

## State-Approved Medication Administration Courses for Adult Care Homes

In 2011, the North Carolina Legislature mandated training in addition to competency evaluation requirements for adult care home medication aides. As a response to the legislation, the North Carolina Department of Health and Human Services, Division of Health Service Regulation, has developed the required 5-hour and 10-hour training courses that include instruction in the key principles of medication administration and infection prevention.

The department developed a 5-hour, 10-hour and 15-hour standardized training course to assist qualified instructors to train unlicensed staff who will administer medications to residents in Adult Care Homes. Each training course includes an instructor manual, materials for a student manual and a certificate template required for participants who successfully complete the course(s).

### Course Description

- The 5-hour training course is built around the current skills checklist required for medication staff in adult care homes. The majority of the 5-hour course schedule centers around time spent for instruction and validation of skills required for medication administration. Individuals are expected to pass the clinical skills tasks with 100% competency demonstrated. The design of the course is for a small class of employees or 1:1 training for a specific facility.
- The 10-hour training course builds upon content in the initial 5-hour training course and developed as a refresher for the employee. The 10-hour training course includes random competency validation of skills required for medication administration. A prerequisite for the 10-hour training course is successful completion of the 5-hour training course. The design of the course is for a larger class than the 5-hour training course but still limited in size to allow for interactive activities and practice of safe medication administration skills.
- The 15-hour training course was developed as another option to meet the requirements of the 5-hour and 10-hour training mandated by legislation. The course provides 10 hours of classroom instruction and 5-hours of clinical skills validation. Successful completion of this course meets the requirements for the 5-hour and 10-hour training courses. Individuals are expected to pass the clinical skills tasks with 100% competency demonstrated. The design of the course is for a larger class than the 5-hour training course but limited in size to allow for lots of practice and integration of safe medication administration skills.

The 5-hour, 10-hour and 15-hour training courses were adapted from the “**Medication Administration: A Medication Aide Training Course**” curriculum developed in 2006 by the North Carolina Department of Health and Human Services and the North Carolina Board of Nursing.

The 5-hour, 10-hour, and 15-hour competency-based curriculums provide unlicensed staff with basic knowledge and skills needed to ensure that medication administration is performed in a safe and effective manner.

**Note:** Individuals who have verification of employment as a Medication Aide within the previous 24 months and completed competency skills validation and passed the State written exam for Medication Aides in Adult Care Homes, to perform medication tasks without attending the 5 or 10 hour training program.