

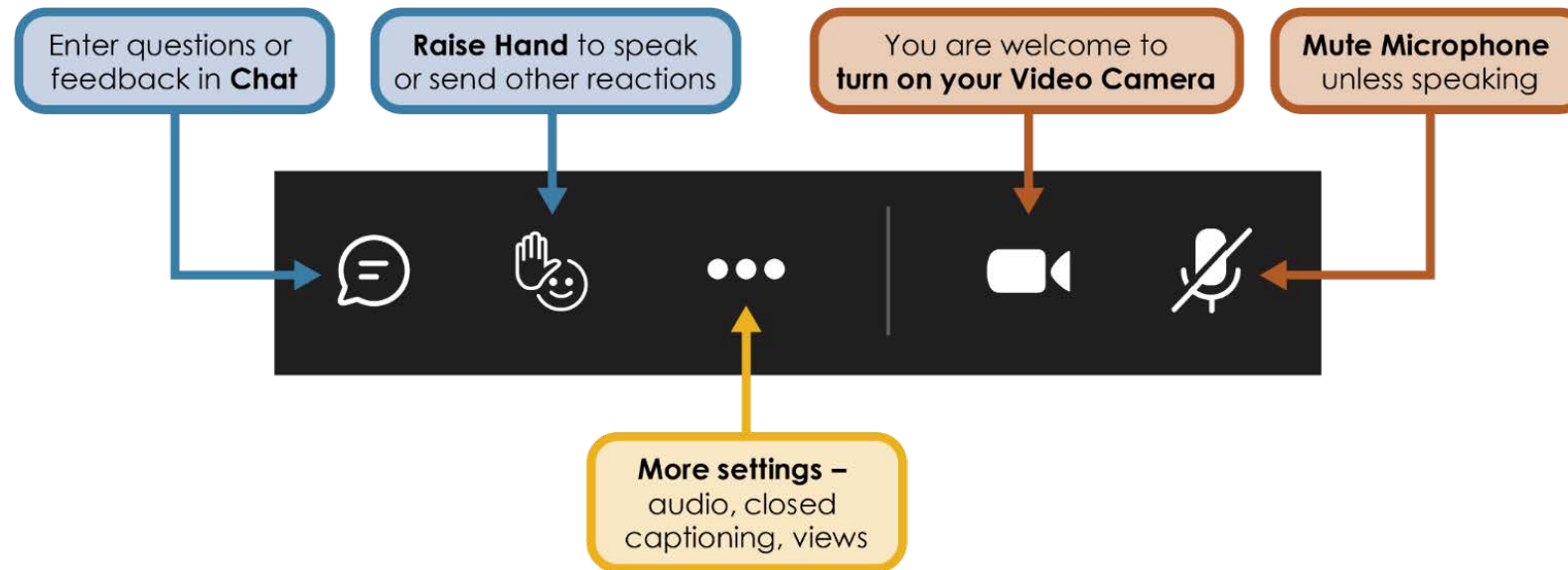


# Nursing Assistant Rules

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In February 2025, the board **rescinded the original CR-101** and filed a **new CR-101** to address additional topics.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

# Historical Background: Skills Training

- Since October 2023, the board's nursing assistant (NA) team has been working closely with training programs to perform skills testing (vs. Credentia)
- Demonstrated significant improvement in addressing testing backlogs and improved efficiencies
- Over half of eligible programs have been voluntarily participating
- Currently, there is no requirement for programs to participate, guidelines for grievances, accommodations, or which programs are eligible.





