

NURSE AIDE TRAINING REQUIREMENTS, DECEMBER 2016

BACKGROUND

Federal legislation (Omnibus Budget Reconciliation Act of 1987) and associated regulations (42 CFR 483.152) require that Medicare- and Medicaid-certified nursing homes employ nurse aides who are trained and evaluated through training programs approved by their state. Federal regulations require that these training programs consist of at least 75 hours of training, including at least 16 hours of supervised practical or clinical training.

Federal regulations also list the subject areas and skills to be taught, outline the qualifications for approved trainers, define the competency evaluation process, and require that each state establish and maintain a registry of nurse aides.

In its report on the adequacy of the healthcare workforce for older Americans ([Retooling for an Aging America, 2008](#)) the Institute of Medicine recommends that “Federal requirements for the minimum training of certified nursing assistants (CNAs) and home health aides should be **raised to at least 120 hours and should include demonstration of competence in the care of older adults** as a criterion for certification” (Recommendation 5-1)

PHI FINDINGS

Over half of states have chosen to require more than the minimum federal standard of 75 hours for Nurse Aide training, as summarized in the accompanying table:

- 30 states and the District of Columbia have extended the minimum number of training hours beyond 75 hours to as many as 180 hours.
- 13 states and the District of Columbia require a minimum of 120 or more training hours, the standard recommended by the Institute of Medicine report.
- 32 states and the District of Columbia require more than the minimum 16 hours of clinical training, with required clinical hours ranging up to 100 hours.

Even though many states have gone beyond the minimum federal requirements, 20 states still operate with requirements that have not changed in over twenty years.

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	minimum hours	minimum clinical
120+ hours (13 states + D.C.)		
Maine	180	70
Missouri	175	100
Oregon	155	75
California	150	100
Delaware	150	75
Alaska	140	80
D.C.	120	75
West Virginia	120	55
Arizona	120	40
Florida	120	40
Illinois	120	40
Virginia	120	40
Idaho	120	32
Wisconsin	120	32
76 – 119 hours (17 states)		
Indiana	105	75
Hawaii	100	70
New Hampshire	100	60
Connecticut	100	50
Maryland	100	40
South Carolina	100	40
New York	100	30
Utah	100	24
Rhode Island	100	20
Kansas	90	45
New Jersey	90	40
Arkansas	90	16

	minimum hours	minimum clinical
76 – 119 hours (continued)		
Washington	85	50
Georgia	85	24
Louisiana	80	40
Pennsylvania	80	37.5
Vermont	80	30
75 hours (20 states)		
Iowa	75	30
Montana	75	25
Texas	75	24
Alabama	75	16
Colorado	75	16
Kentucky	75	16
Massachusetts	75	16
Michigan	75	16
Minnesota	75	16
Mississippi	75	16
Nebraska	75	16
Nevada	75	16
New Mexico	75	16
North Carolina	75	16
North Dakota	75	16
Ohio	75	16
Oklahoma	75	16
South Dakota	75	16
Tennessee	75	16
Wyoming	75	16

STATE CITATIONS FOR NURSE AIDE TRAINING REQUIREMENTS DECEMBER 2016

Alabama: Follows Federal Code of Regulations: CFR Title 42, Vol. 3, 483.

Alaska: Alaska Administrative Code, Title 12, 44.835.

Arizona: Arizona Administrative Code, Title 4, Chapter 19, Article 8.

Arkansas: Arkansas Administrative Code 016.06.08-011.

California: California Code of Regulations, Title 22, Division 5, Chapter 2.5, Article 3, § 71835.

Colorado: Code of Colorado Regulations, 3 CCR 716-1, Chapter XI.

Connecticut: Connecticut Department of Public Health Regulations, Public Health Code, Chapter IV, Title 19-13-D8t.

Delaware: Delaware Code, Title 16, Chapter 30A.

District of Columbia: District of Columbia Municipal Regulations, Title 29, Chapter 32, Nurse Aide Certification, Section 3204.

Florida: Florida Administrative Code, Rule Chapter: 64B9-15.006.

Georgia: Alliant GMCF, Nurse Aide Program Overview.

