

Title: The National Landscape of Personal Care Aide Training Standards

Author(s): Abby Marquand, MPH and Susan A. Chapman, PhD, RN, RAAN

Issue: With no federal standards regarding personal care aide (PCA) training requirements across state Medicaid-funded programs, there exists wide variation in minimum training requirements between states and across programs within states. Most of the existing state training requirements are relatively undeveloped compared with standards for home health aides and certified nursing assistants.

Methods: We analyzed state regulations, Medicaid provider manuals, and Medicaid's Home and Community-Based Services waiver documents to inventory state-level training standards for Medicaid-funded PCAs. To evaluate and catalog these requirements, we measured both rigor and uniformity of training standards across programs.

Findings: Only four states have implemented rigorous PCA training standards that are uniform across the various types of Medicaid-funded programs. The remaining 46 states have weaker and/or disparate training requirements across programs, with 45% of states having one or more programs with no training requirements, and 22% of states having no training requirements in any of their programs.

Discussion: The wide national variation in PCA training standards could lead to significant disparities in PCA preparedness and skills. With anticipated growth in demand and workforce shortages, individual states and the federal government will need to prioritize the development of rational training standards and the infrastructure necessary support training.

Key Words: Medicaid, PCA, personal care aides, training standards

HWRC Website Link: <http://healthworkforce.ucsf.edu/publication/national-landscape-personal-care-aide-training-standards>