# WABON

## FACILITATING ACCELERATED SKILLS TESTING FOR NA-C



RONO, R., ARGEL, R., TRAN, C., GRAHAM, S., MURRAY, A., ESTEBAN, A., MURIU, E., HAMILTON, H.,  
BRADYWOOD, A.,

WASHINGTON STATE BOARD OF NURSING, OLYMPIA, WASHINGTON

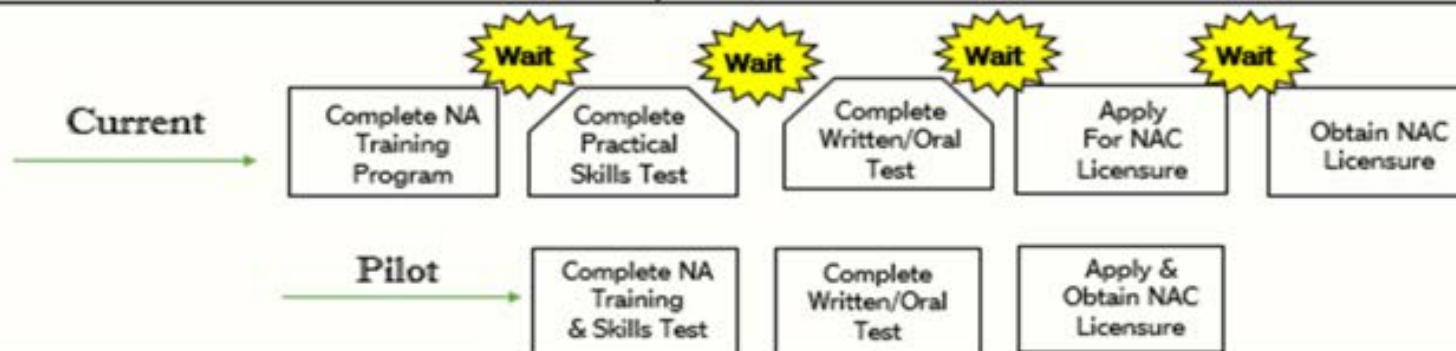
### Introduction & Background

In 2022, the Washington State Board of Nursing (WABON) Nursing Assistant Education Team launched pilot projects to reduce regulatory barriers and streamline the nursing assistant (NA) certification process. The initial project that was aimed at addressing a substantial skills testing backlog was successful, with significant increases in the number of test takers monthly. This poster presents the second pilot project that began in November 2024 and aimed at reducing the time it takes for NAs to complete training and obtain the Nursing Assistant–Certified (NA-C) credential in Washington State from an estimated 96 days to less than twenty-six days. The ultimate goal of the project is to reduce the time to under seven days.



Average Days from Graduation to Credentialing

FROM  
5 TO 3  
STEPS



### GOAL

REDUCE THE TIME TO TESTING  
FROM >120 DAYS TO <7 DAYS



### INTERVENTION

INTEGRATING SKILLS TESTING  
INTO NA TRAINING PHASE



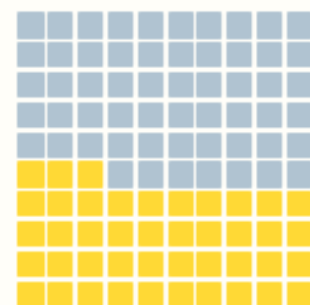
### INDICATORS

1. TIME TO NA-C CREDENTIAL
2. SKILLS EXAM PASS RATES
3. EASE OF CREDENTIALING

## METHOD



- The project was implemented using a Plan-Do-Study-Act (PDSA) cycle and Models for Improvement (MFI) with a rolling start for NA training programs in WA.
- Program Directors (PDs) and Registered Nurse Evaluators (RNEs) signed agreements to participate and administer the skills testing.
- RNEs and RNEs received orientation on the WA State Nursing Care Quality Assurance Commission's NA Common curriculum and skills evaluation tools.
- Program PDs and RNEs continue to receive support for implementing the new skills testing process.



# 43%

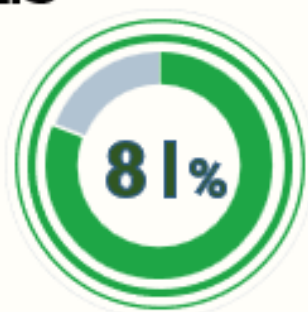
**Number of Participating Programs**  
(November 2024 – March 2025)

## RESULTS

**4.2** out of **5** stars



**Ease of Credentialing**



**2023**



**2025**

**Average Pass Rates**

## IMPACT

- Enhanced efficiency in the NA-C credentialing process
- Enhanced pass rates for NA skills exams

## IMPLICATION

- Regulatory changes to include the new skills testing process in Washington State
- Increased NA workforce in Washington State

<https://www.nursing.wa.gov>  
[NABONNursingAssistantsED@doh.wa.gov](mailto:NABONNursingAssistantsED@doh.wa.gov)

References





# Historical Background: Specialty Curricula

## **Current Requirements in WAC 246-841A-440**

Common curriculum in approved nursing assistant training programs.

(c) Approved programs must implement the specialty curricula as units 10, 11, and 12 of the common curriculum for all students graduating on or after September 1, 2025.

# Historical Background: Specialty Curricula

## Current Specialty Training Requirements: WAC 388-112A-0490 and 0495

- Assisted Living: 90-120 days from date of hire
  - Currently paid by the assisted living facility, may be subsidized by Medicaid
- Adult Family Homes (up to 8 residents): 120 days from date of hire
  - Currently paid by the Long-Term Care Foundation via CBA with State of Washington
- Enhanced Services Facilities (community-based residential facilities serving up to 16 individuals with complex behavioral, personal care needs): before hire or 120 days if new residents need

# Implementation of Specialty Curriculum

## Mandatory Implementation Date:

- Programs must implement specialty curriculum has been delayed till September 2026

## Specialty Topics:

- Developmental Disabilities
- Mental Health
- Dementia

### Current issues:

1. Lack of course availability for specialty topic courses offered to program instructors.
2. NA program will need to increase program costs which will be partially passed on to students.
3. Only Adult Family Homes and Assisted Living Facilities require specialty curricula for employment.

### Current actions:

1. Specialty Curriculum Advisory Group was created with representation from DSHS, DDA, CTE programs, private NA programs, high school programs, and original specialty curriculum group members.
2. Zoom meetings were held on 02/20/25 and 03/27/25.
3. Advisory group provided recommendations. The board is holding public rule workshops to solicit input from interested parties.

# Discussion Questions

# Question #1

What are the current barriers to applying the specialty curriculum as is?



## Question #2

What are the risks to not providing this content to new nursing assistants?

# Question #3

What are different ways to include the topics of mental health, dementia, and developmental disabilities while addressing the stated barriers?

# Question #4

Would you consider removing any of these three topics to prioritize others?

# Next Steps

Next rule workshop:

**Thursday, April 17, 2025**

4:30 p.m. – 6:00 p.m.

Join via Zoom

Questions? Contact us at [WABONRules@doh.wa.gov](mailto:WABONRules@doh.wa.gov)