

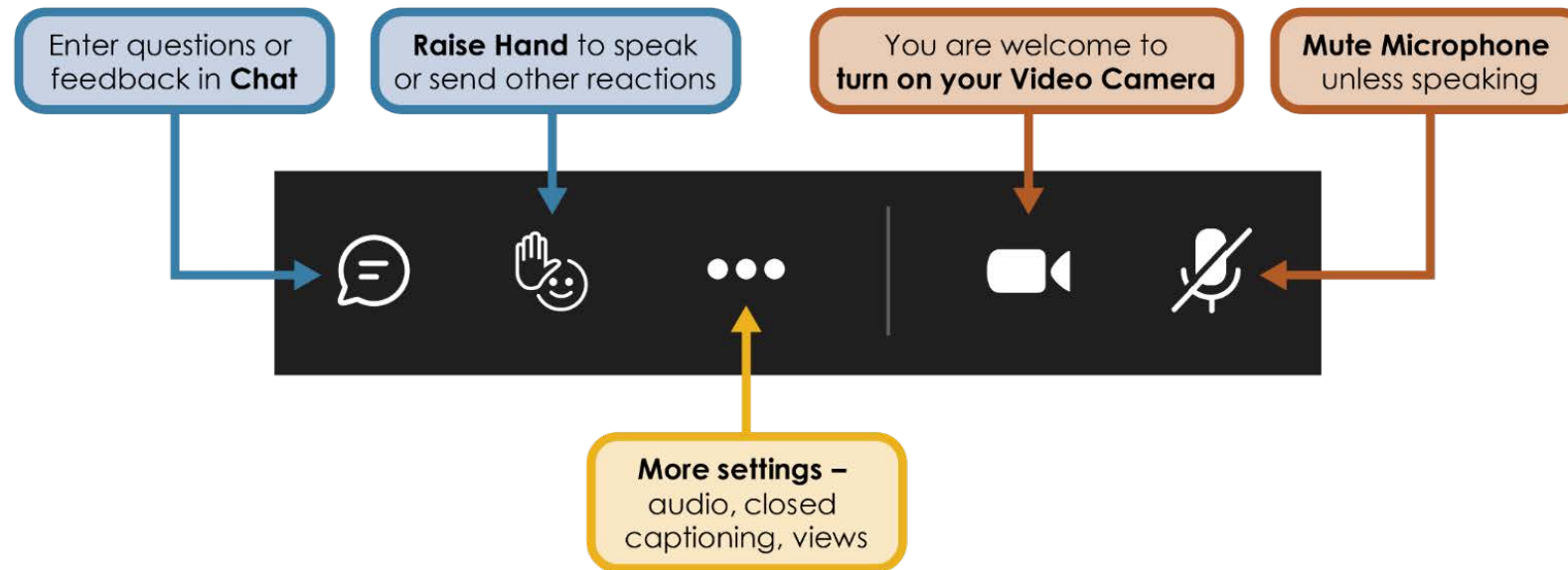


Nursing Assistant Rules

Reuben Argel, MBA, BSN, RN

Director of Nursing Assistant Education

Zoom Features We Will Use Today



Meeting Reminders

- Be mindful and respectful of all those in attendance.
- Please raise your hand to speak and staff will call on you to share.
 - State your name before speaking.
 - Speak clearly and audibly.
 - Keep your mic muted unless asked to share.
- Please be mindful of the time and allow others the opportunity to speak.
- Please stay on topic.

Where are we now?



Original **CR-101** filed in **September 2024** to implement skills testing into nursing assistant training programs.



Board recognizes that **additional topics need to be addressed** within the rulemaking.



In February 2025, the board **rescinded the original CR-101** and filed a **new CR-101** to address additional topics.



Board filed a Policy Statement to **delay the enforcement of the nursing assistant specialty curricula.**

Purpose

- Implement **skills testing** in training programs
- Make changes to the **specialty curricula rule requirements**
- Address potential **impacts from legislation** passed in the 2025 Legislative Session and other related priorities

Amends:

Sections in Chapter 246-841A (Nursing Assistants)

Summary of Specialty Curriculum Feedback

- Support for flexible, modular frameworks rather than prescriptive curricula
- Desire to maintain academic autonomy and better align content delivery with community needs
- Discussion about equity between community college and private program requirements
- Recommendation for the train-the-trainer sessions tailored to NA instructors and directors.
- Suggestion for the state to develop a few approved curricula models that programs could select and adapt from.
- Request to allow currently approved instructors to teach the specialties without additional approval steps.
- Interest in “grandfathering” for programs already incorporating the specialty topics.

