North Carolina NURSE AIDE I
Written (or Oral) Examination & Skills Evaluation
Candidate Handbook
February 2022
NORTH CAROLINA DEPARTMENT OF HEALTH AND HUMAN SERVICES
Health Care Personnel Education and Credentialing Section
2709 Mail Service Center
Raleigh, NC 27699-2709
1-919-855-3969
Fax: (919) 733-9764

Hours of Operation 8:00 a.m. – 5:00 p.m.
(Eastern Time Zone, weekdays)
The phone lines will be open between
8:00 am - 12:00 p.m. and 1:00pm - 3:00pm

Go to NC DHHS website https://ncnar.ncdhhs.gov/ for additional information

REGISTRATION AND SCHEDULING SERVICES
North Carolina NNAAP®
(888) 723-6773

Hours of Operation:
Monday – Friday  8 a.m. – 11 p.m.
Saturday  8 a.m. – 5 p.m.
Sunday  10 a.m. – 4 p.m.
(Eastern Time Zone)

CALL TO:
• Schedule, reschedule or cancel an examination
• Request an excused absence
• Ask questions about On-Line Registration
• Obtain information regarding your Score Report
• Obtain information regarding your examination

GO TO CREDENTIA’S WEBSITE AT
https://credentia.com/test-takers/ncna to:
• Access your CNA365 Account for registering to take exams or to complete registry functions
• To view most current exam updates
• Download a Candidate Handbook
• View the Nurse Aide Practice Written Examination
• Submit a change of name or address
• Verify your status on the Registry
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INTRODUCTION

This handbook is designed for Candidates seeking Nurse Aide I listing on the North Carolina Nurse Aide I Registry. It describes the process of applying for and taking the National Nurse Aide Assessment Program (NNAAP®) Examination.

The North Carolina Department of Health and Human Services (DHHS) has contracted with Credentia, a nationally recognized leading provider of assessment services to regulatory agencies and national associations. Credentia will develop, score, and report the results of the NNAAP Examination for the North Carolina Nurse Aide I Registry. Credentia also manages scheduling and administers the examination to qualified individuals.

NATIONAL NURSE AIDE ASSESSMENT PROGRAM (NNAAP®)

The Nursing Home Reform Act, adopted by Congress as part of the Omnibus Budget Reconciliation Act of 1987 (OBRA '87), was designed to improve the quality of care in long-term health care facilities and to define training and evaluation standards for nurse aides who work in such facilities. Each state is responsible for following the terms of this federal law.

The National Nurse Aide Assessment Program (NNAAP®) is an examination program designed to determine minimal competency to become listed as a nurse aide in North Carolina on the North Carolina Nurse Aide I Registry. The NNAAP was developed by the National Council of State Boards of Nursing, Inc. (NCSBN), to meet the nurse aide evaluation requirement of federal and state laws and regulations. Credentia is the authorized administrator of the NNAAP in your state.

The NNAAP Examination is an evaluation of nurse aide-related knowledge, skills, and abilities. The NNAAP Examination is made up of both a written (or oral) examination and a Skills Evaluation. The purpose of the NNAAP Examination is to test that you understand and can safely perform the job of a Nurse Aide I.
EXAM OVERVIEW

The two parts of the examination process, the written (or oral) examination and the skills evaluation, will be administered separately. You must pass both parts in order to become listed on the North Carolina Nurse Aide I Registry.

The written examination consists of seventy (70) multiple-choice questions written in English. Sample examination questions are provided in this handbook.

An oral examination, available in English or in Spanish, may be taken in place of the written examination may be taken in place of the written examination. The oral examination consists of sixty (60) multiple-choice questions and ten (10) multiple-choice reading comprehension questions. If you want to take the oral examination, you must request it when you submit your application.

At the skills evaluation you will be asked to perform five (5) randomly selected nurse aide skills. You will be given thirty (30) minutes to complete the five (5) skills. You will be rated on these skills by a Nurse Aide Evaluator. You must successfully demonstrate all five (5) skills to pass the skills evaluation. A complete listing of the skills is shown on pages 26 to 40.

See The written (or oral) exam and the skills evaluation for more details about the NNAAP Examination.
ELIGIBILITY

All Candidates applying to take the NNAAP Examination in North Carolina MUST complete an Application for Registration by Competency Examination on-line at https://credentia.com/test-takers/ncna. Select your state and go to the test taker link for additional information. You must pass both portions of the examination within the designated time period to be eligible for listing on the North Carolina Nurse Aide I Registry.

LIGHT DUTY

Individuals are prohibited from taking the Skills Evaluation if on restricted activity or light duty due to medical reasons. Candidates must be able to complete all required skills included in the Skills Evaluation. Candidates who are on light duty are not permitted to take the Skills Evaluation; however, they can take the written/oral exam. Appropriate medical documentation stating return to full, unrestricted duty is required to take the skills evaluation.

NORTH CAROLINA STATE-APPROVED NURSE AIDE I TRAINED CANDIDATES (E1)

All applicants who have successfully completed a North Carolina state-approved Nurse Aide I training program. Candidates must pass both the written examination and the skills examination within two (2) years from the successful completion date of a state-approved training program or within three (3) attempts, whichever comes first, to be placed on the North Carolina Nurse Aide I Registry. Failure to do so will require Candidates to complete state-approved nurse aide training and competency testing again. In addition, a change in the eligibility route may require Candidates to complete state-approved nurse aide training and competency testing.

NORTH CAROLINA STATE-APPROVED REFRESHER COURSE TRAINED CANDIDATES (E3)

All applicants who have successfully completed a North Carolina state-approved Nurse Aide I refresher course at a North Carolina state-approved Community College or Proprietary School.

Candidates must pass both the written examination and the skills examination within two (2) years from the successful completion date of a state-approved training program or
within three (3) attempts, whichever comes first, to be placed on the North Carolina Nurse Aide I Registry. Failure to do so will require Candidates to complete state-approved nurse aide training and competency testing again. In addition, a change in the eligibility route may require Candidates to complete state-approved nurse aide training and competency testing.

NORTH CAROLINA STATE-APPROVED STUDENT NURSE TRAINING CANDIDATES (E5)

All applicants who are currently enrolled in a North Carolina state-approved nursing education program preparing for registered nurse or practical nurse licensure.

Candidates must pass both the written examination and the skills examination within two (2) years from successful completion date of coursework equivalent to state-approved nurse aide training or within three (3) attempts, whichever comes first, to be placed on the North Carolina Nurse Aide I Registry. Failure to do so will require Candidates to complete state-approved nurse aide training and competency testing again. In addition, a change in the eligibility route may require Candidates to complete state-approved nurse aide training and competency testing.

OTHER TRAINED (E8)

All applicants that are either an emergency medical technician (EMT), an out of state licensed nurse, an unlicensed nursing graduate, an unlicensed nursing student, or a military veteran who received nursing/medical training credentials while in the United States Armed Forces.

Candidates must pass both the written examination and the skills examination within two (2) years of the application approval date or within three (3) attempts, whichever comes first, to be placed on the North Carolina Nurse Aide I Registry. Failure to do so will require Candidates to complete state-approved nurse aide training and competency testing. In addition, a change in the eligibility route may require Candidates to complete state-approved nurse aide training and competency testing.

OUT OF STATE TRAINED (E9)

All applicants who successfully completed a state-approved Nurse Aide I training program in another state, excluding North Carolina, within the previous 24 consecutive months and are not listed on any state’s registry of nurse aides.
Candidates must pass both the written examination and the skills examination within two (2) years from the successful completion date of a state-approved training program date or within three (3) attempts, whichever comes first, to be placed on the North Carolina Nurse Aide I Registry. Failure to do so will require Candidates to complete state-approved nurse aide training and competency testing again. In addition, a change in the eligibility route may require Candidates to complete state-approved nurse aide training and competency testing.

**NC REGISTRY CANDIDATES (E10)**

For all nurse aides listed as active and in good standing status on the North Carolina Nurse Aide I Registry but do not meet the requirements for registry listing renewal. Candidates may apply to take the state-approved nurse aide competency examination no more than 90 days prior to their North Carolina Nurse Aide I Registry listing expiration date. Candidates must successfully complete the competency examination before their listing expiration date. Candidates have three (3) attempts to pass both the written examination and the skills examination to be placed on the North Carolina Nurse Aide I Registry. Failure to do so will require Candidates to complete state-approved nurse aide training and competency testing. In addition, a change in the eligibility route may require Candidates to complete state-approved nurse aide training and competency testing.

