



Temporary Nurse Aide Q&A

How do you become a Temporary Nurse Aide (TNA)?

TNAs work side-by-side with and receive supervision from Certified Nursing Assistants (CNAs), registered nurses, and other staff. They help with tasks providing important frontline care to residents and patients. An individual interested in completing the TNA training should contact local nursing facilities to see if they are currently hiring TNAs.

Being a TNA is a great pathway to growing your skills and training to become a CNA.

Does my time spent working as a TNA count towards my training to become a CNA?

Yes! The Centers for Medicare and Medicaid Services (CMS) has recognized that time worked by TNAs during the federal public health emergency (PHE) may count towards meeting the federal 75-hour training requirement for CNAs.

How much time do I have to complete my nurse aide training and testing?

CMS regulations specify that a nursing facility may not employ anyone for longer than four months unless they meet the nurse aide training and competency evaluation requirements. However, CMS gave nursing facilities certain flexibilities during the COVID-19 pandemic under what is called a [CMS 1135 Blanket Waiver](#), including one related to training and certification of nurse aides.

As long as this waiver is in place, CMS has lifted the requirement that a nursing facility may not employ anyone for longer than four months unless the individual has met the training and certification requirements. This effective period of the Blanket Waiver is tied to the duration of the federal PHE.

When the federal PHE expires, nurse aides will have the full four-month period starting from the end of the Blanket Waiver to successfully complete the required training and certification, regardless of the amount of time worked during the time the waiver was in effect.

Are there any Virginia-specific requirements to transition from a TNA to a CNA (TNA2CNA)?

There are three steps for the TNA2CNA pathway in Virginia. An individual must:

1. successfully complete AHCA/NCAL's online 8-hour [Temporary Nurse Aide training course](#);
2. demonstrate competencies on the [Temporary Nurse Aide Skills Competency Checklist](#); and
3. currently be employed by a nursing facility.

The Virginia Board of Nursing has said a TNA who meets those criteria is able to apply to take the National Nurse Aide Assessment Program (NNAAP) examination while the CMS Blanket Waiver is in effect under the federal PHE.

How does a TNA apply to take the NNAAP Exam?

To be considered for the NNAAP:

1. the TNA must complete an application through [PearsonVUE](#) and
2. the employer must provide written verification the TNAs competency and employment as a TNA using this [Sample Attestation Letter](#).

This [Credentia webpage](#) has more information for test takers including a [Step-by-step Candidate Guide](#) and the [Virginia Nurse Aide Candidate Handbook \(October 2021\)](#). The handbook will assist in increasing your awareness of what to expect during testing.

How many times can I take the NNAAP Exam?

Pursuant to regulation, you have three attempts to successfully take the exam. If you are not successful in three attempts on the exam, or if the federal PHE and CMS Blanket Waiver expire before you successfully take the exam, your TNA application will expire and no further testing will be permitted.

Quick Links

Virginia Nurse Aide Vouchers

A nursing facility may consider [purchasing vouchers through PearsonVUE](#) for TNAs to take the NNAAP Exam. Vouchers expire one (1) year from the date of purchase. **Note:** The program code for the TNA2CNA applicants is for use by nursing facility administrators and Directors of Nursing only.

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