are the same as federal.
  - Renewal requires 8 hours of nursing or nursing-related duties every 24 months.

### Training Program Requirements

- Hours
  - All state-approved South Carolina Nurse Aide Training Programs must provide a minimum of 100 training hours. 60 classroom lecture hours that includes documentation of 20 hours dedicated towards skills training. The remaining 40 hours are required for clinical skills training in a hospital or an approved nursing facility.
- Curriculum
  - I. Introduction – 16 hours as required
    - A. Communication and Interpersonal Skills
    - B. Infection Control
    - C. Safety/Emergency Procedures
    - D. Promoting Resident’s Independence
    - E. Respecting Resident’s Rights
  - II. Core Curriculum – 16 to 40 hours
    - A. Role of the Nurse Aide - 1.5 hours
    - B. Resident’s Rights - 3.0 hours
    - C. Basic Nursing Skills - 7.0 hours
    - D. Care of Cognitively Impaired Residents - 5.0 hours
  - E. Mental Health and Social Service Needs - 2.0 hours
  - F. Personal Care Skills - 2.5 hours
  - G. Basic Restorative Services - 3.0 hours

### Statutes, Regulations & Guidance

- [South Carolina Nurse Aide Curriculum](#)
- [South Carolina Nurse Aide FAQs](#)
- S.C. Code Regs. 61-17

## SOUTH DAKOTA

### Certification Requirements

- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - In-service requirements are the same as federal.
  - To renew certification, the nurse aide shall submit to the department a verification of a minimum of 12 hours of training per year and a minimum of 12 hours of monetary compensation as a nurse aide during the preceding 24 months.

### Training Program Requirements

- Hours
  - 75 hours
- Curriculum
  - Same as federal

### Statutes, Regulations & Guidance

- [South Dakota Nurse Aide Training Program Requirements](#)
- [South Dakota CNA Requirements](#)
- S.D. Codified Laws § 34-12-29
- S.D. Admin. R. § 44:74:02:16

## TENNESSEE

### Certification Requirements

- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
  - Individuals who fail any portion of the test three (3) consecutive times shall repeat training prior to taking the test again.
- Renewal & In-Service Requirements
  - In-service requirements are the same as federal.
  - Renewal requires 8 hours of nursing or nursing-related duties every 24 months.

### Training Program Requirements

- Hours
  - 75 Hours
- Curriculum
  - Same as federal.
  - For Alzheimer's Units: In addition to the classroom instruction required in the nurse aide training program, each nurse aide assigned to the unit shall have forty (40) hours of classroom instruction which shall include but not be limited to the following subject areas:
    - (a) Basic facts about the causes, progression and management of Alzheimer's Disease and related disorders;
    - (b) Dealing with dysfunctional behavior and catastrophic reactions in the resident;
    - (c) Identifying and alleviating safety risks to the resident;
    - (d) Providing assistance in the activities of daily living for the resident; and,
    - (e) Communicating with families and other persons interested in the resident.

### Statutes, Regulations & Guidance

- [Tennessee Rules](#)
- [TN CNA Requirements](#)
- Tenn. Code Ann. § 68-11-209

## TEXAS

### Certification Requirements

- Eligibility/Screening Requirements
  - Pass background check requirements.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test within 24 months after completing the training portion of a NATCEP.
  - A trainee who fails the skills demonstration or the written or oral examination may retake the competency evaluation twice. If a trainee fails a competency evaluation three times, the trainee must complete the training portion of a NATCEP before taking a competency evaluation again.
- Renewal & In-Service Requirements
  - 24 hours of in-service education every 2 years.
  - To renew a nurse aide's certificate of registration and listing on the registry, the nurse aide must complete at least 24 hours of in-service education every two years, including training in geriatrics and, if applicable, in the care of patients with Alzheimer's disease. Must also include proof of paid employment in the past 24 months.

### Training Program Requirements

- Hours
  - 100 hours must include:
    - (1) 60 hours of classroom training; and
    - (2) 40 hours of clinical training with at least one program instructor for every 10 trainees.
- Curriculum
  - Same as federal.

