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**PCA Training Requirements**

**Division of Public and Behavioral Health**

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*Helping people. It's who we are and what we do.*





# Objectives

- Overview of training requirements for Personal Care Agencies (PCA)
- Costs associated with training
- Discussion regarding challenges and opportunities



# NAC Requirements

NAC 449.3973

The responsibilities of an administrator include, without limitation:

- (a) Employing qualified personnel and arranging for their training;
- (b) Ensuring that only trained attendants are providing services to a client of the agency





# NAC Requirements (cont'd)

- Each attendant must receive 8 hours of training annually
- Within 6 months of hire, attendants must obtain a certificate in first aid and CPR issued by the American National Red Cross (or equivalent)
- An attendant may perform a task only after receiving training concerning the task (retraining is required annually)

References: NAC 449.3975, 449.3976, 449.39775





# NAC Requirements (cont'd)

Each attendant of an agency shall, receive training no more than 12 months before providing care in the following:

- written documentation
- rights of clients, protecting client confidentiality
- special needs of elderly persons and persons with disabilities
- communication skills
- personal care services provided by the agency
- techniques for providing personal care services
- responding to emergencies
- dealing with adverse behaviors
- nutrition and hydration
- bowel and bladder care
- skin care
- techniques to prevent skin breakdown, contractures and falls
- hand washing and infection control
- body mechanics
- maintenance of a clean and safe environment



# NRS Requirements

## **NRS 449.093**

Applicants, Licensees, Administrators and Employees of PCAs, must receive training to recognize and prevent the abuse of older persons.

The personal care attendant agency, is responsible for the costs related to the training required by this section.





# NRS Requirements (cont'd)

## **NRS 449.103**

The Board shall, require a facility to conduct training relating specifically to cultural competency for any agent or employee of the facility.





# AB 217 (2021 Legislative Session)

The Board shall:

Adopt regulations prescribing mandatory training for unlicensed caregivers

The regulations must:

Include, without limitation, control of infectious diseases

The Division shall post on an Internet website a list of nationally recognized organizations that provide evidence-based training for caregivers which:

Is free of charge or has a minimal cost

The person in charge of a facility shall:

Ensure that each unlicensed caregiver completes the training required by the regulations







# Costs for training

- For CPR and First-Aid, the regulations don't specify who pays for the training
- For training on tasks prior to providing care, the regulations don't specify
- For 8 hours annually (retraining on tasks), the regulations don't specify
- For elder abuse, the statutes indicate the PCA agency must pay costs
- For cultural competency, the statutes don't specify who pays
- For unlicensed caregivers regarding infection control, the statutes indicate it must be free





# Challenges and Opportunities

There is a necessity to ensure caregivers are trained to provide services, but who should bare the cost of that training?

The workforce for PCA agencies and other health care settings has diminished due to COVID-19, yet the need and demand for services have increased.

More training content is available on-line now which allows for training to occur when it is convenient for the trainee.





# Acronyms

- Nevada Revised Statutes (NRS)
- Nevada Administrative Code (NAC)
- Personal Care Agency (PCA)
- Assembly Bill (AB)
- Cardiopulmonary Resuscitation (CPR)
- Bureau of Health Care Quality and Compliance (BHCQC)



# Questions?

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