



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)

Local Public Health

Reference	Required Training/Competency	Prepare to Care Curriculum
Iowa Admin. Code 641.80	<p>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.)</p>	None
	<p>Direct Care Worker II – Essential shopping and housekeeping, specifically:</p> <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 	<p>Role of home care aide:</p> <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.) <p>Communication:</p> <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 <p>Understanding basic human needs:</p> <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; 20 classroom + 28 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

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; 20 classroom + 28 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):

Ageing process, sensory support, muscular/skeletal system, gastrointestinal

Reference

Required Training/Competency

Prepare to Care Curriculum

Iowa Admin. Code 641.80

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

Medicare Home Health

Reference	Required Training/Competency	Prepare to Care Curriculum
Subpart C, Furnishing of Services; § 484.36	Condition of participation: Home health aide services	
	Home health aides are selected on the basis of such factors as a sympathetic attitude toward the care of the sick, ability to read, write, and carry out directions, and maturity and ability to deal effectively with the demands of the job. They are closely supervised to ensure their competence in providing care. For home health services furnished (either directly or through arrangements with other organizations) after August 14, 1990, the HHA must use individuals who meet the personnel qualifications specified in § 484.4 for "home health aide".	Core (6 hours) covers: <ul style="list-style-type: none">» Unit 1: Professionalism and the Direct Care Professional, including roles and responsibilities of a DCP» Unit 2: Person-Centered Approach» Unit 3: Communication and Interpersonal Skills» Unit 4: Infection Control» Unit 5: Mobility Assistance and Worker Safety» Unit 6: Documentation
§ 484.36 (a) (1)	A. <i>Standard: Home health aide training</i> —(1) Content and duration of training. The aide training program must address each of the following subject areas through classroom and supervised practical training totaling at least 75 hours, with at least 16 hours devoted to supervised practical training. The individual being trained must complete at least 16 hours of classroom training before beginning the supervised practical training. [...] "Supervised practical training" means training in a laboratory or other setting in which the trainee demonstrates knowledge while performing tasks on an individual under the direct supervision of a registered nurse or licensed practical nurse.	Health Support Professional advanced training pathway includes Personal Activities of Daily Living, and Health Monitoring & Maintenance – 81 hours total Core: 6 hours PADL: 48 hours (20 classroom, 28 lab) HMM: 27 (26 classroom, 1 lab) Instrumental Activities of Daily Living also covers material useful for home health aides.

Reference	Required Training/Competency	Prepare to Care Curriculum
§ 484.36 (a) (1)	(i) Communications skills.	<ul style="list-style-type: none"> » Core Unit 3: Communication and Interpersonal Skills » PADL Unit 1: Professionalism; addresses providing respectful and professional interaction with the person served, family members, and support team » PADL Unit 2: Person-Centered Approach » PADL Unit 5: Functional Support addresses communication related to hearing and visual impairments » HMM addresses special communication considerations with persons with many specific conditions, such as dementia.
	(ii) Observation, reporting and documentation of patient status and the care or service furnished.	<ul style="list-style-type: none"> » Core Unit 6: Documentation » PADL Unit 1 addresses general reporting and documentation » PADL units 6,7,8 address documentation and reporting related to specific activities/supports (vital signs, nutritional support including nutrition fluid intake and output, elimination support) » HMM addresses reporting and documentation related to all the conditions covered (sensory, musculoskeletal, gastrointestinal, cardiac, respiratory, skin, diabetes-mellitus, urinary/reproductive, neurological, mental illness, pain, cancer, intellectual and developmental disabilities, end of life)
	(iii) Reading and recording temperature, pulse, and respiration.	PADL Unit 6: Vital Signs
	(iv) Basic infection control procedures.	<ul style="list-style-type: none"> » Core Unit 4: Infection Control » PADL Unit 3: Safety and the Person Served, includes infection control
§ 484.36 (a) (1)	v) Basic elements of body functioning and changes in body function that must be reported to an aide's supervisor.	<ul style="list-style-type: none"> » HMM addresses signs, symptoms, reporting and documentation related to all the conditions covered (sensory, musculoskeletal, gastrointestinal, cardiac, respiratory, skin, diabetes-mellitus, urinary/reproductive, neurological, mental illness, pain, cancer, intellectual and developmental disabilities, end of life)

Reference**Required Training/Competency****Prepare to Care Curriculum**

§ 484.36 (a) (1)

(vi) Maintenance of a clean, safe, and healthy environment.

- » HMM Unit 1 covers the “normal” aging process
- » PADL addresses personal hygiene support, vital signs, nutritional support, elimination support and related observations that must be reported
- » Core Unit 4: Infection Control
- » Core Unit 5: Mobility Assistance and Worker Safety, Safe Patient Handling, body mechanics for moving objects
- » PADL Unit 3: Safety and the Person Served, including infection control practices, falls, choking
- » PADL Unit 5: Functional Support; Safe Patient Handling, mobility assistance safety
- » IADL Unit 2: Laundry Support
- » IADL Unit 3: Light Housekeeping and Home Safety

(vii) Recognizing emergencies and knowledge of emergency procedures.

- » IADL Unit 6: Emergency Preparedness

(viii) The physical, emotional, and developmental needs of and ways to work with the populations served by the HHA, including the need for respect for the patient, his or her privacy and his or her property.

