

**IHCA Workforce Committee**  
**Review of Options for Nursing Assistant Certification**  
**Without 16 Hour Training Course Availability**

With the end of the 16 hour programs at community based colleges, there are a few possible options for employers and potential employees to consider for those un-certified nurse aid candidates. These candidates must still complete the first 16 hours of training prior to any resident contact.

Possible options:

- Keep a schedule of courses available for a quick resource to availability. These courses are offered in multiple nursing facilities, community colleges, and high schools. Sometimes you can work with the head of the department to be informed of any cancellations for a quick entry to a course. The DIA maintains a listing of approved nursing aide instruction programs.
- Nursing facility can consider having their own nurse aide training program. The approval process is fairly simple and is regulated through DIA. Each clinic site and instructor needs to be approved. For an application visit [www.dia-hfd.state.ia.us](http://www.dia-hfd.state.ia.us) then select **Documents**. Half way down the page you will find the section called: NURSE AIDE TRAINING & COMPETENCY EVALUATION PROGRAM. There is a link to the application and instructions posted.

AHCA has curriculum, student and instructor handbooks, and videos available:  
[http://www.ahcancal.org/quality\\_improvement/howtobe/Pages/default.aspx](http://www.ahcancal.org/quality_improvement/howtobe/Pages/default.aspx)

You would need to have an experienced RN with LTC experience of at minimum one year complete either a course in teaching adults, have experience teaching adults or supervising nurse aides. The University of Iowa currently requires that the instructor take the 'train-the-trainer' course.

- Contact the DIA Training Coordinator, Susan Odell, for assistance when you have an employee/potential employee that is unable to enter a training program in a timely manner (515) 242-5991, [Susan.Odell@dia.iowa.gov](mailto:Susan.Odell@dia.iowa.gov). Susan has offered her assistance to help.
- For the time being, anyone can "challenge" the competency exams, whether they have had the training or not. The person or facility would just call the community college of choice and schedule time(s) to take the exams. This is a possibility generally once 16 hours of in house training have been completed.

DIA doesn't necessarily "frown" on challenging the exams. It's just unfortunate for the nurse aides and the facility that the nurse aides miss the educational opportunity. Also, in order to pass the skills competency exam they are required to demonstrate a few randomly selected skills. It in no way means the nurse aide is proficient in all of the skills that s/he will be required to perform in the provision of normal job duties.

- Utilize that employee in another area of the facility such as dietary or housekeeping while the nurse aide is completing the first 16 hours of their 75 hour course.
- Because there is no longer a 16 hour course offered, it cannot be done internally by anyone (even a qualified instructor). However, the aide can have direct resident contact have completion of the first 16 hours of the 75 hour nurse aide course.