

California State Regulations

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Non-Medical Care Professionals in Home Care – Private

Link to regulation: [California Regulations](#)

Initial Training Requirements:

HCP **does** meet the orientation training requirements.

- Non-Medical Care Professionals must complete a minimum of 5 hours of entry level training prior to providing any home care services or be present with a client.

CALIFORNIA REQUIREMENT	HCP RECOMMENDATIONS
2 hours of orientation training regarding his or her role as caregiver and their terms of employment.	HCP's 8-Hour Caregiver Certification Series
3 hours of safety training, including basic safety precautions, emergency procedures, and infection control.	Note: Terms of employment must be provided by the agency.

Ongoing Training Requirements:

HCP **does** meet the initial training requirements

- Non-Medical Care Professionals must complete at least 5 hours of annual or ongoing training that is population specific and related to core competencies.

CALIFORNIA REQUIREMENT	HCP RECOMMENDATIONS
Clients' rights and safety.	<ul style="list-style-type: none">• Bill of Rights
How to provide for and respond to a client's daily living needs.	<ul style="list-style-type: none">• The Role of a Caregiver
How to report, prevent, and detect abuse and neglect.	<ul style="list-style-type: none">• Understanding Abuse• Understanding Neglect
How to assist a client with personal hygiene and other home care services.	<ul style="list-style-type: none">• Bathing Tips
If transportation services are provided, how to safely transport a client.	<ul style="list-style-type: none">• Transportation Safety

Home Health Aides-Certified Nursing Assistant

Link to regulation: [Title 42-Chapter IV- Sub G -Part 484- Subpart B](#)

Initial Certification Training Requirements:

HCP **does not** meet federal initial training requirements

- [CDPH](#) requires home health aides to complete 120 hours of initial training from an approved training school/program.

Ongoing State Training Requirements:

HCP **does** meet the state ongoing training requirements.

- Home health aides must complete 12 hours of in-service training per year. CDPH does not allow continuing education to be completed online. HCP has instructor lead courses to meet the 12-hours of training requirements.

HCP recommendations. In addition, please see our online catalog or download a PDF catalog .	
• Client-Centered Care	• Safe Environments for Clients with Dementia and Alzheimer's Disease
• Dealing with Family Members	• Understanding Common Medications
• Helping with Activities of Daily Living	• Handling Incontinence of the Bowel and Bladder
• Recognizing and Reporting Abnormal Observations	• Helping Clients with Mobility
• Discover Your Flair for Excellent Client Care	• Commonly Prescribed Diets
• Handling Complaints	• Client Safety Tips

Hospice Aides- Certified Nursing Assistants also referred to as HHA

Link to regulation: [eCFR :: 42 CFR Part 418 -- Hospice Care](#)

CMS Initial Training Requirements:

HCP **does not** meet CMS initial training requirements

- Hospice Aides are often referred to as home health aides (HHAs) and certified nursing assistants (CNAs) Training must be provided by an approved training school/program.

CMS Ongoing Training Requirements:

HCP **does** meet the ongoing training requirements.

- A hospice aide must receive at least 12 hours of in-service training during each 12-month period. Inservice training may occur while an aide is furnishing care to a patient.

State Ongoing Training Requirements:

HCP **does** meet the ongoing training requirements.

- In California, hospice aides must complete a minimum of 20 hours of continuing education every two years, which must be approved by the [California Department of Public Health](#).

HCP recommendations. In addition please see our online catalog or download a PDF catalog .	
• Caring for Bedbound Clients	• Talking About Death
• End of Life Care	• The Five Domains of Pain
• Ethical Dilemmas in Healthcare	• Understanding Advance Directives
• Grieving with and For Your Clients	• Understanding Hospice
• Maintaining Your Client's Dignity	• Understanding Pastoral Care
• Oxygen Safety for Caregivers	• Understanding Religious Diversity
• Client-Centered Care	• Dealing with Family Members
• Recognizing and Reporting Abnormal Observations	• Understanding Common Medications
• Handling Incontinence of the Bowel and Bladder	• Client Safety Tips
• Handling Complaints	• Dealing with Family Members

Direct Care Professionals in ALF

Link to regulation: [AHNC](#)

Initial Training Requirements:

HCP **does** meet the orientation training requirements.

All Residential Care Facilities for the Elderly ([RCFE](#)) staff who assist residents with personal activities of daily living must receive on the job and/or in classroom setting. HCP offers Instructor lead PDF courses to help satisfy these requirements. Please see our [online catalog](#) or download a [PDF catalog \(See PDF Courses\)](#).

Ongoing Training Requirements:

HCP **does** meet the ongoing training requirements

- All Residential Care Facilities for the Elderly (RCFE) staff must complete 20 hours of annual topic specific training. Courses may be selected freely from our library to meet the following course topic requirements:
 - 8 hours of dementia care
 - 4 hours on postural support
 - Restricted health conditions
 - Hospice care
 - Recognizing and reporting elder and dependent adult abuse
 - First aid
 - Emergency and disaster planning.

Please see our [online catalog](#) or download a [PDF catalog](#).

Direct Care Professionals in SNF- Certified Nursing Assistant

Link to regulation: [CNA Regulation](#)

Initial Training Requirements:

HCP **does not** meet the initial training requirements.

- Federal Training Regulations require CNAs to become licensed through an [approved training program](#).

Federal Ongoing Training Requirements:

HCP **does** meet the ongoing training requirements.

- The Federal regulation requires CNAs to have at least 12 hours of continuing education per year to become recertified.

State Ongoing Training Requirements:

HCP **does** meet the ongoing training requirements.

- California requires more than the federal requirement for CNAs renewal requirements. CNA's must complete 48 hours of Inservice training during each 2-year certification period (24 hours annually)

Courses may be selected freely from our library. Please see our [online catalog](#) or download a [PDF catalog](#).