

1 AN ACT concerning regulation.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 5. The Nursing Home Care Act is amended by  
5 changing Section 3-206 as follows:

6 (210 ILCS 45/3-206) (from Ch. 111 1/2, par. 4153-206)

7 Sec. 3-206. The Department shall prescribe a curriculum  
8 for training nursing assistants, habilitation aides, and child  
9 care aides.

10 (a) No person, except a volunteer who receives no  
11 compensation from a facility and is not included for the  
12 purpose of meeting any staffing requirements set forth by the  
13 Department, shall act as a nursing assistant, habilitation  
14 aide, or child care aide in a facility, nor shall any person,  
15 under any other title, not licensed, certified, or registered  
16 to render medical care by the Department of Financial and  
17 Professional Regulation, assist with the personal, medical, or  
18 nursing care of residents in a facility, unless such person  
19 meets the following requirements:

20 (1) Be at least 16 years of age, of temperate habits  
21 and good moral character, honest, reliable and  
22 trustworthy.

23 (2) Be able to speak and understand the English

1 language or a language understood by a substantial  
2 percentage of the facility's residents.

3 (3) Provide evidence of employment or occupation, if  
4 any, and residence for 2 years prior to his present  
5 employment.

6 (4) Have completed at least 8 years of grade school or  
7 provide proof of equivalent knowledge.

8 (5) Begin a current course of training for nursing  
9 assistants, habilitation aides, or child care aides,  
10 approved by the Department, within 45 days of initial  
11 employment in the capacity of a nursing assistant,  
12 habilitation aide, or child care aide at any facility.  
13 Such courses of training shall be successfully completed  
14 within 120 days of initial employment in the capacity of  
15 nursing assistant, habilitation aide, or child care aide  
16 at a facility. Nursing assistants, habilitation aides, and  
17 child care aides who are enrolled in approved courses in  
18 community colleges or other educational institutions on a  
19 term, semester, or trimester basis, shall be exempt from  
20 the 120-day completion time limit. During a statewide  
21 public health emergency, as defined in the Illinois  
22 Emergency Management Agency Act, all nursing assistants,  
23 habilitation aides, and child care aides shall, to the  
24 extent feasible, complete the training. The Department  
25 shall adopt rules for such courses of training. These  
26 rules shall include procedures for facilities to carry on

1 an approved course of training within the facility. The  
2 Department shall allow an individual to satisfy the  
3 supervised clinical experience requirement for placement  
4 on the Health Care Worker Registry under 77 Ill. Adm. Code  
5 300.663 through supervised clinical experience at an  
6 assisted living establishment licensed under the Assisted  
7 Living and Shared Housing Act. The Department shall adopt  
8 rules requiring that the Health Care Worker Registry  
9 include information identifying where an individual on the  
10 Health Care Worker Registry received his or her clinical  
11 training.

12 The Department may accept comparable training in lieu  
13 of the 120-hour course for student nurses, foreign nurses,  
14 military personnel, or employees of the Department of  
15 Human Services.

16 The Department shall accept on-the-job experience in  
17 lieu of clinical training from any individual who  
18 participated in the temporary nursing assistant program  
19 during the COVID-19 pandemic before the end date of the  
20 temporary nursing assistant program and left the program  
21 in good standing, and the Department shall notify all  
22 approved certified nurse assistant training programs in  
23 the State of this requirement. The individual shall  
24 receive one hour of credit for every hour employed as a  
25 temporary nursing assistant, up to 40 total hours, and  
26 shall be permitted 90 days after the end date of the

1 temporary nursing assistant program to enroll in an  
2 approved certified nursing assistant training program and  
3 240 days to successfully complete the certified nursing  
4 assistant training program. Temporary nursing assistants  
5 who enroll in a certified nursing assistant training  
6 program within 90 days of the end of the temporary nursing  
7 assistant program may continue to work as a nursing  
8 assistant for up to 240 days after enrollment in the  
9 certified nursing assistant training program. As used in  
10 this Section, "temporary nursing assistant program" means  
11 the program implemented by the Department of Public Health  
12 by emergency rule, as listed in 44 Ill. Reg. 7936,  
13 effective April 21, 2020.

14 The Department shall adopt rules that require the  
15 certification exam for nursing assistants to be offered in  
16 both English and Spanish. The Department shall not place  
17 any restrictions on which candidates may take the exam in  
18 Spanish instead of English, including, but not limited to,  
19 any requirement to be employed by a facility prior to  
20 testing or any requirement for a specified number of  
21 facility residents to speak a specific language.

22 The facility shall develop and implement procedures,  
23 which shall be approved by the Department, for an ongoing  
24 review process, which shall take place within the  
25 facility, for nursing assistants, habilitation aides, and  
26 child care aides.

