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The 2024 Annual Report survey for Nurse Aide II (NAII) courses was distributed to North Carolina Board of Nursing (NCBON) approved Course Coordinators. Access to the survey was available from March 1, 2025, through March 31, 2025. Board staff collected data and performed an analysis of the information. The purpose of this report is to provide a narrative summary of the findings.

### Course Types

There were two categories of courses and five sub-types for **a total of 128 courses reporting**.

#### Community College Courses

- |  |     |    |
|--|-----|----|
| • Community College Curriculum                 | 16% | 21 |
| • Community College Career and College Promise | 13% | 16 |
| • Community College Continuing Education       | 53% | 68 |

#### Non-Community College Courses

- |  |     |    |
|--|-----|----|
| • Proprietary School   | 14% | 18 |
| • Licensed Care Agency (e.g., hospital, long-term care, home care) | 4%  | 5  |

### Course Offerings

A total of 143 full-course offerings occurred in 2024, an increase of 4% from 2023. A total of 544 students completed the full NAII course, a decrease of 9% from 2023. One Continuing Education course, one Curriculum, and one Proprietary course requested closure due to no intention of offering the course at the designated location in the next two years. Of the 128 courses reporting, there are 338 anticipated offerings of the NAII course in the next two years.

Program Category	Offerings	Enrollment	Completion	Graduates	Closures
Community College Curriculum	19	84	76	76	1
Community College Career & College Promise	16	62	61	61	0
Community College Continuing Education	67	376	300	300	1
Proprietary	17	52	44	43	1
Licensed Care Agency	9	65	63	60	0
<b>Total</b>	<b>128</b>	<b>639</b>	<b>544</b>	<b>540</b>	<b>3</b>

## Admission Requirements

In addition to admission requirements provided in [21 NCAC 36.0405 - Approval of Nurse Aide Education Courses](#), Course Coordinators reported the following additional requirements for admission:

- Immunization Record
- Driver's License
- College Admission Requirement
- Criminal Background Check
- AHS BLS Certification
- Drug Screen

## Approved Faculty

There are 381 approved faculty who teach in NCBON approved NAI courses reported, a decrease of 76 faculty since 2023.

## Attestation of Compliance

All reporting courses attest to full compliance to [21 NCAC 36.0405 - Approval of Nurse Aide Education Courses](#).

## Competency Assessment

• Proprietary School Competency Assessment	26%	8
• Licensed Care Agency Competency Assessment	3%	1
• Community College Competency Assessment	71%	22

A total of 24 Competency Assessments were offered in 2024 at 31 sites, a decrease of 33% from 2023. A total of 26 students completed the Competency Assessment, an increase from five students in 2023.

Program Category	Offerings	Enrollment	Completion
Competency Assessment	24	29	26

## Attestation of Compliance

All reporting Competency Assessment courses attest to full compliance to [21 NCAC 36.0405 - Approval of Nurse Aide Education Courses](#).

## Nurse Aide Progression and Employment

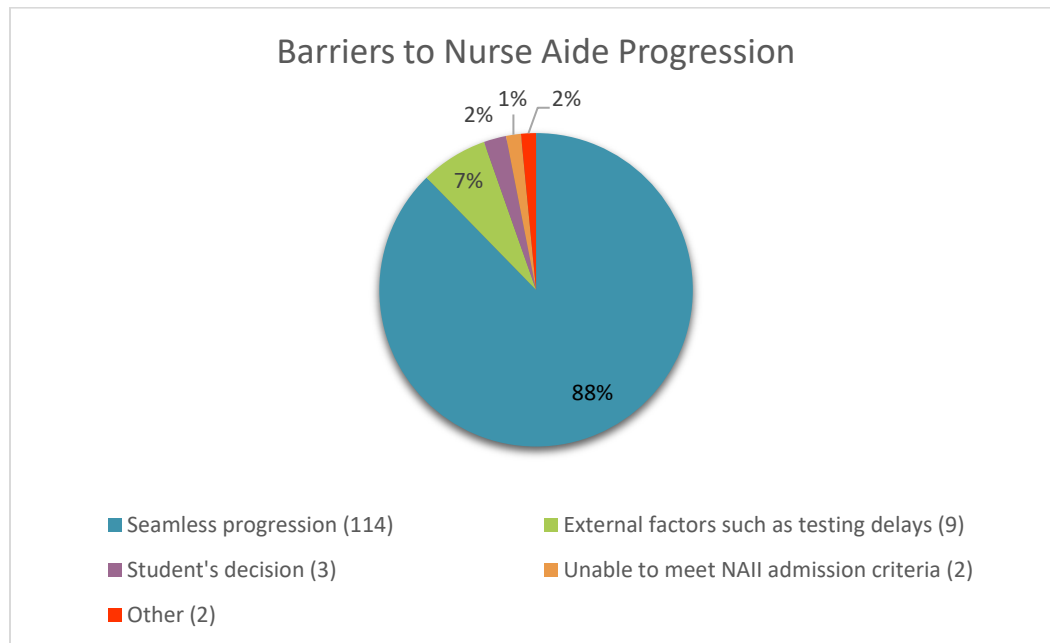
Information related to the progression of NAI to NAII was requested from Course Coordinators in the following questions:

