



Department of
Job and Family Services

John R. Kasich, Governor
Michael B. Colbert, Director

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To: WIB Directors, One-Stop Operators

From: Kathy Maybriar, Bureau Chief, Adult and Youth Programs 

Subject: Background Checks and State Tested Nursing Assistant's (STNA) programs

In some cases, WIA participants want to enter the healthcare field but are unable to commit to a Licensed Practical Nurse (LPN) or a Registered Nurse (RN) training programs. For these participants, becoming a State Tested Nursing Assistant (STNA) may be a solid career choice. This choice may also put the participant on a career track to becoming a LPN or a RN.

In Ohio, the Department of Health approves over 400 nurses aide training programs for those who would like to become an STNA. Every state is federally required to approve Certified Nursing Assistant (CNA) training programs and to maintain a registry of state-licensed nurse aides who are eligible to work legally in nursing homes and long-term care facilities. In order to work legally as a STNA in Ohio, students must be placed on the Ohio's nurse registry and must meet the following requirements:

- Pass a criminal history check (note: background check requirements can vary based on where the individual wants to utilize their training)
- Complete a state-approved CNA training program
- Pass a state-approved competency examination (thus becoming a STNA)

In an informal survey of WIA areas, most but not all areas require a background check before approving an Individual Training Account (ITA) for this occupation. If the WIA participant has a criminal record, there is a strong possibility that they will not be employable in this occupation.

It is very important to create awareness about the requirements for this occupation. Although participants may "self-report" that they do not have a criminal record, realistic career exploration helps to avoid time and money lost if the participants are trained in this occupation and then fail the background check.

Training participants prior to a background check can lead to disheartened participants and disappointed potential employers. Additionally, any training funds spent will be lost if the participant is unable to become employed in this occupation. With the limited WIA funds available and the low cost of a background check, it is prudent to conduct the background checks prior to enrolling participants in this field. In some cases, the local sheriff can run the background check for as little as \$15.00.

Approximately 20,000 prospective nurse aides are tested each year. Ohio's Nurse Aide Registry currently has approximately 298,000 entries listed. For more information, please go to <http://www.odh.ohio.gov/odhPrograms/dc/natrg/na1.aspx> or NATCEP@odh.ohio.gov.

STNA may be a solid career choice for WIA participants. However, concerted career awareness and counseling is required to produce the best job candidate for the employers in this industry.

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