Temporary Nurse Aide Transition

HHSC Long-term Care Regulation

TEXAS Health and Human Services

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Health and Human Services

- This PowerPoint Training covers:
  - HHSC Transition Process for Temporary Nurse Aides (TNA)
  - Prometric Testing Information

Nurse Aide Waiver

- On March 6, 2020, CMS issued a blanket waiver that allowed nursing facilities to employee individuals for longer than four months without meeting the nurse aide training and certification requirements (Blanket Waiver and updated with QSO-21-17-NH)

- On April 9, 2020, the Governor of Texas the corresponding regulatory requirements (Originally issued in PL 2020-26 and updated with PL 2021-29).

Nurse Aide Waiver Ends

- On April 7, 2022, CMS released a memo to end the waiver 60 days beyond the release of the memo. (QSO-22-15-NH & NLTC & LSC)

- With the end of the waiver, temporary nurse aides (TNA) will have a transition period of four months to complete the certification process. All TNAs that are interested in becoming certified must complete the process by **October 6, 2022**.

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TNA Transition Process

- To ensure continued staffing at nursing facilities, HHSC has developed a plan to allow staff who, during the declared public health emergency, completed work training and gained experience in all subject areas required for a Nurse Aide Training and Competency Evaluation Program (NATCEP) to count this training and experience toward nurse aide certification (PL 2021-19).

LTCR Form 3767

- The nursing facility must complete LTCR Form 3767 and include the following information (Form found in PL 2021-29):
  - Nurse aide information, including the dates of training/work experience with the total number of hours obtained;
  - Qualified instructor information regarding the nurse responsible for training and supervising the individual;
  - An attestation by the nurse that he or she meets the qualifications to be a NATCEP instructor;
  - A list of training requirements completed by the individual either through formal training or through work experience;
  - An attestation by the nurse that the individual was trained on each requirement either through formal training or through work experience;
  - An attestation that the duration of the work training and work experience fulfills the minimum number of hours of required training; and
  - The signature of the instructor.

Qualifications of an Instructor

- The qualifications of the instructor are defined in 42 CFR §483.152(a)(5), which include that the instructor be a licensed nurse (RN or LVN) with two years of experience, one of which must be in the provision of long-term care facility services. The instructor must also have completed a course in teaching adults or have experience in teaching adults or supervising nurse aides, and he or she cannot be a director of nursing.

NATCEP Involvement

- A nursing facility without a NATCEP must submit a completed LTCR Form 3767 to the NATCEP that has agreed to work with the facility. A facility with a NATCEP must retain the completed LTCR Form 3767 as part of the employee's record.
  - Facilities can go to the NATCEP Training Providers Directory Search to find an approved NATCEP to work with.
- The NATCEP must follow all existing processes to run criminal background checks and verify the required hours as documented on LTCR Form 3767.

Do Not Delay

- Due to the large number of individuals this impacts, exam dates will fill up quickly. All should start the process now. It is possible that if you delay until the end of the transition period to schedule a test, there may be issues with finding an exam date.

Resources

- Blanket Waiver:
  - https://www.cms.gov/files/document/covid-19-emergency-declaration-waivers.pdf
- QSO-21-17-NH:
  - https://www.cms.gov/files/document/qso-21-17-nh.pdf
- PL 21-29 (update of PL 2020-26):
  - https://www.hhs.texas.gov/sites/default/files/documents/providers/communications/2021/letters/PL2021-29.pdf
- QSO-22-15-NH & NLTC & LSC:
  - https://www.cms.gov/files/document/qso-22-15-nh-nltc-lsc.pdf
- PL 2021-19:
  - https://www.hhs.texas.gov/sites/default/files/documents/providers/communications/2021/letters/PL2021-19.pdf
- NATCEP Training Providers Directory Search
  - https://apps.hhs.texas.gov/providers/nf/credentialing/natcep/credtraining.cfm

Questions?

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Nurse Aide Competency Assessment

Purpose of the examination is **public protection** to ensure that individuals added to Texas Nurse Aide Registry, who will provide care to nursing home residents, have **met standards of minimal competency**.

What is on the TX Nurse Aide Web Page?

