



**Washington State Board of Nursing (WABON)
Education Subcommittee Minutes**

Thursday, January 23, 2025 at 2:00pm-3:00pm

Committee Members:

Kim Tucker PhD, RN, CNE, Chair
Ajay Mendoza PhD, CNM, ARNP CM
Norma Perez, M.Ed, CM
Julie Benson MHA, MN, RN, CNE Pro Tem **Excused**
Patty Cochrell, MBA, RN, NE-BC Pro Tem
Fionnuala Brown, DNP, MSN, FNP-C, RN Pro Tem **Excused**
Helen Myrick, Public Member
Tracy Rude, LPN Member

Staff:

Reuben Argel, MBA, BSN, RN, Nursing Assistant Education Director
Amy Murray, Nurse Consultant
Sandra Graham, Nurse Consultant
Alana Esteban, Nursing Assistant Program Specialist
Christine Tran, Nursing Assistant Program Specialist
Dennis Gunnarson, Nursing Assistant Program Assistant
Eunice Muriu, Nurse Consultant
Seana Reichold, Staff Attorney
Gerianne Babbo, EdD, MN, RN, Director of Nursing Education
Sarah Bear, EdD, MSN, RN, Nursing Education Consultant
Kathy Bay, PhD, MN, RN, Nursing Education Consultant
Margaret Holm, JD, RN Nursing Education Consultant Practice
Anita Nath, WABON Attorney
Judy Soeum, BA, Health Services Consultant

Meeting Minutes

WABON records meetings to help write accurate minutes. Minutes are then approved at the WABON business meeting. WABON posts minutes on our website nursing.wa.gov.

All minutes and recordings are public record. They are available on request from DOH at doh.wa.gov/about-us/public-records

2:00 PM Opening – Kim Tucker, Chair, Called to Order

- Introductions were made.
- The Public Disclosure Statement was read.
- Roll Call was conducted.

1. Standing Agenda Items

a. Announcements

No announcements were shared during the meeting.

b. Old Business

No old business items were discussed.

c. New Business

- **Endorsement Requirements for Out-of-State Nursing Assistants:**
 - **Presenter:** Amy Murray

○ **Key Recommendations:**

1. Out-of-state applicants must hold an active, unencumbered NAC credential from another state (existing requirement).
2. Applicants must show work experience as an NAC within the last 2 years. Currently, the DOH does not verify work experience, so requiring employment verification would be a change to the process.
3. Applicants from IL who demonstrate successful completion of a training program AND 1000 hours of employment verification as an NAC will be allowed to endorse into WA.
4. Applicants from IL who demonstrate successful completion of a training program who do NOT have 1000 hours of employment verification will be approved to take the WA skills exam. If they pass the exam, they may endorse into WA.
5. Applicants from FL must submit documentation of completion of a nursing assistant training program, as well as evidence of having passed their state written and skills competency exams, in order to endorse into WA.
6. If the applicant from FL does not have documentation of completing a training program, they must retrain and test in WA.

1. **Discussion Highlights:**

- **Subcommittee Feedback:** Verifying skills is critical. Challenges include applicants who are missing Certificates of Completion (COCs), which are necessary to track training.
- **Work Experience Verification:**
 - Questions were raised about how to verify work hours and ensure applicants performed nursing assistant (NAC) activities. Verification is typically sent directly from employers, not applicants.
 - Some States, such as Rhode Island and South Carolina, require similar training hours to Washington State. These states require applicants to meet their training hours requirement OR demonstrate 3-6 months of work as an NAC. Discussion included whether to define this as “3 months of full-time work” or include part-time/per diem work equivalencies.
 - Department of Health (DOH) shared that they have a template they can adapt to use as an employment verification form for NAC applicants. This form would be completed by the employer.
 - Discussion consensus was that any work experience should be within the past two years, which will make the applicant eligible to be on the OBRA registry

- **Key Insights from Nursing Assistant Program Approval Panel (NAPAP) Members:**
 - **Quiana Daniels:**
 - Allowing an employer representative such as Human Resources verify the work hours would reduce barriers and streamline processes, while still helping us ensure public safety.
 - **Tracy Rude:**
 - HR Departments are usually able to provide verification paperwork for hours.
- **Other Comments:**
 - **Shannon McMillan, Department of Health, HSQA:**
 - States often endorse applicants without verifying where the training occurred, leading to challenges in tracking education and qualifications.
 - There was discussion from the sub-committee on the difference between an applicant who received fewer training hours than what are required in Washington BUT have extensive work experience, who may be equally as qualified as someone who was provided more training hours but has less work experience.
 - Non-routine applications should continue to be reviewed by Washington State Board of Nursing (WABON) staff to ensure applicants meet our state standards.
 - Consideration was given to a model similar to Hawaii and Virginia, where out-of-state applicants must show proof that they received the federal minimum number of training hours.
- **Challenges Identified by DOH:**
 - There will be massive delays in licensing if DOH is required to verify applicant's COC
 - There may be delays in licensing with work verification requirements if employers are slow to respond and/or return the employment verification form

Actionable Items for the Subcommittee:

1. **Define Licensing Competency:**
 - Completion of a Nursing Assistant Certified Training Program (NACTP).
 - Verification of completed training programs and passed competency exams.
 - Demonstrated skills through exams or verified work experience.
2. **Streamline Standards:**
 - Create clear guidelines for what counts as equivalent training and work experience to reduce manual application reviews.

Ending Items

- Legal counsel advised that the finalized recommendations be presented to the NAPAP at their February 10, 2025 meeting and, if further public discussion is warranted, to schedule an additional education sub-committee meeting.
- **Adjournment**

Meeting adjourned at 3:00 PM.