### Statutes, Regulations & Guidance

- [Texas CNA Eligibility Regulations](#)
- [Texas CNA Licensing Regulations](#)
- [Texas CNA Curriculum](#)
- Tex. Health & Safety Code Ann. § 250.0035

## UTAH

### Certification Requirements

- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - In-service requirements are the same as federal.
  - 200 hours of paid nursing assistant related work in the past 24 months.

### Training Program Requirements

- Hours
  - 100 hours of supervised and documented training by a licensed nurse.
  - 24 hours of supervised practical training in a long-term care facility, and complete all skill curriculum and skill competencies before training in any facility.
- Curriculum
  - Curriculum Units:
    - Unit 1: Certification
    - Unit 2: Intro to Healthcare & Resident's Rights
    - Unit 3: Communication
    - Unit 4: Infection Prevention
    - Unit 5: Basic Safety & Emergencies
    - Unit 6: Positioning & Ambulation
    - Unit 7: Resident Environment
    - Unit 8: Basic Human Needs
    - Unit 9: Vital Signs
    - Unit 10: Hygiene & Grooming
    - Unit 11: Nutrition
    - Unit 12A: Body Systems – Integumentary System
    - Unit 12B: Body Systems – Musculoskeletal System
    - Unit 12C: Body Systems – Cardiovascular System
    - Unit 12D: Body Systems – Respiratory System
    - Unit 12E: Body Systems – Nervous System
    - Unit 12F: Body Systems – Gastrointestinal System
    - Unit 12G: Body Systems – Genitourinary System
    - Unit 12H: Body Systems – Endocrine System
    - Unit 13: Mental Health & Mental Illness
    - Unit 14: Cognitive Impairment & Dementia
    - Unit 15: Rehabilitation & Restorative Care
    - Unit 16: End of Life Care
  - The curriculum of the training program must include the following subjects:

- (i) communication and interpersonal skills;
  - (ii) infection control;
  - (iii) safety and emergency procedures;
  - (iv) promoting resident independence;
  - (v) respecting resident rights; and
  - (vi) basic nursing skills.
- The trainee must complete at least 24 hours of supervised practical training in a long-term care facility, and complete all skill curriculum and skill competencies before training in any facility. The skills training must ensure that each nurse aide demonstrates competencies in the following areas:
  - (i) Basic nursing skills:
    - (A) taking and recording vital signs;
    - (B) measuring and recording height;
    - (C) caring for residents' environment; and
    - (D) recognizing abnormal signs and symptoms of common diseases and conditions.
  - (ii) Personal care skills:
    - (A) bathing that includes mouth care;
    - (B) grooming;
    - (C) dressing;
    - (D) using the toilet;
    - (E) assisting with eating and hydration;
    - (F) proper feeding techniques; and
    - (G) skin care.
  - (iii) Basic restorative services:
    - (A) use of assistive devices in ambulation, eating, and dressing;
    - (B) maintenance of range of motion;
    - (C) proper turning and positioning in bed and chair;
    - (D) bowel and bladder training;
    - (E) care and use of prosthetic and orthotic devices; and
    - (F) transfer techniques.
  - (iv) Mental Health and Social Service Skills:
    - (A) modifying one's behavior in response to the resident's behavior;
    - (B) identifying developmental tasks associated with the aging process;
    - (C) training the resident in self-care according to the resident's ability;
    - (D) behavior management by reinforcing appropriate resident behavior and reducing or eliminating inappropriate behavior;
    - (E) allowing the resident to make personal choices, providing and reinforcing other behavior consistent with the resident's dignity; and

- (F) using the resident's family as a source of emotional support.
- (v) Resident's rights:
  - (a) providing privacy and maintaining confidentiality;
  - (b) promoting the resident's right to make personal choices to accommodate the resident's needs;
  - (c) giving assistance in solving grievances;
  - (d) providing needed assistance in getting to and participating in resident and family groups and other activities;
  - (e) maintaining care and security of resident's personal possessions;
  - (f) providing care that keeps a resident free from abuse, mistreatment, or neglect, and reporting any instances of poor care to appropriate facility staff; and
  - (g) maintaining the resident's environment and care through appropriate nurse aide behavior to minimize the need for physical and chemical restraints.

