



Certified Nursing Assistant (CNA) Certification Guidelines

The logo consists of a red square containing the letters 'TN' in white, serif font. Below the red square is a thin dark blue horizontal bar.

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**What is the Certified
Nursing Assistant (CNA)
Certification?**

Certified Nursing Assistant (CNA)

- The Certified Nursing Assistant is a nationally known credential in nursing care and is a key stepping stone on the path of career advancement for patient care providers.



Job Duties

Job duties and tasks for the Certified Nursing Assistant can include the following:

- answer patient call signals, signal lights, bells, or intercom systems to determine patients' needs,
- turn or reposition bedridden patients,
- provide physical support to assist patients to perform daily living activities, such as getting out of bed, bathing, dressing, using the toilet, standing, walking, or exercising,
- review patients' dietary restrictions, food allergies, and preferences to ensure patient receives appropriate diet,
- measure and record food and liquid intake or urinary and fecal output, and reporting changes to medical or nursing staff.



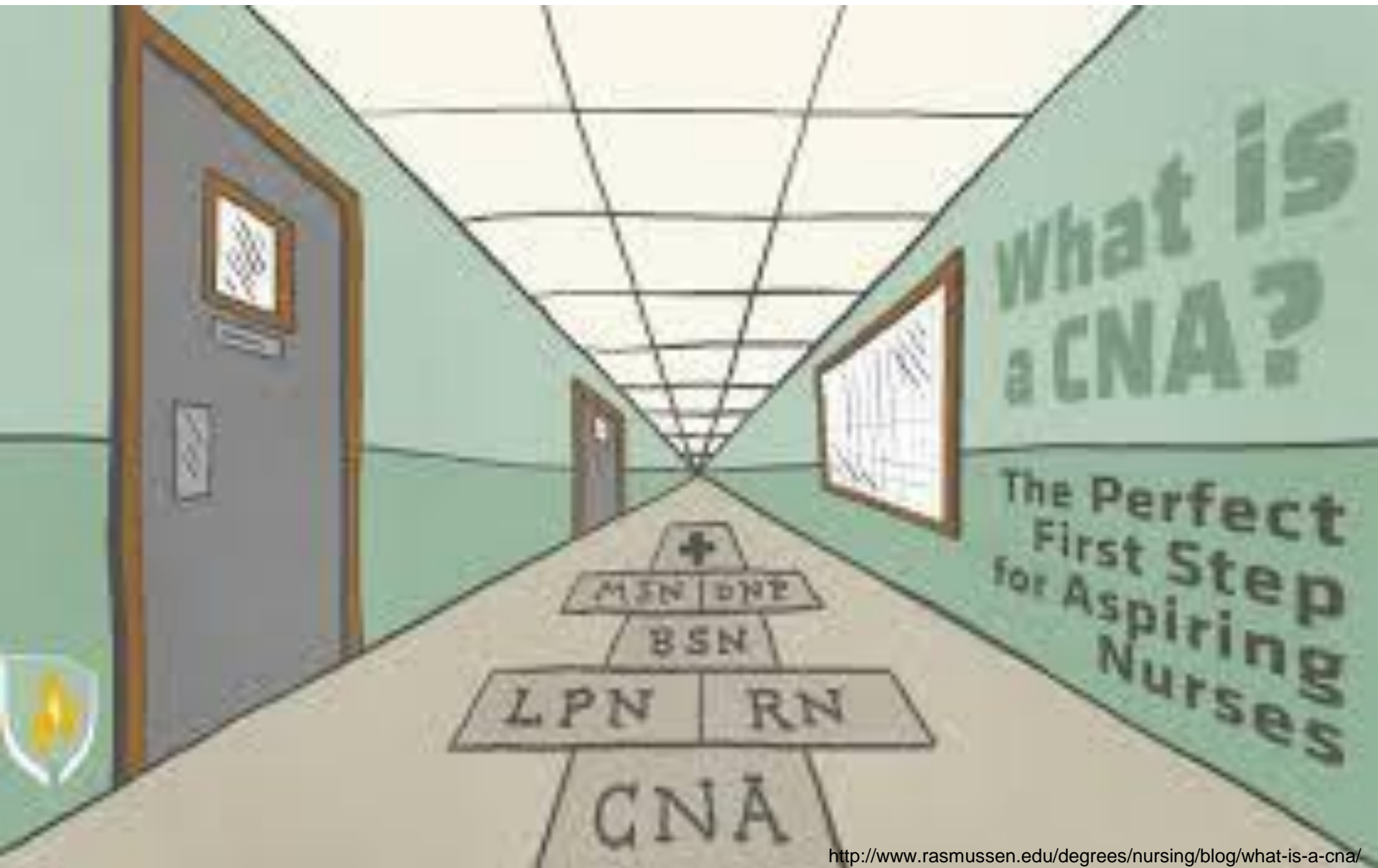
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Alignment to Nursing Services Pathway

