



Note: The Prepare to Care curriculum does not include the following topics/skills:

- » Child and dependent adult abuse training
- » Dispensing medications
- » Training specific to a state or federal certification or licensure (i.e., CNA, LPN, RN)

Reference	Required Training/Competency	Prepare to Care Curriculum
IAC 481.68 Elder Group Homes	68.19(2) Personal care providers shall have completed, at minimum, a home care aide training program that meets the requirements and criteria established in 641—Chapter 80.	Refer to curriculum comparison of IAC 641 – Chapter 80 – Local Public Health. The comparison is copied below.
Iowa Admin. Code 641.80	Direct Care Worker I – Skills for tasks assigned (heavy household cleaning, garbage removal, snow shoveling, changing light bulbs, putting screens on windows, covering and uncovering air conditioners, etc.)	None
	Direct Care Worker II – Essential shopping and housekeeping, specifically: <ul style="list-style-type: none"> » 4 hours on role of home care aide » 2 hours on communication » 2 hours on understanding basic human needs » 2 hours on maintaining a healthy environment » 2 hours on infection control in the home » 1 hour on emergency procedures 	Role of home care aide: <ul style="list-style-type: none"> » Core Unit 1 (1 hour); covers the role of the direct care professional » Entire IADL course (11 hours) covers the role of the aide while providing assistance with instrumental activities of daily living (housekeeping, nutrition, financial management, safety, etc.) Communication: <ul style="list-style-type: none"> » Core Unit 3 (1 hour) discusses communication and interpersonal skills » Core Unit 6 (1 hour) addresses written communication through documentation skills Understanding basic human needs: <ul style="list-style-type: none"> » Core Unit 2 (1 hour) covers the person-centered approach » IADL Unit 4 is a 3-hour class with 1 hour dedicated to principles of nutrition support

Reference

Required Training/Competency

Prepare to Care Curriculum

Iowa Admin. Code 641.80

Maintaining a healthy environment:

- » IADL Unit 1 includes .5 hour dedicated to falls
- » IADL Unit 3 (1.5 hours) on the topic of housekeeping

Infection Control:

- » Core Unit 4 (1 hour) on infection control
- » IADL Unit 1 has 1 hour dedicated to infection control
- » IADL Unit 4 dedicates .5 hour to infection control related to food storage and risk of cross-contamination

Emergency Procedures:

IADL Unit 6 is 1 ½ hours and discusses emergency preparedness

Direct Care Worker III – 60 hour home care aide training or 75 hour CNA training AND Direct Care Worker II training. Need skills in: money management, household management, consumer education, transportation, meal preparation, family preservation, family management, child care, assistance with personal care, respite, essential shopping, housekeeping, etc.

Core (6 hours):

Role of the home care aide, communication, person-centered approach, infection control, safety, and documentation

IADL (11 hours):

Safety, laundry support, light housekeeping, home safety, nutritional support, financial management supports, emergency preparedness

PADL (48 hours) – if providing personal care:

Role of direct care professional, person-centered approach, safety, personal hygiene support, functional support, vital signs, nutritional support, elimination support

Reference

Required Training/Competency

Prepare to Care Curriculum

Iowa Admin. Code 641.80

Direct Care Worker IV – 60 hour home care aide training or 75 hour CNA training AND Direct Care Worker II training. Need skills in: personal care and rehabilitative therapies, including oral medications; checking the consumer’s pulse rate, temperature, and respiration rate; helping with simple prescribed exercises; keeping consumer’s rooms neat; changing nonsterile dressings; providing skin care and back rubs; assisting with braces and artificial limbs; or assisting consumer in using medical equipment

Core (6 hours):
Role of the home care aide, communication, person-centered approach, infection control, safety, and documentation

PADL (48 hours; 28 classroom + 20 lab) – if providing personal care:
Role of direct care professional, person-centered approach, safety, personal hygiene support, functional support, vital signs, nutritional support, elimination support

HMM (27 hours; 26 classroom + 1 lab):
Aging process, sensory support, muscular/skeletal system, gastrointestinal system, cardiac, respiratory system, skin, diabetes, urinary/reproductive system, neurologic and nervous disorders, mental illness, pain, cancer functional support, intellectual and developmental disabilities, end of life

Direct Care Worker V – family preservation, family management, child care, etc.

None

IAC 481.69 Assisted Living Programs

481—69.30(231C) Dementia-specific education for program personnel.

69.30(1) All personnel employed by or contracting with a dementia-specific program shall receive a minimum of eight hours of dementia-specific education and training within 30 days of either employment or the beginning date of the contract, as applicable.

