

NC Four Phase Comprehensive Training and Competency Program for Direct Care Workers

WHO IS A DIRECT CARE WORKER?

Direct Care Worker works in various settings to provide care for individuals of all ages who have physical, mental, and developmental disabilities or a chronic illness.

BASIC TRAINING

Entry points for students can be at Phase I, II and/or III.

Phase I

Introduction to Direct Care Work

Phase II

Direct Care Basics

INTERMEDIATE TRAINING

Phase III

Nurse Aide I

ADVANCED SPECIALTY TRAINING

Phase IV

Home Care Nurse Aide Specialty

Phase IV

Geriatric Nurse Aide Specialty

Phase IV

Medication Aide Specialty

See back of sheet for detailed description of Phases.

DESCRIPTION OF PHASES

Basic Courses

Phase I – Introduction to Direct Care Work

Course Hours: Estimated 16

Objective – Introduce learner to direct care work (DCW) settings; what it takes to be a Direct Care Worker including academics; how to get & keep a job and other interpersonal skills training. Helps learner decide if DCW is for them.

Credentials – Certificate for completion of CPR course and Community College Certificate

Career Options – Pursue further training in DCW or opt out of DCW and pursue other opportunities.

Phase II – Direct Care Basics

Course Hours: Estimated 60

Objective – Build upon skills introduced in Phase I and progress to include skills development in home management and personal care tasks using limited assistance.

Credentials – Community College Certificate as a Personal Home Care Aide

Career Options – Pursue further education/training as a Nurse Aide I and/or pursue employment in home care agencies & individual homes. Other career options are employment in group homes for individuals with developmental disabilities, mental illness and/or behavioral needs, adult care homes and family care homes. Some of these settings require additional training within the first 6 months of employment.

Intermediate Course

Phase III – Nurse Aide I (NAI)

Course Hours: Averages 120

Objective – Teach skills focused on nursing delegated tasks such as dressing and undressing, giving complete bed bath, giving tub bath or shower. Also teaches students health, safety and emergency practices along with enhanced interpersonal skills.

Credentials – NAI Community College certificate plus eligible to apply for the State Nurse Aide Competency Evaluation. Upon passing, applicants are listed on the NC Nurse Aide I Registry. NAI must be listed in order to gain employment as a NAI and to pursue other options in advanced training.

Career Options – Pursue employment in home health/home care agencies, adult care homes, nursing homes, hospitals, and/or individual homes. Pursue further training as a NAI, NAI, LPN and/or RN (NAI is a mandatory prerequisite for NAI programs and many LPN and RN degree programs).

Medication Aide Course is designed and regulated by law for NAIs in nursing homes. Other students can take this course and be listed on the Medication Registry but they cannot work in a nursing home. They may work in other settings.

Advanced Specialty Courses

Phase IV – Geriatric Nurse Aide Specialty

Course Hours: 100

Objective – Building on the competencies obtained in Nurse Aide I, the Geriatric Aide Specialty focuses on enhancing special skills in geriatrics. The goal is to build on existing skills to address the complex needs of individuals in long-term care. This includes instruction on dementia, challenging behaviors, death & dying, palliative care, mental health and other skills training to help older adults.

Credentials – Community College Certificate and eligible for listing on the Geriatric Aide Registry

Career Opportunities – Advancement (including potential salary increases) in home health/home care settings, nursing homes and/or advancement in other DCW settings, including as a private contractor in individual homes.

Phase IV – Home Care Nurse Aide Specialty

Course Hours: 100

Objective – Building on Nurse Aide I competencies, the Home Care Aide Specialty focuses on enhancing specific skills needed when working in a home setting including person-centered care, patient & personal safety, hydration/nutrition, mental health, dementia, behavioral changes, pain management.

Credentials – Community College Certificate and eligible for listing on the Home Care Nurse Aide Registry

Career Opportunities – Advancement (including potential salary increases) in home health/home care settings and/or advancement in other DCW settings, including private contracting in individuals' homes.

Phase IV – Medication Aide Specialty

Course Hours: 24

Objective – With Nurse Aide I competencies as a base, the Medication Aide Specialty includes skills for understanding and performing competencies required to safely administer medications in nursing homes.

Credentials – Community College Certificate and eligible for listing on the Medication Aide Registry
Medication Aide must pass State Medication Aide Exam to be listed on the registry.

Career Opportunities – Advancement (including potential salary increases) in the Nursing Home and/or other DCW settings.