#### Statutes, Regulations & Guidance

- [Utah Nurse Aide Registry](#)
- [Utah CNA Core Curriculum](#)
- Utah Admin. Code r. R432-45-5

## VERMONT

### Certification Requirements

- Eligibility/Screening Requirements
  - 16 years of age.
  - Pass a criminal background check.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
  - Candidates who fail to successfully complete their initial examination may take the examination an additional two times.
  - Candidates who fail the examination three times shall, before being accepted for another examination, successfully complete another approved nursing assistant education program.
- Renewal & In-Service Requirements
  - In-service requirements are the same as federal.
  - To renew a nursing assistant license the nursing assistant shall document a minimum of 50 days (400 hours) in the last two years of paid compensation as a licensed nursing assistant.

### Training Program Requirements

- Hours
  - A program shall include a minimum of 80 hours of education, 30 hours of which shall be supervised clinical experience in a health care facility.
- Curriculum
  - Curriculum must include:
    - (1) Basic Nursing Care;
    - (2) Personal Care;
    - (3) Basic Restorative Care;
    - (4) Psychosocial Skills;
    - (5) Care of the Cognitively Impaired;
    - (6) Communication Skills;
    - (7) Ethics and legal responsibilities;
    - (8) Teamwork; and
    - (9) Patient Safety.
  - Prior to any direct contact with a patient, a student shall complete at least 16 hours of classroom/laboratory training in the following areas:
    - (1) communication and interpersonal skills;
    - (2) infection control;
    - (3) safety and emergency procedures, including the Heimlich maneuver;
    - (4) promoting residents' independence; and



- (5) respecting residents' rights.

Statutes, Regulations & Guidance

- [Vermont CNA Regulations](#)
- Vt. Stat. Ann. tit. 26, § 1642

## VIRGINIA

### Certification Requirements

- Eligibility/Screening Requirements
  - Has not committed any act or omission that would be grounds for discipline or denial of certification under this article; and has no record of abuse, negligent practice, or misappropriation of a patient's or resident's property or any disciplinary action taken or pending in any other state or territory against such certification.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
- Renewal & In-Service Requirements
  - Same as federal.

### Training Program Requirements

- Hours
  - 120 clock hours
    - By May 12, 2023, the program shall be at least 140 clock hours in length, at least 20 hours of which shall be specifically designated for skills acquisition in the laboratory setting.
    - The program shall provide for at least 24 hours of instruction prior to direct contact of a student with a client.
    - Clinical training in clinical settings shall be at least 40 hours of providing direct client care.
    - Five of the clinical hours may be in a setting other than a geriatric long-term care facility.
    - Hours of observation shall not be included in the required 40 hours of skills training.
    - Time spent in employment orientation to facilities used in the education program must not be included in the 140 hours allotted for the program.
- Curriculum
  - The curriculum shall include communication and interpersonal skills, safety and emergency procedures, personal care skills, observational and reporting techniques, 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.
  - 1. Initial core curriculum. Prior to the direct contact with a client, a student shall have completed a total of at least 24 hours of instruction. Sixteen of those hours shall be in the following five areas:
    - a. Communication and interpersonal skills.

- b. Infection control.
- c. Safety and emergency procedures, including dealing with obstructed airways and fall prevention.
- d. Promoting client independence.
- e. Respecting clients' rights.
- 2. Basic skills.
  - a. Recognizing changes in body functioning and the importance of reporting such changes to a supervisor.
  - b. Measuring and recording routine vital signs.
  - c. Measuring and recording height and weight.
  - d. Caring for the client's environment.
  - e. Measuring and recording fluid and food intake and output.
  - f. Performing basic emergency measures.
  - g. Caring for a client when death is imminent.
- 3. Personal care skills.
  - a. Bathing and oral hygiene.
  - b. Grooming.
  - c. Dressing.
  - d. Toileting.
  - e. Assisting with eating and hydration, including proper feeding techniques.
  - f. Caring for skin, to include prevention of pressure ulcers.
  - g. Transfer, positioning, and turning.
- 4. Individual client's needs, including mental health and social service needs.
  - a. Modifying the nurse aide's behavior in response to the behavior of clients.
  - b. Identifying developmental tasks associated with the aging process.
  - c. Demonstrating principles of behavior management by reinforcing appropriate behavior and causing inappropriate behavior to be reduced or eliminated.
  - d. Demonstrating skills supporting age-appropriate behavior by allowing the client to make personal choices, and by providing and reinforcing other behavior consistent with the client's dignity.
  - e. Utilizing the client's family or concerned others as a source of emotional support.
  - f. Responding appropriately to the client's behavior including aggressive behavior and language.
  - g. Providing appropriate clinical care to the aged and disabled.
  - h. Providing culturally sensitive care.
- 5. Care of the cognitively or sensory (visual and auditory) impaired client.
  - a. Using techniques for addressing the unique needs and behaviors of individuals with dementia (Alzheimer's and others).
  - b. Communicating with cognitively or sensory impaired clients.