- ✓ Important messages from Prometric and/or HHSC

- ✓ Candidate Information Bulletin – very important resource with helpful
  information about what to expect on test day

- ✓ Skills checkpoints and other information about the clinical skills exam

- ✓ Online National Interactive Practice Exam

- ✓ Up-to-Date Forms

- ✓ In-Facility Testing Applications and Event Requests

- ✓ Instructional "how to" videos for training programs and candidates (not CNA
  training videos)

- ✓ www.prometric.com/nurseaide/tx

Written/Oral Exams

- ✓ Meet Federal Standards for NATCEP

- ✓ Available English/Spanish in Texas

- ✓ Oral version available using professionally recorded audio to accompany text on the screen

- ✓ Eligible candidates have three opportunities to pass before they are locked out from retesting until additional state requirements are completed

- ✓ Internet-based delivery of exams, with same day official results

Nurse Aide Competency Exam: Written or Oral Exam

PROMETRIC

- ✓ Questions: 50 scored and 10 pretest/unscored

- ✓ Time: 90 minutes Written, 120 minutes Oral (includes Reading Comprehension)

- ✓ Language: English, Spanish

- ✓ Questions written at a 4th to 6th grade reading level

- ✓ Detailed Content Outline in Candidate Information Bulletin, including practice questions

  - ✓ Role of the Nurse Aide – 20%

  - ✓ Promotion of Safety – 22%

  - ✓ Promotion of Function and Health of Residents – 20%

  - ✓ Basic Nursing Care Provided by the Nurse Aide – 24%

  - ✓ Providing Specialized Care for Residents with Changes in Health – 14%

- ✓ Online National Interactive Practice Exam link on website

Nurse Aide Competency Exam: Clinical Skills Test

✓ Clinical Skills Test consists of five skills:

    ✓ *Three skills are prompted*

    ✓ *Two skills unprompted (Handwashing and Indirect Care)*

✓ Skills are comprised of evaluation criteria (checkpoints) which are published for candidates online

✓ Checkpoints are weighted (secure information) based on criticality

✓ Candidates must pass all five skills to pass the exam, but do not have to be perfect

✓ Timing for the exam varies based on specific skills assigned – generally 30-40 minutes

Clinical Skills Matrix

Level Of Difficulty	Personal Care	Promotion of Health and Function	Measure and Record Skills
Most	• Perineal Care • Catheter Care • Dressing • Change Occupied Bed	• Positioning • Transfer	• Pulse
Moderate	• Mouth Care- Denture • Mouth Care- Brushing Teeth • Bedpan • Partial Bed Bath	• Ambulate • ROM- hip, knee and ankle	• Contents of Urinary Drainage Bag • Feeding
Least	• Foot care • Hand & Nail Care	• ROM- shoulder • ROM- elbow & wrist	• Respirations

Indirect Care: Common to all Skills

✓ Communication with the resident

✓ Resident safety

✓ Resident comfort

✓ Resident rights

✓ Infection Control (Standard Precautions)

Promoting Standardization and Fairness: Set-up of the Testing Room

- ✓ Goal of room set up is to:
  - • simulate resident room
  - • provide for privacy of testing for candidate
- ✓ provide appropriate area to test skills in a fair and standardized manner
- ✓ Remove or cover teaching signs
- ✓ Remove from the immediate testing area any equipment and supplies not used for testing (e.g., urinals, shaving equipment)
- ✓ Store personal care items in bedside cabinet
- ✓ Provide for candidate accessibility of additional supplies and equipment in the testing room

Role of the Resident

- ✓ Candidates required to play the role of the resident for each other
- ✓ Mannequin used for the following skills:
  - • partial bedbath
  - • perineal care
  - • catheter care
  - • dressing
  - • measuring urinary output
- ✓ Full body mannequins required
- ✓ NAE determines pairing of candidates based on form assignments
- ✓ NAE may assume the role of the resident in special situations

Review of Testing Procedures

Steps	Candidate:
1	Given General Instructions to read while waiting to take the Clinical Skills Test
2	Paired with another candidate for testing to serve as "actor" for each other
3	Provided an orientation to the testing room
4	Candidate testing first is given card with instructions for three skills
5	Is read all three skills instructions at one time by NAE
6	Reviews instructions while NAE sets up for skill, including actor instruction
7	Begins test and NAE begins observing and recording performance (rating)
8	Allowed to make corrections while performing a skill
9	Switches to actor role, and paired candidate given instructions for his/her test

Clinical Skills Instruction Card

CLINICAL SKILLS TEST
INSTRUCTION CARD

The care plan requires that the residents receive the care listed below. Perform the care in the order listed.