1           At the time of each regularly scheduled licensure  
2           survey, or at the time of a complaint investigation, the  
3           Department may require any nursing assistant, habilitation  
4           aide, or child care aide to demonstrate, either through  
5           written examination or action, or both, sufficient  
6           knowledge in all areas of required training. If such  
7           knowledge is inadequate the Department shall require the  
8           nursing assistant, habilitation aide, or child care aide  
9           to complete inservice training and review in the facility  
10          until the nursing assistant, habilitation aide, or child  
11          care aide demonstrates to the Department, either through  
12          written examination or action, or both, sufficient  
13          knowledge in all areas of required training.

14                 (6) Be familiar with and have general skills related  
15                 to resident care.

16                 (a-0.5) An educational entity, other than a secondary  
17                 school, conducting a nursing assistant, habilitation aide, or  
18                 child care aide training program shall initiate a criminal  
19                 history record check in accordance with the Health Care Worker  
20                 Background Check Act prior to entry of an individual into the  
21                 training program. A secondary school may initiate a criminal  
22                 history record check in accordance with the Health Care Worker  
23                 Background Check Act at any time during or after a training  
24                 program.

25                 (a-1) Nursing assistants, habilitation aides, or child  
26                 care aides seeking to be included on the Health Care Worker

1 Registry under the Health Care Worker Background Check Act on  
2 or after January 1, 1996 must authorize the Department of  
3 Public Health or its designee to request a criminal history  
4 record check in accordance with the Health Care Worker  
5 Background Check Act and submit all necessary information. An  
6 individual may not newly be included on the Health Care Worker  
7 Registry unless a criminal history record check has been  
8 conducted with respect to the individual.

9 (b) Persons subject to this Section shall perform their  
10 duties under the supervision of a licensed nurse.

11 (c) It is unlawful for any facility to employ any person in  
12 the capacity of nursing assistant, habilitation aide, or child  
13 care aide, or under any other title, not licensed by the State  
14 of Illinois to assist in the personal, medical, or nursing  
15 care of residents in such facility unless such person has  
16 complied with this Section.

17 (d) Proof of compliance by each employee with the  
18 requirements set out in this Section shall be maintained for  
19 each such employee by each facility in the individual  
20 personnel folder of the employee. Proof of training shall be  
21 obtained only from the Health Care Worker Registry.

22 (e) Each facility shall obtain access to the Health Care  
23 Worker Registry's web application, maintain the employment and  
24 demographic information relating to each employee, and verify  
25 by the category and type of employment that each employee  
26 subject to this Section meets all the requirements of this

1 Section.

2 (f) Any facility that is operated under Section 3-803  
3 shall be exempt from the requirements of this Section.

4 (g) Each skilled nursing and intermediate care facility  
5 that admits persons who are diagnosed as having Alzheimer's  
6 disease or related dementias shall require all nursing  
7 assistants, habilitation aides, or child care aides, who did  
8 not receive 12 hours of training in the care and treatment of  
9 such residents during the training required under paragraph  
10 (5) of subsection (a), to obtain 12 hours of in-house training  
11 in the care and treatment of such residents. If the facility  
12 does not provide the training in-house, the training shall be  
13 obtained from other facilities, community colleges or other  
14 educational institutions that have a recognized course for  
15 such training. The Department shall, by rule, establish a  
16 recognized course for such training. The Department's rules  
17 shall provide that such training may be conducted in-house at  
18 each facility subject to the requirements of this subsection,  
19 in which case such training shall be monitored by the  
20 Department.

21 The Department's rules shall also provide for  
22 circumstances and procedures whereby any person who has  
23 received training that meets the requirements of this  
24 subsection shall not be required to undergo additional  
25 training if he or she is transferred to or obtains employment  
26 at a different facility or a facility other than a long-term

1 care facility but remains continuously employed for pay as a  
2 nursing assistant, habilitation aide, or child care aide.  
3 Individuals who have performed no nursing or nursing-related  
4 services for a period of 24 consecutive months shall be listed  
5 as "inactive" and as such do not meet the requirements of this  
6 Section. Licensed sheltered care facilities shall be exempt  
7 from the requirements of this Section.

8 An individual employed during the COVID-19 pandemic as a  
9 nursing assistant in accordance with any Executive Orders,  
10 emergency rules, or policy memoranda related to COVID-19 shall  
11 be assumed to meet competency standards and may continue to be  
12 employed as a certified nurse assistant when the pandemic ends  
13 and the Executive Orders or emergency rules lapse. Such  
14 individuals shall be listed on the Department's Health Care  
15 Worker Registry website as "active".

16 (Source: P.A. 103-1, eff. 4-27-23.)

17 Section 99. Effective date. This Act takes effect upon  
18 becoming law.