- c. Demonstrating an understanding of and responding appropriately to the behavior of cognitively or sensory impaired clients.
    - d. Using methods to reduce the effects of cognitive impairment.
  - 6. Skills for basic restorative services.
    - a. Using assistive devices in transferring, ambulation, eating, and dressing.
    - b. Maintaining range of motion.
    - c. Turning and positioning, both in bed and chair.
    - d. Bowel and bladder training.
    - e. Caring for and using prosthetic and orthotic devices.
    - f. Teaching the client in self-care according to the client's abilities as directed by a supervisor.
  - 7. Clients' rights.
    - a. Providing privacy and maintaining confidentiality.
    - b. Promoting the client's right to make personal choices to accommodate individual needs.
    - c. Giving assistance in resolving grievances and disputes.
    - d. Providing assistance necessary to participate in client and family groups and other activities.
    - e. Maintaining care and security of the client's personal possessions.
    - f. Promoting the client's rights to be free from abuse, mistreatment, and neglect and the need to report any instances of such treatment to appropriate staff.
    - g. Avoiding the need for restraints in accordance with current professional standards.
  - 8. Legal and regulatory aspects of practice as a certified nurse aide including consequences of abuse, neglect, misappropriation of client property, and unprofessional conduct.
  - 9. Occupational health and safety measures.
  - 10. Appropriate management of conflict.
  - 11. Observational and reporting techniques.
  - 12. Substance abuse and opioid misuse.

#### Statutes, Regulations & Guidance

- [Virginia Nurse Aide Education Program](#)
- [VA Nurse Aide Education Program Regulations](#)
- [VA CNA Laws & Regs](#)

## WASHINGTON

### Certification Requirements

- Eligibility/Screening Requirements
  - Background check.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
  - Any applicant failing to make the required grade in the first competency evaluation may take up to three subsequent competency evaluations as the applicant desires upon prepaying a fee determined by the secretary under RCW 43.70.250 for each subsequent competency evaluation. Upon failing four competency evaluations, the secretary may invalidate the original application and require such remedial education before the person may take future competency evaluations.
- Renewal & In-Service Requirements
  - Same as federal.

### Training Program Requirements

- Hours
  - 85 hours
- Curriculum
  - (1) Basic technical skills. A nursing assistant demonstrates basic technical skills which facilitate an optimal level of functioning for client or resident, recognizing individual, cultural, and religious diversity. A nursing assistant:
    - (a) Demonstrates proficiency in cardiopulmonary resuscitation (CPR) and can perform CPR independently.
    - (b) Takes and records vital signs.
    - (c) Measures and records height and weight.
    - (d) Measures and records fluid and food intake and output.
    - (e) Recognizes normal body functions, deviations from normal body functions and the importance of reporting deviations in a timely manner to a supervising nurse.
    - (f) Recognizes, responds to and reports client's or resident's emotional, social, cultural and mental health needs.
    - (g) Recognizes, responds to and reports problems in client's or resident's environment to ensure safety and comfort of client.
    - (h) Participates in care planning and nursing reporting process.
  - (2) Personal care skills. A nursing assistant demonstrates basic personal care skills. A nursing assistant:
    - (a) Assists client or resident with bathing, oral care, and skin care.
    - (b) Assists client or resident with grooming and dressing.

