

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

**PURPOSE:** To inform the Office of Apprenticeship Training, Employer and Labor Services (OATELS), Bureau of Apprenticeship and Training (BAT) Staff of a Career Lattice for:

Certified Nursing Assistant  
 RAIS Code: 0824  
 O\*NET Code: 31-1012.00  
 Training Term: Competency - based

**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 at (605) 224-6693.

**ACTION:** OATELS and 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.

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

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."

<b>RAIS CODE</b>	<b>OCCUPATION</b>	<b>TERM HOURS</b>	<b>COMPLETION CERTIFICATE</b>
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**

<b>RAIS CODE</b>	<b>OCCUPATION</b>	<b>TERM HOURS</b>	<b>COMPLETION CERTIFICATE</b>
0824-M	CNA, Mentor Specialty (Level 4)	1,000	Certificate of Proficiency