



Nursing Assistant-Registered (NAR) Work Experience Verification of Clinical Hours and Competency

Qualifying Criteria

In accordance with [WAC 246-841A-440\(8\)](#), Washington State Board of Nursing's (WABON's) procedures, and the training program's established policies, nursing assistant training programs retain the authority to allow students who choose to do so, on a case-by-case basis, to complete their clinical training hours by working as a nursing assistant-registered in a care facility under the supervision of a licensed nurse. To qualify for credit, the NAR work experience must:

- Be completed after successful completion of required classroom theory and skills lab hours;
- Be completed in a time frame comparable to that of classmates who complete through instructor-led clinical training as established by the program's schedule and completion policies (so there is close correlation between classroom/theory, skills lab, and clinical);
- Be performed under a pending or active nursing assistant-registered credential during enrollment in the class;
- Include a background check prior to contact with clients or residents;
- Occur in a care facility where a licensed nurse is present to provide direct supervision and verify competency for care provided continuously throughout the clinical experience; the supervising nurse may not be a friend or relative;
- Include opportunities for the student to successfully demonstrate the competencies of a nursing assistant as identified in [WAC 246-841A-400](#) for a minimum of 40 hours;
- Include care of clients or residents who are not friends or relatives;
- Be documented on a form provided by the commission and available on file at the training program along with formal documentation of the number of hours worked; and
- Be verifiable with the care facility. The program director is responsible to verify that each student's employment experience meets hours' requirements and all other qualifying standards included in [WAC 246-841A-440](#).

Instructions

- The training program provides students who choose to work as NARs with this form and checklist. **Note:** The program must provide a traditional clinical rotation for students who do not choose to or are unable to work as NARs.
- The NAR works under a supervising licensed nurse who initials each skill for which the NAR demonstrates competency (corresponding to skills assigned to the NAR) (**Note:** the skills checklist must be complete or substantially complete to receive credit).
- The NAR provides a signed checklist to the training program and to the facility where they are working, and they keep a copy for themselves.
- The training program keeps this completed checklist in the student file in addition to the NAR's (student's) skills lab competency evaluation checklist form; to award credit, the program must have this completed checklist and formal documentation of at least 40 hours of work experience in the student's file (i.e., pay stub, letter from human resources, etc.)
- The facility where the NAR is working keeps a copy of the signed checklist in the NAR's file; this documentation may be requested during site surveys.



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NAR (Student) Name:
 Training Program Name:
 Name of Facility:

1. Basics prior to resident contact <input type="checkbox"/> Communication/interpersonal skills <input type="checkbox"/> Infection control <input type="checkbox"/> Safety/emergency procedures, including the Heimlich maneuver. <input type="checkbox"/> Promoting residents' independence. <input type="checkbox"/> Respecting residents' rights	4. Mental health and social service needs <input type="checkbox"/> Modifying aide's behavior in response to residents' behavior. <input type="checkbox"/> Awareness of developmental tasks associated with the aging process. <input type="checkbox"/> How to respond to resident behavior. <input type="checkbox"/> Allowing the resident to make personal choices, providing, and reinforcing other behavior consistent with the resident's dignity. <input type="checkbox"/> Using the resident's family as a source of emotional support.	6. Basic restorative services <input type="checkbox"/> Training the resident in self-care according to the resident's abilities. <input type="checkbox"/> Use of assistive devices in transferring, ambulation, eating, and dressing <input type="checkbox"/> Maintenance of range of motion <input type="checkbox"/> Proper turning and positioning in bed and chair <input type="checkbox"/> Bowel and bladder training <input type="checkbox"/> Care and use of prosthetic and orthotic devices
2. Basic nursing skills <input type="checkbox"/> Taking and recording vital signs. <input type="checkbox"/> Measuring and recording height and weight. <input type="checkbox"/> Caring for the residents' environment. <input type="checkbox"/> Recognizing abnormal changes in body functioning and reporting to a supervisor. <input type="checkbox"/> Caring for residents when death is imminent.	5. Care of cognitively impaired residents <input type="checkbox"/> Techniques for addressing the unique needs and behaviors of individual with dementia (Alzheimer's and others) <input type="checkbox"/> Communicating with cognitively impaired residents. <input type="checkbox"/> Understanding the behavior of cognitively impaired residents. <input type="checkbox"/> Appropriate responses to the behavior of cognitively impaired residents <input type="checkbox"/> Methods of reducing the effects of cognitive impairments	7. Residents' rights <input type="checkbox"/> Providing privacy and maintenance of confidentiality. <input type="checkbox"/> Promoting the residents' right to make personal choices to accommodate their needs. <input type="checkbox"/> Giving assistance in resolving grievances and disputes. <input type="checkbox"/> Providing needed assistance in getting to and participating in resident and family groups and other activities. <input type="checkbox"/> Maintaining care and security of residents' personal possessions. <input type="checkbox"/> 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. <input type="checkbox"/> Avoiding the need for restraints in accordance with current professional standards.
3. Personal care skills, including, but not limited to <input type="checkbox"/> Bathing <input type="checkbox"/> Grooming, including mouth care. <input type="checkbox"/> Dressing <input type="checkbox"/> Toileting <input type="checkbox"/> Assisting with eating and hydration. <input type="checkbox"/> Proper feeding techniques <input type="checkbox"/> Skin care <input type="checkbox"/> Transfers, positioning, turning		

The skills listed on this form were taken directly from the nursing assistant competencies listed in federal regulations ([42 CFR § 483.152\(b\)](#))

Supervising Nurse's Attestation: The NAR named on this form has demonstrated competency for each skill I initialed above during at least 40 hours of work experience under my supervision.

Printed Name: _____

Signature: _____ Date: _____

NAR Attestation: All information on this form is true and correct to the best of my knowledge.

Signature: _____ Date: _____

Employer, NAR, and Training Program Each Retain a Copy