

North Carolina – Nurse Aide I Reciprocity & Frequently Asked Questions

1. What is the difference between Pathway #1 and Pathway #2?

Pathway #1 – Applies to North Carolina rule 10A NCAC 13O .0301 that went into effect in 2021.

Pathway #2 – Applies to North Carolina general statute § 93B-15.3 that went into effect in 2025.

2. If I have an active nurse aide listing in Georgia, Virginia, South Carolina, West Virginia, or Tennessee, will DHSR evaluate my application for reciprocity under Pathway #1 and Pathway #2?

Yes. DHSR will first evaluate your application under Pathway #1 to determine whether you meet the requirements for reciprocity. If your application is denied under Pathway #1, DHSR will then review it under Pathway #2.

3. If my nurse aide listing has expired in Georgia, Virginia, South Carolina, West Virginia, or Tennessee, will DHSR evaluate my application for reciprocity under Pathway #1 and Pathway #2?

No. Your nurse aide listing must be active on the registry to be considered for reciprocity under either pathway.

4. When does DHSR evaluate an application for reciprocity under Pathway #2?

DHSR evaluates an application under Pathway #2 when:

- The candidate has an active nurse aide listing in Georgia, Virginia, South Carolina, West Virginia, or Tennessee; and
- The candidate's application was not approved under Pathway #1.

5. If I have an active listing in Georgia, Virginia, South Carolina, West Virginia, or Tennessee, and I meet the reciprocity requirements under Pathway #1, will DHSR automatically evaluate my application under Pathway #2?

No. If your application meets the reciprocity requirements under Pathway #1, DHSR will not evaluate it under Pathway #2.

You will be listed on the North Carolina Nurse Aide I Registry as meeting the requirements under Pathway #1.

6. Do I have to reside in North Carolina for a specific amount of time for my application to be approved under Pathway #2?

No.

7. Can I have a P.O. Box as my current address?

Pathway #1 – Yes.

Pathway #2 – No, because the law requires Candidates to establish residency in North Carolina.

8. How long must I be listed on the registry in Georgia, Virginia, South Carolina, West Virginia, or Tennessee for my reciprocity application to be evaluated under Pathway #2? Do I have to be listed on all five registries?

You must be listed on at least one of these state registries for a minimum of one year.

9. Is a state and federal background check required for Pathway #1 and Pathway #2?

Pathway #1 – No.

Pathway #2 – Yes, if you choose to be evaluated under this pathway.

10. Will DHSR complete the federal and state background checks?

No. It is the candidate's responsibility to complete the required background checks before submitting the reciprocity application.

11. If my reciprocity application was approved under Pathway #2, does this mean I meet the requirements for reciprocity in other states?

No. Reciprocity requirements vary by state. Candidates should contact the state where they are seeking reciprocity to determine its requirements.

12. If my reciprocity application was deemed incomplete, can I resubmit the application for evaluation?

Yes. You are required to make the necessary corrections prior to resubmitting the reciprocity application.

13. Who do I contact if I have additional questions regarding reciprocity?

Contact the Registry Office at 919-855-3969 (Monday-Friday, 8:00am-12:00pm; 1:00pm-3:00pm).