**OUT-OF-STATE REGISTRY CANDIDATES (E11)**

For all out-of-state Candidates who are in active and good standing status on another state's registry of nurse aides. Eligible Candidates must complete and submit a Reciprocity application (found at https://ncnar.ncdhhs.gov/) to NC DHHS for review and approval in order to be listed on the North Carolina Nurse Aide I Registry without additional training or testing. In addition, a change in the eligibility route may require Candidates to complete state-approved nurse aide training and competency testing.
REGISTRATION AND SCHEDULING

ONLINE REGISTRATION AND SCHEDULING

With the Credentia CNA365 system, online registration is quick, convenient and an environmentally responsible way to register for your examination. A detailed step-by-step reference guide on how to create a CNA365 account and register for exams can be found at https://credentia.com/test-takers/ncna.

After completing a North Carolina state-approved training course, you will create an online account with Credentia’s CNA365 system. To create a CNA365 account, click the “CNA365 Login” button on the top of the North Carolina nurse aide website page at https://credentia.com/test-takers/ncna.

- Payment is in the form of a credit card or pre-paid credit card (American Express, MasterCard, Visa, or electronic voucher). Fees are non-refundable and non-transferable once submitted.
- For exams at test center locations, you must make an online reservation via a PC (smart phones and tablets are not recommended) at least ten (10) Calendar days prior to test date
- For Written (or Oral) online exams, you may schedule an exam as early as the following day depending on exam availability.
- You are responsible for completing an online application in CNA365. You may ask someone from your nurse aide training program or facility employer for assistance in completing the application.
- If you need help or have any questions about the application process, contact a support representative at (888) 723-6773 between 8:00 a.m. and 11:00 p.m. (Eastern Time Zone).
- Fees are non-refundable and non-transferable.
EXAM FEES

The fees listed below have been established for the NNAAP Examination in North Carolina.

<table>
<thead>
<tr>
<th>EXAMINATION TYPE</th>
<th>FEES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Written Examination &amp; Skills Evaluation</td>
<td>$140</td>
</tr>
<tr>
<td>Oral (English or Spanish) Examination &amp; Skills Evaluation</td>
<td>$140</td>
</tr>
<tr>
<td>Written Examination ONLY (re-test)</td>
<td>$40</td>
</tr>
<tr>
<td>Oral (English or Spanish) Examination ONLY (re-test)</td>
<td>$40</td>
</tr>
<tr>
<td>Skills Evaluation ONLY (re-test)</td>
<td>$100</td>
</tr>
</tbody>
</table>

Under federal and North Carolina state laws, Candidates employed as nurse aides in nursing homes that participate in Medicaid/Medicare programs are prohibited from paying their examination fees. Employers must pay the examination fee and any re-test fee for those Candidates they employ as nurse aides or Candidates who have a written commitment or signed acceptance of employment on file in a Medicaid-certified nursing home. Candidates who become employed as a nurse aide by a Medicare/Medicaid skilled nursing facility within 12 months of successful completion of the competency evaluation may be reimbursed by the facility for training and competency testing costs. Therefore, Candidates should save all receipts to submit to the skilled nursing employer.

EXAM SCHEDULING

Once your online application has been approved, you will be able to schedule the exams in CNA365. A detailed step-by-step reference guide on how to schedule exams can be found at https://credentia.com/test-takers/ncna. When completed, you will receive a Confirmation Notice and Receipt of Payment via email.
ACCOMMODATIONS

Credentia complies with the provisions of the Americans with Disabilities Act as amended. The purpose of accommodations is to provide Candidates with full access to the test. Accommodations are not a guarantee of improved performance or test completion. Credentia provides reasonable and appropriate accommodations to individuals with documented disabilities who demonstrate a need for accommodations. All accommodation requests must be approved by Credentia before reserving an examination date.

Test accommodations may include things such as:

• A separate testing room
• Extra testing time
• A Reader or Recorder, for individuals with mobility or vision impairments and cannot read or write on their own

Test accommodations are individualized and considered on a case-by-case basis. All Candidates who are requesting accommodations because of a disability must provide appropriate documentation of their condition and how it is expected to affect their ability to take the test under standard conditions. This may include:

• Supporting documentation from the professional who diagnosed the condition, including the credentials that qualify the professional to make this diagnosis
• A description of past accommodations the candidate has received

Please visit www.credentia.com/accommodations to review the accommodation process and required supporting documentation.

TESTING LOCATIONS

In-Facility Testing (INF) is when arrangements have been made with Credentia to test at the state-approved training program location on a specific date. Please make certain you know your INF code and test date when you are completing your registration.
CANCELLATION AND RESCHEDULING

You may cancel or reschedule an examination online in your CNA365 account. For details on how to cancel or reschedule an examination, visit https://credentia.com/test-takers/ncna and click on “How to Cancel or Reschedule an Exam” in the Resources section of the webpage.

Online Written (or Oral) examinations must be canceled or rescheduled at least 48 hours before the scheduled examination time.

Test center examinations must be canceled or rescheduled at least nine (9) calendar days before the scheduled examination date.

If you do not cancel or reschedule your examination within the required timeframes and do not show up for your scheduled examination, you will be responsible for the examination fee. Your fee will not be refunded and cannot be transferred to a new examination date, and you may not give your examination date to another person.

REFUNDS

Once payment of exam fees is received, NO REFUNDS WILL BE ISSUED.

ABSENCE POLICY

Candidates who are late or absent from an exam may call 1-888-723-6773 within 14 days of the exam date to request an excused absence for the following reasons:

- Illness of yourself or a member of your immediate family
- Death in the family
- Disabling traffic accident
- Court appearance or jury duty
- Military duty
- Weather emergency

A case number will be assigned, and instructions provided for emailing supporting documentation.

Your request must include documentation or verification for the cause of the absence. For example, if you are absent because of jury duty, you must supply a copy of the court notice. In the case of illness, a verification from your med-
ical provider must be included in your request. Please note, a request takes approximately 3-5 business days to process and complete once documentation has been received. **Candidates absent or late to an exam who have not changed or canceled the reservation according to the Change/Cancel Policy will not be admitted to the exam and will forfeit the exam fee. The decision of Credentia to approve or deny the excused absence will be final.**

**WEATHER EMERGENCIES**

A test center examination will be delayed or cancelled only in emergencies. If severe weather or a natural disaster makes the test site inaccessible or unsafe, the examination will be delayed or cancelled. In the event of an examation change due to a weather emergency, candidates will be contacted by phone and email with change details.

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**EXAM DAY (ONLINE EXAM)**

Take the written/oral exam conveniently from home using the online proctor option. A live proctor will monitor you through the webcam on your workstation to provide a secure exam experience. Online proctored exams offer more scheduling flexibility than test center exams.

Please visit [www.credentia.com/online-exams](http://www.credentia.com/online-exams) for information on what to expect and how to best prepare for the online proctored exam. It is also recommended that you go to the “Policies & Procedures” link to review detailed exam rules and procedures.

**WHAT YOU’LL NEED**

- A properly equipped computer - a desktop, laptop, or Chromebook with a single monitor (no smartphones or tablets). Visit [www.credentia.com/online-exams](http://www.credentia.com/online-exams) to view or download system requirements.
- A private room - if you don’t have access to a private room, check with your training program or local library for availability.
- A mobile device - to complete a 360 degree room scan, you’ll need a smartphone or tablet (Apple or Android) that can download our free app.
BEFORE EXAM DAY

• Perform a system test – make sure to do the required system test and exam simulation before exam day. Visit www.credentia.com/online-exams and select the “Run System Test” button.
• Find your testing space – Find a quiet, distraction-free area in your home or office to take the exam.
• Get your ID ready - You are required to bring two (2) forms of official, signature-bearing identification (one of which must be a photo identification). Photocopies of identification will NOT be accepted.

The name on your identification must be the same as the name you used on the application to register for the examination. If you do not bring proper identification, you will not be allowed to test and your examination fee will not be refunded.

ON EXAM DAY

STEP 1: Prepare your testing space

• Quiet: no background noise and inform members of your household you are taking an exam.
• Well lit: Online proctors must be able to see you and your testing space.
• Privacy: no one else in the room.
• Remove Prohibited Items: clear workstation area to expedite room scan.
• Restroom/Beverages: use restroom and prepare beverages before exam.

STEP 2: Have your ID ready

• Have your government issued photo ID with you (see list or proper identification in section above).

STEP 3: Prepare your computer

• Disconnect any additional monitors and close all other open applications.
• Have your chargers (laptop, smart phone or tablet) plugged in or nearby.
• Use a wired internet connection rather than WiFi, if possible.
• If using WiFi, we recommend at least 3Mbps and ask that other household members do not use the internet during your exam.
• Disconnect any VPNs or firewalls if you have them.
• If taking an Oral Exam you must use a wired headset.

