

CNA Consolidation Timeline

Below is a basic timeline of the three-year journey to consolidating the two CNA levels. The changes affect three divisions of the Nurse Practice Act: Divisions 61 (Standards for NA & MA education programs), 62 (certification standards), & 63 (CNA & CMA standards and authorized duties).

June 2022:	Board received feedback from CNAs and legislators on behalf of their constituents that there were too many barriers to becoming a CNA. The board requested staff to conduct a listening session on the matter to gather more input.
August 2022:	During the listening session, participants raised concerns about the length of the training programs and the complexity of the test, especially for students for whom English was a second language.
Nov. 2022 – March 2023:	Board directed staff to review the test questions to see where adjustments could be made. Following six review sessions, test questions were updated to simplify and clarify the questions and remove any cultural bias.
April 2023:	Based on comments received during the previous process, the Board directed staff to conduct listening sessions on the possibility of consolidating the two CNA levels.
May 2023:	A listening session was held with 50 participants regarding CNA consolidation.
July – Nov. 2023:	Work was done to reduce the number of training hours from 155 to 105 for the CNA1. The change was adopted by the Board in Nov. 2023.
Aug. – Oct. 2023:	Based on positive feedback from the May listening session, the Board directed a Rules Advisory Committee (RAC) to be formed to develop proposed rule language to combine the two CNA levels.
Nov. 2023:	Board rejected proposed consolidation rule language and requested another RAC to be held to develop a phased rule implementation for a smoother transition.
Jan. 2024:	Second RAC held regarding CNA consolidation rule language.
April 2024:	Board accepted proposed language and transition plan, and approved rules to move to public hearing.
May 2024:	Public rule hearing held on consolidation rule language.
June 2024:	Board adopted rule language with an effective date of July 1, 2025, to give employers, training programs, and CNAs time to prepare.
February 2025:	Board adopted temporary rule language to allow CNA1s to begin using new skills as soon as they are trained by employers.
July 2025:	CNA consolidation goes into effect. CNA2 certification designation is retired.