Resident 1

Range of Motion ~ Upper Extremity

Provide range of motion (ROM) exercises to the resident's <u>left</u> shoulder, elbow, wrist and fingers. Provide three repetitions of each exercise. The resident is not able to help with the exercises.

Resident 2

Catheter Care

The resident has an indwelling urinary catheter. Use soap and water to provide catheter care to the resident. The drainage bag does not need to be emptied.

Resident 3

Measure and Record Contents of Urinary Drainage Bag

Measure and record the contents of the urinary drainage bag. Record your results in cc's on the Intake and Output (I&O) Form.

NATCEP participating in the TNA program?

Please follow the directions below:

Step 1.
- NATCEP contacts Prometric at OpsServiceTeam@Prometric.com or Cindy.Patterson@Prometric.com with a request to partner with a facility and include facility name, address and phone number.

Step 2.
- Each participating facility is set up with unique code and information is emailed to NATCEP Program Director.

Step 3.
- NATCEP completes Department of Public Safety Background Check for candidate.. Once the candidate has passed a background check and they have completed 3767 form candidates are uploaded.

  3767 form is a check off form completed by a facility to send to NATCEP from HHSC, if a copy of the form is needed, please contact OpsServiceTeam@prometric or Cindy.Patterson@Prometric.com

Step 4.
- Candidates complete the application and schedule exams.

Forms and Feedback

✓ Test forms for both the written/oral and the clinical skills exams are randomly assigned by computer at the time of registration.

✓ NAE does not have the ability to assign a form or give a different form than assigned.

✓ Feedback sheet at the end of the clinical skills exam is not written up by NAE. It is computer generated based on the checkpoint(s) the candidate did not complete correctly.

✓ Per Prometric policy, NAE/Proctor is not allowed to discuss test results with candidates.

✓ Prometric can not give score reports or feedback to schools or instructors. We only share results with the candidates.

Written/Oral Exam Administration Options

PROMETRIC

Computer Based Testing Centers

- ✓ Fixed Prometric testing locations also open to testers from other programs
- ✓ Site provides headsets for Oral exams
- ✓ Many locations open 5-6 days/week

Regional or In Facility Testing Sites

- ✓ Site provides computers
- ✓ Site provides internet connection
- ✓ Site provides headsets for Oral exams

Remotely Proctored

- ✓ Candidate provides computer
- ✓ Candidate provides internet connection (preferably hard wired)
- ✓ Candidate provides private testing room

- ✓ Contact **pro-globalrecruiting@prometric.com** for additional information about becoming a Regional or IFT site

Current Computer Based Testing Locations (Written/Oral only)

PROMETRIC

CBT Centers

- ✓ Abilene
- ✓ Amarillo
- ✓ Austin
- ✓ Beaumont
- ✓ Bedford
- ✓ College Station
- ✓ Corpus Christi
- ✓ Dallas
- ✓ El Paso
- ✓ Fort Worth
- ✓ Harlingen

CBT Centers

- ✓ Houston
- ✓ Lewisville
- ✓ Lubbock
- ✓ McAllen
- ✓ Nacogdoches
- ✓ Odessa
- ✓ San Antonio
- ✓ Stafford
- ✓ Tyler
- ✓ Waco
- ✓ Wichita Falls

