

Nursing Career Pathways

Traditional Certified Nursing Assistant

4 weeks – 9 mo

108 hours

Nursing Assistant training through NA training programs at a:

College, Long-Term Care Facility, Skills Center, Highschool, Hospital or Private Business offering CNA training and instructor-led clinical.

- 35 classroom, 33 lab and 40 clinical for a Total of 108 hours
- In 2025, will increase to 66 classroom hours, 32 lab and 40 clinical to = 138 hours*
- 4 weeks – 9 months depending on training program
- Pass skills & written exams

NAR Pathway to CNA

4 weeks – 9 mo

108 hours

Nursing Assistant-Registered to Certified Nurse Aide

- 35 classroom, 33 lab and 40 clinical for a total of 108 hours
- In 2025, will increase to 66 classroom hours, 32 lab and 40 clinical to = 138 hours*
- 4 weeks – 9 months depending on training program
- Pass skills & written exams
- Clinical is not instructor led. Student of the program is employed at a qualified health care facility (WAC 246-841A-440) and performs their clinical competencies under the supervision of a licensed nurse at the healthcare facility

Examples:

1. Student who is employed at a qualified healthcare facility initiates the process with the NA training program.
2. A facility initiates sending an individual student or cohort to the training program but commits a licensed nurse to supervising the clinical.
3. The Healthcare facility has their own NA program and opts to perform clinical via the NAR pathway and not by an approved DOH clinical instructor
4. Training programs who offer NAR Pathway must be able to offer traditional instructor- led clinical as an option for students.

*Specialty Training includes Endorsements in Developmental Disabilities, Mental Health Training, Dementia Training to be implemented by September 1, 2025.

HCA to CNA

Varies

36 hours

Home Care Aide Bridge to Certified Nurse Aide

- 17 classroom hours, 13 lab, 6 clinical = total 36 hours
- In 2025, will increase to 49 class, 13 lab, 6 clinical to = 68 hours*
- Length of training varies
- Pass skills & written exams

MA to CNA

Varies

36 hours

Medical Assistant Bridge to Certified Nurse Aide

- 16 Classroom hours, 14 lab, 6 hours clinical = total of 36 hours
- In 2025, will increase to 48 class, 14 lab, 6 clinical = total of 68 hours**
- Length of training varies
- Pass skills & written exams

CNA + MACE

3 months

100 hours

Medication Assistant Certificate Endorsement

- 100 hours program , 60 hours didactic/lab, 40 hours instructor lead clinical
 - Must be completed in 3 months
 - Pass written competency test
- Recommended Admission Requirements:*
- Able to read, speak and write English
 - Competent in basic mathematics skills
 - Earned high school diploma or successfully passed the general educational development (GED) test
 - Certified nursing assistant (CNA)
 - 18 years old or older
 - Cardiopulmonary resuscitation (CPR) certification
 - Complete at least 1,000 hours of work experience in a nursing home as a nursing assistant-certified within the immediate year prior to the date of application

Nursing Career Pathways (Cont.)

LPN

3-4 Quarters

300 Hours

Community College Nursing Education Programs

- 3-4 quarters of nursing courses plus prerequisites
- Prerequisites must be transferable
- Full time and part time program options available
- Traditional in person or hybrid model available
- 300 clinical hours required
- Pass NCLEX-PN exam following coursework
- Visit the [SBCTC website](#) for more information

LPN to ADN

3-4 Quarters

500 Hours

Community College Nursing Education Programs

- Successful pass of NCLEX-PN exam
- 3-4 quarters of nursing courses plus prerequisites
- Prerequisites must be transferrable
- Full time and part time program options available
- Traditional in person or hybrid model available
- Total 500 clinical hours from PN and ADN program
- Pass NCLEX-RN exam following graduation
- [LPNtoADN.StatewideTransferDegree.pdf \(wa.gov\)](#)