- (c) Provides toileting assistance to client or resident.
- (d) Assists client or resident with eating and hydration.
- (e) Uses proper oral feeding techniques.
- (3) Mental health and social service needs. A nursing assistant demonstrates the ability to identify psychosocial needs of all clients or residents based upon awareness of the developmental and age specific processes. A nursing assistant:
  - (a) Addresses individual behavioral needs of the client or resident.
  - (b) Knows the developmental tasks associated with the developmental and age specific processes.
  - (c) Allows the client or resident to make personal choices, but provides and reinforces behaviors consistent with the client's or resident's dignity.
  - (d) Is sensitive and supportive and responds to the emotional needs of the clients or residents and their sources of emotional support.
- (4) Care of cognitively impaired residents. A nursing assistant demonstrates basic care of cognitively impaired clients or residents. A nursing assistant:
  - (a) Uses techniques for addressing the unique needs and behaviors of individuals with cognitive impairment including Alzheimer's, dementia, delirium, developmental disabilities, mental illnesses and other conditions.
  - (b) Communicates with cognitively impaired clients or residents in a manner appropriate to their needs.
  - (c) Demonstrates sensitivity to the behavior of cognitively impaired clients or residents.
  - (d) Appropriately responds to the behavior of cognitively impaired clients or residents.
- (5) Basic restorative services. The nursing assistant incorporates principles and skills in providing restorative care. A nursing assistant:
  - (a) Demonstrates knowledge and skill in using assistive devices in ambulation, transferring, eating, and dressing.
  - (b) Demonstrates knowledge and skill in the maintenance of range of motion.
  - (c) Demonstrates proper techniques for turning and positioning a client or resident in a bed and chair.
  - (d) Demonstrates proper techniques for transferring and ambulating client or resident.
  - (e) Demonstrates knowledge about methods for meeting the elimination needs of clients or residents.
  - (f) Demonstrates knowledge and skill for the use and care of prosthetic devices by client or resident.
  - (g) Uses basic restorative services by training the client or resident in self-care according to the client's or resident's capabilities.
- (6) Client or resident rights and promotion of independence. A nursing assistant demonstrates behavior which maintains and respects client or resident rights and

promotes independence, regardless of race, religion, lifestyle, sexual preference, disease process, or ability to pay. A nursing assistant:

- (a) Recognizes that client or resident has the right to participate in decisions about his or her care.
  - (b) Recognizes and respects clients' or residents' need for privacy and confidentiality.
  - (c) Promotes and respects the client or resident right to make personal choices to accommodate their needs.
  - (d) Reports client or resident concerns.
  - (e) Provides assistance to client or resident in getting to and participating in activities.
  - (f) Respects the property of client or resident and employer and does not take equipment, material, property, or medications for his, her or other's use or benefit. A nursing assistant may not solicit, accept, or borrow money, material or property from client or resident for his, her or other's use or benefit.
  - (g) Promotes client or resident right to be free from abuse, mistreatment, and neglect.
  - (h) Intervenes appropriately on the client's or resident's behalf when abuse, mistreatment or neglect is observed.
  - (i) Complies with mandatory reporting requirements by reporting to the department of health and the department of social and health services instances of neglect, abuse, exploitation, or abandonment.
  - (j) Participates in the plan of care with regard to the use of restraints in accordance with current professional standards.
- (7) Communication and interpersonal skills. A nursing assistant uses communication and interpersonal skills effectively to function as a member of the nursing team. A nursing assistant:
- (a) Reads, writes, speaks, and understands English at the level necessary for performing duties of the nursing assistant.
  - (b) Listens and responds to verbal and nonverbal communication in an appropriate manner.
  - (c) Recognizes how his or her own behavior influences client's or resident's behavior and uses resources for obtaining assistance in understanding the client's or resident's behavior.
  - (d) Adjusts his or her own behavior to accommodate client's or resident's physical or mental limitations.
  - (e) Uses terminology accepted in the health care setting to record and report observations and pertinent information.
  - (f) Appropriately records and reports observations, actions, and information accurately and in a timely manner.
  - (g) Is able to explain policies and procedures before and during care of the client or resident.