- » Core Unit 1: Professionalism and the Direct Care Professional, including ethics
- » Core Unit 2: Person-Centered Approach
- » PADL Unit 1: Professionalism and the Direct Care Professional – roles and responsibilities of performing PADLs; respectful and professional interaction with the individual, family members, and support team; legal and regulatory guidelines that influence activities of the DCP
- » PADL Unit 2: Person-Centered Approach – individual, spiritual, and cultural influences on personal activities of daily living; special considerations for supporting PADLs with special populations
- » PADL Unit 4: Personal Hygiene support addresses factors family, culture, disability, age, illness, economic, environment/setting, preference factors that affect hygiene practices
- » PADL Unit 5: Functional Support

The physical and developmental needs of persons served by home health agencies are addressed throughout the curriculum.

Reference	Required Training/Competency	Prepare to Care Curriculum
§ 484.36 (a) (1)	(ix) Appropriate and safe techniques in personal hygiene and grooming that include— <ul style="list-style-type: none"> A. Bed bath. B. Sponge, tub, or shower bath. C. Shampoo, sink, tub, or bed. D. Nail and skin care. E. Oral hygiene. F. Toileting and elimination. 	PADL Unit 4: Personal Hygiene Support covers A through E <ul style="list-style-type: none"> » PADL Unit 5: Functional Support addresses supports/adaptations for PADLs PADL Unit 8: Elimination Support covers F
	(x) Safe transfer techniques and ambulation.	<ul style="list-style-type: none"> » Core Unit 5: Mobility Assistance and Worker Safety – Safe Patient Handling, body mechanics, safety of person served when assisting with mobility » PADL Unit 5: Functional Support – Safe Patient Handling, safety of person served when assisting with mobility
	(xi) Normal range of motion and positioning.	PADL Unit 5: Functional Support – positioning devices, importance of positioning, positioning in bed, benefits and importance of range of motion, passive ROM skills
	(xii) Adequate nutrition and fluid intake.	PADL Unit 7: Nutritional Support
	(xiii) Any other task that the HHA may choose to have the home health aide perform.	Throughout the curriculum, DCPs are instructed to follow agency-specific policies as appropriate.
§ 484.36 (a) (2) (ii)	(ii) Qualifications for instructors. The training of home health aides and the supervision of home health aides during the supervised practical portion of the training must be performed by or under the general supervision of a registered nurse who possesses a minimum of 2 years of nursing experience, at least 1 year of which must be in the provision of home health care. Other individuals may be used to provide instruction under the supervision of a qualified registered nurse.	Instructors of PADL and HMM: <ul style="list-style-type: none"> » Must be a registered nurse with a minimum of two years of nursing experience. » Must possess at least one year of experience related to the content of the training modules. » The experience must reflect knowledge of the role of the direct care professional in supporting persons served in relevant settings.

Reference	Required Training/Competency	Prepare to Care Curriculum
§ 484.36 (a) (2) (iii)	(iii) The home health aide must receive at least 12 hours of in-service training during each 12-month period. The in-service training may be furnished while the aide is furnishing care to the patient.	18 hours of continuing education every 2 years are recommended for Health Support Professionals.
§ 484.36 (a) (3) (i)	(3) Conduct of evaluation and training —(i) Organizations. A home health aide competency evaluation program may be offered by any organization except as specified in paragraph (a) (2)(i) of this section. The in-service training may be offered by any organization.	Individuals must pass an exam (score a minimum of 70%) to receive the Health Support Professional advanced training certificate.
§ 484.36 (a) (3) (ii)	(ii) Evaluators and instructors. The competency evaluation must be performed by a registered nurse. The in-service training generally must be supervised by a registered nurse who possesses a minimum of 2 years of nursing experience at least 1 year of which must be in the provision of home health care.	PADL and HMM and accompanying skills demonstrations must be taught and evaluated by a registered nurse. Instructors of PADL and HMM: » Must be a registered nurse with a minimum of two years of nursing experience. » Must possess at least one year of experience related to the content of the training modules. » The experience must reflect knowledge of the role of the direct care professional in supporting persons served in relevant settings.
§ 484.36 (a) (3) (iii)	(iii) Subject areas. The subject areas listed at paragraphs (a)(1) (iii) [Reading and recording temperature, pulse, and respiration], (ix) [Appropriate and safe techniques in personal hygiene and grooming that include—(A) Bed bath, (B) Sponge, tub, or shower bath, (C) Shampoo, sink, tub, or bed, (D) Nail and skin care, (E) Oral hygiene, (F) Toileting and elimination], (x) [Safe transfer techniques and ambulation], and (xi) [Normal range of motion and positioning] of this section	Skills checklist (demonstrations required): » Applying/removing gloves » Hand wash » Performing abdominal thrusts for the conscious person » Combing or brushing hair » Complete bed bath » Giving a back rub » Making an occupied bed » Making an unoccupied bed

Reference**Required Training/Competency****Prepare to Care Curriculum**

§ 484.36 (a) (3) (iii)

must be evaluated after observation of the aide's performance of the tasks with a patient. The other subject areas in paragraph (a)(1) of this section may be evaluated through written examination, oral examination, or after observation of a home health aide with a patient.

- » Nail care
- » Partial bath
- » Providing incontinent care
- » Providing foot care for the diabetic person served
- » Providing foot care
- » Providing oral care
- » Providing oral care for person-served with dentures
- » Shampooing hair
- » Shower
- » Tub/whirlpool bath/shower
- » Whirlpool bath
- » Assisting with ambulation for a person served using a cane, walker or crutches
- » Assisting with ambulation
- » Passive range of motion
- » Position person served in bed
- » Transfer person served from bed to chair – two assistants
- » Transfer person served from bed to chair – one assistant
- » Counting and recording a radial pulse and respirations
- » Measuring and recording height
- » Measuring and recording weight
- » Taking and recording a rectal temperature

The rest of the content is covered in the written Health Support Professional exam.