Summary of Skills Testing Feedback

- Strong support for integrating skills testing into training programs permanently.
- Programs report higher student confidence, improved pass rates, and faster credentialing (licenses within 2 weeks).
- Simplified credentialing process and fewer student questions after graduation.
- Greater control over test result communication and student preparation.
- Challenges noted: Scheduling skills testing as a program “end date” and form design issues (e.g., small documentation boxes). Concerns about test integrity when programs test their students.
- Suggestions for Board support: Provide clear guidance, standardized templates, and continued evaluator training.

Skills Testing in Training Programs

Christine Tran, BS

Historical Background



Mass Testing Ends



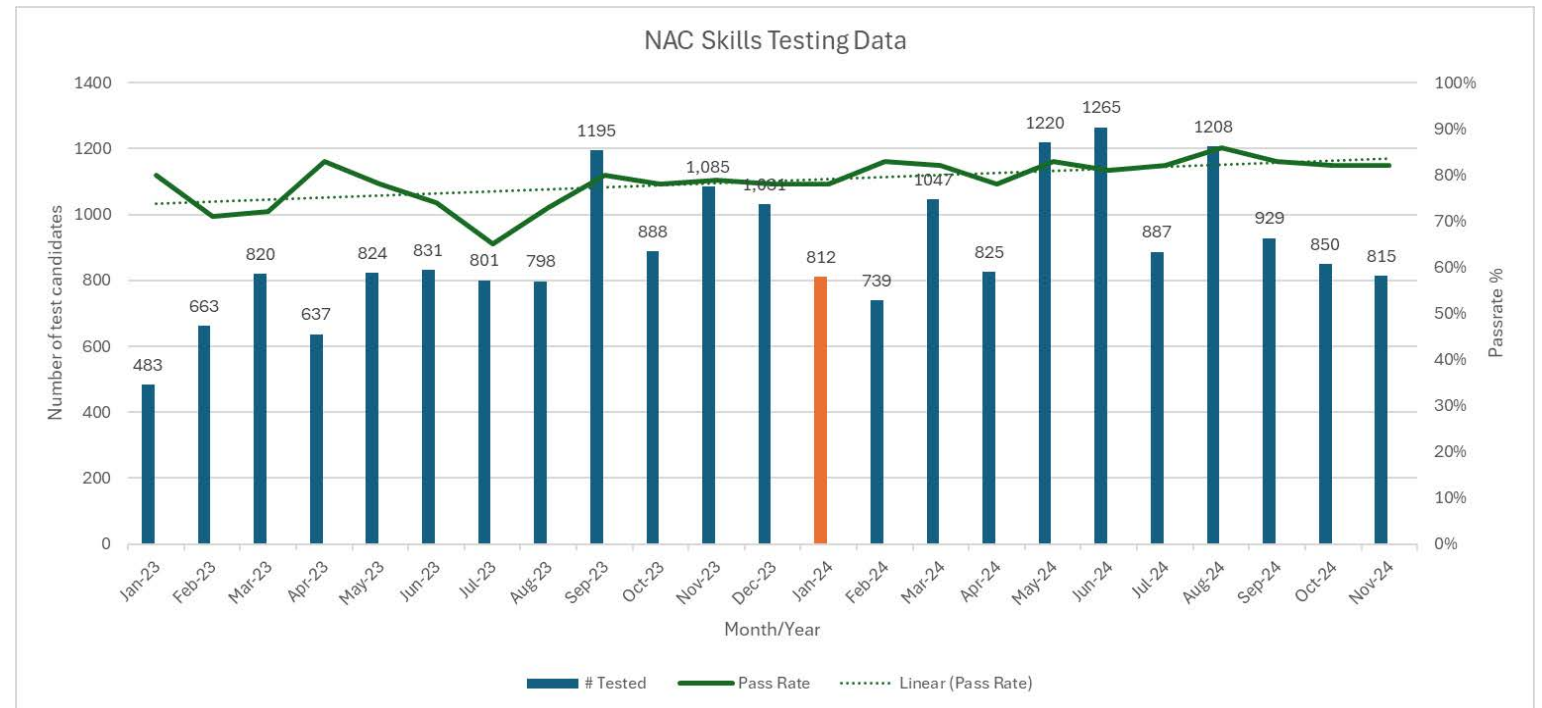
Testing transition Credentia
to Training Programs



Voluntary Training Program
Testing

NAC Testing Data

- Training programs perform skills testing after program completion.
- More candidates tested since October 2023 with change to training program testing
- Increased student confidence/comfort resulting in higher pass rates.

