



NORTH CAROLINA 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:
NON-MEDICAL HOME CARE

NORTH CAROLINA REGULATION:

[10A NCAC 13j .1003](#)

REQUIRED TRAINING:

For hands on care employees:

NORTH CAROLINA REQUIREMENT	IN THE KNOW EQUIVALENT RECOMMENDATIONS
Airborne and bloodborne pathogen training for hands-on care employees, including annual updates, in compliance with 29 CFR 1910 and in accordance with the agency's exposure control plan;	<ul style="list-style-type: none"> • Standard Precautions • Bloodborne Pathogens

For in-home aides who are **NOT** listed on the NC nurse aide registry, personnel records shall include verification of core competencies by a registered nurse that includes the following core personal care skills:

NORTH CAROLINA REQUIREMENT	IN THE KNOW EQUIVALENT RECOMMENDATIONS
Assisting with Mobility including ambulation, transfers and bed mobility;	<ul style="list-style-type: none"> • Performing Safe Transfers • Helping Clients with Mobility
Assisting with Bath/Shower;	<ul style="list-style-type: none"> • Bathing Tips • Beyond the Bathtub
Assisting with Toileting;	<ul style="list-style-type: none"> • Toileting Tips
Assisting with Dressing;	<ul style="list-style-type: none"> • Dressing & Grooming Tips
Assisting with Eating;	<ul style="list-style-type: none"> • Feeding Your Clients
Assisting with continence needs	<ul style="list-style-type: none"> • Handling Incontinence of the Bowel & Bladder

Training requirements for:

HOME HEALTH AIDE WORKERS

NORTH CAROLINA REGULATION:

In NC, Home Health Agencies follow the same guidelines as Home Care Agencies ([10A NCAC 13j .1003](#)) along with CMS guidelines outlined in [§484.80 Condition of participation for Home health aide services](#).

CMS GUIDELINES:

[§484.80 Condition of participation: Home health aide services](#).

A home health 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-service training may be offered by any organization and must be supervised by a registered nurse.

NORTH CAROLINA REQUIREMENT	IN THE KNOW RECOMMENDS . . .
<ul style="list-style-type: none">No specific training topics are indicated.	<ul style="list-style-type: none">Client-Centered CareCustomer Service in HealthcareDealing with Family MembersHelping with Activities of Daily LivingRecognizing and Reporting Abnormal ObservationsDiscover Your Flair for Excellent Client CareFeeding Your ClientsUnderstanding Common MedicationsHandling Incontinence of the Bowel and BladderHelping Clients with MobilityHelping Prevent Client ElopementCommonly Prescribed DietsWorking with Non-Compliant Clients

Training requirements for:
HOSPICE AIDE WORKERS

NORTH CAROLINA REGULATION:

[10A NCAC 13K .0402](#)

Written policies shall be established and implemented which include orientation, patient family volunteer training and inservice education for all hospice staff. Hospice residential facilities shall establish and implement a policy addressing hospice caregiver training. Attendance records on training shall be kept. Training hours for patient family care volunteers shall include a minimum of 12 hours. Staff shall be required to participate in a minimum of eight hours included with other job specific training. Training for hospice staff, including patient family volunteers, providing direct patient and family services shall include, but not be limited to the following:

NORTH CAROLINA REQUIREMENT	IN THE KNOW EQUIVALENT RECOMMENDATIONS
An introduction to hospice	<ul style="list-style-type: none"> • Understanding Hospice
The patient family volunteer role in hospice care	<ul style="list-style-type: none"> • Understanding Hospice
Concepts of death and dying	<ul style="list-style-type: none"> • End of Life Care
Communication skills	<ul style="list-style-type: none"> • Talking About Death
Care and comfort measures	<ul style="list-style-type: none"> • The Five Domains of Pain • Caring for Bedbound Clients
Diseases and medical conditions	<ul style="list-style-type: none"> • In the Know has dozens of courses that meet this requirement.
Psychosocial and spiritual issues related to death and dying	<ul style="list-style-type: none"> • Understanding Pastoral Care • Emotional Losses in the Elderly • Understanding Religious Diversity
The concept of the hospice family	<ul style="list-style-type: none"> • Understanding Hospice
Stress management	<ul style="list-style-type: none"> • Stress Management Skills
Bereavement	<ul style="list-style-type: none"> • Grieving with and for Your Clients
Infection control	<ul style="list-style-type: none"> • Infection Control in Home Care
Safety	<ul style="list-style-type: none"> • Home Care Safety Tips
Confidentiality	<ul style="list-style-type: none"> • Maintaining Confidentiality
Patient rights	<ul style="list-style-type: none"> • Bill of Rights

CMS GUIDELINES:

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

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.