- (8) Infection control. A nursing assistant uses standard and transmission based precautions to prevent the spread of microorganisms. A nursing assistant:
  - (a) Uses principles of medical asepsis and demonstrates infection control techniques and standard and transmission based precautions.
  - (b) Explains how disease causing microorganisms are spread.
  - (c) Is knowledgeable regarding transmission of bloodborne pathogens.
  - (d) Demonstrates knowledge of cleaning agents and methods which destroy microorganisms on surfaces.
- (9) Safety and emergency procedures. A nursing assistant demonstrates the ability to identify and implement safety and emergency procedures. A nursing assistant:
  - (a) Provides an environment with adequate ventilation, warmth, light, and quiet.
  - (b) Promotes a clean, orderly, and safe environment including equipment for a client or resident.
  - (c) Identifies and utilizes measures for accident prevention.
  - (d) Demonstrates principles of good body mechanics for self and client or resident, using the safest and most efficient methods to lift and move clients, residents, or heavy items.
  - (e) Demonstrates proper use of protective devices in care of clients or residents.
  - (f) Demonstrates knowledge and follows fire and disaster procedures.
  - (g) Identifies and demonstrates principles of health and sanitation in food service.
  - (h) Demonstrates the proper use and storage of cleaning agents and other potentially hazardous materials.
- (10) Rules and regulations knowledge. A nursing assistant demonstrates knowledge of and can explain the practical implications of the laws and regulations which affect nursing assistant practice including but not limited to:
  - (a) Mandatory reporting procedures related to client or resident abuse, neglect, abandonment, and exploitation.
  - (b) Scope of practice.
  - (c) Workers right to know.
  - (d) The Uniform Disciplinary Act.

#### Statutes, Regulations & Guidance

- [Washington Nurse Aide Licensing Requirements](#)
- [Nursing Assistant Law \(RCW 18.88\)](#)
- [Nursing Assistant Rules \(WAC 246-841\)](#)
- [Nursing Assistant Program webpage](#)



## WEST VIRGINIA

### Certification Requirements

- Eligibility/Screening Requirements
  - Background check
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
  - The individual has three opportunities to successfully pass the test then they will be required to retrain.
- Renewal & In-Service Requirements
  - Same as federal.

### Training Program Requirements

- Hours
  - Within the minimum 120 hours of training, at least 55 hours must be devoted to supervised practical training in the clinical setting where the student demonstrates knowledge while performing tasks on an individual under the direct supervision of an RN. 8. At least a total of 55 hours of training of the minimum required curriculum must be completed prior to any direct contact with the resident.
- Curriculum
  - A program shall include theory and practical component in all of the care areas listed under the minimum curriculum requirements. The orientation section will not be part of the written competency evaluation. This section only provides a set of standards for providing nurse aide trainees with orientation to the program.
    - Orientation
      - 1. Identify the textbooks, policies, class calendar, skills checklist, course outline, lesson plans with goals and objectives;
      - 2. Identify the appropriate dress wear for class and clinical rotation;
      - 3. Demonstrate and comply with the behavioral expectations, including absences and tardiness;
      - 4. Explain the purpose and procedures for filing complaints at the state level;
      - 5. Identify the student to instructor ratio and when not be in the facility without an RN Instructor;
      - 6. Describe the skills performance tasks and the role and responsibilities of the nurse aide;
      - 7. Identify guidelines for maintaining certification and explain purpose of the Nurse Aide Abuse and Neglect Registry;

- 8. Describe how to report changes in name, mailing address or marital status to the NAR;
- 9. Identify the federal law related to Nurse Aide Registry, and abuse, mistreatment, neglect, and misappropriation of property;
- 10. Describe the yearly facility in-service requirements (12 hours);
- 11. Describe the State's testing requirements and how to contact the testing vendor; and
- 12. Understand the facility day-to-day functions, safety precautions, and chain of command hierarchy with-in the facility prior to getting involved in resident care.
  - Communication and Social Interaction
  - Basic Nursing Skills
  - Personal Care Skills
  - Basic Restorative Services
  - Rights of Residents
  - Dementia

#### Statutes, Regulations & Guidance

- [West Virginia CNA Policy Manual](#)
- [West Virginia DHHR Nurse Aide Program](#)

## WISCONSIN

### Certification Requirements

- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test within one (1) year of successfully completing a training program.
- Renewal & In-Service Requirements
  - In-service requirements are the same as federal.
  - Renewal requires 8 hours of nursing or nursing-related duties every 24 months.