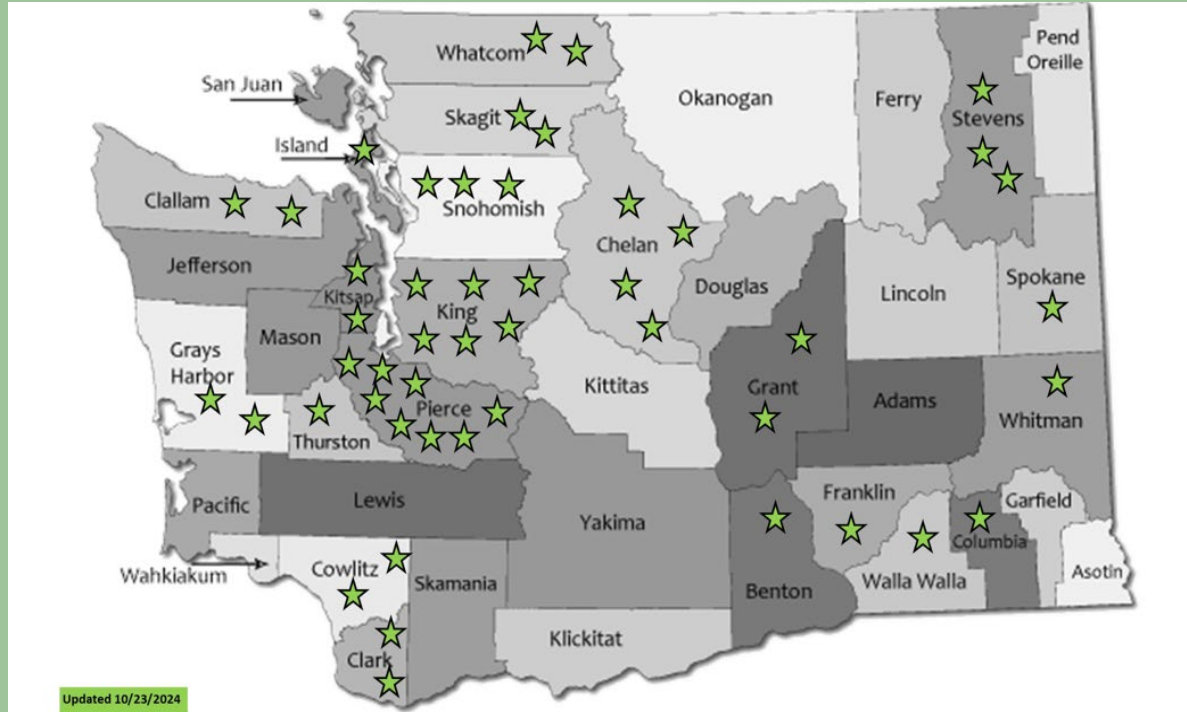




Pilot #2 Testing Results

Skills Testing PRIOR to Program Completion

Nursing Assistant Certified Skills Exam Pilot #2



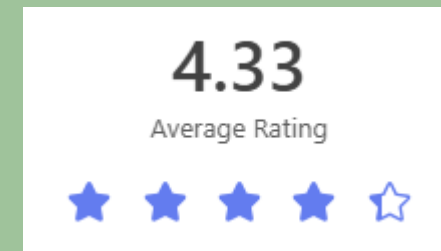
- Refined the evaluation tool and other testing materials based on pilot program feedback.
- February 2025, survey to gather input on the updated process and programs not currently participating to understand barriers or hesitations
- Ruth Rono, DNP, and Team are presenting QI project results at the Seattle Nursing Research Consortium Conference on 04/28/25.

Pilot #2 Program Survey Results: 31 Responses

How satisfied are you with the
Nursing Assistant Certified (NAC)
skills exam pilot process?



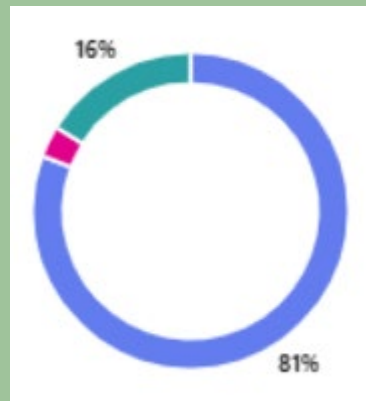
How satisfied are you with the RN
Evaluator training provided by
WABON?



Likert Scale rating 1 to 5, where 5 is "great" and 1 is "poor".

