



February 20, 2026

**The Honorable Dr. Mehmet Oz**

Administrator

Centers for Medicare & Medicaid Services

7500 Security Boulevard

Baltimore, Maryland 21244

**Re: NAPCEP Instructor Requirement and Long-Term Care**

Dear Administrator Oz:

On behalf of the undersigned organizations supporting the Certified Nursing Assistant (CNA) workforce, we urge you to update the Code of Federal Regulations Requirement [483.152\(a\)\(5\)\(i\) of Title 42](#). The current federal regulations require nurse aide training be performed by or under the general supervision of a registered nurse who possesses a minimum of two years of nursing experience and at least one year of prior stated experience in the provision of long-term care (LTC) facility services.

The current NATCEP instructor requirement to have one year of experience in LTC excludes many qualified nurses who have relevant experience in other health care settings. Narrowing the pool of candidate instructors when there is already a shortage exacerbates current workforce issues. Removing this requirement will expand the eligibility criteria and increase the instructor pool, enabling more training programs to help to grow the nursing home workforce with qualified caregivers. Increasing access to nurse aide training is paramount; nurse aides will have access to the nuances of long-term care through on-the-job training.

**We recommend CMS rescind the following language under §483.152(5)(i):**  
***"at least 1 year of which must be in the provision of long-term care facility services".***

The aging and retirements of nurses has left the profession challenged to meet current patient care needs and prepare the future nursing workforce. The Kaiser Family Foundation (KFF, 2024) reports there are 15,600 nursing homes caring for 1,157,714 residents. Approximately 4% of nurses work in "rehabilitation or chronic care" which significantly limits the pool of potential CNA instructors meeting the existing

requirements (State of the U.S. Health Care Workforce, 2024). An Indeed search of “CNA” positions (November 2025) listed approximately 157,000 open CNA positions across the country and the American Health Care Association (2024) reports 95% of nursing homes surveyed have open CNA positions.

In the coming decade, there will be an anticipated 664,700 CNA job openings in America’s nursing homes (PHI, 2025). Life expectancy is longer, and the proportion of older adults will increase from 17% to 22% of the US population including a doubling of adults aged 85 and older (ACL, 2024). It is imperative that there is a qualified workforce to meet the needs of the rapidly expanding older adult population. Continuing with unfilled CNA positions contributes to lower quality of care for older adults (PHI, 2024) and nursing home closures (American Health Care Association & National Center for Assisted Living, 2024).

Therefore, we strongly urge CMS to move forward with a regulatory update to 42 CFR 483.152(a)(5)(i) that rescinds the following language under §483.152(5)(i): *"at least 1 year of which must be in the provision of long-term care facility services"*. Modernizing this provision is an essential and time-sensitive step to expand the training workforce, stabilize the CNA workforce, and protect access to safe, high-quality care for residents nationwide. The undersigned organizations urge CMS to take prompt action and stand ready to support the agency in implementing this critical update. If you have any questions on this matter, please do not hesitate to contact Susan E. Mullaney DNP, CNP, GNP-BC, GS-C, FAAN, FAANP, with the Gerontological Advanced Practice Nurses Association (GAPNA.org) at [suemullaney615@gmail.com](mailto:suemullaney615@gmail.com).

American Health Care Association/National Center for Assisted Living  
(AHCA/NCAL)

Council for Nurse Assistant Education (CNAE)

FACETS Healthcare Training

National Association of Health Care Assistants (NAHCA)

LeadingAge

Post-Acute and Long-Term Care Medical Association (PALTmed)

The Gerontological Advanced Practice Nurses Association (GAPNA)

The National Association of Directors of Nursing Administration in Long-Term  
Care (NADONA)

Administration for Community Living. (2024, May). 2023 Profile of older Americans. *United States Department of Health and Human Services*. <https://acl.gov/aging-and-disability-in-america/data-and-research/profile-older-americans>

American Health Care Association & National Center for Assisted Living. (2024, March 5). *State of the sector: Nursing home staffing shortages persist despite unprecedented efforts to attract more staff* [Press release]. <https://www.ahcancal.org/News-and-Communications/Press-Releases/Pages/State-Of-The-Sector-Nursing-Home-Staffing-Shortages-Persist-Despite-Unprecedented-Efforts-To-Attract-More-Staff-.aspx>

HRSA Health Workforce (2024). [https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/state-of-the-health-workforce-report-2024.pdf?utm\\_source=chatgpt.com](https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/state-of-the-health-workforce-report-2024.pdf?utm_source=chatgpt.com)

KFF State Health Facts, Total Number of Certified Nursing Facilities and Total Number of Certified Nursing Facility Residents, 2015-2024.

PHI. (2024, February 26). Rising reliance on contract CNAs in nursing homes: Unveiling the impact on care quality and workforce stability. <https://www.phinational.org/rising-reliance-on-contract-cn-as-in-nursing-homes-unveiling-the-impact-on-care-quality-and-workforce-stability/>

PHI. "Workforce Data Center." Last modified September 2025. <https://phinational.org/policy-research/workforce-data-center/>.