

Comparison of WA LTC Worker Training across Specialty and Setting

Note:

HCS-IP: Includes IP-Adults Non-Parent Providers and IP Adults/Parent F

Home Care Agency PC: Includes Agency Respite

IP - PC Children: Includes IP Respite

DD SL: Includes CP specialized SL vendor

ADSA: Includes Home & Community Services and Division of Developmental Disabilities

Program Components	HCBS-IP	AFH	BH	IP - PC Children	Contracted & Licensed Medicaid Home Care Agency PC	Licensed Home Care Agency PC (Private Duty)	Licensed Medicare Certified Home Health PC	Licensed Home Health Agency PC	Non DD Parent Provider	DD Parent Provider	DD SL	DD Alternative Living Providers	DD Companion Home Providers	DD Group Home	Nursing Assistant Certified	
Authorizing WAC for Training	388-71; 257-05-160	388-112	388-112	388-825-355 (3); 257-05-160	246-335; 388-71	70.127 RCW & WAC 246-335	70.127 RCW & WAC 246-335 ALSO 42 CFR Part 484	70.127 RCW & WAC 246-335	388-71-05770; 257-05-160	388-71-05765; 257-05-0160	388-101-1680	388-829A-140 through 160	388-829C-110 through 130	388-101; 388-78A	246-841 & 246-842 Nursing Assistant: 18.88A RCW	
Licensing Agency	DSHS contract	DSHS, RCS	DSHS, RCS	DSHS contract	DOH license; DSHS or AAA contract	DOH	DOH	DOH	DSHS contract	DSHS contract	State certified agencies; DSHS contract	DSHS contract	DSHS contract	Licensed as BH; Certified Residential Provider; DSHS contract	DOH	
Pre-training Requirements																
When	Time of Application	Time of Application	Time of Application	Time of Application	Time of Application	Time of Application	Time of Application	Time of Application		Time of Application	Time of Application	Time of Application	Time of Application	Time of Application	Time of Application	3 days of employment
Oversight of compliance	HCS, DDD, AAA	ADSA	RCS	DDD	DOH, AAA, DDD, HCS	DOH	DOH	DOH	HCS, AAA	DDD	DDD, RCS	DDD	DDD	DDD, RCS	DDD, RCS	DSHS: meets FED requirements DOH: meets additional state req. in any setting
Delivery method	Documentation	Documentation	Documentation	Documentation	Documentation	Documentaion and survey	Documentaion and survey	Documentaion and survey	Documentation	Documentation	Documentation	1 on 1 interview	Documenta-tion	Documenta-tion	Application/ register as NAR with DOH	

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Age	X	X	X	X	X				X	X	X	X	X	X	X
Background check	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Education or literacy test	X	X	X						X	X	X	X	X	X	DSHS testing or NAR
Prior Training/Experience	X	X	X	X			X	X	X	X	X	X	X	X	X
Orientation/ hours	2	varies	varies	none	varies	varies	varies	varies	none	none	varies	varies	varies	varies	Facility provided
When	within 14 days of hire	before interaction w/residents	before interaction w/residents	at hire	at hire	at hire	at hire	at hire	within 14 days of hire	within 14 days of hire	Different levels from prior to working with clients up to 120 days	prior to contract	prior to contract	Different levels from prior to working with clients up to 120 days	
Oversight of Compliance	ADSA	ADSA	ADSA		Employer	DOH	DOH	DOH			ADSA	ADSA	ADSA	ADSA	
Delivery method	Self-study, workbook, video	varies - AFH provide own	varies - BH provide own	handbook	varies - HCA provides own					handbook	Class & OTJ	DD staff 1 on 1	DD staff 1 on 1	Class & OTJ	
Compliance Method	Documentation	Employer responsibility	Employer responsibility	DDD	Employer responsibility verified on survey	Employer responsibility verified on survey	Employer responsibility verified on survey	Employer responsibility verified on survey		DDD	Employer responsibility	Supervision & monitoring	Supervision & monitoring	Employer responsibility	
Care setting	X	X	X		X	X	X	X			X			X	
Client characteristics needs	X	X	X		X	X	X	X			X	X	X	X	
Fire/life safety	X	X	X		X	X	X	X			X	X	X	X	
Communication skills/info	X	X	X	X	X	X	X	X		X	X		X	X	