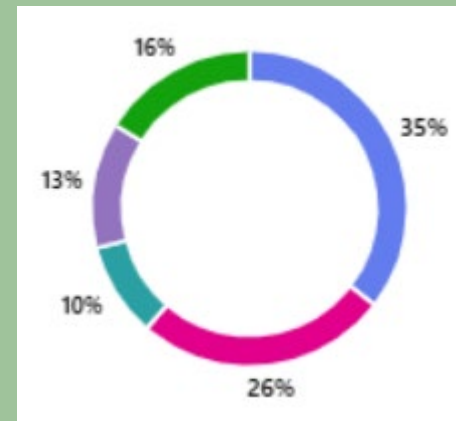
Survey Results Continued...

Did the skills exam pilot help simplify your students' credentialing process?



Yes	25
No	1
Unknown	5

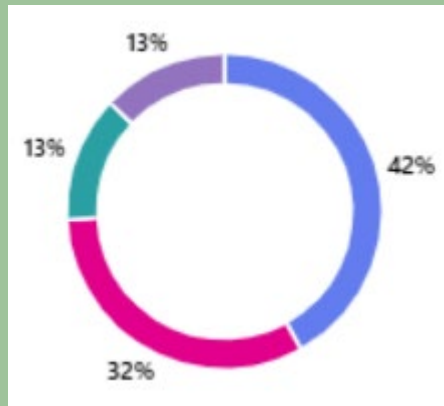
Have you noticed fewer questions from students about next steps after graduation, or a reduction in calls/emails from former students?



Yes, significantly fewer questions/contacts	11
Yes, somewhat fewer questions/contacts	8
No change in the number of questions/contacts	3
No, actually seeing more questions/contacts	4
Not sure	5

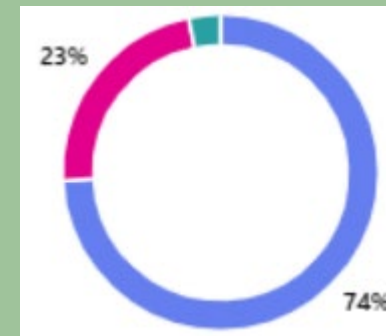
Survey Results Continued...

How easy was it to implement the NAC skills exam pilot process into your NAC training program?



Very easy	13
Somewhat easy	10
Neutral	4
Somewhat difficult	4
Very difficult	0

How would you rate your support you've received from WABON staff with information on the NAC skills exam pilot process?



Excellent	23
Good	7
Neutral	1
Poor	0
Very poor	0

What positive outcomes have you observed from the NAC skills exam pilot process?

With the path to credentialing made more linear and "step-by-step", it's been easier to explain the process to students. It's also easier to inform them of expectations and what they should be doing. There's less questions and complaints to staff because we're now in more control over the information (results) flow to our INF students instead of waiting for the interim step of WABON receiving, grading, and distributing test results.

Higher pass rate as students are better prepared.

Much more clarity for my students about testing expectations, less anxiety, easier to take exam, higher credential rate.

Students have gotten their licenses within two weeks! It's amazing how simplifying that process is helpful and then also implementing that we assist the student signing up for their license and Credentia accounts.

Would you like to provide feedback or challenges your program has experienced with the NAC skills exam pilot?

I don't like the date issue with saying they haven't completed the class until they have done their skills testing and the order in which they need to take the exams (skills first, then the written exam).

The timing of fitting in four testing attempts for students.

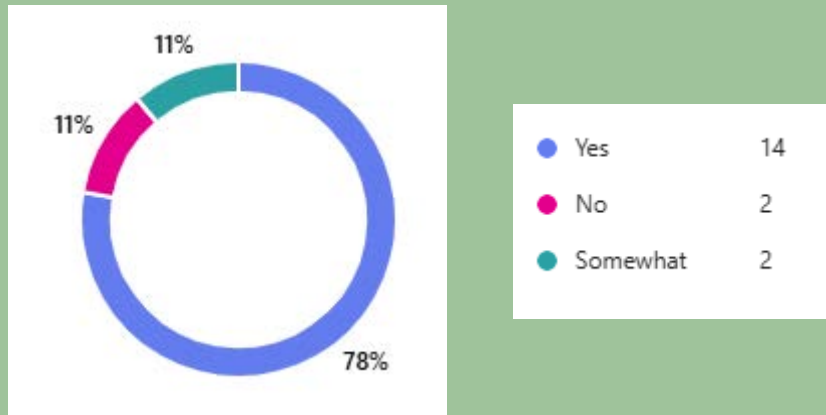
The only thing that is a little uncertain is having the skills exam date be the end date for the program

