

Nurse Aide Trainer

Regulations & Requirements

July 18, 2023



Authority

State rules must be set into place under the federal rules and applies to all certified nurse aide trainers:

- [Public Health Code Part 219](#)
- [Nurse Aide Administrative Rules](#)

The Department of Licensing and Regulatory Affairs offer the following resources:

- [Community and Health Systems \(michigan.gov\)](#)
- [Nurse Aide Registry \(michigan.gov\)](#)

Definitions

- Nurse Aide Trainer: individual who holds a permit to provide training to a nurse aide candidate who is enrolled in a nurse aide training program.
- Nurse Aide: individual who holds a certificate to be a nurse aid who has completed all the steps of registration and is ready to provide nursing care.
- Department: The Department of Licensing and Regulatory Affairs.
- Nurse Aide Training Program: state approved training program that provides a nurse aide with 75 total hours of teaching with a state approved nurse aide trainer.

Nurse Aide Trainer Initial Requirements

Requirements to become a nurse aide trainer:

- Valid registered nurse license in Michigan
- 2 years experience within the last 5 years of application date including 1 year in a long-term care facility
- Completed a course in teaching adults w certificate or has experience in teaching adults or supervising nurse aides by employment documentation
- 1600 hours equivalent to 1 year nursing experience

[Nurse Aide Administrative Rules Part 3, Subpart A](#)

Nurse Aide Trainer Application Requirements

Requirements to become a nurse aide trainer:

- Apply on an up to date department application
- Application fee of \$40
- Proof of nursing experience

[Nurse Aide Administrative Rules Part 3, Subpart B](#)

Nurse Aide Trainer Renewal Process

A nurse aide trainer permit must be renewed every 2 years.

To renew a nurse aide trainer permit an individual must:

- Apply on a department application
- Pay a renewal fee of \$40
- Maintain a nursing license in good standing within the state of Michigan.

[Nurse Aide Administrative Rules Part 3, Subpart C](#)

Investigation and Enforcement

- The department has the authority to investigate a complaint against a nurse aide trainer.
- Nurse aide trainer is required to cooperate during an investigation.
- If non-compliance with requirements is determined, corrective action, revocation of the permit or other enforcement action may be taken.
- A trainer has an opportunity for a hearing during enforcement action.

Nurse Aide Trainers

- The requirements do not outline a trainer-to-student ratio however a program must have enough permitted trainers to meet program needs.
- Supplemental trainers may be used under the supervision of a permitted nurse aide trainer.
- Supplemental trainers must have experience with the topic being taught by having at least 1 year experience in that field.

Authority

A nurse aide trainer must comply with local, state, and federal laws, rules, and regulations

During investigation or application review of the nurse aide trainer, the department may use or request information or documentation of noncompliance from local, state, and federal authorities.

The department may cite if local, state, or federal rule, regulation, or standard is found non-compliant, in writing, and there is a need to protect the health and wellness of those receiving care from the nurse aide trainer.

[Nurse Aide Administrative Rules Part 1, 400.303](#)



Questions and Answers