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Universal precautions	X	X	X	X	X	X	X	X		X	X	X	X	X	
Infection control	X	X	X	X	X	X	X	X		X	X	X	X	X	
Client rights	X	X	X	X	X	X	X	X		X	X	X	X	X	
Safety/hours	4	4	4	4	4	Employer decision	Employer decision	Employer decision	4	4					
When	within 120 days of hire	before interaction w/residents	before interaction w/residents	within 120 days of hire	upon hire	upon hire	upon hire	upon hire	within 120 days of hire	within 120 days of hire	first 30 days			first 30 days	
Oversight of Compliance	ADSA	Employer responsibility	Employer responsibility	ADSA	Employer responsibility verified on survey	Employer responsibility verified on survey	Employer responsibility verified on survey	Employer responsibility verified on survey	ADSA	ADSA	Employer responsibility			Employer responsibility	
Delivery method	Classroom	varies-AFH provide own	varies - BH provide own	Self study	Employer determined	Employer determined	Employer determined	Employer determined	self study	self study	class & OTJ			class & OTJ	
Compliance Method	Attestation	Attestation	Attestation	Attestation	Attestation - verified on survey	Attestation - verified on survey	Attestation - verified on survey	Attestation - verified on survey	Attestation	Attestation	Training Documenta-tion	Training Documenta-tion	Training Documenta-tion	Training Documenta-tion	
Accident prevention	X	X	X		Employer determined	Employer determined	Employer determined	Employer determined			X				
General home care safety	X	X	X		Employer determined	Employer determined	Employer determined	Employer determined			X		X	X	
Back injury protection	X	X	X		Employer determined	Employer determined	Employer determined	Employer determined			X				
Slips, trips, fall prevention	X	X	X		Employer determined	Employer determined	Employer determined	Employer determined			X				

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First Aid & CPR WAC 246-12-260		within 30 days if supervised by person with valid card			Employer determined	Employer determined	CPR required	CPR required			X	X	X	X	X
Revised Fundamentals of Care/hours	28	28	28	none	28				Modified RFOC	6 hrs Contracted Vendor parent trainer OR 28 hrs RFOC				28	
When	120 days	120 days	120 days		120 days				180 days	180 days					
Oversight of compliance	ADSA	ADSA	ADSA		ADSA				ADSA	ADSA					
Delivery method	Classroom, Scenarios, Skills Practice, Demos	Classroom, Scenarios, Skills Practice, Demos	Classroom, Scenarios, Skills Practice, Demos		Classroom, Scenarios, Skills Practice, Demos		Required training and competency testing (Medicare required) exceeds fundamental training	If NA is certified training exceeds fundamentals training	Classroom, Scenarios, Skills Practice, Demos	Classroom, Discussion					
Competency testing/state exam	X	X	X		X	Verification of skills	X	Verification of skills	X						
Introduction	X	X	X		X	X	X	X	X						
Client/Client rights	X	X	X		X	X	X	X	X						
The caregiver	X	X	X		X		X								

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Infection control	X	X	X		X	X	X	X							
Mobility	X	X	X		X		X								
Basic communication	X	X	X		X	X	X	X							
Skin & body care	X	X	X		X		X								
Nutrition/Food handling	X	X	X		X		X				as needed				
Food Handlers Permit														X	
Process of elimination	X	X	X		X		X								
Medications/other treatments	X	X	X		X		X	X	X		as needed		as needed	as needed	
Self care and the caregiver	X	X	X		X		X								
Role plays, scenarios	X	X	X		X		X								

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Practice session	X	X	X		X		X								
Skills test/Competency	X	X	X		X		X	X	X						
Challenge test, experience, or current RN, CNA or HHA status	X	X	X		X		X		X						
HIV/AIDS training req	X	X	X		X		X	X							
Registry list	X	X	X		X		X								
Client needs specific training	varies	varies	varies		varies	X	X	X							
Continuing Ed req/hours	10	10	10		10		12								
Dementia		Caregiver	varies		Employer determined by need	Employer determined by need	Employer determined by need	Employer determined by need						varies	
When		as client needs/no timeline	120 days												
Oversight of compliance		ADSA	BH - MOU											ADSA	