Nursing Services Pathway



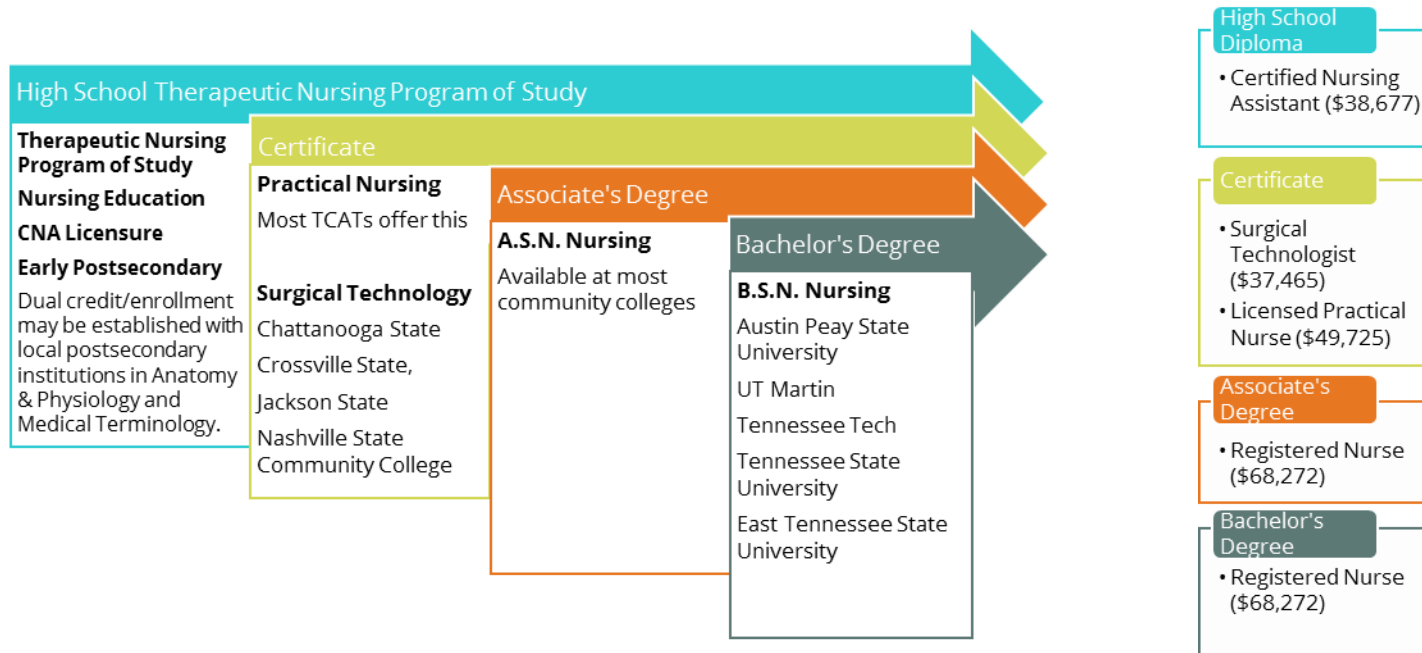
Entrance into Nursing Services Pathway

- The CNA credential allows students to enter the health care field as a certified health care provider and is required, by law, for all nursing assistant practitioners in Tennessee.



