

RESOURCE

To: Governors' Offices

Re: Common Direct Care Workforce Roles and Associated Workforce Data

From: National Governors Association

Date: April 2022

Purpose

The second consideration in the Issue Brief [*State Strategies for Sector Growth and Retention of the Direct Care Workforce*](#) was “Compare, standardize and streamline roles and regulatory requirements for direct care worker roles across state agencies.”

As states seek opportunities to streamline direct care workforce roles and policies, an important first step is understanding who the direct care workforce is, how many direct care workers there are in a state, and what policies are in place that impact direct care worker entry and practice requirements. Below is a template that states could use to identify, quantify, and define their direct care workforce.

Common Direct Care Roles

Nursing Assistants

- **Who they are:** Nursing assistants commonly work in facility-based settings such as nursing homes, addiction recovery centers, and physical rehabilitation centers.
- **Associated federal and state regulations:** Federal legislation and [associated regulations](#) outline minimum training requirements for nursing assistants that provide services in Medicaid or Medicare-facilities, which is 75 hours of training, of which at least 16 hours must be clinical or in-service training. States may go above and beyond this federal minimum¹. Federal regulations also require that states establish and maintain a registry of nursing assistants.

¹ PHI maintains a registry of state minimum training requirements for nursing assistants located at: <http://phinational.org/advocacy/nurse-aide-training-requirements-state-2016/>

- Workforce data and tracking: To determine how many nursing assistants are in a state, states could use the registry to quantify the number of nursing assistants practicing in CMS nursing facilities. State registries typically include personally identifiable information (name, date of birth, etc.) and in some instances may include additional demographic information (example: race and ethnicity). However, registries typically do not include current employment information for nursing assistants. Nursing assistants are required to routinely renew their state certification to remain on the registry. Some states collect additional information, such as employment status and employment plans, from nursing assistants as part of the renewal process to support workforce assessments and planning. Alternatively, states may find value in reviewing labor data from the Bureau of Labor Statistics (BLS) associated with Standard Occupational Classification (SOC) [31-1131.00](#) (Nursing Assistants). BLS data likely includes both those nursing assistants on the registry as well as those providing similar services in non-nursing home settings.

Many states have provisions for an advanced nursing assistant that can administer certain types of medications under delegation and supervision of a licensed nurse.

These roles are commonly referred to as “medication aides” or “medication technicians” and generally require additional training, experience, and testing. A review of these roles and associated regulations was conducted by the American Nurses Association and can be found at

<https://www.nursingworld.org/~4af4e6/globalassets/docs/ana/ethics/state-chart-medication-aide-status-09-15.pdf>.

Home Health Aides

- Who they are: Home health aides commonly provide healthcare support services in a home-based setting.
- Associated federal and state regulations: Federal legislation and [associated regulations](#) outline minimum training requirements for home health aides employed by Medicare-certified home health agencies, which is 75 hours of training, of which at least 16 hours must be supervised practical or in-service training. States may go above and beyond this federal minimum². Federal regulations also require that states establish and maintain a registry of home health aides.
- Workforce data and tracking: To determine how many home health aides are in a state, states could use the registry to quantify the number home health aides employed by Medicare-certified home health agencies. State registries typically include personally identifiable information (name, date of birth, etc.) and in

² PHI maintains a registry of state minimum training requirements for home health aides located at: <http://phinational.org/advocacy/home-health-aide-training-requirements-state-2016/>

some instances may include additional demographic information (example: race and ethnicity). However, registries typically do not include current employment information for home health aides. Home health aides are required to routinely renew their state certification to remain on the registry. Some states collect additional information, such as employment status and employment plans, from nursing assistants as part of the renewal process to support workforce assessments and planning. Alternatively, states may find value in reviewing labor data from the Bureau of Labor Statistics (BLS) associated with Standard Occupational Classification (SOC) [31-1121.00](#) (Home health aides). BLS data likely includes both those home health aides on the registry as well as those providing similar services under other employers.

Personal Care Aides

- Who they are: Personal care aides commonly provide personal services to support activities of daily living either in a facility-, community-, or home-based setting. Personal care aides may be referred to under many different titles, including personal care attendant, home care worker, direct service worker, and many more. Personal care aides may focus on a number of specialty populations such as those individuals with intellectual disabilities, physical disabilities, behavioral disorders, or aging populations.
- Associated federal and state regulations: There are not currently any federal regulations outlining minimum training requirements for personal care aides. However, a number of states have adopted state minimum training requirements.³ There are no federal requirements for development or maintenance of a registry.
- Workforce data and tracking: There are no federal requirements for states to maintain a registry of Personal Care Aides. Therefore, most states do not have a repository of information on all personal care aides. However, if states do implement minimum training requirements, there may be an opportunity for states to quantify the number of these workers through assessing personal care aide training completion and/or certification (if implemented). Alternatively, states may find value in reviewing labor data from the Bureau of Labor Statistics (BLS) associated with Standard Occupational Classification (SOC) [31-1122.00](#) (personal care aides).

For questions about this document, please contact:

³ PHI maintains a registry of state minimum training requirements for personal care aides located at: <http://phinational.org/advocacy/personal-care-aide-training-requirements/>

State Direct Care Workforce Roles and Associated Workforce Data

Role: Nursing Assistant

State Common Title(s):

Training Requirements

- *State Minimum Training Requirements:*
 - *Resources: <http://phinational.org/advocacy/nurse-aide-training-requirements-state-2016/>*
- *Code/Rule/Website Citation for Training Requirements:*

Other Related Roles (such as Medication Aides):

Entity Responsible for Maintaining Registry:

Link to Access Registry:

Workforce Data:

Count of Nursing Assistants on Registry	BLS Data for SOC 31-1131.00 https://www.onetonline.org/link/summary/31-1131.00?redir=31-1014.00			
	Employment	Projected Employment	Projected Growth	Projected Annual Job Openings
	<i>State</i>			
	<i>National</i>			

State Direct Care Workforce Roles and Associated Workforce Data

Role: Home Health Aide

State Common Title(s):

Training Requirements

- *State Minimum Training Requirements:*
 - *Resource: <http://phinational.org/advocacy/home-health-aide-training-requirements-state-2016/>*
- *Code/Rule/Website Citation for Training Requirements:*

Other Related Roles (such as Medication Aides):

Entity Responsible for Maintaining Registry:

Link to Access Registry:

Workforce Data:

Count of Nursing Assistants on Registry	BLS Data for SOC 31-1121.00 https://www.onetonline.org/link/summary/31-1121.00?redir=31-1011.00			
	Employment	Projected Employment	Projected Growth	Projected Annual Job Openings
	<i>State</i>			
	<i>National</i>			

State Direct Care Workforce Roles and Associated Workforce Data

Role: Personal Care Aide

State Common Title(s):

Training Requirements

- *State Minimum Training Requirements:*
 - *Resources: <http://phinational.org/advocacy/nurse-aide-training-requirements-state-2016/>*
- *Code/Rule/Website Citation for Training Requirements:*

Other Related Roles (such as Medication Aides):

Entity Responsible for Maintaining Registry:

Link to Access Registry:

Workforce Data:

Count of Nursing Assistants on Registry	BLS Data for SOC 31-1122.00 https://www.onetonline.org/link/summary/31-1122.00			
	Employment	Projected Employment	Projected Growth	Projected Annual Job Openings
	<i>State</i>			
	<i>National</i>			