

HOME HEALTH AIDE TRAINING REQUIREMENTS, DECEMBER 2016

BACKGROUND

Federal legislation (42 CFR 484.36) requires that Medicare-certified home health agencies employ home health aides who are trained and evaluated through training programs approved by their state. Federal regulations require that these training programs consist of at least 75 hours of training, including at least 16 hours of supervised practical or clinical training and 12 hours of continuing education per 12-month period.

Federal regulations also list the subject areas and skills to be taught, outline the qualifications for approved trainers and define the competency evaluation process.

In its report on the adequacy of the healthcare workforce for older Americans ([Retooling for an Aging America, 2008](#)), the Institute of Medicine (IOM) recommends that “Federal requirements for the minimum training of certified nursing assistants (CNAs) and home health aides should be **raised to at least 120 hours and should include demonstration of competence in the care of older adults** as a criterion for certification” (Recommendation 5-1).

PHI FINDINGS

Less than one-third of states require more than the minimum federal standard of 75 hours for Home Health Aide training, as summarized in the accompanying table:

- 33 states and the District of Columbia do not require more than the minimum federal standard of 75 hours, a standard which has not been changed in 20 years.
- Though 17 states exceed the federal minimum for training hours, only 6 of those meet the standard suggested by the IOM of 120 hours.
- 15 states require more than the minimum 16 hours of clinical training, with required clinical hours ranging up to 80 hours.

Of the 16 states exceeding the federal standard, 11 require Home Health Aides to be Certified Nurse Aides. An additional 4 states allow CNAs to become certified Home Health Aides with supplementary training.

Federal standards for Certified Nurse Aide training have also remained at 75 hours for the past 20 years. However, 30 states and the District of Columbia have exceeded these minimum standards for Certified Nurse Aide training hours. By comparison, relatively little progress has been made towards meeting the improved standards for Home Health Aide training recommended in the IOM report.

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	minimum hours	minimum clinical
120+ hours (6 states)		
Maine*	180	70
Alaska*	140	80
California**	120	20
Idaho*	120	40
Illinois	120	40
Wisconsin*	120	32
76 – 119 hours (10 states)		
Kansas**	110	45
Utah*	100	24
Rhode Island*	100	20
New Hampshire*	100	60
Hawaii*	100	70
Maryland*	100	40
Montana**	91	25
Wyoming**	91	16
Washington*	85	50
Vermont*	80	30
New Jersey	76	16
75 hours (34 states + D.C.)		
Alabama	75	16
Arizona	75	16
Arkansas***	75	16
Connecticut	75	16
Colorado	75	16
Delaware	75	16
D.C.	75	16
Florida	75	16
Georgia	75	16
Iowa	75	16
Indiana	75	16
Kentucky	75	16

	minimum hours	minimum clinical
75 hours (continued)		
Louisiana	75	16
Massachusetts	75	16
Michigan	75	16
Minnesota	75	16
Mississippi	75	16
Missouri	75	16
Nebraska	75	16
Nevada	75	16
New Mexico	75	16
New York	75	16
North Carolina*	75	16
North Dakota	75	16
Ohio	75	16
Oklahoma	75	16
Oregon	75	16
Pennsylvania	75	16
South Carolina	75	16
South Dakota	75	16
Tennessee	75	16
Texas	75	16
Virginia	75	16
West Virginia	75	16

*Home Health Aides must be Certified Nursing Aides and have completed the CNA training and competency evaluation

**Certified Nurse Aides may be dual-certified as Home Health Aides with additional training

***Home Health Aides may become Certified Nurse Aides with no additional training provided successful completion of the CNA competency evaluation.

STATE CITATIONS FOR HOME HEALTH AIDE TRAINING REQUIREMENTS, DECEMBER 2016

Alabama: Follows the Federal Code of Regulations: CFR Title 42, Vol. 3, 484.

Alaska: Alaska Administrative Code, Title 7, 12.519.

Arizona: Arizona Revised Statutes, Title 36, Article 2, 36.2939 (B.2.a).

Arkansas: Follows Federal Code of Regulations: CFR Title 42, Vol. 3, 484.

California: California Code of Regulations, Title 22, Division 5, Chapter 6, §74747.

Colorado: Code of Colorado Regulations, 10 CCR 2505-10 8.525.