Importance of a Pathway

- Industry certifications must be tied to a student's program of study and serve either as a complement or capstone to a student's learning experience.
- Stand-alone certifications with no ties to a student's learning experience place the student in jeopardy of being unprepared not only to sit for the certification but also to apply the content moving forward in a career path.



Students “Test the Waters” of Nursing Services through CNA Certification

Becoming a CNA is a sensible first step for students to “test the waters” to determine if nursing is a good fit. The road to enter is fairly easy and inexpensive. Students will also earn a host of other benefits along the way.

Individuals who are thinking of a career in nursing must have a clear understanding of the pros and cons of providing nursing care. Though the job is a rewarding one, both emotionally and financially, caring for those who are ill is demanding and challenging.

The route to enrollment in nursing programs could pose numerous challenges, depending on where students live and the availability of programs in some areas. Postsecondary nursing education is also time-consuming and costly, so it is vital that students understand what the job entails.



CNA Classes Near You. (n.d.). *Four benefits of becoming a CNA before nursing school.* Retrieved January 30, 2017 from <http://cnaclasesnearyou.com/general/4-benefits-of-becoming-a-cna-before-nursing-school/>



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Employment Outlook

Employment Outlook

The table below shows the employment outlook for CNAs in Tennessee through 2022.

Occupation	Education Required	Median Salary	2022 Projected Employment	Total 2014 - 2022 Employment Change	Annual Avg. Percent Change
Certified Nursing Assistant	Post-secondary CNA certificate	\$ 38,677	35,170	4,420	1.7%
Home Health Aide	Post-secondary CNA certificate	\$56,526	13,620	680	0.6%
Personal Care Aide	Post-secondary CNA certificate	\$69, 739	24,720	2,070	1.1%

***The Certified Nursing Assistant certification is industry valued and recognized leading to high quality employability that translates into job opportunities.**

Sample of Current Job Opportunities in Tennessee for Certified Nursing Assistants



Employment Data Area Distribution



Tennessee Department of Labor and Workforce Development, Jobs4TN Online. (2016). Employment Wage and Data. Retrieved from <https://www.jobs4tn.gov>





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CNA Certification

Teacher Requirements

If a course is taught so students can obtain Certified Nursing Assistant (CNA) certification, the following guidelines must be followed.

- The course must be taught by a Registered Nurse with at least two years of experience. One year must be in long-term (nursing home) care experience.
- If the teacher does not have one year of long-term care experience, the district/school must contract with a coordinator from a local long-term care facility.
- The high school program must register and receive approval from the TN Department of Health, Nurse Aide Training division for its training program, 30 days BEFORE the first day of class.

Nursing Services Program of Study

Nursing Services	Health Science Education (5998)	Anatomy and Physiology ² (3251 or 5991) -or- Medical Therapeutics (5999)	Medical Therapeutics (5999) -or- Anatomy and Physiology ² (3251 and 5991) -or- Dual Enrollment Nursing Services (4099)	Nursing Education (6000) -or- Dual Enrollment Nursing Services (4099)
				Industry Certification: Certified Nursing Assistant (CNA)

- CNA certification will be delivered within the **Nursing Services POS only**.
- CNA certification **should not** be offered as a stand-alone class, but instead, should be the capstone experience for the Nursing Services program of study.