Hawaii: Hawaii Administrative Rules, Title 16, Chapter 89A, and Med-QUEST Division, Certification Programs, "State Certified Nurse Aide Training Program" (May 2004).

Idaho: Idaho Nursing Assistant Curriculum, 2010. Idaho Division of Professional-Technical Education; IDAPA 23.01.01.602.01

Illinois: Illinois Administrative Code, Title 77, Chapter I, Subchapter c: Long-Term Care Facilities, Section 395.150.

Indiana: Indiana Administrative Code, 410 IAC 16.2-3.1-14.

Iowa: Iowa Administrative Code 441.81.16

Kansas: Kansas Administrative Regulations 28-39-165.

Kentucky: Kentucky Administrative Regulations, Title 907, Chapter 1, Section 450.
Louisiana: Louisiana Administrative Code, Title 48: Part I, Section 10015.

Maine: Code of Maine Rules, 02-380, Chapter 5.

Maryland: Code of Maryland Regulations, Title 10.39.02.07.

Massachusetts: Code of Massachusetts Regulations, Title 105.156.320.

Michigan: Michigan Department of Community Health, Bureau of Health Professions, Nurse Aide Training Curriculum.

Minnesota: Follows Federal Code of Regulations: CFR Title 42, Vol. 3, 483.

Mississippi: Follows Federal Code of Regulations: CFR Title 42, Vol. 3, 483.

Missouri: Missouri Code of State Regulations, Title 19, 30-84.010.

Montana: Montana Department of Public Health and Human Services, Quality Assurance Division, Certification Bureau, State Plan for the Nurse Aide Training and Competency Testing Program.

Nebraska: Nebraska Administrative Code, Title 172, 108-003.01 (172 NAC 108-003.01).

Nevada: Nevada Revised Statutes, Chapter 632 – Nursing, NRS 632.2856.

New Hampshire: New Hampshire Code of Administrative Rules, Chapter Nur 10, Section Nur 704.09.

New Jersey: New Jersey Administrative Code, 8:39-43.10.

New Mexico: New Mexico Administrative Code, 8.312.2.21.

New York: New York Codes, Rules and Regulations (NYCRR), Title 10, Section 415.26.

North Carolina: North Carolina Department of Health and Human Services, Division of Health Service Regulation, Center for Aide Regulation and Education, State Approved Curriculum for Nurse Aide I Training.

North Dakota: North Dakota Administrative Code, 33.43.01.04.

Ohio: Ohio Revised Code, Title 37, 3721.30.

Oklahoma: Oklahoma Administrative Code, Title 310, 677-11-4.

Oregon: Oregon Administrative Code, 851-061-0090.

Pennsylvania: Pennsylvania Department of Education, Application for Approval of Nurse Aide Training and Competency Evaluation Program, June 2012

Rhode Island: Rhode Island Rules and Regulations, R23-17.9-NA.

South Carolina: South Carolina Department of Health and Human Services, Department of Facility Services, South Carolina Nurse Aide Training Program Packet, “Guidelines for Nurse Aide Program Training Approval.”

South Dakota: South Dakota Administrative Rules 44:74:02:15.

Tennessee: Tennessee Annotated Code 68-11-209

Texas: Texas Administrative Code, Title 40, Part 1, Rule 94.3.

Utah: Utah Administrative Code, Rule R432-45.

Vermont: Vermont Board of Nursing, Administrative Rules, Part 16.12.

Virginia: Virginia Administrative Code, 18VAC90-26-50

Washington: Washington Administrative Code, Chapter 246-841-490.

West Virginia: West Virginia Department of Health and Human Resources, Bureau for Public Health, Office of Health Facility Licensure and Certification, Nurse Aide Educational Program, Criteria and Guidelines.

Wisconsin: Wisconsin Administrative Rules and Regulations, Chapter DHS 129, Certification of Programs for Training and Testing Nurse Aides, Medication Aides and Feeding Assistants, Subchapter II, Section.07.

Wyoming: Wyoming State Board of Nursing, Administrative Rules and Regulations, Ch. II, Section 5(b).

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