

CERTIFIED NURSE AIDE REIMBURSEMENT  
NURSE AIDE TRAINING AND COMPETENCY EVALUATION PROGRAM (NATCEP)  
AND COMPETENCY EVALUATION PROGRAM (CEP)

A nurse aide trainee who is employed by, or receives an offer of employment from, a nursing facility on the date on which the employee begins a nurse aide training and competency evaluation program (NATCEP) or competency evaluation program (CEP) may not be charged for any portion of the program. If the nursing facility provider hires a nurse aide or makes an offer of employment prior to course completion, the nursing facility must pay the full cost of the training program. Reimbursable costs include any portion of the training coursework, fees for textbooks, or other required course materials, registering individuals on the nurse aide registry, and administration of the competency examinations.

If an individual pays for the NATCEP or CEP without being employed or having an offer of employment as a nurse aide, and then becomes employed by, or receives an offer of employment as a nurse aide no later than 12 months after successfully completing a NATCEP or CEP, the nursing facility must reimburse its proportionate share of costs incurred in completing the program on a pro rata basis during the period in which the individual is employed by the facility as a nurse aide. For example, if a nurse aide pays for the CEP to become certified and is not employed or does not receive an offer of employment for six months after finishing the course, the nursing facility provider would only be expected to pay 50% of the cost of the program for the six months the nurse aide was employed during the 12 month period. Federal regulations allow the provider to reimburse the costs "over a reasonable period of time while the individual is employed as a nurse aide." Since reimbursable costs can be pro rated over 12 months, it is assumed the reasonable amount of time cannot exceed a 12-month period from the date a nurse aide completed the program.

Federal regulations prohibit nursing facilities from having contracts that require a nurse aide to repay the facility for their training if they do not remain with the facility for a specified period of time. If a nurse aide trainee doesn't pass the test, the person is not a certified nurse aide and would therefore, not qualify for NATCEP or CEP reimbursement as specified by federal regulations. The potential for duplication of payments to nurse aides for NATCEP or CEP should be minimized by completion of a thorough employment background check. It is a facility's right to determine where it will train its employees and therefore, a facility may elect not to hire an employee that has received training elsewhere.

Nurse aide training expenses are reported by Medicaid nursing home providers on the Kansas Department on Aging's "Nursing Facility Financial and Statistical Report" (cost report) and are reimbursed as part of the daily Medicaid rate.

Sources: 42 CFR 483.152(c), CFR 483.154(c), including preamble