LPN to BSN

6-8 Quarters

600 Hours

Community College and University Programs

- Successful pass of NCLEX-PN exam prior to start
- Traditional in person or hybrid model available
- 6-8 quarters of nursing courses plus prerequisites
- Total of 600 clinical hours from PN and BSN program
- Pass NCLEX-RN exam following graduation
- Visit the [SBCTC website](#) for more information

ADN

6 Quarters

500 Hours

Community College Nursing Education Programs

- 6 quarters of nursing courses plus prerequisites
- Prerequisites must be transferable (1-2 years)
- Traditional in person or hybrid model available
- Full time and part time program options available
- 500 clinical hours
- Pass NCLEX-RN exam following graduation

ADN to BSN

3-5 Quarters

600 Hours

Community College Nursing Education Programs

- Curriculum includes community health, leadership, research, and application of statistics as examples.
- Prerequisites must be transferable
- 3-5 quarters
- Full time and part-time program options available
- Total of 600 clinical hours from ADN and BSN program
- Visit the [SBCTC website](#) for more information

BSN

3-4 Years

600 Hours

University Program

- Curriculum includes community health, leadership, research, and application of statistics as examples.
- Prerequisites must be transferable
- Traditional in person or hybrid model available
- 600 clinical hours
- Pass NCLEX-RN exam following graduation
- 3-4 years total

Abbreviations

LPN – Licensed Practical Nurse

ADN – Associate Degree in Nursing

BSN – Bachelor of Science in Nursing

Nursing Career Pathways (Cont.)

ARNP/MN/MSN

18 Mo - 3 Years

500 Hours

Clinically Focused Graduate Program

- Curriculum includes community health, Specialize in midwifery, anesthesia, adult, pediatrics, geriatrics, psychiatric care
- Prerequisite of active, unencumbered RN license exam for entry
- Minimum 500 clinical hours not counting undergraduate hours, but vary by specialty
- Traditional in person or hybrid model available
- Part time and full time options
- 18 months - 3 years after bachelor's degree, but lengths vary by specialty
- National certification exam in specialty area after graduation

MN/MSN

18 Mo - 3 Years

500 Hours

Leadership, Population Health Graduate Program*

- Specialize in leadership, public health, policy, faculty roles, to improve health outcomes and translate research to practice
- Generally prerequisite of active, unencumbered RN license exam for entry required
- Full time or part time
- Traditional in person or hybrid model available
- Minimum 500 clinical hours not counting undergraduate hours, but varies by specialty area
- 18 months-3 years after bachelor's degree, but lengths vary by specialty
- National certification exam in specialty area may be available after graduation

ARNP/DNP

3 Years

1000 Hours

Clinically Focused Graduate Program

- Specialize in midwifery, anesthesia, adult, pediatrics, psychiatric care
- Faculty, leadership roles available
- Traditional in person or hybrid model available
- Part time and full time options
- Minimum of 1000 hours between MN/MSN and DNP. Clinical hours vary based on specialty
- Complete a final project or capstone
- 3 years to complete depending on program and specialty
- National certification exam in specialty

MSN/DNP

18 Mo - 5 Years

1000 Hours

Leadership, Population Health Graduate Program*

- Specialize in leadership, public health, policy, faculty roles to improve health outcomes and translate research to practice
- Full-time or part-time
- Traditional in person or hybrid model available
- Total 1000 clinical hours
- Complete a DNP final project or capstone
- 18 months - 5 years to complete depending on program and specialty

PhD

4-6 Years

Varies

University Program

- Specialize in research area
- Full time or part time
- Traditional in person or hybrid model available
- Complete dissertation
- 4-6 years to complete

Abbreviations

ARNP – Advanced Registered Nurse Practitioner
 MN – Master of Nursing
 MSN – Master of Science in Nursing
 DNP – Doctor of Nursing Practice
 PhD – Doctor of Philosophy

*Non-nursing graduate degrees (MBA/MHA/MPH) offer complimentary value and a variety of other benefits.