Clinical Skills Exam Administration Options

Regional sites

- ✓ Locations are available throughout the state – site recruitment underway
- ✓ Open to candidates from any training program
- ✓ Compensation to site for supplies/space usage
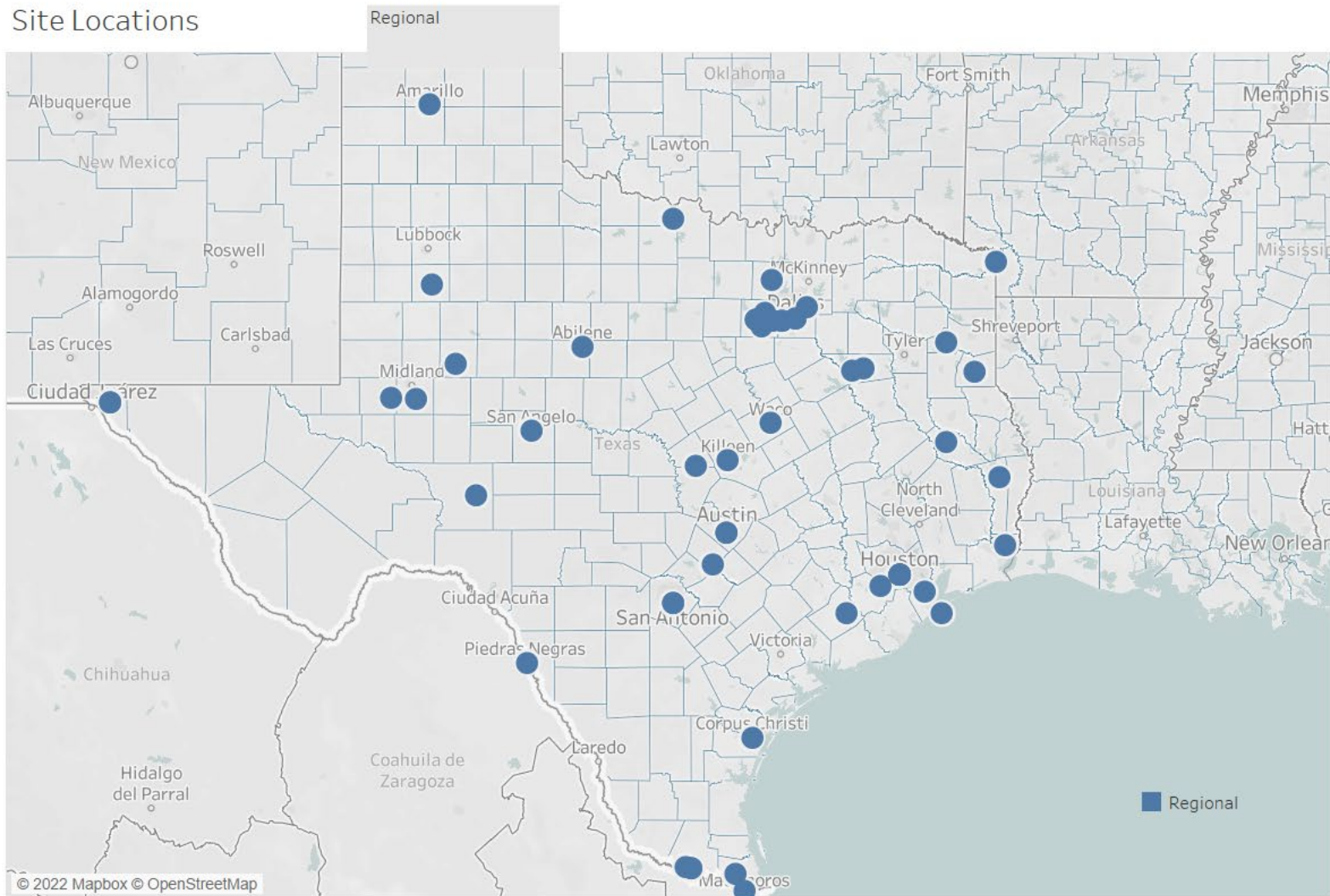
In-Facility Testing (IFT) sites

- ✓ Site recruitment underway
- ✓ Site determines participation
- ✓ Students get to test in the same environment in which they trained
- ✓ Familiarity with the location of the facility and lay-out of clinical room
- ✓ Conveniently scheduled on a date requested by the Training Program

