



Nurse Aide Training Program and Test Site Informational Call

Nurse Aide Registry
October 12, 2026

Tennesen Warning

- **The Minnesota Department of Health is hosting this informational call to inform nurse aide training programs and testing sites of processes and updates.**
- **Your comments, questions and image, which may be private data, may be visible during this event.** You are not required to provide this data, and there are no consequences for declining to do so.
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- Attendees are muted. During the Q&A portion, please raise your hand and we will unmute you.
- You can also submit comments or questions in the chat feature.
- As a reminder, please keep your cameras off to ensure adequate bandwidth.

- QSO- 26-08-NH- Clarification regarding Nurse Aide Training Competency Evaluation Program(NATCEP) and Nurse Aide Competency Evaluation Program (CEP)requirements and allowable flexibilities
 - Remote technology for skills
 - General supervision
 - FAQ
- Update on Test Advisory Panel (TAP) for knowledge and skills exam
- Update on active Nurse Aides on registry
- Resources and updates

DEPARTMENT OF HEALTH & HUMAN SERVICES
Centers for Medicare & Medicaid Services
7500 Security Boulevard, Mail Stop C2-21-16
Baltimore, Maryland 21244-1850



Center for Clinical Standards and Quality

Ref: QSO-26-08-NH

DATE: April 08, 2026

TO: State Survey Agency Directors

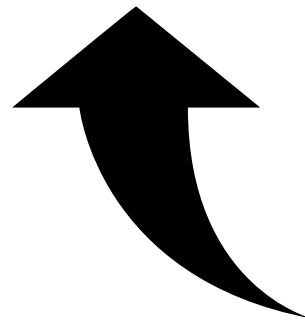
FROM: Directors, Quality, Safety & Oversight Group (QSOG) and Survey & Operations Group (SOG)

SUBJECT: Clarification regarding Nurse Aide Training Competency Evaluation Program (NATCEP) and Nurse Aide Competency Evaluation Program (CEP) requirements and allowable flexibilities

Memorandum Summary

Clarification of NATCEP Requirements and allowable flexibilities: The Centers for Medicare & Medicaid Services (CMS) is clarifying NATCEP/CEP requirements and permissible flexibilities to expand capacity for nurse aide trainees to foster increased nurse aide staffing in nursing homes.

Clarification regarding Nurse Aide Training Competency
Evaluation Program (NATCEP) and Nurse Aide Competency
Evaluation Program (CEP) requirements and allowable
flexibilities | CMS



Use of Remote Technology



Remote Technology for Training and Competency Evaluation

The use of remote technology for direct observation of training and competency evaluation is permissible, as long as the observer can clearly see the trainee perform all parts of the skills being demonstrated, as would occur during an in-person observation. Both the states and the state-approved NATCEP/CEP must ensure that all requirements in §§ 483.152 and 483.154 are met without exception, and must ensure that the safety of nursing home residents is maintained (cont next slide)

Remote Technology for Skills, cont

Additionally, the skills demonstration portion of the competency evaluation must be administered and evaluated by an RN with at least one year's experience in providing care for the elderly or the chronically ill of any age.

Consent should be obtained before observing residents for training or using remote training technology. If remote training is going to be used, the program should obtain consent from the resident who will be remotely observed. Consent can be written or verbal. If verbal, the program should document who gave consent and when.

Survey Expectations-Remote Technology

- ✓ Policy/procedure in place
- ✓ Staff credentials
- ✓ Documentation on NAPR
- ✓ Maintain recording of each cohort of the skills and SPT completed demonstrating how regulation is met until survey

General Supervision of Registered Nurse



General Supervision – 42 C.F.R. § 483.152(a)(4)(i)-(ii)

Per § 483.152(a)(4)(i), students must not perform any services for which they have not trained and been found proficient by the instructor. If trained and found proficient, § 483.152(a)(4)(ii) allows students to provide services to residents under the general supervision of an RN or LPN. General supervision is defined as providing the necessary guidance for the program and maintaining ultimate responsibility for the course. Therefore, this nurse does not need to directly observe the trainee or be physically present in the immediate training area.

