Employment Requirements for “Nurse Technicians” and Student Nurses Working as Nurse Aides
Division of Quality Assurance / Office of Caregiver Quality
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This publication provides information regarding the role and responsibilities of “nurse technicians” and student nurses and:

- Clarifies that “nurse technicians” are nurse aides and must comply with the training and testing requirements for nurse aides who work in health care facilities
- Explains employment requirements for student nurses who work as nurse aides in health care facilities
- Clarifies charge nurse and staffing requirements

“Nurse Technicians”

“Nurse Technicians” are defined as:

A nursing student who either is currently enrolled in a nursing program leading to registered nurse or practical nurse licensure, or has graduated from the program and does not hold a temporary permit, or who has been unsuccessful on the nursing licensure exam and is retaking the exam.

A “nurse technician” is not licensed to practice nursing as a registered nurse or licensed practical nurse. A “nurse technician” performs delegated nursing or nursing-related duties under the direct supervision of a registered nurse.

A “nurse technician” is a nurse aide under both Wisconsin and federal law [Wis. Stat. §§ 50.01(2) and 146.40(1)(d) and 42 CFR 483.5.]. Accordingly, a “nurse technician” who is employed to perform direct care duties in a health care facility must comply with the training and testing requirements that apply to nurse aides.

Charge Nurse Requirements in Nursing Homes

Wisconsin State Statute § 50.04(2)(b) requires a nursing home charge nurse to be either a registered nurse or a licensed practical nurse who acts under the supervision of a registered nurse or a physician. The law does not permit a nurse aide, including a nurse aide who is designated as a “nurse technician” or other title, to be a charge nurse.

Staffing Requirements in Nursing Homes

The hours of nursing personnel cannot be counted as part of a nursing home’s staffing level unless the personnel are registered nurses, licensed practical nurses, or nurse aides who are included on the Wisconsin Nurse Aide Registry. This applies to all nursing homes licensed under Wis. Stat. ch. 50 and Wis. Admin. Code ch. DHS 132. The only exception to this requirement is a student nurse who has completed the basic nursing course of an accredited nursing school and works as a nurse aide at a nursing home that is only state -licensed and is not federally certified.

Student Nurses Who Are Employed by Health Care Facilities as Nurse Aides

The following requirements apply to a student nurse who is employed by a health care facility to perform direct care duties. They do not apply to the clinical placement and supervision of a student nurse by an accredited nursing school.

Health care facilities that employ or contract for a student nurse to provide nursing-related, direct care services must ensure that the person satisfies one of the applicable requirements below.
| Nursing home (federally certified) | The student nurse is already included on the Wisconsin Nurse Aide Registry because of completing an approved nurse aide training and testing program.  
OR  
The student nurse has successfully completed a basic nursing course with a minimum of 32 hours of clinical experience through an accredited school for professional or licensed practical nurses, has successfully completed an approved nurse aide competency test, and is included on the Wisconsin Nurse Aide Registry. |
| Home health agency |  |
| Hospice |  |

| Intermediate care facility for individuals with intellectual disabilities (ICF/IID) | The student nurse is already included on the Wisconsin Nurse Aide Registry because of completing an approved nurse aide training and testing program.  
OR  
The student nurse has successfully completed a basic nursing course with a minimum of 32 hours of clinical experience through an accredited school for professional or licensed practical nurses. It is not necessary for the student nurse to complete a nurse aide competency exam or be included on the Nurse Aide Registry, but the facility must keep the student’s transcript on file to verify the requirement has been met. |
| Hospital |  |
| Home Health Agency (state licensed only) |  |
| Hospice |  |
| Nursing home |  |

**Approved Nurse Aide Competency Testing Programs**

PearsonVue provides a [list of approved regional test sites](http://www.dhs.wisconsin.gov/caregiver/NATD/NrsAidTrgPrgInf.HTM).

A person who has a certificate proving the successful completion of an approved nurse aide competency test meets employment eligibility. A nurse aide will be listed on the registry within 24 hours after successful completion of the examination unless the exam must be hand scored. Employers must verify the person’s placement on the Registry by going to [http://www.dhs.wisconsin.gov/caregiver/NATD/NrsAidTrgPrgInf.HTM](http://www.dhs.wisconsin.gov/caregiver/NATD/NrsAidTrgPrgInf.HTM) and clicking on “Search Nurse Aide Registry.”

**Wisconsin Nurse Aide Training Program Website**

The Department’s website for Nurse Aide Training and Testing contains the most current versions of relevant documents, such as forms, frequently asked questions, fact sheets, and DQA Memos. For more information, see: [http://www.dhs.wisconsin.gov/caregiver/NATD/NATDintro.htm](http://www.dhs.wisconsin.gov/caregiver/NATD/NATDintro.htm).

For questions regarding the Nurse Aide Registry, contact:

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