STEP 4: Download the ExamRoom 360 app
• Download the ExamRoom 360 app to your smartphone or tablet and have your CNA365 login credentials available (the user name and password for your Credentia CNA365 account). This app is required to complete a 360 degree room scan.

STEP 5: Check-in for your exam
• When To Check-In: You can begin the check in process up to 30 minutes prior to your appointment. Your onboarding agent will make sure everything is ready for your exam before introducing your proctor. Visit www.credentia.com/online-exams to view or download detailed check-in procedures.
• How To Check-In: Go to www.credentia.com/test-takers/nc and click the “CNA365 login” button. Once logged in, find your scheduled exam and select the "Start Exam" button.

EXAM DAY (TEST CENTER EXAM)

Please visit www.credentia.com/test-center-exams for information on what to expect and how to best prepare for your test center exam.

WHAT TO BRING
You must have the following items with you when you take the examination:
• Two (2) forms of proper identification
• Three (3) No. 2 pencils (sharpened)
• Eraser
• Watch with a second hand

No other materials will be allowed.
PROPER IDENTIFICATION

Candidates are required to bring two (2) forms of current, not expired official U.S. government-issued signature-bearing identification (one of which must be photo-bearing) to the test site. Photocopies of identifications will not be accepted.

- One form of identification must be a U.S. government-issued Social Security (SS) card, signed and not laminated.
  - Candidates who are in the armed services may use their current U.S. military identification in place of a SS card. The Candidate’s SS number must be on the identification, if used. Sponsor or dependent military identifications will not be accepted in place of a SS card.
- A second form of identification must be any of the items listed below and must be photo-bearing.
  - Current, non-expired driver’s license
    - Candidates who do not have their new license by exam day must bring their expired driver’s license and their temporary permit.
  - Current, non-expired learner’s permit
  - Military Identification
    - Candidate’s SS number must be on the identification
    - Sponsor military identification and a dependent military identification may be used when presented with a valid SS card.
  - State- or federal-issued identification card
  - Passport (US or foreign, current, non-expired)
  - Alien registration card
  - Employment authorization document (EAD) photo identification card (current, non-expired, federal-issued)

If a candidate fails to present proper identification, he or she will not be eligible to take the exam.

The name listed on the identifications must be the same as the name used during the registration process. If your name has changed, then you must complete the steps below at least nine (9) calendar days before your scheduled exam. Be prepared to provide official government documentation of your name change.
• Contact Credentia at 1-888-723-6773 if you are not on the North Carolina Nurse Aide I Registry.
• Contact Credentia at 1-888-723-6773 if you have already scheduled an exam.
• Contact the Division of Health Service Regulation at 1-919-855-3969 if you are on the North Carolina Nurse Aide I Registry and have not scheduled an exam.

SECURITY AND CHEATING
If you give help to or receive help from anyone during the examination, the examination will be stopped. The incident will be reported to the NC DHHS (DHSR) for review, and your examination will not be scored (see Testing Policies).

Please note that all examination questions, each form of the examination, and all other examination materials are copyrighted by, the property of, or licensed by Credentia. Consequently, any distribution of the examination content or materials through any form of reproduction, or through oral or written communication, is strictly prohibited and punishable by law. Anyone who removes or tries to remove examination materials or information from the test site will be prosecuted.

TESTING POLICIES
The following policies are observed at each test center.

LATENESS
You must arrive thirty (30) minutes before the examination starts. If you are late for your scheduled examination, or do not bring all of your required materials, you will NOT be allowed to test, and your examination fee will NOT be returned. If you are late for the written (or oral) examination, but arrive on time for the skills evaluation, you will be allowed to take the skills evaluation.

If you are late for your skills evaluation or do not bring all your required materials, you will NOT be allowed to test and you will be required to re-apply and pay another examination fee (Refer to page 9-10, Cancellation and Rescheduling in this Handbook)
**ELECTRONIC DEVICES**

Cellular phone, beeper, or any other electronic device is not permitted to be used and must be turned off during the exam.

**STUDY AIDS**

You are not permitted to take personal belongings such as briefcases, large bags, study materials, extra books, or papers into the examination room. Any such materials brought into the examination room will be collected and returned to you when you have completed the examination. Credentia is not responsible for lost or misplaced items.

**EATING/DRINKING/SMOKING**

You are not permitted to eat, drink, or smoke during the examination.

**MISCONDUCT**

If you are discovered causing a disturbance or engaging in any kind of misconduct, before, during or after your examination, then you will be dismissed from the examination and the incident will be reported to the NC DHHS. Decisions regarding disciplinary measures are the responsibility of that agency.

**GUESTS/VISITORS**

No guests, visitors, pets, or children are allowed at the test sites.
THE WRITTEN (OR ORAL) EXAM

WRITTEN EXAM

The Written Examination has seventy (70) multiple-choice questions. You will have two (2) hours to complete the Written Examination. You will be told when fifteen (15) minutes are left to finish. Fill in only one (1) oval on the answer sheet for each question. Markings in the test booklet will not be accepted as answers. Your answers must appear on the separate answer sheet. See Sample Questions for examples of the kinds of questions found on the Written Examination.

ORAL EXAM

An oral examination may be taken in place of the written examination. Earphones are provided at the test center and you will use these to hear the questions read aloud. You must request an oral examination when filling out your application. The oral examination consists of two (2) parts, and you must pass both parts in order to pass the oral examination.

The first part of the oral examination has sixty (60) multiple-choice questions. Each of the sixty (60) multiple-choice questions are repeated twice. As each question is read, you are asked to choose the correct answer and mark it on the screen.

The second part of the oral examination has ten (10) multiple-choice questions that test whether you know common words used in long-term care facilities. Each word is repeated three (3) times. You are asked to match the word you hear on the recording to the written word. As you find the match, you mark your answer on the screen.

In the Spanish oral examination, the 10 multiple-choice questions are read in Spanish and you are asked to match the word you hear on the recording to the English written word on the screen. You have two (2) hours to complete the entire Oral Examination.
The revised content outline is based on the findings from the 2014 Job Analysis and Knowledge, Skill, and Ability Study of Nurse Aides published by the National Council of State Boards of Nursing (NCSBN) in 2015. The examination content outline became effective in January 2016.

The NNAAP written examination is comprised of 70 multiple-choice items; 10 of these items are pretest (non-scored) items on which statistical information will be collected. The NNAAP oral examination is comprised of 60 multiple-choice items and 10 reading comprehension (word recognition) items. The candidate is allowed to choose between a written and an oral examination.

<table>
<thead>
<tr>
<th>I. Physical Care Skills</th>
<th>% of questions</th>
<th># of questions</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Activities of Daily Living</td>
<td>14%</td>
<td>9</td>
</tr>
<tr>
<td>1. Hygiene</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Dressing and Grooming</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Nutrition and Hydration</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Elimination</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Rest/Sleep/Comfort</td>
<td></td>
<td></td>
</tr>
<tr>
<td>B. Basic Nursing Skills</td>
<td>39%</td>
<td>23</td>
</tr>
<tr>
<td>1. Infection Control</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Safety/Emergency</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Therapeutic/Technical Procedures</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Data Collection and Reporting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>C. Restorative Skills</td>
<td>8%</td>
<td>5</td>
</tr>
<tr>
<td>1. Prevention</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Self-Care/Independence</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>II. Psychosocial Care Skills</th>
<th>% of questions</th>
<th># of questions</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Emotional and Mental Health Needs</td>
<td>11%</td>
<td>6</td>
</tr>
<tr>
<td>B. Spiritual and Cultural Needs</td>
<td>2%</td>
<td>2</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>III. Role of the Nurse Aide</th>
<th>% of questions</th>
<th># of questions</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Communication</td>
<td>8%</td>
<td>4</td>
</tr>
<tr>
<td>B. Client Rights</td>
<td>7%</td>
<td>4</td>
</tr>
<tr>
<td>C. Legal and Ethical Behavior</td>
<td>3%</td>
<td>2</td>
</tr>
<tr>
<td>D. Member of the Health Care Team</td>
<td>8%</td>
<td>5</td>
</tr>
</tbody>
</table>
The following questions are samples of the kinds of questions that you will find on the Written Examination. Check your answers to these questions in the box below.