Form has small boxes and is hard to record handwritten documentation

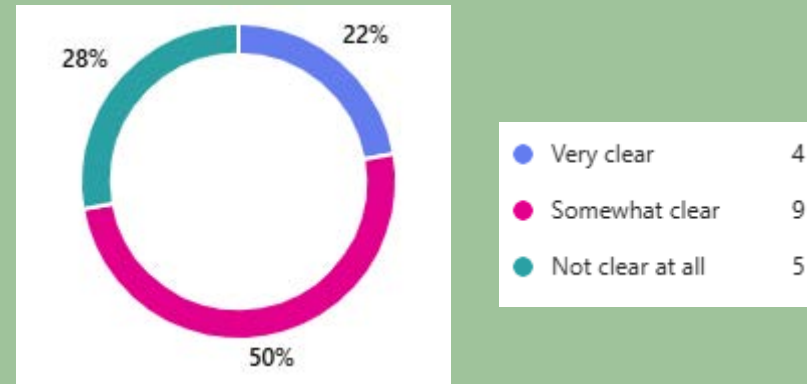
Other program's students are not taught the same way our students are for the test (regarding Regional test candidates)

Survey Gathering Feedback from Non-Participating Programs: 18 Responses

Before receiving this survey, were you aware WABON had a new NAC skills exam pilot process?



How would you describe your understanding of the process goals and Benefits for the NAC skills exam pilot.



What is the main reason/barrier on why you are hesitant to try out the skills exam pilot?

I only test students once a year, since we are a high school program. I need the process to be seamless one time around. I didn't think it was worth me piloting, since I won't be testing students until May.

I like having the boundary of having the state grade the exam. I also do not want the added responsibility of grading the exams.

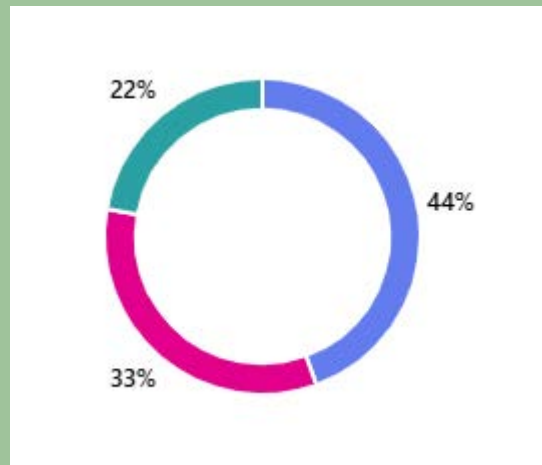
There were too many other changes in the near future to the NAC Training program requirements at the time of implementing the skills exam pilot program.

I haven't taken the time to research it. I need to listen to the recordings.

I would be concerned with a conflict of interest or programs being impartial. It would take the integrity of the program which I believe is built into Nursing programs. As, RN's only take a written exam.

Survey Continued...

Would you like to participate in skills exam pilot?



Yes	8
No	6
Maybe	4

NAC Skills Exam Data: Nov 20th 2024-Feb 2025

Programs:	Test Takers	Passed	Pass Rate
Pilot Programs	575	505	88%
Non-Pilot Programs	1663	1435	86%

Pilot Program Participation – Context & Progress:

- Current pilot data reflects **only the first quarter** since launch.
- Few Programs began testing under the pilot immediately (most waited until January or February 2025).
- **Early results are promising**, even though the sample size for quarter one is small.
- As of now, over **50%** of programs have joined the skills exam pilot.
- Participation continues to increase each month.

Rationale for Rulemaking



Spread testing volumes across programs



Decrease volume for RTS testing sites (sites taking students other than their own)



Increase student confidence in testing through familiarity with environment and instructors.



Decrease delays in student testing and processing with local testing within program



Decrease “no-show” rate with in-program testing

87% of no shows between Oct 2023-Mar 2024 were RTS

Discussion Questions

Question #1

What benefits or improvements have you seen (or would expect to see) from having training programs administer the nursing assistant skills exam prior to program completion?

Question #2

What challenges have you encountered, or do you anticipate, if skills testing becomes a permanent responsibility of training programs?

Question #3

How can the Board best support training programs in implementing or maintaining a successful internal skills testing process?

Question #4

Are there risks or concerns around consistency, impartiality, or test integrity when programs test their own students?

Question #5

What would make it easier for your program to participate in skills testing if you haven't already implemented it?

Next Steps

Next rule workshop:

Tuesday, April 29, 2025

1:00 p.m. – 2:30 p.m.

Join via Zoom

Questions? Contact us at WABONRules@doh.wa.gov