Michigan Nurse Aide Continuing Education FAQ

Question	Answer
When do the Certified Nurse Aide (CNA) continuing education (CE) requirements go into effect?	In accordance with CNA Admin Rule R 400.315, CNAs are required to obtain CE for certificate renewal. CE requirements go into effect on **March 23, 2026.** Any Certified Nurse Aide (CNA) whose expiration date is on or after March 23, 2026, must meet the requirements prior to their expiration date in order to review their certificate. For example, a CNA who is renewing because their certificate expires on March 23, 2026, must have completed the required CE within the 2 years preceding that date.
How many CE hours are required?	A CNA must obtain at least 12 hours of CE per year (for a total of 24 hours in the two-year renewal period). Continuing education must ensure the continuing competence of the nurse aide and must include abuse, neglect, and care plan training.
What must the continuing education cover?	Pursuant to the CNA Admin Rule R400.315, CE must ensure the continuing competence of the nurse aide. All CE and/or courses must be health care related or be relevant to providing nursing or nursing related services. Additionally, the following criteria must be met per each two-year renewal cycle: • At least 1 course/1 CE on **abuse** • At least 1 course/1 CE on **neglect** • At least 1 course/1 CE on **care planning**
Do I need to submit proof of my CE?	Nurse aides are required to maintain documentation for 2 renewal cycles (4 years prior to the most recent renewal). Documentation of CEs and courses are not required at the time of renewal but must be provided to the Bureau of Community and Health Systems (BCHS) upon request during audits or investigations.
What information must be included on proof of CE?	Documentation submitted to BCHS as proof of CE and/or courses must include: • Participant name • Course name • Location • Provider • Provider's business address • Duration of the course or number of CEs (Example: 2 hours or 2 CEs) • Topic (Example: Abuse, Neglect, Care Planning, or other nursing related services covered) • Date completed
Where can I find approved CE courses?	Due to courses continually changing and new courses being offered, the State of Michigan cannot promote companies or courses and does not have a list of approved courses available. When seeking a CE course, you may choose to search "Michigan Nursing Continuing Education" within your preferred web browser, while keeping the guidelines below in mind.

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Where can I find approved CE courses? (continued)	BCHS will accept CE credits from online or in-person continuing education courses or activities that are accepted by the Michigan Board of Nursing. The Michigan Board of Nursing currently accepts CE credits for courses or activities that are approved and/or offered by the following organizations: • American Association of Nurse Anesthetists (AANA) • American Association of Nurse Practitioners (AANP) • Accreditation Council for Continuing Medical Education (ACCME) • American College of Nursing Midwives (ACNM) • The American Medical Association (AMA) • American Nurses Credentialing Center (ANCC) • American Osteopathic Association (AOA) • National Association of Clinical Nurse Specialists • National Association for Practical Nurse Education and Service, Inc. (NAPNES) • National League for Nursing (NLN) • Another state or provincial board of nursing • A continuing nursing education program offered by a nursing education program that is approved by the Michigan Board of Nursing under Administrative Rule R 338.10303a. BCHS also will accept CE credits for courses or activities that are approved and/or offered by the Wisconsin Nurses Association (WNA). In addition, BCHS will accept CE credits from online or in-person continuing education courses or activities as follows: • Healthcare related courses or activities sponsored by a junior college/college/university or health care facility (see "**What is a health care facility?**" below). • The federally mandated 12 hours of annual in-service training that long-term care (LTC) facilities are required to provide their CNA employees in accordance with 42 CFR Part 483 §483.95. • Viewing the BCHS Care Plan Educational Video and completing the attached survey and successfully passing the associated quiz. • Attending the Care Planning consultative presentation given by the State Licensing Consultative Section (SLCS) of the Bureau of Community and Health Systems. Attending SLCS consultative presentations on certain other topics may also be acceptable for CE credit. • Attending Joint Provider Surveyor Training seminars (in-person and webinars) held by the Bureau of Survey and Certification.
Does an employer need to provide a certificate of completion for courses and/or CE, or will a sign-in sheet suffice?	An employer who provides courses and/or CE must provide documentation to the CNAs that contains the information required by BCHS (see page 1, "**What information must be included on proof of CE?**").

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	Please note, many LTC facilities use "Relias" or other similar online training platforms. In this case, please ensure that there is an individual record of the training/course completed for each CNA that contains the required information. These records must also indicate that the training/course was assigned to the CNA by the LTC facility (employer).
How would college credit hours translate into CE hours?	BCHS will accept **healthcare-related** college courses for CE credit. Five hours of continuing education may be earned for each semester credit hour earned. Three hours of continuing education may be earned for each quarter credit hour earned.
Do CNA CE courses need to be approved by an accrediting organization?	If the courses – online or otherwise – are taken at and/or through a health facility (for example, a nursing home, assisted living facility, homes for the aged etc.) or a junior college/college/university, then the course **DOES NOT** need to be approved by an accrediting organization. If the courses are not taken at and/or through a health facility or a junior college/college/university, then the course **DOES** need to be approved by an accrediting organization. *Please see "**What is a health care facility?**" below.
What is a health care facility?	Below is a list of licensed and/or certified healthcare providers in Michigan: • Ambulatory Surgery Centers / Freestanding Outpatient Facilities • Clinical Laboratory Services • Community Mental Health Centers (CMHC) • Comprehensive Outpatient Rehabilitation Facilities (CORF) • Critical Access Hospitals (CAH) • End-Stage Renal Disease Facilities (ESRD) • Freestanding Birth Centers • Home Health Agencies (HHA) • Homes for the Aged (HFA) • Hospice Residence and Agencies • Hospitals • Nursing Homes or Skilled Nursing Facilities (SNF) • Organ Transplant Hospitals • Outpatient Physical Therapy (OPT)/Speech Pathology • Portable X-Ray Providers • Psychiatric Hospitals • Rural Emergency Hospitals • Rural Health Clinics • Substance Use Disorder Programs

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Can the federally mandated 12 hours of annual in-service training that long-term care facilities are required to provide their CNAs be used for CNA CE?	For CNAs working in a Centers for Medicare and Medicaid Services (CMS) certified nursing home, BCHS will accept the 12 hours of in-service training that must be provided annually by each nursing home as required by 42 CFR Part 483 §483.95. These in-service trainings are required to include, but are not limited to, dementia management training, resident abuse prevention training, neglect training, and exploitation/misappropriation of resident property training. They must also address areas of weakness as determined in the CNA's performance reviews and facility assessment as well as address the special needs of residents as determined by the nursing home staff. For CNAs who provide services to individuals with cognitive impairments, the nursing home in-service training must also address the care of the cognitively impaired. However, in accordance with CNA Admin Rule R 400.315, all CNAs still need to complete a CE course/training on the topic of care plans.

For additional questions or concerns, please contact the BCHS Nurse and Medication Aide Section at (517) 284-8961, option #3 or send an email to BCHS-CNA-Registry@michigan.gov.

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