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Delivery method		varies by AFH Provider/Mgr	Classroom, Scenarios, Skills Practice, Demos											Classroom, Scenarios, Skills Practice, Demos	
Competency testing		AFH Provider/Mgr determines competency	X											X	
Introduction to the dementias		X	X											X	
Dementia, depressions, and delirium		X	X											X	
Resident-based caregiving		X	X											X	
Dementia caregiving principles		X	X											X	
Communicating with people who have dementia		X	X											X	
Sexuality and dementia		X	X											X	
Rethinking "problem" behaviors		X	X		Supervisor	Supervisor	Supervisor	Supervisor						X	
Hallucinations & delusions		X	X											X	
Helping with ADSL		X	X											X	

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Working with family & friends		X	X		X	X	X	X						X	
Mental Health		Caregiver	varies		Employer determined by need	Employer determined by need	Employer determined by need	Employer determined by need							
When		as client needs/no timeline	120 days & as often as needed												
Oversight of compliance		ADSA	ADSA								Employer				
Delivery method		varies by AFH Provider/Mgr	BH - MOU								varies				
Competency testing		AFH Provider/Mgr determines competency	X												
Understanding major mental disorders		X	X								X				
Individual background, experiences, beliefs		X	X								X				

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Responding to decompensation, relapse, hallucinations & delusions		X	X												
Interventions for behaviors perceived as problems		X	X								X				
Aggression		X	X								X				
Suicide		X	X								X				
DD Requirements		18 (counts towards CE)	Required			Employer determined by need	Employer determined by need	Employer determined by need	Employer determined by need						
When		Prereq. FOC/as needed	Before interaction w/clients								As needed			As needed	
Oversight of compliance		ADSA	Service Provider								Employer			Employer	

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Delivery method		varies by AFH Provider/Mgr									Class & OTJ			Class & OTJ	
Competency testing		X													
Overview of developmental disabilities		X									X			X	
Values of service delivery		X									X			X	
Effective Communication		X									X			X	
Intro to Interactive Planning		X									X			X	
Understanding behaviors		X									X			X	
Crisis prevention & intervention		X									X			X	
Overview of Legal Issues & Individual's rights		X									X			X	
Certificate		X									X			X	
Current instruction & support plans of clients			X				X	X			X	X	X	X	
Emergency procedures for clients			X				X	X			X	X	X	X	

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State law on abuse and neglect			X				X	X			X	X	X	X	
Client confidentiality			X				X	X			X	X	X	X	
Providers mission statement			within 4 weeks of work				X	X			X			X	
Policies & procedures			X				X	X			X			X	
OTJ training			X					X			X			X	
First Aid & CPR			within 6 months					CPR			X	X	X	X	
Bloodborne pathogens with HIV/AIDS training			X				X	X			X	X	X	X	
Infection Control/Blood Borne Pathogens							X	X			2-6	2-9	2-6	2-6	
Client services			X								X	X	X	X	
Current First Aid/CPR & bloodborne pathogens			X								X	X	X	X	
Contracted Vendor Parent Trainer										6					
DD Specialty												18	18	18	
Training WAC 388-101-1680											32				

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CP DD Policy 15.04											whn serving Cp clients				
Continuing Ed req/hours (2007 sample offerings)	10 req. varies by course	10 req. varies by course	10 req. varies by course	10	10	employer determined	12	employer determined		optional		10	10		
Basic Nutrition & Meal Planning					as needed	as needed	as needed	as needed			as needed			as needed	
Understanding / supporting Individuals with Diabetes					as needed	as needed	as needed	as needed			as needed			as needed	
Wellness & recovery in mental illness/DD					as needed	as needed	as needed	as needed			as needed			as needed	
Setting boundaries					as needed	as needed	as needed	as needed			as needed			as needed	
Handling conflicts					as needed	as needed	as needed	as needed			as needed			as needed	
Positive supports in daily interactions					as needed	as needed	as needed	as needed			as needed			as needed	
Functional assessment & dev positive support plans					as needed	as needed	as needed	as needed			as needed			as needed	
Positive crisis management					as needed	as needed	as needed	as needed			as needed			as needed	
Planning for quality of life					as needed	as needed	as needed	as needed			as needed			as needed	

