

Parameter	Topic	AK	AZ	KS	ME	MA	NY	VA	WA	WI	
LINK TO CURRICULUM		Alaska Core Competencies Overview	Fundamentals of Caregiving	CBS-CSS Core Training	Personal Support Specialist Skills	Personal Care Homemaker	Home Care Curriculum	Personal Care Aide Training	DSHS Training	Overview	
Are there options for retaking an exam if not passed on the first try?	2.3 - Core Competency Testing and/or Training Needs Assessment	Can retake 1 time	A student who fails the knowledge test must retake the entire test. There is no limit on the number of times a student can retake the test. standardized written or oral knowledge exam (can be administered online but must be proctored by an instructor) and skills- performance assessment	2.3 - Core Competency Testing and/or Training Needs Assessment	Students can retake each module exam and the final exam two times.	Students take a written exam for each training module, a final written exam, and a performance skills assessment	A written knowledge test and undergo a skills- demonstration assessment.	standard, state-sponsored written (or oral) tests, in combination with performance checklist	May be retaken, (no further details could be located)	Three attempts to pass both the knowledge exam and the skills test within the two-year eligibility period.	
How is competency demonstrated?	2.3 - Core Competency Testing and/or Training Needs Assessment	exam AND skills demonstration	2.3 - Core Competency Testing and/or Training Needs Assessment	50 multiple-choice and true-false questions	Must demonstrate competency on all skills	100% on the skills tests for each module completed.	Instructors certify a student's demonstrated competency of knowledge and skills	demonstrate hands-on skills through an assessment developed by the Massachusetts Home Care Aide Council.	Curriculum manual includes a list of procedures that must be evaluated by an RN. It is recommended that students receive a passing grade on 12 required procedures, plus at least two other optional procedures of the instructor's choosing	Must perform a skills- demonstration assessment based on a checklist of tasks and procedures	They are tested on and must pass five skills, including two unprompted skills
How many questions on the written exam?	2.3 - Core Competency Testing and/or Training Needs Assessment	80%	80%	80%	70%	78%	70% on the assessments, and 80% class attendance	70%	must answer an overall number of questions correctly, but does not have to pass each content area to pass the exam.		
What is the minimum passing score for the skills assessment?	2.3 - Core Competency Testing and/or Training Needs Assessment										
What is the minimum passing score for the written exam?	2.3 - Core Competency Testing and/or Training Needs Assessment										
Can the training be applied toward higher level career options? (CNA, HHA)	2.4.2 - Training Pathways	Students can use the training to qualify for an abbreviated CNA and home health aide (HHA) training certificate.	State regulations do not allow the home care aide training to be applied toward CNA or HHA training and certification.	Workers shall be 18 years of age or older or have a high school diploma or equivalent and background checks with no prohibited offenses prior to providing support services	Home care aides receive credit for the first six modules of the CNA training, which make up approximately 20 hours of the 180 required hours.	Massachusetts also has created a bridge program that allows workers to apply their home care aide training hours toward the required training and certification for CNAs and HHAs.	The 40 training hours may be applied to a HHA certification with additional 35 hours of health-related task training and demonstrate competency in all the skill areas required for both the HHA and home care aide certifications. The basic core of the curriculum is transferable to the state's CNA training	home care aide training cannot be applied toward training requirements in other direct care occupations or toward HHA or CNA training.	Training counts toward a HHA or CNA certification. The credential allows home care aides to enter a 28-hour bridge program to earn the certification for HHA or CNA.		
What are the entry criteria to enter the training program? Who must take training? (DSW role, settings, population served, etc.)	2.4.4 - Delivery (Audience)	home care aides in Medicaid programs								No Age restriction, background check required	
Does training/exam need to be renewed? If so, how often?	2.4.4 - Delivery (Cadence)				Must renew registration every 2 years						
When does training need to be completed? (before consumer contact? Within 30 days? Etc.)	2.4.4 - Delivery (Cadence)	Within 4 months of hire	Within 90 days of hire	Prior to delivery of service	Enroll in the training within 60 days of hire and pass the standardized exam within six months of hire	Before providing services	Within 6 months of hire	Training, exam, and skills assessment must be complete before delivering services	5 hr orientation and safety training before providing services, the remaining 70 hrs and exam must be complete within 200 days of hire.	Before providing services	
How is the course structured? (didactic, hands-on, etc.)	2.4.4 - Delivery (Format)		The knowledge aspect of the training may be provided through a variety of approaches, including videos and e-learning. Skills training must be conducted in person and must be hands-on no minimum # of hours		40 hours of classroom and 10 hour of clinical		Learning objectives are based on a mix of knowledge and skills. Some units pair knowledge-based objectives with measurable performance criteria.			Knowledge portion (21 hrs) may be virtual but 16 hours of hands-on demonstration	
What is the length of the training course?	2.4.4 - Delivery (Format)	40 hrs		no minimum # of hours	50 hrs	60 hours	40 hours	40 hours	75 hours	30 hrs	
How is successful completion of training/exam tracked and reported?	2.5 - Training Completion Tracking and Certification Issuance	portable certificate	portable certificate		portable certificate that allows them to work in a variety of settings	portable certificate	portable certificate	portable certificate			
