



## Bill Summary

### Certified Nursing Assistants - Licensing Requirements and Administrative Updates

[Senate Bill 999](#) / [House Bill 1125](#)

#### BILL SUMMARY

SB 999/HB 1125 consolidates the Certified Nursing Assistant (CNA) and Geriatric Nursing Assistant (GNA) certifications to allow individuals to work across health care settings with one certification. By Sept. 30, 2025, the Maryland Board of Nursing (BON) will issue only CNA certifications.

#### WHAT'S NEXT

The BON will promulgate regulations and begin preparing for the consolidation:

- **June 1, 2025:** Deadline for the BON to notify individuals with CNA and GNA certifications of the new requirements and issue updated regulations
- **Sept. 30, 2025:** Deadline to grandfather current CNAs and GNAs
  - CNA I = Equivalent to GNA, CMA, or CNA who passed the national exam
  - CNA II = CNA who has not passed the national exam so not eligible to work in a nursing facility or skilled nursing facility
- **Oct. 1, 2025:** BON will begin issuing one CNA certification

#### WHAT YOU CAN DO

Inform nursing and human resource leadership about these changes and review job descriptions and qualifications. Provide information to CNA program instructors and/or partners about changes, upcoming timelines, and the national exam. Connect with local nursing schools to encourage students to consider working as a nursing assistant to gain experience. For more information, contact [Jane Krienke](#), Senior Analyst, Government Affairs.

#### KEY TAKEAWAYS

- The bill outlines a phased in approach to minimize disruption to the CNA and GNA workforce. The Board will create temporary designations—CNA I and CNA II—to differentiate individuals who passed the national exam and are eligible to work in long-term care.
  - CNA I: certified as a GNA by Sept. 30, 2025 and meets requirements set by the Board and under federal law to practice in any setting
  - CNA II: certified as a CNA by Sept. 30, 2025 and is not authorized to practice in a long-term care facility. These individuals will continue to not be eligible to practice in a long-term care facility.
- Allows hospital-based acute care CNA training program graduates to sit for the national exam without requiring the program instructors to meet the federal requirements. This will allow these graduates to work in long-term care facilities and other health care settings. In Maryland, the [national exam](#) is administered by Credentia. More information is available [here](#).
- Removes the requirement that nursing students must have a CNA certification to perform nursing assistant tasks. The Maryland Board of Nursing will promulgate regulations to determine what education and skills are required to allow a nursing student to qualify to work in this capacity.