



WISCONSIN LEGISLATIVE COUNCIL ACT MEMO

2013 Wisconsin Act 357
[2013 Senate Bill 212]

Nurse Aide Training

Generally, to be employed as a nurse aide (commonly referred to as certified nursing assistant, or CNA) an individual must complete 120 hours of training. In many other states, only 75 hours of training are required, which is the amount of training required under federal law. All states also require an individual to pass a competency evaluation program (examination) in order to be employed as a CNA.

The Department of Health Services (DHS) approves training programs and examinations for CNAs. If an individual has successfully completed training and passed the examination, DHS places their name on the CNA registry, which indicates that they have DHS approval to work as a CNA.

2013 Wisconsin Act 357 requires DHS to approve “bridge” training programs that are designed for individuals who received CNA training of less than 120 hours in another state. DHS may establish standards for these programs by administrative rule.

DHS must ensure that a bridge training program, combined with the training an individual received in the other state, will result in the individual having received substantially the same instruction provided in a 120-hour training program.

An individual who completes a bridge training program must pass the same examination as an individual who completes the normal 120-hour course, before their name may be added to the registry.

The Act provides that an individual who successfully completes a bridge training program and passes an examination may have their name placed on the CNA registry.

This memo provides a brief description of the Act. For more detailed information, consult the text of the law and related legislative documents at the Legislature’s Web site at: <http://www.legis.wisconsin.gov>.

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The Act also:

- Provides that an individual with 2,088 hours of work experience as a CNA in the past two years in another state, who successfully completed an examination in that state that is the same or substantially similar to the Wisconsin examination, may be employed as a CNA in Wisconsin. They are not required to take the bridge training program or an examination.
- Provides that an individual with 2,088 hours of work experience as a CNA in the past two years in another state, who has not completed an examination in that state that is the same or substantially similar to the Wisconsin examination, may be employed as a CNA in Wisconsin if they successfully complete the Wisconsin examination. Such an individual is not required to take the bridge training program.

Effective date: April 25, 2014.

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May 30, 2014

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