Are there incident reporting requirements? (bad apples registry)	2.8 - DSW Registry	Centralized Registry (employee misconduct registry) for persons which have been found guilty of abuse, neglect, and/or exploitation, and due process has been provided. https://health.alaska.gov/dsds/Documents/carecoordination_training/CC_training_guide.pdf	Maintains an Adult Protective Services Registry	The employer shall complete the Kansas Nurse Aid Registry (KNAR) check, an online check for abuse, neglect and exploitation	Prior to hiring a personal care agency or a placement agency shall check the Maine Registry of Certified Nursing Assistants and Direct Care Workers and verify that a certified nursing assistant or direct care worker listed on the registry has no disqualifying notations. https://legislature.maine.gov/regs/bills/bills_127th/billtexts/HP097201.asp		Maintains a voluntary (self reported by individual or agency) Home Care registry.			Misconduct Definitions	
Does the state maintain a training registry or database?	2.8 - DSW Registry		Slate database of certifications	Maintains a Nurse Aide Registry for CNAs, HHAs and Certified Medication Aide.	Listed in the Division of Licensing and Certification's online database	state's home care worker registry	https://apps.health.ny.gov/pr?professionals/home_care/registry/home.action			Matching registry	
Who has access to the registry?	2.8 - DSW Registry		Public has access to Adult Protective Services Registry https://des.az.gov/sites/default/files/media/APS_Registry_Lis_verification_and_certification_status.pdf	Public may access certification status only. Agencies and employers can access Criminal record check, employment status	Public has access to disciplinary action database (registry)	Access to the registry is given to state-approved authorized-users https://www.mass.gov/guides/how-to-set-up-initial-access-to-the-hdrs	Public may access home care registry information searchable only by name or DOH assigned Home Care Registry number.				
How is training accessed? (Online, in-person)	Accessibility	In-person	Online	Primarily in-person	Orientation is online, core training is in person					Knowledge portion can be online, skills training is in person	
Is the training available in alternate languages?	Accessibility	The instructor has discretion to provide an oral exam, rather than a written one, for students with cultural and/or learning style differences.	Training is available in English and Spanish. The employer is responsible for accommodating other languages		A participants' guide accompanies the curriculum. The guide describes the key content for each activity and includes worksheets. The guide is designed specifically for readers with lower literacy levels and is available in multiple languages: English, Spanish, Brazilian Portuguese, and Haitian Creole.		Available in Spanish, Russian, and Chinese.			Aides with limited English proficiency who obtain a DSHS- issued provisional certification have 260 days after hire to complete the training and certification. Amharic, Arabic, Chinese, English, Khmer, Korean, Laotian, Russian, Samoan, Spanish, Somali, Tagalog, Ukrainian, and Vietnamese. Interpreters can accommodate additional languages by reading the exam to trainees.	
What is the cost of the training program for the DSW?	Accessibility	Agency-provided training has no cost, other training institutions set their own fees	Most home care agencies do not charge their employees for the training. The fee charged by other training sites ranges from \$200 to \$600		Training provider determines the cost of the training.	Proprietary schools and community colleges range from \$400 to \$1,400. Employers typically cover the cost of the training	State-licensed home care programs are not allowed to charge fees for the home care aide training. The student is only responsible for paying \$100 to cover training materials and supplies. Proprietary programs and public colleges licensed by may charge fees or tuition	Some agencies cover training costs. Other agencies require students to pay for the training.	Community instructors range from \$500 to \$700, employer training programs usual have no cost	No Cost	
What are the instructor's minimum requirements?	Trainer Requirements	State-approved RN, the state does not train instructors, it provides guidelines for those delivering the training	RNs, LPNs and CNAs who pass the direct care professional competency test and have one year experience in caregiving and one year experience teaching groups of adults		RN in good standing, or certification as instructor in good standing for CNAs, or state approval	RNs and social workers can qualify as instructors. Instructors receive guidance on how to assess students' knowledge, skills, and attitudes through observation and testing.	RNs, social workers, or health economists with a bachelor's degree in a field related to human services or education. Trainers do not need to have a background or training as educators.	RNs with two years of experience can provide the training.		RN with experience in the last five years working with clients in an LTSS community, or Associate degree or higher in health or human services and six months of professional or caregiving experience in an LTSS community within the last five years. High school diploma with one-year experience in an LTSS community within the last five years.	
What types of institutions may conduct training?	Trainer Requirements	Proprietary schools, community colleges, home care agencies, and allied health instructors	State-registered home care agencies that provide direct care services, private vocational programs, educational institutions		?	Community colleges, proprietary schools, and home care agencies serve as sites for the home care aide training	Proprietary training schools and by secondary and post-secondary schools, including community colleges. Most of the training programs are conducted through licensed home care agencies.	Home care agencies		State approved community instructors, employer and other home care agencies	
Links							Home Care Curriculum			Wisconsin Caregiver Program Manual	
							New York State Guide to the Operation of a Personal Care Aide Training Program				
							NY Personal Care Aide Training Program Forms				