- ✓ Contact **pro-globalrecruiting@prometric.com** for additional information about becoming a Regional or IFT site
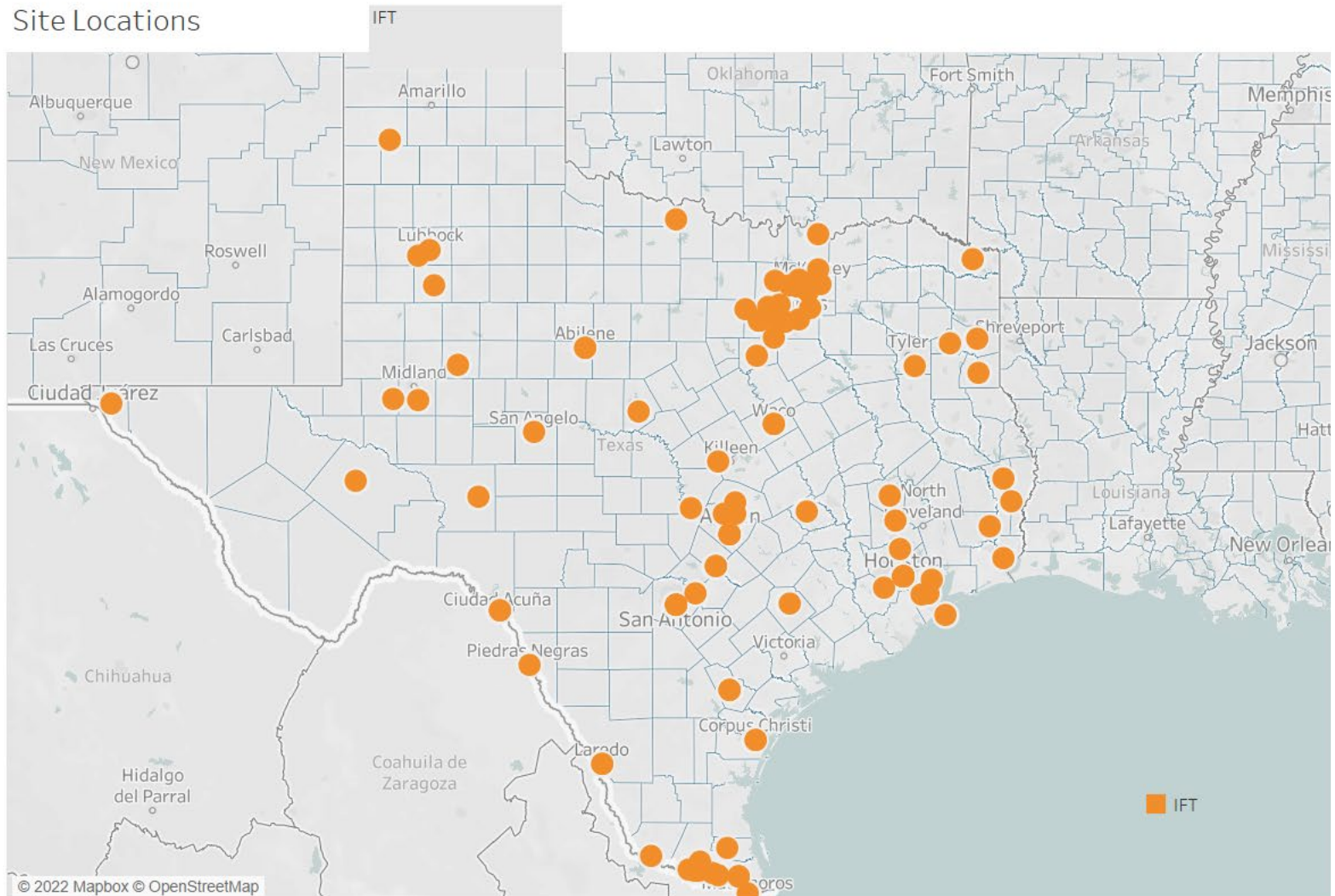
Clinical Skills Exam Regional Sites

Clinical Skills Exam In Facility Testing Sites

Application & Fees

PROMETRIC

✓ Candidate information

✓ Demographics

✓ Contact information (valid email address is mandatory)

✓ Training location, Training Completion Date

✓ Testing information – selection of testing site

✓ Exam selection and associated fees

✓ Payment information

    ✓ Credit/debit card

    ✓ Voucher

    ✓ 3rd party check

    ✓ No cash or personal checks

Test Options	Fees
Newly Trained Tester	**Fee**
Written and Clinical Skills	$125
Oral English/Spanish and Clinical Skills (includes Reading Comprehension Exam)	$135
Lapsed/Other Candidate	**Fee**
Written and Clinical Skills	$125
Oral English/ Spanish and Clinical Skills (includes Reading Comprehension Exam)	$135
Re-tester	**Fee**
Written Test ONLY	$35
Oral English/ Spanish Test ONLY (Oral includes Reading Comprehension Exam)	$45
Clinical Skills Test ONLY	$90