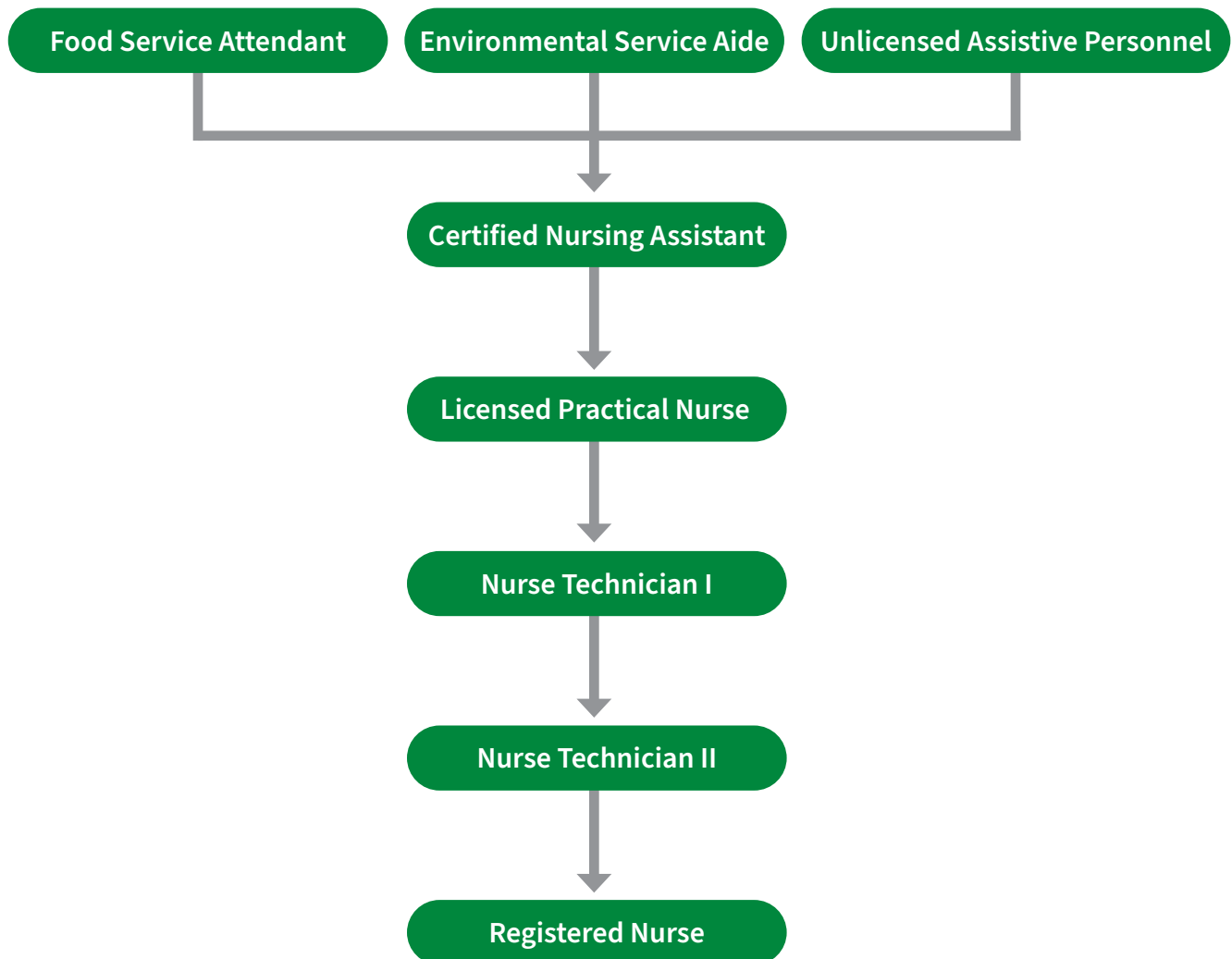


CERTIFIED NURSING ASSISTANT PIPELINE

The **Certified Nursing Assistant** pathway provides a direct, supportive route to becoming a Certified Nursing Assistant or advancing toward a Registered Nurse role, empowering professionals to enhance patient care with both skill and compassion. Aspirus supports career advancement through personal development, advanced certifications, and specialized roles.

CNA Pathway



Leadership and Operations

Certified Nursing Assistant professionals can advance into leadership and administrative roles, progressing through supervisory, managerial, director, and executive positions while expanding their expertise and influence.

Food Service Attendant

The Food Service Attendant plays a key role in preparing and delivering quality meals to residents, patients, and customers. Duties include cashier operations, stocking inventory, transporting meals, washing dishes, and following established cleaning and sanitation procedures.

Education/Training: Knowledge of food preparation standards and practices on safe and sanitary food handling within the designated training period.

Requirements/Experience: Previous experience in food services beneficial, but not required.

Environmental Service Aide

Environmental Service Aides use specialized techniques and equipment to clean and disinfect patient rooms, common areas, and operating rooms.

Education/Training: On-the-job training.

Requirements/Experience: Previous experience beneficial, but not required.

Unlicensed Assistive Personnel

Unlicensed Assistive Personnel (UAP) are non-licensed healthcare workers who perform basic patient care tasks under supervision in various healthcare settings. Roles include Ambulation aide, patient assistant, central monitoring technician, patient care technician, and patient safety companions.

Education/Training: None.

Requirements/Experience: CPR/BLS training provided upon hire.

Certified Nursing Assistant

The Certified Nursing Assistant is a valued member of the patient care team, supporting quality patient care while working under the guidance of a Registered Nurse.

Education/Training: Certification from a nursing assistant program.

Requirements/Experience: Active Wisconsin, Michigan, and/or Minnesota Nursing Assistant Certification. CPR/BLS training provided upon hire.

Nurse Technician I

Nurse Technicians are non-licensed healthcare workers who assist in providing patient care and gain clinical learning experience under the direct supervision of a Registered Nurse.

Education/Training: Licensure from a Practical Nurse program.

Requirements/Experience: Active Wisconsin, Michigan, and/or Minnesota Practical Nurse Licensure. CPR/BLS training provided upon hire.

Licensed Practical Nurse

Licensed Practical Nurses, working under the supervision of Registered Nurses, Advanced Practice Clinicians, or physicians, support patient care by collecting patient data, assisting with the plan of care, and communicating basic health education to patients and their families.

Education/Training: Associate degree from nursing program OR bachelor's degree from nursing program.

Requirements/Experience: Active Wisconsin, Michigan, and/or Minnesota Registered Nurse License. CPR/BLS training provided upon hire.

Nurse Technician II

Working under the direct supervision of a designated registered nurse, the Nurse Technician II helps with assessing, planning, carrying out, and evaluating patient care.

Education/Training: Graduate of an accredited school of professional nursing.

Requirements/Experience: CPR/BLS training provided upon hire.

Registered Nurse

Registered Nurses provide direct patient care by assessing patients, administering medications, monitoring vital signs, and educating patients and their families on health conditions and treatment plans.

Education/Training: Associate degree from nursing program **OR** bachelor's degree from nursing program.

Requirements/Experience: Active Wisconsin, Michigan, and/or Minnesota Registered Nurse License. CPR/BLS training provided upon hire.