



CALIFORNIA REGULATIONS FOR CAREGIVER TRAINING IN HOME CARE, HOME HEALTH, HOSPICE, & ASSISTED LIVING



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IMPORTANT:

The clinical team at In the Know strives to provide accurate information about training requirements. However, state regulations can change frequently, and the exact information is often difficult to find and decipher. To complicate matters, each state surveyor may interpret regulations differently, making satisfactory implementation challenging. Please use this guide as an informal tool to help you maintain compliance. It is not a substitute for official communication or publication by your state licensing department or your accrediting agency.

Training requirements for:
HOME CARE SERVICES

CALIFORNIA REGULATION:

[2016 California Code Health and Safety Code – HSC, DIVISION 2 - LICENSING PROVISIONS, CHAPTER 13 - Home Care Services, ARTICLE 8 - Affiliated Home Care Aides, Section 1796.44](#)

INITIAL TRAINING:

A home care organization licensee shall ensure that prior to providing home care services, an affiliated home care aide shall complete the training requirements specified in this section. An affiliated home care aide shall complete a minimum of five hours of entry-level training prior to presence with a client, as follows:

CALIFORNIA REQUIREMENT	IN THE KNOW EQUIVALENT RECOMMENDATIONS
(1) Two hours of orientation training regarding his or her role as caregiver and the applicable terms of employment.	Activities of Daily Living Terms of employment provided by agency
(2) Three hours of safety training, including basic safety precautions, emergency procedures, and infection control.	Home Care Safety Tips Disaster Planning Infection Control in Home Care

ONGOING TRAINING:

An affiliated home care aide shall complete a minimum of five hours of annual training. The annual training shall relate to core competencies and be population specific, which shall include, but not be limited to, the following areas:

CALIFORNIA REQUIREMENT	IN THE KNOW EQUIVALENT RECOMMENDATIONS
(1) Clients' rights and safety.	Bill of Rights
(2) How to provide for and respond to a client's daily living needs.	Activities of Daily Living
(3) How to report, prevent, and detect abuse and neglect.	Understanding Abuse Understanding Neglect
(4) How to assist a client with personal hygiene and other home care services.	Toileting Tips Bathing Tips Dressing and Grooming Tips
(5) If transportation services are provided, how to safely transport a client.	Transportation Safety

The entry-level training and annual training on department-approved job-related topics may be completed through an online training program.

Training requirements for:

HOME HEALTH AIDE WORKERS

CALIFORNIA REGULATION:

[§ 74747. Home Health Aide Training.](#)

REQUIRED TRAINING:

Home health aides are certified by CDPH and must renew certification every two years.

As specified in the California Health and Safety Code (Division 2, Chapter 8, Section 1727), home health aides employed by home health agencies provide personal care services under a plan of treatment prescribed by the patient's physician and surgeon who is licensed to practice medicine in California. Home health agencies must ensure that aides are supervised by a registered nurse or physical, speech, or authorized occupational therapists.

The initial training is 120 hours in an approved program, and home health aides must complete **12 hours of continuing education per year**. Continuing education training topics are not specified by the state. In the Know recommends:

IN THE KNOW RECOMMENDATIONS FOR HOME HEALTH AIDES:

Client-Centered Care

Customer Service in Healthcare

Dealing with Family Members

Helping with Activities of Daily Living

Recognizing and Reporting Abnormal Observations

Disaster Planning

Discover Your Flair for Excellent Client Care

Feeding Your Clients

Safe Environments for Clients with Dementia and Alzheimer's Disease

Handling Incontinence of the Bowel and Bladder

Helping Clients with Mobility

Commonly Prescribed Diets

If you want to apply to become a Home Health Aide Training Program

Requests for initial approval of the 120 hour home health aide training program may be submitted by home health agencies, public education institutions and agencies. The requirements for home health aide training programs are found in [Title 22, California Code of Regulations \(CCR Section 74747\)](#), [Code of Federal Regulation \(CFR 484.36\)](#) and [Health and Safety Code 1736.6\(a\)\(4\)\(b\)](#). The basic training program for HHA certification requires a minimum of 120 hours of training.