Survey Expectations-General Supervision

- ✓ RN instructor does not need to be physically onsite
- ✓ RN instructor must be on syllabus and be in contact with the training program staff and available for students to contact
- ✓ How are they are communicating, how is this met
- ✓ Training program must show evidence meeting the requirement

Instructor Qualifications – 42 C.F.R. § 483.152(a)(5)(i), (ii) & (iv)

In accordance with § 483.152(a)(5)(i), the training of nurse aides must be performed by or under the general supervision of a registered nurse (RN) who possesses a minimum of 2 years of nursing experience, at least 1 year of which must be in the provision of long term care facility services (i.e., requisite experience). RNs or LPNs providing training under the general supervision of an RN with the requisite training and experience do not need to meet this requirement. However, these nurse aide instructors must have completed a course in teaching adults or must have experience in teaching adults or supervising nurse aides.

Training Program Question

Q: My understanding is that an RN with the requisite/LTC experience is also responsible for program oversight/general supervision of the program, in which case, Train the Trainer would be completed if required by the curriculum.

If that interpretation is correct, I think it would help to clarify what the RN with requisite/LTC experience must do.

- For example, do they still need to deem skill proficiency before SPT?
- Also, what must they do to provide adequate oversight/general supervision for the program?

A: Each approved nurse aide training program must have a **qualified RN instructor** providing supervision for the overall program.

Qualifications for **RN instructor**:

Resume must reflect at least 2 years of licensed nursing experience in the U.S. and **at least 1 year of licensed nursing experience in the provision of long-term care facility services** in the U.S.

Other staff may assist the RN instructor. In the federal regulations this is called Other Personnel. Qualifications for Other Personnel; Other personnel from the health professions may supplement the instructor, including, but not limited to:

registered nurses, licensed practical/vocational nurses, pharmacists, dietitians, social workers, sanitarians, fire safety experts, nursing home administrators, gerontologists, psychologists, physical and occupational therapists, activities specialists, speech/language/hearing therapists, and resident rights experts. **Supplemental personnel must have at least 1 year of experience in their fields**

Other Personnel such as a RN or LPN could teach skills in the skills lab and determine competency with **supervision of the qualified RN instructor.**

Supervised practical training (SPT) must be provided by a RN or LPN. **Direct face to face supervision by the qualified RN instructor in SPT is not required.**

[42 C.F.R. § 483.152\(a\)\(5\)\(i\). Page 4 of the NATCEP Resource](#)

(a) For a nurse aide training and competency evaluation program to be approved by the State, it must, at a minimum....

(5) Meet the following requirements for instructors who train nurse aides;

(i) The training of nurse aides must be performed by or under the general supervision of a registered nurse who possesses a minimum of 2 years of nursing experience, at least 1 year of which must be in the provision of long-term care facility services;

(ii) Instructors must have completed a course in teaching adults or have experience in teaching adults or supervising nurse aides;

(iii) In a facility-based program, the training of nurse aides may be performed under the general supervision of the director of nursing for the facility who is prohibited from performing the actual training; and

(iv) Other personnel from the health professions may supplement the instructor, including, but not limited to, registered nurses, licensed practical/vocational nurses, pharmacists, dietitians, social workers, sanitarians, fire safety experts, nursing home administrators, gerontologists, psychologists, physical and occupational therapists, activities specialists, speech/language/hearing therapists, and resident rights experts. Supplemental personnel must have at least 1 year of experience in their fields;

MDH Approved Curricula

[Nurse Aide Registry: Minnesota-Approved Training Curricula - MN Dept. of Health](#)

- ❖ Six (6) MDH approved curricula
- ❖ Three (3) of the six (6) require Train the Trainer
- ❖ Training program responsibility to contact curriculum holder to determine which staff from the training program is responsible to complete the Train the Trainer course

NATCEPs have flexibility in meeting the instructor qualification requirements. A state may approve a NATCEP with the training of nurse aides performed directly by an RN with the requisite experience.

Alternatively, states may approve a NATCEP with RNs providing the training who lack the requisite experience, but are performing the training under the general supervision of an RN with the requisite training and experience. Again, the term general supervision means providing necessary guidance and accountability for the program, but does not mean that the RN needs to provide direct instruction or observation.

