

GUIDE Affinity Group

Training and Education for Direct Care Workers

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GUIDE Requirements for Direct Care Workers before Providing In-Home GUIDE Respite Services

- In October 2025, GUIDE Model Amended and Restated Participation Agreement, Section 9.05(D)(2)(iii)(b)
- **Who This Affects:**
 - All direct care workers who provide in-home GUIDE Respite Services must meet several requirements before providing these services.
 - In states where licensure or certification is required, no further training is necessary
 - In states where licensure or certification is not required, complete a “national training program approved by CMS” with documentation demonstrating completion of the program

Federal Guidelines

- State requirements that are **stricter than federal rules take precedence**; federal rules apply where state requirements are less strict
- Training requirements
 - **At least 75 hours total** of combined classroom and supervised practical training.
 - Competency evaluation exam must be completed before patient care
 - Of those, at least 16 hours of classroom training must come before the practical training.

California HHA Requirements

- CA requires more than minimum federal standards in 2026
- Min 120 hours of training
 - At least twenty (20) hours of clinical training
 - Personal Care Services: seventy (70) hours
 - Introduction to Aide and Agency Role: four (4) hours
 - Interpretation of Medical and Social Needs of People Being Served: twenty (20) hours
 - Nutrition: sixteen (16) hours
 - Cleaning and Care Tasks in the Home: ten (10) hours

GUIDE Training Requirements for Direct Care Workers

- **Why This Matters:**

- Training requirements ensure consistent quality standards across GUIDE Respite Services in all states and improve access to services.

- **Implementation Options:**

- Use existing accredited programs that meet requirements
- Create your own custom training covering all core competencies
- Combine multiple training sources

What To Document:



- Training completion records
- Names and home addresses of workers who provided services
- Compliance with any additional state requirements
- CMS will reach out to the agency directly for any auditing

Required Competencies in the Training Program to Qualify as “Approved by CMS”

1. Background on Dementia and Dementia-Related Behaviors
2. Overview of Respite Care
3. Functional Needs
4. First Aid and CPR
5. Safety
6. Communication

Training and Certification

A Few Online Resources

- ARCH National Respite Network
 - <https://archrespite.org/provider-resources/provider-training-resources/>
 - Dementia Training and Certification
- Center for Dementia Respite Innovation
 - <https://www.alz.org/center-for-dementia-respite-innovation/resources>
- essentiALZ® — Alzheimer's Association Training and Certification (\$59.99/pp)
 - <https://www.alz.org/professionals/professional-providers/dementia-care-training-certification/essentialz-training-program-certification>
- Alzheimer's Foundation of America
 - <https://alzfdn.org/professional-trainings/>
- HRSA Health Workforce
 - <https://bhw.hrsa.gov/alzheimers-dementia-training>

NDCC GUIDE Participant Survey

WE NEED YOUR INPUT!

- Please take a few minutes to complete a short survey before **January 30th, 2026**.
 - Your feedback will help us identify training gaps and topics for future education events.



REMINDERS

GUIDE Affinity Group Schedule

- **Every 4th Wednesday of the month, 8 am PST** (10 am CT / 11 am ET)
 - February 25 – EHR Workflows
 - March 25 – CMS Audit
 - April 22 – Annual Visit Strategies
 - May 27 – Medication Management/Reconciliation

REMINDER

- Please provide feedback in our post-AG survey after each session.

GUIDE Webinars

- Every 2nd Wednesday of the month, 12 pm PST (2 pm CT / 3 pm ET)
 - Next webinar, Feb. 11th: **EHR Workflows for GUIDE and Beyond**

To register scan
the QR code →



- Check out upcoming webinars and past recordings:
<https://ndcc.edc.org/ndcc-webinars>