Training requirements for:
ASSISTED LIVING AIDE WORKERS

NORTH CAROLINA REGULATION:

[10A NCAC 13F .0502](#)

INITIAL TRAINING:

Staff who perform or directly supervise staff who perform personal care tasks must complete an 80-hour training program within six months of hire. The 80-hour training specified in Rule .0501 of this Section shall consist of at least 34 hours of classroom instruction or and at least 34 hours of supervised practical experience. Competency evaluation shall be conducted in each of the following areas:

NORTH CAROLINA REQUIREMENT	IN THE KNOW EQUIVALENT RECOMMENDATIONS
Observation and documentation;	<ul style="list-style-type: none"> • Reporting & Documenting Client Care • Reporting and Documenting Abnormal Observations
Basic nursing skills, including special health-related tasks;	<ul style="list-style-type: none"> • In the Know has many courses that meet this requirement.
Personal care skills;	<ul style="list-style-type: none"> • Bathing Tips • Toileting Tips • Beyond the Bathtub • Dressing & Grooming Tips • Feeding Your Clients • Handling Incontinence of the Bowel & Bladder
Cognitive, behavioral and social care for all residents and, including interventions to reduce behavioral problems for residents with mental disabilities;	<ul style="list-style-type: none"> • In the Know has many options that meet this requirement.
Basic restorative services; and	<ul style="list-style-type: none"> • Understanding Restorative Care
Residents' rights	<ul style="list-style-type: none"> • Bill of Rights

An individual, agency or organization seeking to provide the 80-hour training and competency evaluation specified in Rule .0501 of this Section shall submit an application which is available at no charge from the Division of Health Service Regulation, Adult Care Licensure Section, 2708 Mail Service Center Raleigh, North Carolina 27699-2708.

ADDITIONAL REQUIREMENTS

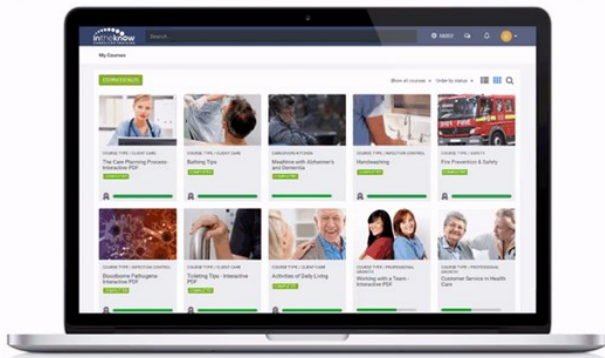
The regulations have additional training requirements for various positions that serve residents with specific conditions, such as [diabetes](#) and the need for [restraints](#). The facility must also assure completion of a [medication administration course developed by the state](#) for staff who administer medication and their supervisors, in addition to infection control training. Staff who administer medications and their supervisors must complete six hours of continuing education per year.

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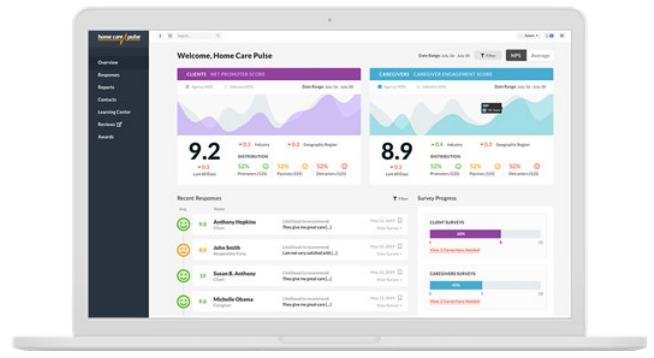
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