1. Are both the NAI and NAII courses offered at your educational institution?
2. Are students able to progress seamlessly from NAI to NAII?
3. What challenges impede the student's progression from NAI to NAII?
  - a. Insufficient academic performance
  - b. Unable to meet NAII admission criteria
  - c. Student decision
  - d. External factors such as testing delays

e. Other

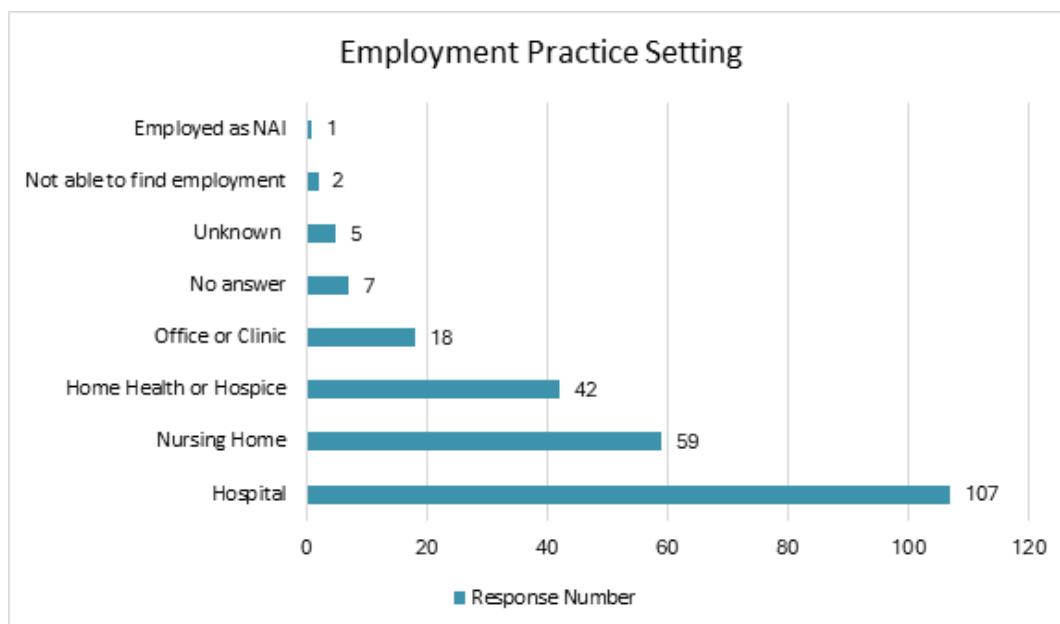
4. What else would you like to share about students' progression from NAI to NAII?

The chart below provides the summary of the 128 responses received to these optional questions.



Other responses included: “not enough staff” and “availability of open NAII classes once the student is finished with NAI class.”

In addition, Course Coordinators were asked to report on the practice setting in which students are employed after completing the NAII course. The chart provides the collected data showing hospitals as the most common employer for students completing the NAII course.



## Workforce Implications

Analysis of the data collected in the NAII Annual Report survey is summarized as follows:

- The number of NAII course offerings increased in 2024 from 2023 despite a decrease in the Board-approved faculty.
- Courses reporting no course offerings in 2024 cited reasons for:
  - Inadequate clinical resources.
  - Insufficient faculty.
  - The number of students enrolled was less than the school's minimum to offer the course.
- A barrier exists in offering the competency assessment course due to inability to meet the minimum enrollment due to insufficient faculty. One course reported offering the competency assessment 1:1 with students in this scenario. Another course reported an inability of applicants to provide proof of eligibility for enrollment. Applicants state employment verification could not be obtained by a Registered Nurse. A knowledge gap may exist related to the eligibility requirements for the competency assessment for NAII renewal; thereby creating a potential impact on the NAII workforce if certification is not renewed. Information related to eligibility for the competency assessment is provided at [www.ncbon.com](http://www.ncbon.com).
- Five (5) Course Coordinators requested information on being approved to offer the Competency Assessment. Information has been provided to these institutions.

In summary, data from NAII courses offered in 2024 reflected an 85% completion rate when compared to enrollment of graduates. With 338 anticipated offerings across the state in 2025, support is maintained for NAII education.