Regardless of which option is approved, instructors must have completed a course in teaching adults (or have experience in teaching adults) or supervising nurse aides (see § 483.152(a)(5)(ii)). In addition, personnel that supplement the instructor must have at least 1 year of experience in their fields (see § 483.152(a)(5)(iv))

Nurse Aide Registry: Frequently Asked Questions about NATCEPs - MN Dept. of Health

NURSE AIDE REGISTRY

Frequently Asked Questions about NATCEPs

Our team will be updating the FAQ page in the coming months to address the questions coming forth. Please continue to send to health.nar.coord@state.mn.us

Test Advisory Panel (TAP) for Knowledge and Skills Exam



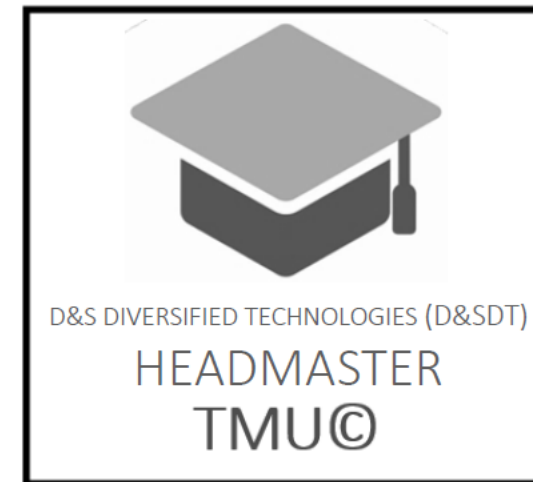
- Goal of the TAP process was to develop a customized test that aligned with Minnesota approved NA/CNA curriculums and is current with Nurse Aide Training Competency Evaluation Program (NATCEP) practices, while meeting all state and federal regulations
- Ensure that the test provides a fair and balanced assessment of knowledge and skills for all learners
- A total of 10-14 volunteers were selected, plus alternate volunteers. The online session for panelists was held on August 26th

- The panel consisted of a variety of professional experts representing a diverse workforce
- The TAP reconvened September 29th to complete additional knowledge exam questions
- MDH and Headmaster in process of finalizing the updates
- Target date for the revised MN Candidate Handbook reflecting revised skills is January 1, 2027

Use of Calculator Added



Minnesota Nurse Aide CANDIDATE HANDBOOK



Version: 8.0

Updated: October 1, 2026

THE FOLLOWING SECTIONS HAVE BEEN EDITED:

TESTING POLICIES: SCRATCH PAPER AND BASIC CALCULATOR

SKILLS RECORDING FORM – USE OF BASIC CALCULATOR



Nurse Aide Training Registry Removal Timeline Update

Kia M. Moua
Federal LCR Supervisor

PROTECTING, MAINTAINING AND IMPROVING THE HEALTH OF ALL MINNESOTANS

Current Regulation and Process

Federal Requirement

- Individuals must be removed if they have not performed nursing-related services for 24 months ([42 CFR 483.156\(c\)\(2\)](#)), unless there is finding of abuse, neglect, or misappropriation property.

Current Automated Process

- Expiration date reflect the last date worked + 24 months.
- System automatically removes individuals shortly after the expiration date.
- Early removal makes it harder for employers to locate eligible aides and check certificate status.

Updated Automated Removal Timeline

New Automated Process

- System will remove individuals 36 months after the expiration date, not immediately after.

Why This Change?

- Helps employers verify eligible aides when hiring.
- Supports primary source verification for other licensing boards.
- Maintains compliance and improves registry accuracy.

Thank you!

Nurse Aide Registry Team

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651-201-4200



[Nurse Aide Registry - MN Dept. of Health](#)

[Federal Nurse Aide Training and Competency Evaluation Program \(NATCEP\)
Resource](#)

[Nurse Aide Training and Competency Evaluation Program \(NATCEP\) Survey
Worksheet](#)

[Nurse Aide Registry: Frequently Asked Questions about NATCEPs - MN Dept.
of Health](#)

[D&S - Minnesota Nurse Aide](#)

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Questions?





Check the [NAR Calls website](#) for call details and GovDelivery.

Program Contact Information

Training Program Questions:
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NAR Home Page:
<https://www.health.state.mn.us/nar>

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