1. **The client's call light should always be placed:**
   (A) on the bed
   (B) within the client's reach
   (C) on the client's right side
   (D) over the side rail

2. **Which of the following items is used in the prevention and treatment of bed sores or pressure sores?**
   (A) rubber sheet
   (B) air mattress
   (C) emesis basin
   (D) restraint

3. **When caring for a dying client, the nurse aide should:**
   (A) keep the client's room dark and quiet
   (B) allow client to express his feelings
   (C) change the subject if client talks about death
   (D) contact the client's minister, priest, or rabbi

4. **What does the abbreviation ADL mean?**
   (A) Ad Lib
   (B) As Doctor Likes
   (C) Activities of Daily Living
   (D) After Daylight

5. **After giving a client a back rub, the nurse aide should always note:**
   (A) the last time the client had a back rub
   (B) any change in the client's skin
   (C) client's weight
   (D) amount of lotion used

6. **How should the nurse aide communicate with a client who has a hearing loss?**
   (A) face the client when speaking
   (B) repeat the statement
   (C) shout so that the client can hear
   (D) use a high-pitched voice

Correct Answers:
1. B
2. B
3. B
4. C
5. B
6. A
The two-part self-assessment reading test that appears below will help you decide if you should consider taking the oral examination instead of the written examination. To complete the reading test, follow the instructions provided below and select the answer to each question. When you have completed the reading test, you will be able to determine the number of questions you answered correctly.

PART 1: VOCABULARY

1. Circle the best answer to each question.
2. When you have finished, check your answers using the answer key on page 18.
3. Count up the number of correct answers.
4. If your score is less than 17, you may have difficulty reading the written examination and should consider taking the oral examination.

1. You go to a doctor when you ______.
   (A) feel sleepy  (D) need money
   (B) need socks  (E) need clothes
   (C) feel sick

2. A person who flies an airplane is its ______.
   (A) pilot    (D) surgeon
   (B) steward  (E) director
   (C) mother

3. You use a ______ to write.
   (A) bow     (D) carpenter
   (B) calculator  (E) needle
   (C) pencil

4. To EXIT a room means to ______ it.
   (A) enter      (D) read
   (B) leave    (E) interrupt
   (C) forget

5. A wedding is a joyous ______.
   (A) focus    (D) occasion
   (B) vehicle  (E) civilization
   (C) balloon

6. To REQUIRE something means to ______ it.
   (A) need      (D) understand
   (B) have     (E) hear
   (C) forget
7. You _____ something to find its length.
   (A) slice
   (B) lock
   (C) measure
   (D) force
   (E) tape

8. Soup is served in a _____.
   (A) plate
   (B) bowl
   (C) fork
   (D) chair
   (E) closet

9. To accompany someone means to _____.
   (A) disagree with him
   (B) work for him
   (C) go with him
   (D) speak to him
   (E) choose him

10. A nursing home resident receives _____ from the staff.
    (A) quality
    (B) fame
    (C) interruption
    (D) care
    (E) work

11. Medicine is used to _____ pain.
    (A) widen
    (B) conjure
    (C) enliven
    (D) increase
    (E) relieve

12. To DRENCH the flowers means to ____ them.
    (A) steam
    (B) drink
    (C) touch
    (D) soak
    (E) anger

13. A bicycle is a means of _____.
    (A) nourishment
    (B) transportation
    (C) prediction
    (D) collision
    (E) walking

14. When someone speaks in a whisper, it may be difficult to _____.
    (A) deceive
    (B) understand
    (C) frighten
    (D) estimate
    (E) regulate
PART 2: COMPREHENSION

In this part of the reading test, you will be provided with a series of brief paragraphs. You are to read each paragraph and then answer the questions that appear after the paragraph.

There are many different kinds of fish. All fish live in water. They use their tails and fins to swim.

15. Fish live in _______.
   (A) cups
   (B) houses
   (C) air
   (D) water
   (E) fountains

16. Fish use their _____ to swim.
   (A) tails
   (B) heads
   (C) gills
   (D) lungs
   (E) floats

Maria grew up on a farm. She loved the work on the farm. She knew when all of the crops had to be planted. She would like a job on a farm or in a flower garden.

17. Maria has had experience as a _______.
   (A) guide
   (B) farmer
   (C) driver
   (D) nurse
   (E) teacher

18. She would like to work in _______.
   (A) an office
   (B) a library
   (C) a garden
   (D) a hospital
   (E) a supermarket

19. As a child Maria lived _______.
   (A) in the city
   (B) in an apartment
   (C) on a farm
   (D) in a large house
   (E) on the beach
Carolyn has a good job. She is a nurse in a large hospital. Every day she can help many people. She enjoys this very much. She also makes a good salary. Each month she can pay her bills and save some money.

20. Carolyn works in a ______.  
   (A) hospital  
   (B) doctor’s office  
   (C) garage  
   (D) school  
   (E) library  

21. One of the things Carolyn enjoys is ______.  
   (A) working in an office  
   (B) helping people  
   (C) reading books  
   (D) working late hours  
   (E) driving a car  

22. With her salary she can pay her bills and ______.  
   (A) buy furniture  
   (B) give to charity  
   (C) save money  
   (D) buy new clothes  
   (E) pay for college

This completes the Self-Assessment Reading Test.

Answers

If your score is less than 17, you may have difficulty reading the Written Examination and should consider taking the Oral Examination in place of the Written Examination.
THE SKILLS EVALUATION

WHAT TO EXPECT
The skills evaluation is set up to resemble an actual caregiving situation. The skills evaluation area will look similar to your work setting. It will have all the equipment necessary to perform the assigned skills. The skills evaluation will be administered by a Nurse Aide Evaluator. Before your skills evaluation begins, the evaluator will show you where equipment is located and answer questions about operating the equipment. Please arrive 30 minutes early. Test times are approximate. Please plan to spend the day.

WHO WILL ACT AS A CLIENT?
The part of the “client” will be played by a candidate who volunteers to act as a weakened elderly person. While you perform the skills, speak to the candidate volunteer as you would speak to an actual client in a nurse aide work setting. You are encouraged to speak to the candidate volunteer not only because it is part of quality care, but also because it will help you to relax as you perform the skills. Please note, you may not receive help from anyone during the skills evaluation, and the candidate and the client must speak to one another in English so that the evaluator can understand and correctly score the evaluation. If either candidate gives help or receives help during the test, or the client and candidate are communicating in a language other than English, the test will be stopped.

CANDIDATE VOLUNTEER REQUIREMENTS
You will need to act as a candidate volunteer for another candidate’s skills evaluation and play the role of a nursing home patient (client). The evaluator will give you verbal instructions that will describe how you should act in performing the role of the client.

CANDIDATE DRESS REQUIREMENTS
You must wear flat, slip-on, non-skid shoes, a loose-fitting top with short sleeves that can be rolled up to the shoulder or tank top, and loose-fitting pants that can be rolled up. You will be required to put a gown on over your clothing. In no case may Candidates remove clothing down to undergarments.

Prior to beginning the exam, you should inform the evaluator of any food or latex allergy or sensitivity to skin soaps or lotion. Any limitations to range of motion must also be communicated to the evaluator prior to the start of the skills examination.
For infection control purposes, you should not come to the test site with open areas/sores on the skin. Candidates with any open areas or sores on their skin should reschedule their skills test to a later date after their skin fully heals.

**THE TASKS**

The NNAAP Skills List contains all of the skills that you may be asked to demonstrate during the skills evaluation. Each skill represents a task that you will be asked to perform in your job and has been broken down into a series of steps.

*See pages 28-42 for the complete skills listing.*

A step that is highlighted in **bold type** is called a **Critical Element Step**. Critical Element Steps are important steps that must be performed correctly in order for you to pass the skill. If you leave out a Critical Element Step or do not perform a Critical Element Step properly, you will not pass the skill. However, if you perform only the Critical Element Step correctly in a skill, you do not automatically pass that skill. You must also correctly demonstrate enough steps to meet the passing standard (or cut score) for each skill.

Before your skills evaluation begins, the Nurse Aide Evaluator will give you an instruction card that will list the five (5) skills selected for you to perform. Hand-washing will always be one of the skills to be performed. The remaining four (4) skills are randomly chosen from the complete set of skills listings on pages 28 to 42 of this handbook. You are strongly encouraged to perform the skills in the order they are listed on the instruction card.

If you make a mistake, say so, and you will be instructed to tell the evaluator which step(s) is to be corrected and then to perform the step(s). You will not have to redo the entire skill, just the steps you wish to correct. There are, however, some exceptions to this rule. If you fail to put on gloves or take them off when it is required to do so and the evaluator reminds you to do so, for infection control purposes, then you will not receive credit for attempting to correct this step. If you wish to correct an order-dependent step (a step stating that an action should be performed before or after another step) and you fail to say when the corrected step should be performed, you will not receive credit for the correction.
Once you begin a new skill, you may not go back to correct a previous skill. The Nurse Aide Evaluator will not answer questions during the skills evaluation and will not tell you whether you performed a skill correctly. You may not receive help from anyone during the skills evaluation. If you do have any questions, please ask them before the skills evaluation begins.