Training requirements for:
HOSPICE AIDE WORKERS

CALIFORNIA REGULATION:

Follow CMS Guidelines

CMS GUIDELINES:

[42 CFR Part 418 Medicare and Medicaid Programs: Hospice Conditions of Participation.](#)

INITIAL TRAINING:

Content and duration of hospice aide classroom and supervised practical training, hospice aide training must include classroom and supervised practical training in a practicum laboratory or other setting in which the trainee demonstrates knowledge while performing tasks on an individual under the direct supervision of a registered nurse, or a licensed practical nurse, who is under the supervision of a registered nurse. Classroom and supervised practical training combined must total at least 75 hours.

ONGOING TRAINING:

A hospice aide must receive at least 12 hours of in-service training during each 12-month period.

In-service training may occur while an aide is furnishing care to a patient.

IN THE KNOW RECOMMENDATIONS INCLUDE BUT ARE NOT LIMITED TO:

<ul style="list-style-type: none">• Caring for Bedbound Clients	<ul style="list-style-type: none">• Talking About Death
<ul style="list-style-type: none">• End of Life Care	<ul style="list-style-type: none">• The Five Domains of Pain
<ul style="list-style-type: none">• Ethical Dilemmas in Healthcare	<ul style="list-style-type: none">• Understanding Advance Directives
<ul style="list-style-type: none">• Grieving with and For Your Clients	<ul style="list-style-type: none">• Understanding Hospice
<ul style="list-style-type: none">• Maintaining Your Client's Dignity	<ul style="list-style-type: none">• Understanding Pastoral Care
<ul style="list-style-type: none">• Oxygen Safety for Caregivers	<ul style="list-style-type: none">• Understanding Religious Diversity

Training requirements for:

ASSISTED LIVING AIDE WORKERS

CALIFORNIA REGULATION:

[California Code, Health and Safety Code - HSC § 1569.625](#)

All direct care staff members receive **40 hours of initial training** with 20 hours to be completed before working independently with residents and the remaining 20 to be completed within the first four weeks of employment.

THE FIRST 20 HOURS

A staff member shall complete 20 hours, including six hours specific to dementia care and four hours specific to postural supports, restricted health conditions, and hospice care before working independently with residents. The training shall include, but not be limited to, all of the following:

CALIFORNIA REQUIREMENT	IN THE KNOW EQUIVALENT RECOMMENDATIONS
6 hours specific to dementia care	<ul style="list-style-type: none"> • All about Alzheimer’s and Dementia (2 hrs) • Activities for Individuals Living with Alzheimer's Disease • Communicating with Individuals Living with Alzheimer's and Dementia • Safe Environments for People Living with Dementia & Alzheimer's Disease • Helping Prevent Client Elopement
4 hours specific to postural supports, restricted health conditions, and hospice care	<ul style="list-style-type: none"> • Caring for the Bedbound Client • Preventing Pressure Ulcer/Injuries • Understanding Ostomies & Ostomy Care • Handling Incontinence of the Bowel & Bladder • Oxygen Safety for Caregivers • Understanding Hospice
Physical limitations and needs of the elderly.	<ul style="list-style-type: none"> • Helping Clients with Mobility • Performing Safe Transfers
Importance and techniques for personal care services	<ul style="list-style-type: none"> • Activities of Daily Living • Bathing Tips • Dressing & Grooming Tips • Toileting Tips • Perineal & Catheter Care • Performing Mouth Care

THE REMAINING 20 HOURS

The remaining 20 hours shall include six hours specific to dementia care and shall be completed within the first four weeks of employment. The training shall include, but not be limited to, all of the following:

CALIFORNIA REQUIREMENT	IN THE KNOW EQUIVALENT RECOMMENDATIONS
6 hours specific to dementia care	<ul style="list-style-type: none"> • Understanding Dementia • Understanding Alzheimer’s Disease • Supporting and Guiding Individuals through Dementia-Related Behaviors • Special Communication Needs • Maintaining Your Clients' Dignity • Client-Centered Care

Training requirements for:

ASSISTED LIVING AIDE WORKERS — CONT.