69.30(2) The dementia-specific education or training shall include, at a minimum, the following:

- A. An explanation of Alzheimer’s disease and related disorders;
- B. The program’s specialized dementia care philosophy and program;

HMM Unit 10 defines dementia and describes types of dementia, including Alzheimer’s. Compares and contrasts delirium and dementia. Objectives focusing on Alzheimer’s disease cover:

- » Stages of Alzheimer’s disease
- » Communication guidelines for persons with Alzheimer’s disease
- » Supporting a person with Alzheimer’s disease with interventions for problems with activities of daily living: incontinence, bathing, dressing, eating
- » Interventions for difficult behaviors often seen in a person with Alzheimer’s: agitation, sundowning, catastrophic reaction, violent behavior
- » Attitudes important for the DCP to have when working with a person affected by Alzheimer’s disease

IAC 481.69 Assisted Living Programs

- C. Skills for communicating with persons with dementia;
- D. Skills for communicating with family and friends of persons with dementia;
- E. An explanation of family issues such as role reversal, grief and loss, guilt, relinquishing the care-giving role, and family dynamics;
- F. The importance of planned and spontaneous activities;
- G. Skills in providing assistance with instrumental activities of daily living;
- H. The importance of the service plan and social history information;
- I. Skills in working with challenging tenants;
- J. Techniques for simplifying, cueing, and redirecting;
- K. Staff support and stress reduction; and
- L. Medication management and nonpharmacological interventions.

PADL Unit 2 discusses special considerations to support personal activities of daily living when working with selected populations. Three objectives focused on persons with dementia cover:

- » Considerations for PADLs when caring for persons with dementia: loss of function leading to increasing interference with routine personal, social, and occupational activities; changes in mood, personality, and/or behavior accompany decline in brain function
- » Communication strategies with persons with dementia
- » Specialized care needs for persons with irreversible advanced dementia: environmental safety, personal care
- » Specifies that DCPs working with persons with dementia should receive specialized training in performing PADLs for persons with difficult symptoms (wandering, sundowning, hallucinations/delusions, bathing and agitation, assistance with meeting nutritional needs)

PADL Unit 4 (Personal Hygiene Support) covers special considerations for bathing, hair care/shampooing, and shaving for persons with dementia.

PADL Unit 6 (Vital Signs) lists Pain Assessment in Advanced Dementia (PAINAD) among pain rating scales and provides the PAINAD Scoring Tool as a handout.

PADL Unit 1 discusses concepts in providing respectful and professional interaction with the person served, family members, and support team.

Core Unit 1 and PADL Unit 1 discuss role strain, burnout, secondary traumatic stress, compassion stress, and compassion fatigue.

IAC 481.69 Assisted Living Programs

69.28(5) Personnel who are employed by or contract with the program and who are responsible for food preparation or service, or both food preparation and service, shall have an orientation on sanitation and safe food handling prior to handling food and shall have annual in-service training on food protection.

In addition to the requirements above, a minimum of one person directly responsible for food preparation shall have successfully completed a state-approved food protection program by:

1. Obtaining certification as a dietary manager; or
2. Obtaining certification as a food protection professional; or
3. Successfully completing a course meeting the requirements for a food protection program included in the Food Code adopted pursuant to Iowa Code chapter 137F. Another course may be substituted if the course's curriculum includes substantially similar competencies to a course that meets the requirements of the Food Code and the provider of the course files with the department a statement indicating that the course provides substantially similar instruction as it relates to sanitation and safe food handling.
 - B. If the person is in the process of completing a course or certification listed in paragraph "a," the requirement relating to completion of a state-approved food protection program shall be considered to have been met.

PADL Unit 7 (Nutritional Support) covers:

- » Proper food preparation to prevent risk of foodborne illnesses
- » Special diet modifications, barriers to and interventions to address adequate nutrition intake
- » Preparing a person served for a meal and assisting with nutritional intake
- » Signs of nutrition problems

Core Unit 4 – Infection Control

IADL Unit 1 (Safety and the Person Served) has 1 hour dedicated to infection control.

IADL Unit 4 (Providing Nutritional Support for the Person Served) addresses infection control related to food storage and risk of cross-contamination.

IAC 481.70 Adult Day Services

481—70.30(231D) Dementia-specific education for program personnel.

70.30(1) All personnel employed by or contracting with a dementia-specific program shall receive a minimum of eight hours of dementia-specific education and training within 30 days of either employment or the beginning date of the contract, as applicable.