One (1) of the four (4) randomly selected skills will include a measurement skill (see the section below, Recording A Measurement, for more information regarding measurement skills).

You will be asked to decontaminate your hands (with hand sanitizer) before proceeding from skills performed on a live client to skills that are not. This is for infection control purposes and will not affect the result of your evaluation.

When you have completed your skills evaluation, the evaluator will direct you to wash your hands. Although this will not affect your examination results, for the purposes of infection control, you must wash your hands.

You must successfully complete all five (5) skills to pass the skills evaluation. You will have thirty (30) minutes to demonstrate all five (5) skills.

RECORDING A MEASUREMENT

The NNAAP skills evaluation requires every candidate to perform one measurement skill, such as blood pressure, radial pulse, respirations, urine output, or weight. You will be given a special form, called a Recording Sheet for Measurement Skills, to write down, or record, the measurement. For example, if performing the Measures and Records Blood Pressure skill, you will write the complete systolic and diastolic pressures of your blood pressure reading in a box labeled Candidate Results.

On the following page is a copy of the recording sheet that will be used during the skills exam. The candidate must record his/her results in the Candidate Results box on this sheet. This sheet will be used to record the results of the following measurement skills:

- Measures and Records Blood Pressure
- Measures and Records Weight of Ambulatory Client
- Measures and Records Urinary Output
- Counts and Records Radial Pulse
- Counts and Records Respirations
TIPS FOR THE SKILLS EVALUATION

• You will be expected to perform the skills as you would in a nursing home setting. When water is required, you must use running water. All Candidates will be required to perform the Hand Hygiene skill. The evaluator will inform you after you have washed your hands for the first time that you should just tell him or her when you would wash your hands during your performance of the rest of the skills, rather than actually washing them for each skill. For all steps other than handwashing, you must actually perform the skill in order to receive credit. You may not simply tell the evaluator what you would do for simulating a step. For example, you may not simply tell the evaluator that you would wash the client. You must actually demonstrate washing the client. You may not simply tell the evaluator that you would feed the client. You must actually demonstrate feeding the client.

• After you have introduced yourself to the client for the first time, it is not necessary for you to introduce yourself each time you begin a new skill.

• To receive full credit for a measurement skill, you must accurately make the required measurement and then write that measurement on the Recording Sheet for Measurement Skills. The evaluator will provide the Recording Sheet to you at the test site. A sample of the Recording Sheet is shown on page 27 of this handbook. You are encouraged to become familiar with the Recording Sheet before your scheduled test date.

• You must know how to operate both a standing and a non-digital bathroom scale and must know how to set both types of scales to zero.

• You may not bring any of your own equipment to the test site (e.g., transfer/gait belt).

• It is important for you to place the call signal within the client’s reach whenever you leave the client.

• Where the word “client” appears, it refers to the person receiving care.
Tips for the Skills Evaluation

• You will be expected to perform the skills as you would in a nursing home setting. When water is required, you must use running water. All candidates will be required to perform the Hand Hygiene skill. The evaluator will inform you after you have washed your hands for the first time that you should just tell him or her when you would wash your hands during your performance of the rest of the skills, rather than actually washing them for each skill. For all steps other than hand-washing, you must actually perform the skill in order to receive credit. You may not simply tell the evaluator what you would do for simulating a step. For example, you may not simply tell the evaluator that you would wash the client. You must actually demonstrate washing the client. You may not simply tell the evaluator that you would feed the client. You must actually demonstrate feeding the client.

• After you have introduced yourself to the client for the first time, it is not necessary for you to introduce yourself each time you begin a new skill.

• To receive full credit for a measurement skill, you must accurately make the required measurement and then write that measurement on the Recording Sheet for Measurement Skills. The evaluator will provide the Recording Sheet to you at the test site. A sample of the Recording Sheet is shown on page 24 of this handbook. You are encouraged to become familiar with the Recording Sheet before your scheduled test date.

• You must know how to operate both a standing and a non-digital bathroom scale and must know how to set both types of scales to zero.

• You may not bring any of your own equipment to the test site (i.e. transfer/gait belt).

• It is important for you to place the call signal within the client’s reach whenever you leave the client.

• Where the word “client” appears, it refers to the person receiving care.
SKILLS LISTING

The 23 skills that follow are arranged in alphabetical order, except for the Hand Hygiene (Hand Washing) skill. Hand Hygiene is listed first as a reminder of the importance of performing this skill before all other skills. The numbered lines below each skill are the steps needed to perform that skill. Critical Element Steps are in bold type.

SKILL 1 — HAND HYGIENE (HAND WASHING)

1. Address client by name and introduces self to client by name
2. Turns on water at sink
3. Wets hands and wrists thoroughly
4. Applies soap to hands
5. Lathers all surfaces of wrists, hands, and fingers producing friction, for at least 20 (twenty) seconds, keeping hands lower than the elbows and the fingertips down
6. Cleans fingernails by rubbing fingertips against palms of the opposite hand
7. Rinse all surfaces of wrists, hands, and fingers, keeping hands lower than the elbows and the fingertips down
8. Uses clean, dry paper towel/towels to dry all surfaces of fingers, hands, and wrists starting at fingertips then disposes of paper towel/towels into waste container
9. Uses clean, dry paper towel/towels to turn off faucet then disposes of paper towel/towels into waste container or uses knee/foot control to turn off faucet
10. Does not touch inside of sink at any time

SKILL 2 — APPLIES ONE KNEE-HIGH ELASTIC STOCKING

1. Explains procedure, speaking clearly, slowly, and directly, maintaining face-to-face contact whenever possible
2. Privacy is provided with a curtain, screen, or door
3. Client is in supine position (lying down in bed) while stocking is applied
4. Turns stocking inside-out, at least to the heel
5. Place's foot of stocking over toes, foot, and heel

Skill continues
6 Pulls top of stocking over foot, heel, and leg
7 Moves foot and leg gently and naturally, avoiding force and over-extension of limb and joints
8 **Finishes procedure with no twists or wrinkles and heel of stocking, if present, is over heel and opening in the toe area (if present) is either over or under toe area; if using a mannequin, candidate may state stocking needs to be wrinkle-free**
9 Signaling device is within reach and bed is in low position
10 After completing skill, wash hands

**SKILL 3 — ASSISTS TO AMBULATE USING TRANSFER BELT**

1 Explains procedure, speaking clearly, slowly, and directly, maintaining face-to-face contact whenever possible
2 Privacy is provided with a curtain, screen, or door
3 **Before assisting to stand, client is wearing non-skid shoes/footwear**
4 Before assisting to stand, bed is at a safe level
5 Before assisting to stand, checks and/or locks bed wheels
6 **Before assisting to stand, client is assisted to sitting position with feet flat on the floor**
7 Before assisting to stand, applies transfer belt securely at the waist over clothing/gown
8 Before assisting to stand, provides instructions to enable client to assist in standing including prearranged signal to alert client to begin standing
9 Stands facing client positioning self to ensure safety of candidate and client during transfer. Counts to three (or says other prearranged signal) to alert client to begin standing
10 On signal, gradually assists client to stand by grasping transfer belt on both sides with an upward grasp (candidate’s hands are in upward position), and maintaining stability of client’s legs by standing knee to knee, or toe to toe with client
11 Walks slightly behind and to one side of client for a distance of ten (10) feet, while holding onto the belt
12 Assists client to bed and removes transfer belt
13 Signaling device is within reach and bed is in low position
14 After completing skill, wash hands
SKILL 4 — ASSISTS WITH USE OF BEDPAN

1. Explains procedure speaking clearly, slowly, and directly, maintaining face-to-face contact whenever possible.
2. Privacy is provided with a curtain, screen, or door.
3. Before placing bedpan, lowers head of bed.
4. Puts on clean gloves before placing bedpan under client.
5. Place's bedpan correctly under client's buttocks.
6. Removes and disposes of gloves (without contaminating self) into waste container and washes hands.
7. After positioning client on bedpan and removing gloves, raises head of bed.
8. Toilet tissue is within reach.
9. Hand wipe is within reach and client is instructed to clean hands with hand wipe when finished.
10. Signaling device within reach and client is asked to signal when finished.
11. Puts on clean gloves before removing bedpan.
12. Head of bed is lowered before bedpan is removed.
13. Ensures client is covered except when placing and removing bedpan.
14. Empties and rinses bedpan and pours rinse into toilet.
15. Places bedpan in designated dirty supply area.
16. Removes and disposes of gloves (without contaminating self) into waste container and washes hands.
17. Signaling device is within reach and bed is in low position.