Connecticut: Connecticut Department of Public Health Regulations, Public Health Code, Title 19-13-D69.

DC: District of Columbia Municipal Regulations, Title 22-B, Chapter B39, §3915.

Delaware: Delaware Administrative Code, Title 16, §4406.5.7.4.

Florida: Florida Administrative Code, Rule Chapter 59A-8.0095.

Georgia: Follows Federal Code of Regulations: CFR Title 42, Vol.3, 484.

Hawaii: Hawaii Administrative Rules, Title 11, Chapter 97, Section 1.

Idaho: Idaho Administrative Code, IDAPA 16.03.07.

Illinois: Illinois Administrative Code, Title 77, §245.70; 77 IL Admin. Code §395.150.

Indiana: Indiana Code 16-27-1.5-1

Iowa: Follows Federal Code of Regulations: CFR Title 42, Vol. 3, 484.

Kansas: Kansas Administrative Regulations 28-51-113.

Kentucky: Follows Federal Code of Regulations: CFR Title 42, Vol.3, 48

Louisiana: Follows Federal Code of Regulations: CFR Title 42, Vol.3, 484.

Maine: Code of Maine Rules, 10-144, Chapter 119.

Maryland: Code of Maryland Regulations, Title 10.39.01.08.

Massachusetts: Follows Federal Code of Regulations: CFR Title 42, Vol. 3, 484.

Michigan: Follows Federal Code of Regulations: CFR Title 42, Vol. 3, 484.

Minnesota: Minnesota Administrative Rules, 4664.0260.

Mississippi: Follows Federal Code of Regulations: CFR Title 42, Vol. 3, 484.

Missouri: Follows Federal Code of Regulations: CFR Title 42, Vol. 3, 484.

Montana: Montana Department of Public Health and Human Services, Policies and Procedures, State Certification of Competency for Home Health Aides.

Nebraska: Nebraska Administrative Code, Title 175, 14-006.04G5.

Nevada: Nevada Department of Health & Human Services, Medicaid Service Manuals, 1403.8.

New Hampshire: New Hampshire Code of Administrative Rules, Chapter He-W 553.

New Jersey: New Jersey Administrative Code, Title 13:37-14.4.

New Mexico: New Mexico Administrative Code, 7.28.2.30.C.

New York: New York Codes, Rules, and Regulations (NYCRR), Title 10, § 700.2., New York State Department of Health Guide to Operation of a Home Health Aide Training Program.

North Carolina: Division of Medical Assistance, Medicaid Clinical Coverage Policies and Provider Manuals, Clinical Coverage Policy No.: 3A (6.2).

North Dakota: North Dakota Administrative Code, 33.03.10.1.18.

Ohio: Ohio Administrative Code, 5160-12-03.

Oklahoma: Oklahoma Administrative code, Title 310, 677-9-4.

Oregon: Oregon Administrative Rules, 410-127-0020.

Pennsylvania: Follows Federal Code of Regulations: CFR Title 42, Vol. 3, 484.

Rhode Island: Rhode Island Rules and Regulations, R23-17-HNC/HC/PRO.

South Carolina: Follows Federal Code of Regulations: CFR Title 42, Vol. 3, 484.

South Dakota: South Dakota Administrative Code, 67-16:05:01.

Tennessee: Rules of the Tennessee Department of Health, Board of Licensing Health Care Facilities, Chapter 1200.08.26.

Texas: Texas Administrative Code, Title 40, Part 1, Chapter 97, Sub-Chapter D, §97.701.

Utah: Utah Administrative Code, Rule R432-700-22.

Vermont: Regulations for the Designation and Operation of Home Health Agencies, Part X, 10.1.

Virginia: Virginia Administrative Code, Title 12, Agency 30, Chapter 50, Section 160.

Washington: Washington Administrative Code, 246- 335-015-23.

West Virginia: Follows Federal Code of Regulations: CFR Title 42, Vol. 3, 484.

Wisconsin: Wisconsin Administrative Code, Chapter DHS 105.16; Chapter DHS 129, Certification of Programs for Training and Testing Nurse Aides, Medication Aides and Feeding Assistants, Subchapter II.

Wyoming: Wyoming Department of Health, Aging Division, Rules for Program Administration of Home Health Agencies, Chapter 9

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