

U.S. Department of Labor Employment and Training Administration Office of Apprenticeship Training, Employer and Labor Services Washington, D.C. 20210	Distribution: National Office All Field Tech SD+RD+SAC+; Lab.Com	Code: 200 Subject: Certified Nursing Assistant Career Lattice
Symbols: DSNIP/DEG		Action: Immediate

PURPOSE: To inform the Bureau Staff of a Career Lattice for:

Certified Nursing Assistant
DOT Code: 355.674-014
RAIS Code: 0824
O*NET Code: 31-1012.00
Training Term: Competency-based Career Lattice

BACKGROUND: The Bulletin establishes a Certified Nursing Assistant (CNA) Career Lattice with certification for its levels of competency. The Certified Nursing Assistant (CNA) is in high demand in the Health Care industry. The CNA position has been recognized as an apprenticeable occupation to meet Health Care industry demands for a highly skilled, highly trained Certified Nursing Assistant.

To meet industry demand, this apprenticeable occupation consists of training in the following Levels of competency:

Nursing Assistant, Certified - CNA I (Level 1)
Nursing Assistant, Certified - Advanced (Level 2)
Nursing Assistant, Certified - Geriatric (Level 3)
Nursing Assistant, Certified - Restorative (Level 3)
Nursing Assistant, Certified - Dementia (Level 3)
Nursing Assistant, Certified - Mentor (Level 4)

Upon completion of Level 1, the apprentice will be eligible for a Certificate of Training for CNA I. At the completion of Level 2, the apprentice will be eligible for a Certificate of Advanced Training. To meet completion requirements of apprenticeship and to be eligible for a Certificate of Completion of Apprenticeship the apprentice must successfully complete training in Level 1, Level 2 and in one Level 3 specialty. The Certificate of Completion of Apprenticeship will be issued for the selected specialty.

The lattice provides a training pathway for two (2) additional CNA specialties (Level 3), as well as for Mentor training (Level 4). Following the completion of the required Level 1, 2 and one Level 3 specialty the apprentice is eligible for a Certificate of Completion of Apprenticeship. Following the attainment of this credential, the graduate may be reregistered as an apprentice for each of the two (2) remaining Level 3 specialties. Upon completion of each additional specialty, the apprentice is eligible for an additional Certificate of Completion of Apprenticeship.

Following the completion of apprenticeship in at least one of the Specialties (Level 3), a Nurse Assistant may be reregistered into RAIS as a Mentor Apprentice. At the completion of the Mentor apprenticeship, the graduate will be eligible for an additional Certificate of Completion of Apprenticeship for Certified Nursing Assistant - Mentor.

A copy of the Work Process and Related Instruction outlines are attached for your review.

If you have any questions, please contact the subject matter expert, South Dakota State Director Dave Jackson at (605) 224-6693.

ACTION: BAT staff should familiarize themselves with the attached.

Attachment

**Certified Nurse Assistant (CNA)
Competency Based Model
Good Samaritan Society**

The following examples reflect a performance-based, competency driven Nurse Assistant apprenticeship program and will use the new RAIS codes shown below.

RAIS CODE	OCCUPATION	TERM HOURS	COMPLETION/ CERTIFICATE
0824-C	CNA I (Level 1)	300-600	Certificate of Training
0824-A	CNA, Advanced (Level 2)	300-600	Certificate of Advanced Training

Upon completion of CNA I and CNA, Advanced, an apprentice must select a specialty area to complete their apprenticeship. His/Her Certificate of Completion of Apprenticeship will reflect the specialty area in which they have “Specialized.”

0824-G	CNA, Geriatric Specialty (Level 3)	1,000	Certificate of Specialization
0824-R	CNA, Restorative Specialty (Level 3)	1,000	Certificate of Specialization
0824-D	CNA, Dementia Specialty (Level 3)	1,000	Certificate of Specialization

Post Apprenticeship Credential

0824-M	CNA, Mentor Specialty (Level 4)	1,000	Certificate of Proficiency
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PURPOSE: To transmit to the Office of Apprenticeship Training, Employer and Labor Services (OATELS), Bureau of Apprenticeship and Training (BAT) staff National Standards of Apprenticeship developed by The Evangelical Lutheran Good Samaritan Society with technical assistance provided by State Director Dave Jackson, South Dakota.

BACKGROUND: OATELS Administrator Anthony Swoope adopted and approved the attached National Standards as part of the National Apprenticeship System on March 16, 2004. The central office of The Evangelical Lutheran Good Samaritan Society is based in Sioux Falls, South Dakota. The Society owns or manages facilities in 25 states, employs 24,000 staff members and serves more than 28,000 residents.

The attached National Standards outline a career lattice for Certified Nurse Assistant. The OATELS National Office will be responsible for maintenance and consultation regarding this program.

If you have any questions please contact an OATELS representative at (202) 693-3813.

ACTION: This information is being provided to BAT field staff for informational purposes only.

NOTE: This Bulletin is being sent via electronic mail (e-mail).

Attachments: Work Process Outlines

THE EVANGELICAL LUTHERAN GOOD SAMARITAN SOCIETY STANDARDS



H:\Health Care\GSS
Standards\GSS Stand

Certified Nursing Assistant I



H:\Health Care\GSS
Standards\GSS Stand

Certified Nursing Assistant, Advanced



H:\Health Care\GSS
Standards\GSS Stand

Certified Nursing Assistant, Dementia Specialty



H:\Health Care\GSS
Standards\GSS Stand

Certified Nursing Assistant, Geriatric Specialty



H:\Health Care\GSS
Standards\GSS Stand

Certified Nursing Assistant, Mentor Specialty



H:\Health Care\GSS
Standards\GSS Stand

Certified Nursing Assistant, Restorative Specialty



H:\Health Care\GSS
Standards\GSS Stand