SKILL 5 — CLEANS UPPER OR LOWER DENTURE

1. Puts on clean gloves before handling denture.
2. Bottom of sink is lined and/or sink is partially filled with water before denture is held over sink.
3. Rinses denture in moderate temperature running water before brushing them.
4. Applies denture toothpaste to toothbrush.
5. Brushes all surfaces of denture.
6. Rinses all surfaces of denture under moderate temperature running water.
7. Rinses denture cup and lid.
8. Place's denture in denture cup with moderate temperature water/solution and places lid on cup.
9. Rinses toothbrush and places in designated toothbrush.
basin/container

10 Maintains clean technique with placement of toothbrush and denture
11 Sink liner is removed and disposed of appropriately and/or sink is drained
12 Removes and disposes of gloves (without contaminating self) into waste container and washes hands

**SKILL 6 — COUNTS AND RECORDS RADIAL PULSE**

1 Explains procedure, speaking clearly, slowly, and directly, maintaining face-to-face contact whenever possible
2 Places fingertips on thumb side of client’s wrist to locate radial pulse
3 Count beats for one full minute
4 Signaling device is within reach
5 Before recording, washes hands
6 **Records pulse rate within plus or minus 4 beats of evaluator’s reading**

**SKILL 7 — COUNTS AND RECORDS RESPIRATIONS**

1 Explains procedure (for testing purposes), speaking clearly, slowly, and directly, maintaining face-to-face contact whenever possible
2 Counts respirations for one full minute
3 Signaling device is within reach
4 Before recording, washes hands
5 **Records respiration rate within plus or minus 2 breaths of evaluator’s reading**

**SKILL 8 — DONNING AND REMOVING PPE (GOWN AND GLOVES)**

1 Picks up gown and unfolds
2 Facing the back opening of the gown places arms through each sleeve
3 Fastens the neck opening
4 Secures gown at waist making sure that back of clothing is covered by gown (as much as possible)
5 Puts on gloves
6 Cuffs of gloves overlap cuffs of gown

*Skill continues*
Before removing gown, with one gloved hand, grasps the other glove at the palm, remove glove

Slips fingers from ungloved hand underneath cuff of remaining glove at wrist, and removes glove turning it inside out as it is removed

Disposes of gloves into designated waste container without contaminating self

After removing gloves, unfastens gown at waist and neck

After removing gloves, removes gown without touching outside of gown

While removing gown, holds gown away from body without touching the floor, turns gown inward and keeps it inside out

Disposes of gown in designated container without contaminating self

After completing skill, washes hands

**SKILL 9 — DRESSES CLIENT WITH AFFECTED (WEAK) RIGHT ARM**

Explains procedure, speaking clearly, slowly, and directly, maintaining face-to-face contact whenever possible

Privacy is provided with a curtain, screen, or door

Asks which shirt he/she would like to wear and dresses him/her in shirt of choice

Avoids overexposure of client by ensuring client’s chest is covered

Removes gown from the left (unaffected) side first, then removes gown from the right (affected/weak) side

Before dressing client, disposes of gown into soiled linen container

Assists to put the right (affected/weak) arm through the right sleeve of the shirt before placing garment on left (unaffected) arm

While putting on shirt, moves body gently and naturally, avoiding force and over-extension of limbs and joints

Finishes with clothing in place

Signaling device is within reach and bed is in low position

After completing skill, washes hands
SKILL 10 — FEEDS CLIENT WHO CANNOT FEED SELF

1. Explains procedure to client, speaking clearly, slowly, and directly, maintaining face-to-face contact whenever possible.
2. Before feeding, looks at name card on tray and asks client to state name.
3. **Before feeding client, client is in an upright sitting position (75-90 degrees)**
4. Places tray where the food can be easily seen by client.
5. Candidate cleans client's hands before beginning feeding.
6. Candidate sits in a chair facing client during feeding.
7. Tells client what foods and beverage are on tray.
8. Asks client what he/she would like to eat first.
9. Using spoon, offers client one bite of each type of food on tray, telling client the content of each spoonful.
10. Offers beverage at least once during meal.
11. Candidate asks client if they are ready for next bite of food or sip of beverage.
12. At end of meal, candidate cleans client's mouth and hands.
13. Removes food tray.
14. Leaves client in upright sitting position (75-90 degrees) with signaling device within client's reach.
15. After completing skill, washes hands.

SKILL 11 — GIVES MODIFIED BED BATH (FACE AND ONE ARM, HAND, AND UNDERARM)

1. Explains procedure, speaking clearly, slowly, and directly, maintaining face-to-face contact whenever possible.
2. Privacy is provided with a curtain, screen, or door.
3. Removes gown and places directly in soiled linen container while ensuring client's chest and lower body is covered.
4. Before washing, checks water temperature for safety and comfort and asks client to verify comfort of water.
5. Puts on clean gloves before washing client.
6. **Beginning with eyes, washes eyes with wet washcloth (no soap), using a different area of the washcloth for each stroke, washing inner aspect to outer aspect then proceeds to wash face**
7. Dries face with dry cloth towel/washcloth.
8 Exposes one arm and places cloth towel underneath arm
9 Applies soap to wet washcloth
10 Washes fingers (including fingernails), hand, arm, and underarm keeping rest of body covered
11 Rinses and dries fingers, hand, arm, and underarm
12 Moves body gently and naturally avoiding force and over-extension of limbs and joints
13 Puts clean gown on client
14 Empties, rinses, and dries basin
15 Place’s basin in designated dirty supply area
16 Disposes of linen into soiled linen container
17 Avoids contact between candidate clothing and used linens
18 Removes and disposes of gloves (without contaminating self) into waste container and washes hands
19 Signaling device is within reach and bed is in low position

SKILL 12* — MEASURES AND RECORDS
ELECTRONIC BLOOD PRESSURE

*STATE SPECIFIC (EVALUATOR: DO NOT SUBSTITUTE THIS SKILL FOR SKILL 23 ‘MANUAL BLOOD PRESSURE’)

1 Explains procedure, speaking clearly, slowly, and directly maintaining face-to-face contact whenever possible
2 Privacy is provided with a curtain, screen, or door
3 Has client assume a comfortable lying or sitting position
4 Client’s arm is positioned at level of heart with palm up and upper arm exposed
5 Selects appropriate cuff size
6 Feels for brachial artery on inner aspect of arm, at bend of elbow
7 Places blood pressure cuff snugly on client’s upper arm and sensor/arrow is over the brachial artery site
8 Turns on the machine and ensures device is functioning. If the machine has different settings for infants, children, and adults, selects the appropriate setting
9 Pushes start button. If cuff inflates to more than 200 mm Hg, then stops machine and uses cuff on client’s other arm
10 Waits until the blood pressure reading appears on the screen and for the cuff to deflate, then removes the cuff

SKILL NOT TESTED
11 Signaling device is within reach
12 Before recording, washes hands
13 After obtaining reading using BP cuff, records both systolic and diastolic pressures exactly as displayed on the digital screen

**SKILL 13 — MEASURES AND RECORDS URINARY OUTPUT**

1. Puts on clean gloves before handling bedpan
2. Pours the contents of the bedpan into measuring container without spilling or splashing urine outside of container
3. Rinses bedpan and pours rinse into toilet
4. Measures the amount of urine at eye level with container on flat surface (if between measurement lines, round up to nearest 25 ml/cc)
5. After measuring urine, empties contents of measuring container into toilet
6. Rinses measuring container and pours rinse into toilet
7. Before recording output, removes and disposes of gloves (without contaminating self) into waste container and washes hands
8. Records contents of container within plus or minus 25 ml/cc of evaluator's reading

**SKILL 14 — MEASURES AND RECORDS WEIGHT OF AMBULATORY CLIENT**

1. Explains procedure, speaking clearly, slowly, and directly, maintaining face-to-face contact whenever possible
2. Client has non-skid shoes/footwear on before walking to scale
3. Before client steps on scale, candidate sets scale to zero
4. Asks client to step on center of scale and obtains client’s weight
5. Asks client to step off scale
6. Before recording, washes hands
7. Records weight based on indicator on scale. Weight is within plus or minus 2 lbs. of evaluator’s reading (If weight recorded in kg weight is within plus or minus 0.9 kg of evaluator's reading)
SKILL 15 — PERFORMS MODIFIED PASSIVE RANGE OF MOTION (PROM) FOR ONE KNEE AND ONE ANKLE