THE REMAINING 20 HOURS, CONTINUED

CALIFORNIA REQUIREMENT	IN THE KNOW EQUIVALENT RECOMMENDATIONS
Psychosocial needs of the elderly.	<ul style="list-style-type: none"> Helping New Clients Adjust Emotional Losses in the Elderly Supporting Your Client's Self-Esteem Grieving with and for Your Clients
Building and fire safety and the appropriate response to emergencies.	<ul style="list-style-type: none"> Fire Prevention & Safety Disaster Planning First Aid Basics A CPR Update (does not provide certification)
Dementia care, including the use and misuse of antipsychotics, the interaction of drugs commonly used by the elderly, and the adverse effects of psychotropic drugs for use in controlling the behavior of persons with dementia.	<ul style="list-style-type: none"> NOTE: Not currently available. Could be developed if necessary.
The special needs of persons with Alzheimer's disease and dementia, including nonpharmacologic, person-centered approaches to dementia care.	<ul style="list-style-type: none"> All about Alzheimer's and Dementia (2 Hr)
Cultural competency and sensitivity in issues relating to the underserved, aging, lesbian, gay, bisexual, and transgender community.	<ul style="list-style-type: none"> Understanding Cultural Diversity Providing Care for LGBT Clients
Residents' rights.	<ul style="list-style-type: none"> Bill of Rights Understanding and Supporting Advance Directives
Policies and procedures regarding medications.	<ul style="list-style-type: none"> NOTE: Not currently available.

ANNUAL TRAINING

Training requirements shall also include an additional 20 hours annually, eight hours of which shall be dementia care training and four hours of which shall be specific to postural supports, restricted health conditions, and hospice care.

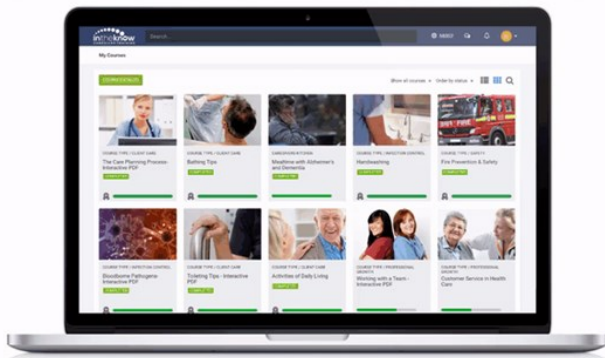
CALIFORNIA REQUIREMENT	IN THE KNOW EQUIVALENT RECOMMENDATIONS
8 hours specific to dementia care	<ul style="list-style-type: none"> All about Alzheimer's and Dementia (2 hrs) Activities for Individuals Living with Alzheimer's Disease Communicating with Individuals Living with Alzheimer's and Dementia Safe Environments for People Living with Dementia & Alzheimer's Disease Helping Prevent Client Elopement Supporting and Guiding Individuals through Dementia-Related Behaviors Understanding Dementia
4 hours specific to postural supports, restricted health conditions, and hospice care	<ul style="list-style-type: none"> Passive & Active Range of Motion Exercises Understanding Diabetes How Wounds Heal and How You Can Help End of Life Care
	<ul style="list-style-type: none"> 8 additional hours of your choice.

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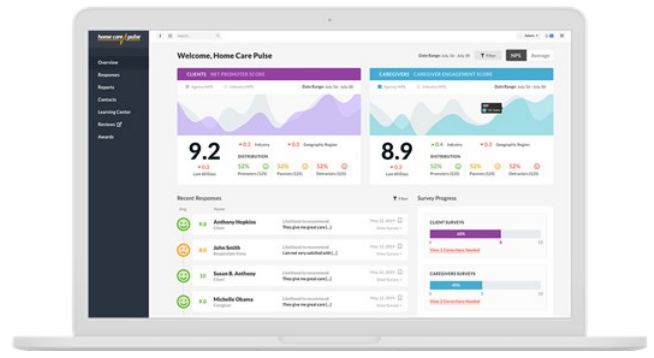
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