



Oregon

Tina Kotek, Governor

Board of Nursing

17938 SW Upper Boones Ferry Rd
Portland, Oregon 97224
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www.oregon.gov/OSBN

Meeting Topic: Division 63 and Consolidation of CNA1 & CNA2 Certifications

Meeting Date: 8/1/23

Meeting Time: 8:00 am – 10:00 am

Location: Electronic Media Only

Facilitator: Barbara Ju

Recorded: NO

ATTENDEES:

Barbara Ju
Rachel Prusak
Tiffany Gates
Tracy Gerhardt
Sarah Horn
Amy Stokes
Anne Hansen
Ashlee O'Meara
Carrie Norris
Danielle Meyer
Diana Erdmann
LaDonna Seely
Lisa Rye
Matt Swanson
Nicolette Reilly
Tina Kotson
Troy Larkin

AFFILIATION

Oregon State Board of Nursing Policy Analyst
Oregon State Board of Nursing Executive Director
Oregon State Board of Nursing Administrative Specialist
Oregon State Board of Nursing Licensing Manager
Board Member-CNO
Professional Development Specialist for Salem Health
Director-Nsg Prof Practice & Development for Asante
Reg Director, Nsg Prof Practice for Kaiser Permanente
Talent Development Program Manager for Samaritan Health
Director of Public Policy for OAHHS
Patient Care Executive for Adventist Health Portland
Program Manager for Rise Partnership
Program Director for Mt Hood Community College
Political Strategist for SEIU Oregon State Council
Senior VP of Quality Services for OHCA
Nursing Instructor for Clatsop Community College
Executive Director-Nsg Outcomes & Ed for Providence Health

Excused Absences:

Other Attendees:

Barbara Holtry
Kelley Stipe
Victoria Blanchard
Kimerie Larmanger

Oregon State Board of Nursing Communications Manager
Program Director Clackamas Community College NA Program
Program Director Ark Foundation NA & CNA2 Program
Administrator Ark Foundation NA & CNA2 Program

TOPIC	DISCUSSION
WELCOME, INTRODUCTION, & ATTENDANCE	
BACKGROUND What is driving this work now?	<ul style="list-style-type: none">Starting in Aug 2022, OSBN has been working to reduce the barriers for Oregonians to become a CNA1 under the direction of the Board.A revised NA curriculum developed by a task force was approved by the Board at the April 2023 Board meeting to implement effective August 1, 2023.Board direction (June 2023) to convene a Rule Advisory Committee (RAC) for Division 63 including consolidation of CNA1 & CNA2 into one CNA certification.
GUIDING PRINCIPLES Key/guiding principles to help us achieve the goals as directed by the Board?	<ul style="list-style-type: none">Move forward.Needs in Oregon.Increase workforce pipeline.Impact of the consolidation for the current workforce.Scope of work and how are we going to "train up" current CNA1s?



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	<ul style="list-style-type: none"> • Look at the different settings CNAs are working in-career path. • Not an education program that creates a natural barrier to having CNAs in LTC vs hospital; not jeopardize one work setting over another. • Not create downward pressures especially on wages. • Trusting partnership between education programs and employers. • Not increase barriers to entry into workforce. • With current workforce challenges, what happens during the transition period? • Keep public trust to maintain the quality of the programs to meet the needs of both LTC & acute care. • Growth within practice-what is the structure to ensure public safety and consistency? • Section 9 (OAR 851-063-0030(9)) Link here: approval process/oversight for the add-on tasks/skills? Career ladder for advancement and growth. • Intent is not to be restrictive, rather be more open for the CNA role. • Guidelines approach than a list of skills approach to allow for flexibility; current list of authorized duties is too long. • Not only for pay advancement but also to have some joy in their practice for growth and development opportunities. • Look at the authorized duties to ensure we do not decrease the quality of CNAs in Oregon. • Two level of CNAs (in Oregon) caused confusion for staff, both RNs and CNAs (especially during Covid with traveler CNAs from other states).
IN SCOPE/OUT OF SCOPE Key priorities/considerations	<ul style="list-style-type: none"> • At what point do we (Oregon) stop offering CNA2 classes? We will need a good transition period because many schools have classes booked out for months. We don't want to stop too soon. • How do we address "up-training" of current CNA1s? • How do we allow for growth of CNA1s and who is responsible for that growth? • Section 9 (OAR 851-063-0030(9)): should there be some type of oversight process defined? • Learn from other states, rather than re-inventing the wheel. • Out of scope: certified medication aide (CMA).
EDUCATION PLAN Education plan for the CNA of the future	<ul style="list-style-type: none"> • CNA2 is considered an additional education, not a separate certification to the CNA1; it is a "training attribute." • Caution about adding too many additional duties and increasing education content to minimize adding more education hours. Need to increase the pipeline and support Oregonians. • Minimum entry level(basic) standards. • Clear and competent process to expand duties and implement them to meet the needs of the patient, organization and nurse. • Oregon requirements were higher than many other states; some are getting certified in other states and applying for endorsement. • We need to make sure that the new CNA role will better meet the needs in Oregon for all settings, not just for one setting, like a hospital. • Organizations/facilities need to know the scope/authorized duties of a CNA to ensure compliance. • What about chaperoned training? No additional training is required if the chaperone holds an active Oregon license to practice a health care profession. OSBN supports not requiring additional training for CNAs. • How are we going to "train up" current CNA1s to the new education level? • How is this going to impact nursing assistant education programs and their ability to retain instructors?
PUBLIC COMMENTS	ARC Foundation: "I would say more input from the other program managers of the programs."



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PLUS-DELTA	<p>Plus: what went well today?</p> <ul style="list-style-type: none"> Nice kickoff meeting/good meeting flow. Everybody got an opportunity to share. Not regurgitating the same thoughts even though we are very similar in our thoughts. Using hand raise motion and waiting their turn. Historical view of all the great work in the last year. <p>Delta: what could be changed to improve?</p>
DECISION/FOLLOW-UP	<ul style="list-style-type: none"> Barbara to send the following documents to the RAC members to review prior to the next meeting (sent on 8/1/23): <ul style="list-style-type: none"> NA1 and CNA2 curriculums and lab/clinical checklists Division 63 Barbara to send a crosswalk of the NA and CNA2 curricula to the RAC members by Aug 22, 2023 RAC members to send to Barbara a list of imperative tasks/skills in their organization: due Aug 22, 2023 <p>Stats: bring breakdown of CNA1 vs CNA2 numbers for the past 5 years</p>
SUMMARIZE/WRAP UP	<p>Next meeting: Tues, Aug 29, 2023 8 am-10 am</p>

Minutes completed by Tiffany Gates, Administrative Specialist and Barbara Ju Policy Analyst.



RAC Division 63_CNA
Consolidation 8-1-23.



Division 63--eff
8-1-21.pdf



NA Curriculum
effective 8-1-23.pdf



NA Lab Skill Checklist
effective 8-1-23.doc



NA Clinical Skill
Checklist effective 8-1-



Nursing Assistant
Level Two Training Pr



CNA2 Lab Skill
Checklist Final 9-15-22



CNA2 Clinical Skill
Checklist Final 9-15-22