Standards



College, Career and
Technical Education

Nursing Education

Primary Career Cluster:	Nursing Education
Consultant:	Sloan Hudson, (615) 532-2839, Sloan.Hudson@tn.gov
Course Code(s):	6000
Prerequisite(s):	Health Science (5998), Medical Therapeutics (5999) and Anatomy & Physiology (3251 or 5991)
Credit:	1
Grade Level:	11-12
Graduation Requirements:	This course satisfies one of three credits required for an elective focus when taken in conjunction with other Health Science courses.
Programs of Study and Sequence:	This is the final course in Nursing Services program of study.
Aligned Student Organization(s):	HOSA: http://www.tennesseehosa.org Pamela Grega, (615) 532-6270, Pamela.Grega@tn.gov
Coordinating Work-Based Learning:	Students enrolled in this course who wish to pursue certification must spend a minimum of 40 hours in a clinical setting. Twenty-four of the 40 hours must be spent in a long-term care facility, and the remainder can take place in any setting that employs certified nursing assistants. Teachers must hold an active WBL Certificate provided by the Tennessee Department of Education. For more information, please visit https://tn.gov/education/topic/work-based-learning .
Available Student Industry Certifications:	Certified Nursing Assistant
Dual Credit or Dual Enrollment Opportunities:	There are no known dual credit/dual enrollment opportunities for this course. If interested in developing, reach out to a local postsecondary institution to establish an articulation agreement.
Teacher Endorsement(s):	577, 720
Required Teacher Certifications/Training:	This course can only be taught by Registered Nurses. First time teachers must also attend an 8 hour training provided by the Department of Education.
Teacher Resources:	https://tn.gov/education/article/cte-cluster-health-science

The Nursing Services program of study, which includes the Nursing Education course, prepares students to sit for the C.N.A. certification exam.

The standards can be found at https://www.tn.gov/assets/entities/education/attachments/cte_std_nursing_education.pdf

Certified Nursing Assistant Certification

In order to be certified and on the Tennessee Nurse Aide Registry, an individual must have completed an approved nurse aide training program and sit for the state competency examination within 24 months from completion of the class.



- The attendance requirement for students to qualify to take the state CNA test is 100 hours minimum, 40 hours didactic, 20 hours classroom lab, and 40 hours clinical with at least 24 hours in long-term care, the other 16 hours can be in any healthcare facility that employs CNA's.

Certified Nursing Assistant Program Certification

- To obtain approval to teach the Nursing Services program of study, a school must submit the appropriate paperwork to the TN Department of Health, Nurse Aide Training division.
- Once a school is approved by the Department of Health to provide CNA training using the Nursing Services program of study, the school meets the federal requirements for nurse aide training programs and will receive official documentation of approval.
- Following program approval, D&S Diversified, the official testing company for Tennessee, will send a welcome packet to the program administrator containing detailed information regarding registration of students and testing procedures.



Testing Company



D&S Diversified Technologies LLP

Headmaster LLP

Tennessee  Testing and Certification

Innovative, quality technology solutions
throughout the United States
since 1985.



PRICE CHANGE FOR CNA TESTING EFFECTIVE 1/10/2017
Skills testing will increase to \$66.00.
The written test will remain \$30.00.
The total for testing will be \$96.00

Instructor Workshop Sign-up forms are available below for July 2017.
The workshops will be in Johnson City, Knoxville and Chattanooga.
All reservations must be received by June 23 , 2017.

Candidate Forms	Test Site Forms	Observer Forms	Contacts
Testing Application Form 1101	Test Site Agreement	Test Observer Application	<p>Please feel free to contact us if you have questions, concerns, or suggestions about our service. We value the feedback we receive from everyone involved in the Tennessee CNA training, testing, and certification process.</p> <p>D&S Diversified Kelly Buerger & Sheri Butterbaugh Program Managers 333 Oakland Ave. Findlay, OH 45840 Phone: (877) 201-0758 Fax: (419) 422-8367</p> <p>hdmastereast@hdmaster.com</p>
Rate Structure Form 1402	Test Site Equipment List	Confidentiality/Nondisclosure Agreement	
Test Schedule	WebETest © On-line Testing	Test Observer Equipment List	
On-line Test RESULTS	WebETest © Start Page	Test Observer Agreement	
Candidate Handbook v. 12 **Effective 03/01/2016**	Training Program Forms	Written Test Instructions	
Tennessee CNA FAQ's	Training Program Login	Skill Test Instructions	
ADA Accommodation 1404	Mock Skills Sheets	WebETest © Observers View Scheduled Exams	
When Am I Scheduled to Test?	Sponsor & Employer Login	Sponsor Login	
Student/Candidate Login	Mandatory Cup Information	<ul style="list-style-type: none">• Submit testing fees with pre-approved credit• Submit testing fees with credit card	
<ul style="list-style-type: none">• Update your demographic information.• Request employment verification from a long-term care facility.	Candidate Handbook Order Form		

