



Nurse Aide Training Requirements, October 2014

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.

PHI Findings

Just over half of states have chosen to require additional hours of classroom and clinical training, as summarized in the accompanying chart:

- 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.
- 31 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.

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

In its recent 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)



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Hours	State	Minimum Training Hours	Minimum Clinical Hours	
120+ hours (13 states + District of Columbia)	Maine	180	70	
	Missouri	175	100	
	California	150	100	
	Delaware	150	75	
	Oregon	150	75	
	Alaska	140	80	
	Arizona	120	40	
	D.C.	120	75	
	Florida	120	40	
	Idaho	120	32	
	Illinois	120	40	
	Virginia	120	40	
	West Virginia	120	55	
	Wisconsin	120	32	
	76 – 119 hours (18 states)	Indiana	105	75
		Connecticut	100	50
		Hawaii	100	70
		Maryland	100	40
		New Hampshire	100	60
New York		100	30	
Rhode Island		100	20	
South Carolina		100	40	
Texas		100	40	
Arkansas		90	16	
Kansas		90	45	
New Jersey	90	40		
Georgia	85	24		
Washington	85	50		
Louisiana	80	40		
Vermont	80	30		
Pennsylvania	80	37.5		
Utah	80	16		

Hours	State	Minimum Training Hours	Minimum Clinical Hours
75 hours (19 states)	Alabama	75	16
	Colorado	75	16
	Iowa	75	30
	Kentucky	75	16
	Massachusetts	75	16
	Michigan	75	16
	Minnesota	75	16
	Mississippi	75	16
	Montana	75	25
	Nebraska	75	n/a
	Nevada	75	n/a
	New Mexico	75	n/a
	North Carolina	75	16
	North Dakota	75	16
	Ohio	75	16
	Oklahoma	75	16
	South Dakota	75	16
	Tennessee	75	16
	Wyoming	75	16



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