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Understanding down syndrome					as needed	as needed	as needed	as needed			as needed			as needed	
Overview of autism spectrum disorder					as needed	as needed	as needed	as needed			as needed			as needed	
Overview of dual diagnosis					as needed	as needed	as needed	as needed			as needed			as needed	
Communicating for success					as needed	as needed	as needed	as needed			as needed			as needed	
Understanding seizures					as needed	as needed	as needed	as needed			as needed			as needed	
Negotiated care planning					as needed	as needed	as needed	as needed			as needed			as needed	
Providing support in grief and loss					as needed	as needed	as needed	as needed			as needed			as needed	
Overview of anxiety disorders					as needed	as needed	as needed	as needed			as needed			as needed	
Non-verbal communications strategies					as needed	as needed	as needed	as needed			as needed			as needed	
Person centered planning					as needed	as needed	as needed	as needed			as needed			as needed	
Building social skills					as needed	as needed	as needed	as needed			as needed			as needed	

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Healthy aging					as needed	as needed	as needed	as needed			as needed			as needed	
Fetal alcohol spectrum overview					as needed	as needed	as needed	as needed			as needed			as needed	
Reducing risk of sexual abuse					as needed	as needed	as needed	as needed			as needed			as needed	
Other - Nursing Training Requirements					Nurse delegation CORE training (8 CORE, 2 client specific) for NA as needed	Nurse delegation CORE training (8 CORE, 2 client specific) for NA as needed	Nurse delegation CORE training (8 CORE, 2 client specific) for NA as needed	Nurse delegation CORE training (8 CORE, 2 client specific) for NA as needed							
Nurse delegation CORE training (8 CORE, 2 client specific) for NA as needed											X		X	X	8 CORE 2 client specific
Contracted nurses and nurse delegates must go through ADSA Orientation											X		X	X	X
Nurse Assistant and nurse delegates must renew NA registration & nurse delegation annually							X	X							X

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Nursing Assistant Certified WAC 246-246-842-100. NCOAC establishes rules for approval of NAC Training Program															85 (35 classroom incl. 7 HIV/AIDS, 50 clinical) Suprv. RN, LPN
Basic technical skills															X
Personal care							X	X							X
Mental health															X
Basic restorative services							X	X							X
Clients' rights and promotion of independence															X
Communications /Interpersonal skills					X		X	X							X
Infection control					X		X	X							X
Safety & emergency procedures					X		X	X							X
Laws, rules, and regulations					X		X	X							X

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Certification															X
Other - Home Health Training															
NA - C and NA - R certified OR registered					X		X	X			X		X	X	X
Competency testing/verification					X	X	X	X							X
Staff Supervision/oversight req. WAC 246-335-065 (5) - (7)					X	X	X	X			X			X	
Medicare certified HH Agency must provide Pre-service training					X		X								
Annual training of Home Health Aides, 42CFR 484.36 (Fed Medicare rule)					X		X								
Pre-service training (WAC 246-335)					X	X	X	X							
Orientation to agency policy/procedures					X	X	X	X			X			X	varies
Verification of skills					X	X	X	X							X
Client specific training					X	X	X	X							

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Legend: Blank cell = not a required component.

- HCBS = Home and Community Based Services
- IP = Individual Provider
- AFH = Adult Family Home
- BH = Boarding Home
- IP PC = Individual Provider Personal Care
- DD = Developmental Disabilities
- GH = Group Home
- SL = Supported Living
- CP = Community Protection Program
- HC DOH = Home Care (non-medical) Department of Health
- HH DOH = Home Health (medical services) Department of Health
- ADSA = Aging & Disability Services Administration
- DSHS = Department of Social & Health Services
- DOH = Department of Health
- NAC = Nursing Assistant Certified
- NAR = Nursing Assistant Registered
- NCQAC = Nursing Care Quality Assurance Commission
- LPN - Licensed Practical Nurse
- RN = Registered Nurse
- MOU = Memorandum of Understanding