Kelly Buerger & Sheri Butterbaugh, Program Managers
333 Oakland Ave.
Findlay, OH 45840
Phone: (877) 201-0758, **Fax:** (419) 422-8367

hdmastereast@hdmaster.com



Testing Company, continued:

D&S Diversified will send a welcome packet with the following information:

- how to create your roster,
- how to help students register for a test,
- how to obtain candidate booklets,
- breakdown of test questions,
- test fees, and
- contact information.



Tennessee CNA Testing and Certification

Tests/Services/Fees	#	Advance Pay	TDH funded	Total Cost
Written		\$30.00ea	NA	
Oral		\$30.00ea	NA	
Skills		\$66.00ea	NA	
Priority Fax Service		\$5.00ea	\$5.00ea	
Express Service Fee		\$15.00ea	\$15.00ea	
Express Overnight Shipping		\$19.50	\$19.50	
No Show		No Refund	\$40.00ea	
Reschedule		\$35.00ea	\$35.00ea	
Cancellation		Partial Refund	\$25.00ea	

Assessment Details

Certified Nursing Aide (CNA) Credential

Exam Codes	Certified Nursing Aide (CNA) Credential
Website	www.hdmaster.com
Exam Description	The Certified Nurse Aide is the nationally known credential in nursing care and is a key stepping stone on the path of career advancement for patient care providers.
Number of Questions	Written test: 75 questions Skill test: Hand washing + 4 additional skills
Type of Questions	Questions are selected from the following subject areas and include <u>questions</u> from all the required categories as defined in OBRA regulations. The subject areas and the number of questions () from each subject area are as follows: 1) Safety (8) 7) Communication (6) 2) Infection Control (5) 8) Data Collection (4) 3) Personal Care (7) 9) Basic Nursing Skills (11) 4) Mental Health (4) 10) Role and Responsibility (11) 5) Care Impaired (5) 11) Disease Process (5) 6) Resident Rights (5) 12) Aging Process (4)
Length of Test	Written: 90 minutes, Skills: 35 minutes



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Challenges and Solutions

Challenges and Solutions



Challenge:

Many registered nurses lack the one year of long-term care experience required by the federal government to teach this course.

Solution:

- *The school may contract with a coordinator from the long-term care facility who has prior experience training C.N.A. students.*
- *CTE directors can facilitate partnerships between local TCATs and high schools to provide dual enrollment C.N.A. training.*

Challenge:

The cost of the C.N.A. certification test can limit the number of students eligible for testing.

Solution:

CTE directors are encouraged to use different partnership strategies to successfully implement a C.N.A. certification within their school.

For More Information

- <http://cnaclassesnearyou.com/general/4-benefits-of-becoming-a-cna-before-nursing-school/>
- http://hdmaster.com/testing/cnatesting/tennessee/TN_CNA_Home.htm
- <https://jobs4tn.gov>
- <http://www.onetonline.org/find/quick?s=17-3029>
- <http://www.rasmussen.edu/degrees/nursing/blog/what-is-a-cna/>
- https://www.tn.gov/assets/entities/education/attachments/cte_std_nursing_education.pdf



Districts and schools in Tennessee will exemplify excellence and equity such that all students are equipped with the knowledge and skills to successfully embark on their chosen path in life.

Excellence | Optimism | Judgment | Courage | Teamwork