1. Explains procedure, speaking clearly, slowly, and directly, maintaining face-to-face contact whenever possible
2. Privacy is provided with a curtain, screen, or door
3. Ensures that client is supine in bed and instructs client to inform candidate if pain is experienced during exercise
4. While supporting the leg at knee and ankle, bends the knee and then returns leg to client’s normal position (flexion/extension) (AT LEAST 3 TIMES unless pain is verbalized). Moves joints gently, slowly, and smoothly through the range of motion, discontinuing exercise if client verbalizes pain.
5. While supporting the foot and ankle close to the bed, pushes/pulls foot toward head (dorsiflexion), and pushes/pulls foot down, toes point down (plantar flexion) (AT LEAST 3 TIMES unless pain is verbalized). Moves joints gently, slowly, and smoothly through the range of motion, discontinuing exercise if client verbalizes pain.
6. Signaling device is within reach and bed is in low position
7. After completing skill, washes hands

SKILL 16 — PERFORMS MODIFIED PASSIVE RANGE OF MOTION (PROM) FOR ONE SHOULDER

1. Explains procedure, speaking clearly, slowly, and directly, maintaining face-to-face contact whenever possible
2. Privacy is provided with a curtain, screen, or door
3. Instructs client to inform candidate if pain experienced during exercise
4. While supporting arm at the elbow and at the wrist, raises client’s straightened arm from side position upward toward head to ear level and returns arm down to side of body (flexion/extension) (AT LEAST 3 TIMES unless pain is verbalized). Moves joint gently, slowly, and smoothly through the range of motion, discontinuing exercise if client verbalizes pain.
5 While supporting arm at the elbow and at the wrist, moves client’s straightened arm away from the side of body to shoulder level and returns to side of body (abduction/adduction) (AT LEAST 3 TIMES unless pain is verbalized). Moves joint gently, slowly, and smoothly through the range of motion, discontinuing exercise if client verbalizes pain.

6 Signaling device is within reach and bed is in low position

7 After completing skill, washes hands

**SKILL 17 — POSITIONS ON SIDE**

1 Explains procedure, speaking clearly, slowly, and directly, maintaining face-to-face contact whenever possible

2 Privacy is provided with a curtain, screen, or door

3 Before turning, lowers head of bed

4 Raises side rail on side to which body will be turned

5 Candidate assists client to slowly roll onto side toward raised side rail

6 Places or adjusts pillow under head for support

7 Candidate repositions arm and shoulder so that client is not lying on arm

8 Supports top arm with supportive device

9 Places supportive device behind client’s back

10 Places supportive device between legs with top knee flexed; knee and ankle supported

11 Signaling device is within reach and bed is in low position

12 After completing skill, washes hands

**SKILL 18 — PROVIDES CATHETER CARE FOR FEMALE**

1 Explains procedure, speaking clearly, slowly, and directly, maintaining face-to-face contact whenever possible

2 Privacy is provided with a curtain, screen, or door

3 Before washing, checks water temperature for safety and comfort and asks client to verify comfort of water

4 Puts on clean gloves before washing

5 Places linen protector under perineal area including buttocks before washing

*Skill continues*
6 Exposes area surrounding catheter (only exposing client between hip and knee)
7 Applies soap to wet washcloth
8 While holding catheter at meatus without tugging, cleans at least four inches of catheter from meatus, moving in only one direction, away from meatus, using a clean area of the washcloth for each stroke
9 While holding catheter at meatus without tugging, using a clean washcloth, rinses at least four inches of catheter from meatus, moving only in one direction, away from meatus, using a clean area of the washcloth for each stroke
10 While holding catheter at meatus without tugging, dries at least four inches of catheter moving away from meatus using a dry cloth towel/washcloth
11 Empties, rinses, and dries basin
12 Place's basin in designated dirty supply area
13 Disposes of used linen into soiled linen container and disposes of linen protector appropriately
14 Avoids contact between candidate clothing and used linen
15 Removes and disposes of gloves (without contaminating self) into waste container and washes hands
16 Signaling device is within reach and bed is in low position

SKILL 19 — PROVIDES FOOT CARE ON ONE FOOT
1 Explains procedure, speaking clearly, slowly, and directly, maintaining face-to-face contact whenever possible
2 Privacy is provided with a curtain, screen, or door
3 Before washing, checks water temperature for safety and comfort and asks client to verify comfort of water
4 Basin is in a comfortable position for client and on protective barrier
5 Puts on clean gloves before washing foot
6 Client’s bare foot is placed into the water
7 Applies soap to wet washcloth
8 Lifts foot from water and washes foot (including between the toes)

Skill continues
9 Foot is rinsed (including between the toes)
10 Dries foot (including between the toes) with dry cloth towel/washcloth
11 Applies lotion to top and bottom of foot (excluding between the toes) removing excess with a towel/washcloth
12 Supports foot and ankle during procedure
13 Empties, rinses, and dries basin
14 Place's basin in designated dirty supply area
15 Disposes of used linen into soiled linen container
16 Removes and disposes of gloves (without contaminating self) into waste container and washes hands
17 Signaling device is within reach

**SKILL 20 — PROVIDES MOUTH CARE**

1 Explains procedure, speaking clearly, slowly, and directly, maintaining face-to-face contact whenever possible
2 Privacy is provided with a curtain, screen, or door
3 Before providing mouth care, client is in upright sitting position (75-90 degrees)
4 Puts on clean gloves before cleaning mouth
5 Place's cloth towel across chest before providing mouth care
6 Secures cup of water and moistens toothbrush
7 Before cleaning mouth, applies toothpaste to moistened toothbrush
8 Cleans mouth (including tongue and all surfaces of teeth), using gentle motions
9 Maintains clean technique with placement of toothbrush
10 Candidate holds emesis basin to chin while client rinses mouth
11 Candidate wipes mouth and removes clothing protector
12 Disposes of used linen into soiled linen container
13 Rinse's toothbrush and empties, rinses, and dries basin
14 Removes and disposes of gloves (without contaminating self) into waste container and washes hands
15 Signaling device is within reach and bed is in low position
SKILL 21 — PROVIDES PERINEAL CARE (PERI-CARE) FOR FEMALE

1 Explains procedure, speaking clearly, slowly, and directly, maintaining face-to-face contact whenever possible
2 Privacy is provided with a curtain, screen, or door
3 Before washing, checks water temperature for safety and comfort and asks client to verify comfort of water
4 Puts on clean gloves before washing perineal area
5 Places pad/linen protector under perineal area including buttocks before washing
6 Exposes perineal area (only exposing between hips and knees)
7 Applies soap to wet washcloth
8 Washes genital area, moving from front to back, while using a clean area of the washcloth for each stroke
9 Using clean washcloth, rinses soap from genital area, moving from front to back, while using a clean area of the washcloth for each stroke
10 Dries genital area moving from front to back with dry cloth towel/washcloth
11 After washing genital area, turns to side, then washes rectal area moving from front to back using a clean area of washcloth for each stroke.
12 Using clean washcloth, rinses soap from rectal area, moving from front to back, while using a clean area of the washcloth for each stroke
13 Dries rectal area moving from front to back with dry cloth towel/washcloth
14 Repositions client
15 Empties, rinses, and dries basin
16 Place's basin in designated dirty supply area
17 Disposes of used linen into soiled linen container and disposes of linen protector appropriately
18 Avoids contact between candidate clothing and used linen
19 Removes and disposes of gloves (without contaminating self) into waste container and washes hands
20 Signaling device is within reach and bed is in low position
SKILL 22 — TRANSFERS FROM BED TO WHEELCHAIR USING TRANSFER BELT

1. Explains procedure, speaking clearly, slowly, and directly, maintaining face-to-face contact whenever possible.
2. Privacy is provided with a curtain, screen, or door.
3. Before assisting to stand, wheelchair is positioned alongside of bed, at head of bed facing foot or foot of bed facing head.
4. Before assisting to stand, footrests are folded up or removed.
5. **Before assisting to stand, locks wheels on wheelchair**
   - Before assisting to stand, bed is at a safe level.
   - Before assisting to stand, checks and/or locks bed wheels.
6. **Before assisting to stand, client is assisted to a sitting position with feet flat on the floor**
   - Before assisting to stand, client is wearing shoes.
   - Before assisting to stand, applies transfer belt securely at the waist over clothing/gown.
   - Before assisting to stand, provides instructions to enable client to assist in transfer including prearranged signal to alert when to begin standing.
   - Stands facing client positioning self to ensure safety of candidate and client during transfer. Counts to three (or says another prearranged signal) to alert client to begin standing.
   - On signal, gradually assists client to stand by grasping transfer belt on both sides with an upward grasp (Candidates' hands are in upward position) and maintaining stability of client's legs by standing knee to knee, or toe to toe with the client.
   - Assists client to turn to stand in front of wheelchair with back of client's legs against wheelchair.
   - Lowers client into wheelchair.
   - Positions client with hips touching back of wheelchair and transfer belt is removed.
   - Positions feet on footrests.
   - Signaling device is within reach.
   - After completing skill, washes hands.
SKILL 23* — MEASURES AND RECORDS
MANUAL BLOOD PRESSURE
*STATE SPECIFIC (EVALUATOR: DO NOT SUBSTITUTE THIS SKILL FOR SKILL 12 ‘ELECTRONIC BLOOD PRESSURE’)