### Training Program Requirements

- Hours
  - 75 training hours; At least 16 of those 75 training hours must be in a clinical experience in a clinical setting. The first 16 hours of training shall be provided in a classroom setting before a student has direct contact with clients.
- Curriculum
  - The training program shall include theory and practice in all of the following care areas:
    - (a) Interpersonal communication and social interaction. The program shall include the theory of and practice in communicating and interacting on a one-to-one basis with a client; serving as part of a team implementing client care objectives; demonstrating sensitivity to a client's emotional; social and psychological needs through directed interactions; and skills that enable expressions of age-appropriate behavior by allowing a client to make personal choices and by reinforcing behavior that supports a client's sense of dignity.
    - (b) Basic nursing skills. The program shall include the theory of and practice in basic nursing skills, including bed making, taking vital signs, measuring height and weight, caring for the client's environment, measuring fluid and nutrient intake and output, assisting in the provision of proper nutritional care, walking, or transferring the client using body mechanics and appropriately selected equipment with regard to principles of client care ergonomics, and maintaining infection control and safety standards.
    - (c) Personal care skills. The program shall include the theory of and practice in basic personal care skills, including bathing, mouth care, grooming, dressing, toileting, and assistance with eating, hydration, and skin care.

- (d) Basic restorative services. The program shall include the theory of and practice in providing restorative services. Basic restorative services include the application of assistive devices for ambulation; eating and dressing; maintenance of range of motion through appropriate exercises; proper turning and positioning both in bed and chair; proper transferring techniques; bowel and bladder training; and care and use of prosthetic devices such as hearing aids, artificial eyes and artificial limbs.
    - (e) Rights of clients. The program shall provide instruction on the principles of and requirements relating to clients' rights.
    - (f) Dementias. The program shall include instruction about dementia and specific techniques for meeting the basic needs of clients with dementia.
  - The program shall cover all of the following during the first 16 hours of classroom training:
    - a. Communication and interpersonal skills.
    - b. Infection control.
    - c. Safety and emergency procedures.
    - d. Promoting residents' independence.
    - e. Residents' rights.

#### Statutes, Regulations & Guidance

- [Wisconsin Department of Human Services - Nurse Aide](#)
- Wis. Stat. Ann. § 146.40
- Wis. Admin. Code HS § 129.08

## WYOMING

### Certification Requirements

- Eligibility/Screening Requirements
  - Have committed no acts which are grounds for disciplinary action.
  - Submit the fingerprint cards and required fees to obtain state and national criminal history record information;
    - The results of both federal and state criminal background checks must be received by the board before a permanent license will be issued.
  - Submit proof of lawful presence.
- Education & Training Requirement
  - Individuals must complete a state approved nurse aide training and competency evaluation program.
- Testing Requirement
  - Individuals must pass both a written and skills test.
  - A candidate who fails one or both parts of the examination and wishes to retake the failed part or parts of the examination shall be allowed to take the respective parts of the examination a total of five (5) times.
- Renewal & In-Service Requirements
  - If employed for at least 400 hours in the past 2 years you do not need to complete any additional CEUs (continuing education hours).
  - If employed 200 hours in the past 2 years you will need to complete 15 CEUs (continuing education hours).
  - If employed less than 200 hours in the past 2 years you will need to complete 30 CEUs (continuing education hours).
  - Submit evidence (a log) of twenty-four (24) hours of continuing education relating to nurse aide practice in-service education in the past two (2) years.

