



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE
HAWKS
DIRECTOR

Bureau of Community and Health Systems (BCHS)
Nurse Aide Training Program Overview and Requirements

This document provides a general overview of state and federal requirements for a nurse aide training program (NATP). This document is for informational purposes only and does not replace or supersede the requirements set for in the Code of Federal Regulations, the Michigan Public Health Code, specifically Article 17, Part 219, or State Administrative Rules.

GENERAL STATE AND FEDERAL REQUIREMENTS

Program Permit Requirements

A permit **must** be issued by LARA to operate a NATP. A permit **must** be renewed every 2 years. Permits expire on August 1st of every even numbered year and must be renewed by July 31st.

Program Responsibilities

A NATP **must**:

- Maintain a proprietary school license if operating as a proprietary school.
- Provide sufficient permitted nurse aide trainers and supplemental instructors to meet the needs of the program.
- Provide a permitted nurse aide trainer onsite and engaged during laboratory and clinical hours. Onsite and engaged for the purposes of this requirement can include the use of virtual supervision.
- Maintain a physical and social environment that is conducive to learning.
- Maintain a student achievement record that document successful program completion.
- Maintain policy and procedures to investigate complaints filed by a student and make available to the Department upon request.
- Maintain an active NATP permit to provide training to students.
- Follow the Michigan Curriculum Model.
- Provide a course consisting of 16 classroom hours, 16 clinical hours in a long-term care health care setting (e.g., nursing homes, hospital LTCU, homes for the aged, assisted living facilities, hospice, etc.), and any combination of 43 classroom, laboratory, or clinical hours, for a total of 75 hours.
- Provide a minimum of 16 classroom hours before direct contact with resident/patient.
- Provide clinical and laboratory hours in-person with a permitted nurse aide trainer.
- Provide classroom hours in-person or virtual with a permitted nurse aide trainer.

- Document classroom, laboratory, and clinical hours and make available to the department upon request.

Note: There is no trainer-to-student ratio, but a program must have enough permitted trainers to meet program needs.

Nurse Aide Trainer Permit Requirements

A NATP **must** have at least 1 permitted nurse aide trainer responsible for the daily operations of the program. A nurse aide trainer permit **must** be renewed every 2 years.

A permitted nurse aide trainer **must**:

- Have an active unrestricted Michigan registered nurse (RN) license.
- Have 2 years of nursing experience as a registered nurse within the last 5 years immediately preceding the application, including teaching in a health care related field or a job that requires the use of the nursing competencies.
- Have at least 1 year experience as a registered nurse in long-term care facility services.
- Have completed a course in teaching adults or have experience in teaching adults or supervising nurse aides.

Note: A minimum of 1,600 hours equals 1 year of nursing experience. Also, there is no train-the-trainer requirement, but a train-the-trainer course can qualify for meeting the requirement to teach adults.

Permitted Nurse Aide Trainer Responsibilities

A NATP **must** identify a permitted nurse aide trainer as the primary trainer that is responsible for the following:

- Accountable for the entire program: classroom, laboratory, and clinical.
- Participates in the planning and evaluation of each segment of the curriculum.
- Monitors new trainers and supplemental instructors in lecture, laboratory, or clinical whenever that individual is teaching something new for the first time.
- May delegate classroom, laboratory, and/or clinical teaching responsibilities to a supplemental instructor.
- Responsible to assure demonstrated competency on a student's achievement record.

Supplemental Instructors

Supplemental instructors *may* be used under the supervision of a permitted nurse aide trainer and **must** have experience with the topic being taught by having at least 1 year of experience in that field.

Laboratory Simulation

Laboratory may include simulations that includes artificial representation of a nursing care services to achieve educational goals through experiential learning.

Classroom Hours

A NATP **must** provide at least 16 hours of classroom training in the following areas prior to any direct contact with a resident/patient:

- Communication and Interpersonal Skills
- Infection Control
- Safety/Emergency Procedures, including Heimlich Maneuver
- Promoting Residents'/Patients' Independence
- Respecting Residents'/Patients' Rights

A NATP **must** provide a minimum of 16 hours of supervised clinical instruction. Supervised means where the student demonstrates knowledge while performing tasks on an individual under the direct supervision of a registered nurse (RN) or a licensed practical nurse (LPN).

Pre-Service Competency

A NATP **must** ensure that students do not perform any services for which they have not trained or been found proficient by a permitted nurse aide trainer.

Virtual Teaching

Classroom hours may be in-person or virtual. If asynchronous virtual classroom is used, there must be a mechanism or method for student interaction with a nurse aide trainer.

MICHIGAN CURRICULUM MODEL

The Michigan curriculum model provides additional content to supplement the regulatory requirements outlined above.

PROGRAM OBJECTIVES

The overall objective of this Nurse Aide Training Program is the provision of quality services to residents/patients by nurse aides who can:

- Form a relationship, communicate, and interact competently on a one-to-one basis with residents/patients.
- Demonstrate sensitivity to residents'/patient's emotional, social, and mental health needs through skillfully directed interactions.
- Assist residents/patients in attaining and maintaining functional independence.
- Exhibit behavior in support and promotion of residents' rights.
- Demonstrate observational and documentation skills needed in the assessment of resident's/patient's health, physical condition, and well-being.

HISTORICAL REVIEW

- First Revision to the Michigan Curriculum Model, 1991
- Second Revision to the Michigan Curriculum Model, 2006
- Third Revision to the Michigan Curriculum Model, 2014
- Fourth Revision to the Michigan Curriculum Model, 2023