1. Explains procedure, speaking clearly, slowly, and directly, maintaining face-to-face contact whenever possible
2. Before using stethoscope, wipes bell/diaphragm and earpieces of stethoscope with alcohol
3. Client’s arm is positioned with palm up and upper arm is exposed
4.Feels for brachial artery on inner aspect of arm, at bend of elbow
5. Places blood pressure cuff snugly on client’s upper arm, with sensor/arrow over brachial artery site
6. Earpieces of stethoscope are in ears and bell/diaphragm is over brachial artery site
7. Candidate inflates cuff between 160mm Hg to 180 mm Hg. If beat heard immediately upon cuff deflation, completely deflate cuff. Re-inflate cuff to no more than 200 mm Hg
8. Deflates cuff slowly and notes the first sound (systolic reading), and last sound (diastolic reading) (If rounding needed, measurements are rounded UP to the nearest 2 mm of mercury)
9. Removes cuff
10. Signaling device is within reach
11. Before recording, washes hands
12. After obtaining reading using BP cuff and stethoscope, records both systolic and diastolic pressures each within plus or minus 8 mm of evaluator’s reading
EXAM RESULTS

You will receive a notification email from CNA365 when a new exam score has been posted to your online account. To access your score report, please login to your CNA365 account by clicking the “CNA365 Login” button on the top of the North Carolina nurse aide website page at https://credentia.com/test-takers/ncna. Score reports are generally available within a few hours after a testing event is completed for the day. If it has been more than 24 hours and you are unable to view your score report in CNA365, please contact customer service at 1-888-723-6773.

SCORE REPORTING

Credentia will provide you with your official examination results within a few hours after a testing event is completed for the day. Score reports are provided online and are available for you to print or download. Examinations results will not be given over the telephone nor can they be sent by Credentia to your employer.

FAILING

If you fail the written (or English or Spanish oral) examination or the skills evaluation, your score report will provide you with information on how to re-take either or both parts of the evaluation. A new examination fee is required each time you re-take any part of the NNAAP Examination. To re-take either or both parts, you must re-register online.

Candidates must pass both the written examination and the skills examination within two (2) years from the successful completion date of a state-approved training program or within three (3) attempts, whichever comes first, to be placed on the North Carolina Nurse Aide I Registry. Failure to do so will require Candidates to complete state-approved nurse aide training and competency testing again. In addition, a change in the eligibility route may require Candidates to complete state-approved nurse aide training and competency testing.
HOW TO READ A FAILING SCORE REPORT

If you do not pass the skills evaluation, you will receive a failing score report. The score report will list the five (5) skills that you performed and a score of Satisfactory or Unsatisfactory for each skill. Any skill with an Unsatisfactory result is considered a failed skill. You must receive a Satisfactory result on all five (5) skills to pass the skills evaluation.

Use your failing score report as an aid in studying to re-take the skills evaluation. A failed skill will show the reason for the failure. You may not have performed the steps of a skill correctly, or you may have forgotten a step, especially a Critical Element Step.

The failing score report will list steps that were missed or incorrect—look for numbers printed directly under a skill marked Unsatisfactory. A list of all the skills and the steps needed for each skill can be found in this handbook. Find the skill you failed, and study the steps, especially steps listed as Unsatisfactory on the score report.

In the example on the next page, a candidate received a result of Unsatisfactory on the skill Hand Hygiene. The numbers 1, 5, and 10 printed below the skill refer to steps that were missed or performed incorrectly. To study for re-taking the skills evaluation, this candidate should turn to the Skills Listing in this handbook, look for the Hand Hygiene skill, and review all the steps, especially steps 1, 5, and 10.

<table>
<thead>
<tr>
<th>North Carolina NNAAP® Examination Results</th>
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<tbody>
<tr>
<td><strong>Exam:</strong> Skills</td>
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<tr>
<td>Skills Performance:</td>
</tr>
<tr>
<td>Hand Hygiene</td>
</tr>
<tr>
<td>1, 5, 10</td>
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<tr>
<td>Provides Mouth Care</td>
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<td>Measures and Records</td>
</tr>
<tr>
<td>Blood Pressure</td>
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<tr>
<td>Puts One Knee-High</td>
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<tr>
<td>Elastic Stocking on Client</td>
</tr>
<tr>
<td>Measures and Records</td>
</tr>
<tr>
<td>Weight of Ambulatory Client</td>
</tr>
</tbody>
</table>

A sample of a Failing Score Report
GRIEVANCE PROCESS

All grievances must be in writing and submitted through the online system. The candidate must provide as much detail as possible in the grievance form. The grievance must be submitted within 30 days of the candidate’s exam date. After receipt of the grievance form, the complaint will be investigated.

Once the investigation is complete, Credentia will send email correspondence back to the candidate informing him/her of the outcome of the investigation. If the grievance is substantiated, the candidate will be allowed to retest at no additional cost.

For details on how to submit a grievance, visit www.credentia.com/test-takers/nc and click on “Grievances” in the Resources section of the webpage. You will receive a response within 30 days of receipt.

THE REGISTRY

INITIAL LISTING

You must pass both the written and skills portions of the NNAAP competency evaluation to be listed on the Nurse Aide I Registry. After successfully completing both portions of the exam, your name will be submitted to the NC Nurse Aide I Registry for listing. It generally takes two (2) to five (5) days for your name to be listed on the registry. Exams requiring hand-scoring will take longer.

Your listing can be verified immediately upon entry by contacting registry staff at 1-919-855-3969 (8:00 a.m. to 12:00 p.m. and 1:00 p.m. to 3:00 p.m. weekdays) and will be available for verification via the registry’s website on the following day. Verifications are available online at:

https://ncnar.ncdhhs.gov/

Once on the registry, your listing will remain current for 24 months from the month you passed both parts of the NNAAP exam. The registry no longer mails printed notifications of listing to nurse aides placed on the registry. Therefore, you are encouraged to confirm your new listing entry and the accuracy of the information listed on the registry via the online verification system and promptly notify the registry at https://ncnar.ncdhhs.gov/
CHANGE OF ADDRESS OR NAME

The North Carolina Nurse Aide I Registry must be kept informed of your current address and name.

There is no charge for changing your name or address on the registry. You may notify the registry of a name or address change by using the Name and Address Change Form on the Nurse Aide I Registry website (https://ncnar.ncdhhs.gov). Alternately, you may call the Nurse Aide I Registry at 1-919-855-3969 to change your mailing address on the registry.

If your name changes at any time after you are placed on the registry, you must send written notification of this change to the registry. Please remember, however, that if you changed your name, you MUST provide official documentation along with your notification. Written documentation must include 1) a COPY of your signed social security card with the new name on it, AND 2) a COPY of a court-issued marriage certificate, divorce decree, or other legal document that demonstrates the name change. Your notification must include your previous name, current name, mailing address, phone number, and the last four (4) digits of your Social Security number. All documents provided to the registry in support of your name change MUST be official and legal documents. Any documents provided may be subject to verification with the issuing source.

Failure to inform the registry of an address or name change may jeopardize your listing status.

ONLINE LISTING RENEWAL

*NC Nurse Aide Registry no longer mails renewal forms.

*It is a Nurse Aide’s responsibility to renew their Nurse Aide I listing. In order to verify when your listing will expire visit: https://ncnar.ncdhhs.gov/

Nurse aides on the North Carolina Nurse Aide I Registry must renew their registry listing online to remain eligible for employment as a nurse aide. Renew online by going to https://www.ncnar.org and completing the Online Registry Renewal up to 3 months before your listing expires.
There are two parts to be completed: The Nurse Aide I Online Renewal Form (to be completed by the nurse aide) and The Nurse Aide I Employment Verification Form (to be completed by a Registered Nurse).

To be eligible for renewal, you must work for pay, performing nursing-related services, under Registered Nurse supervision, for at least eight (8) hours during your current 24-month listing period. This employment must be documented and reported to the Nurse Aide I Registry prior to the listing expiration date. Re-training and testing is required if you do not meet the renewal criteria.

- Failure to inform the registry of an address or name change may jeopardize your listing status.
- Current renewal procedures can be found at https://ncnar.ncdhhs.gov/