70.30(2) The dementia-specific education or training shall include, at a minimum, the following:

- A. An explanation of Alzheimer's disease and related disorders;
- B. The program's specialized dementia care philosophy and program;
- C. Skills for communicating with persons with dementia;
- D. Skills for communicating with family and friends of persons with dementia;
- E. An explanation of family issues such as role reversal, grief and loss, guilt, relinquishing the care-giving role, and family dynamics;
- F. The importance of planned and spontaneous activities;
- G. Skills in providing assistance with instrumental activities of daily living;
- H. The importance of the service plan and social history information;
- I. Skills in working with challenging participants;
- J. Techniques for simplifying, cueing, and redirecting;
- K. Staff support and stress reduction; and
- L. Medication management and nonpharmacological interventions.

HMM Unit 10 defines dementia and describes types of dementia, including Alzheimer's. Compares and contrasts delirium and dementia. Objectives focusing on Alzheimer's disease cover:

- » Stages of Alzheimer's disease
- » Communication guidelines for persons with Alzheimer's disease
- » Supporting a person with Alzheimer's disease with interventions for problems with activities of daily living: incontinence, bathing, dressing, eating
- » Interventions for difficult behaviors often seen in a person with Alzheimer's: agitation, sundowning, catastrophic reaction, violent behavior
- » Attitudes important for the DCP to have when working with a person affected by Alzheimer's disease

PADL Unit 2 discusses special considerations to support personal activities of daily living when working with selected populations. Three objectives focused on persons with dementia cover:

- » Considerations for PADLs when caring for persons with dementia: loss of function leading to increasing interference with routine personal, social, and occupational activities; changes in mood, personality, and/or behavior accompany decline in brain function
- » Communication strategies with persons with dementia
- » Specialized care needs for persons with irreversible advanced dementia: environmental safety, personal care
- » Specifies that DCPs working with persons with dementia should receive specialized training in performing PADLs for persons with difficult symptoms (wandering, sundowning, hallucinations/delusions, bathing and agitation, assistance with meeting nutritional needs)

PADL Unit 4 (Personal Hygiene Support) covers special considerations for bathing, hair care/shampooing, and shaving for persons with dementia.

PADL Unit 6 (Vital Signs) lists Pain Assessment in Advanced Dementia (PAINAD) among pain rating scales and provides the PAINAD Scoring Tool as a handout.

IAC 481.70 Adult Day Services

70.30(3) All personnel employed by or contracting with a dementia-specific program shall receive a minimum of two hours of dementia-specific continuing education annually. Direct-contact personnel shall receive a minimum of eight hours of dementia-specific continuing education annually.

70.30(4) An employee or contractor who provides documentation of completion of a dementia-specific education or training program within the past 12 months shall be exempt from the education and training requirement of subrule 70.30(1).

70.30(5) Dementia-specific training shall include hands-on training and may include any of the following: classroom instruction, Web-based training, and case studies of participants in the program.

70.28(5) Personnel who are employed by or contract with the program and who are responsible for food preparation or service, or both food preparation and service, shall have an orientation on sanitation and safe food handling prior to handling food and shall have annual in-service training on food protection.

- A. In addition to the requirements above, a minimum of one person directly responsible for food preparation shall have successfully completed a state-approved food protection program by:
1. Obtaining certification as a dietary manager; or
 2. Obtaining certification as a food protection professional; or

PADL Unit 1 discusses concepts in providing respectful and professional interaction with the person served, family members, and support team.

Core Unit 1 and PADL Unit 1 discuss role strain, burnout, secondary traumatic stress, compassion stress, and compassion fatigue.

PADL Unit 7 (Nutritional Support) covers:

- » Proper food preparation to prevent risk of foodborne illnesses
- » Special diet modifications, barriers to and interventions to address adequate nutrition intake
- » Preparing a person served for a meal and assisting with nutritional intake
- » Signs of nutrition problems

Core Unit 4 – Infection Control

IADL Unit 1 (Safety and the Person Served) has 1 hour dedicated to infection control.

IADL Unit 4 (Providing Nutritional Support for the Person Served) addresses infection control related to food storage and risk of cross-contamination.

IAC 481.70 Adult Day Services

3. Successfully completing a course meeting the requirements for a food protection program included in the Food Code adopted pursuant to Iowa Code chapter 137F. Another course may be substituted if the course's curriculum includes substantially similar competencies to a course that meets the requirements of the Food Code and the provider of the course files with the department a statement indicating that the course provides substantially similar instruction as it relates to sanitation and safe food handling.
- B. If the person is in the process of completing a course or certification listed in paragraph "a," the requirement relating to completion of a state-approved food protection program shall be considered to have been met.