### Training Program Requirements

- Hours
  - 75 hours
- Curriculum
  - Basic Nursing Skills:
    - (A) Measuring and recording height, weight, intake, and output;
    - (B) Measuring and recording vital signs, including blood pressure and fingerstick blood sugar;
    - (C) Observing, reporting, and recording signs, symptoms, and changes from baseline data established by the licensed nurse;
      - (I) Observing and reporting client or family comments in response to the care;
      - (II) Observing and reporting environmental situations;
      - (III) Observing and reporting behaviors related to the plan of care;
    - (D) Caring for the client environment;

- (E) Caring for the client when death is imminent;
  - (F) Measuring and recording food and fluid intake and output;
  - (G) Using client protective devices;
  - (H) Maintaining safety standards;
  - (I) Using hand washing, universal precautions, and other infection control measures; and
  - (J) Implementing basic emergency procedures including cardiopulmonary resuscitation.
- Personal Care Skills.
    - (A) Bathing including bed bath, tub or shower, and perineal care;
    - (B) Grooming including sink, tub, or bed shampoo and oral hygiene and nail care;
    - (C) Dressing;
    - (D) Toileting;
    - (E) Assisting with eating and hydration, including proper feeding technique;
    - (F) Providing skin care including pressure ulcer decubitus prevention;
    - (G) Ambulating, positioning, and turning;
    - (H) Feeding, cutting up food, or placing of meal trays;
    - (I) Socialization activities; and
    - (J) Assisting with the self-administration of medications
- Basic Restorative Skills Assistance:
    - (A) Activities of daily living;
    - (B) Performing range of motion exercises;
    - (C) Using assistive devices in transferring, positioning, ambulating, toileting, ambulation, eating and dressing;
    - (D) Turning and positioning properly;
    - (E) Transferring;
    - (F) Assisting in bowel and bladder training;
    - (G) Using and caring for prosthetic devices; and
    - (H) Positioning of therapeutic devices.; and
    - (I) Training the client/resident in self-care according to their abilities.
- Mental Health and Psychosocial Skills.
    - (A) Recognizing developmental tasks associated with the life process;
    - (B) Utilizing basic skills which support the patient in age-appropriate behavior and self-care;
    - (C) Applying basic principles of behavior management in response to the client's behavior;
    - (D) Identifying characteristics that may put the client/resident at risk and providing care with consideration of:
      - (I) The client's cognitive level of functioning;
      - (II) The client's sensory deficits or impairments; The client's family or concerned others as a source of emotional support;

- (III) Communication limitations; The client's need for participation in social activities; and
  - (IV) Altered level of consciousness; The client's expression of grief or conflict.
  - (V) Agitation or combativeness;
  - (VI) The client's ability to make personal choices;
  - (VII) The client's family or concerned others as a source of emotional support;
  - (VIII) The client's need for participation in social activities; and
  - (IX) The client's expression of grief or conflict.
- (E) Organizing the client's environment to enhance well-being; and
- (F) Recognizing the client's spiritual needs.
- Communication Skills:
  - (A) Using appropriate verbal and non-verbal communication with clients, their families, and co-workers;
  - (B) Recognizing non-verbal communication in clients, their families, and co-workers; and
  - (C) Recognizing and maintaining boundaries, including sexual boundaries.
- Nursing Team Members Skills of the Certified Nursing Assistant:
  - (A) Accepting delegation, instruction, and supervision from the licensed nurse and other appropriate licensed health professionals;
  - (B) Accepting responsibility for actions;
  - (C) Following the nursing care plan to guide delegated aspects of care;
  - (D) Organizing work by priority assignments;
  - (E) Informing the delegation nurse and appropriate health professional about ability or inability to perform tasks;
  - (F) Observing, reporting, and recording data in a timely manner;
  - (G) Reporting changes in the client to the nurse in a timely manner;
  - (H) Participating with other members of the healthcare team to provide optimum care;
  - (I) Contributing to the planning of care;
  - (J) Reporting unsafe, neglectful, or abusive care;
  - (K) Conducting assigned tasks without discrimination on the basis of age, race, religion, sex, lifestyle, national origin, disability or disease;
  - (L) Protecting the dignity and rights of clients regardless of social or economic status, personal attributes, or nature of health problems;
  - (M) Protecting the individual's right to privacy and the maintenance of confidentiality;
  - (N) Protecting the property of the client, family, significant others, and the employer; and
  - (O) Providing care which maintains the client free from abuse and/or neglect.

Statutes, Regulations & Guidance

- [Wyoming CNA Program](#)
- [Wyoming State Board of Nursing](#)
- [WY Admin Code](#)
- Wyo. Stat. Ann. § 33-21-129