

Michigan State Regulations

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Non-Medical Care Professionals in Home Care

Link to regulation: [Michigan.gov-State Home Care Requirements](https://www.michigan.gov/State-Home-Care-Requirements)

Initial Training Requirements:

HCP **does** meet training requirements.

- Currently, the state of Michigan has no training requirements for non-medical caregivers working in senior care.
- HCP recommends our [8-Hour Caregiver Certification Series](#).

The Caregiver Certification Course covers the following topics:
• Your Role as a Non-Medical Care Professional
• Honoring Patients' Rights
• Honoring Confidentiality & HIPAA
• Helping with ADLS
• Helping with IADLs
• Guarding Against Abuse
• Guarding Against Neglect
• Preventing Infections & Falls
• Protecting Against Fires & Disasters
• Observing and Documenting Client Care
• Providing Client-Centered Care

Ongoing Training Requirements:

HCP **does** meet the training requirements.

- Currently there are no ongoing training requirements in Michigan.
- HCP recommends 6-12 additional training hours annually.

HCP recommendations. In addition, please see our online catalog or download a PDF catalog .
• Recognizing & Reporting Abnormal Observations
• All About Alzheimer's and Dementia (2hr)
• Activities for The Elderly
• An Infection Control Update
• Bloodborne Pathogens
• A Vital Signs Update
• Client Safety Tips
• Basic First Aid Tips
• Dealing with Family Members

Home Health Aide -Certified Nursing Assistant

Link to Regulation: [Title 42-Chapter IV- Sub G -Part 484- Subpart B](#)

Federal Initial Certification Training Requirements:

HCP **does not** meet training requirements.

- Federal Training Regulations require Home Health Aides to **become certified through an approved school/training program** as Certified Nursing Assistants.

Ongoing Training Requirements:

HCP **does** meet the training requirements.

- Home health aides must complete 12 hours of in-service training per year.
- All courses meet this requirement. Please see our [online catalog](#) or download a [PDF catalog](#)

Recommended courses include, but are not limited to:
Maintaining Confidentiality
Patient Bill of Rights
A CPR Update
Basic First Aid Tips
Client-Centered Care
Basic Nutrition and Hydration
Infection Control in Home Care
Safe Environments for Clients with Dementia and Alzheimer's Disease
Disaster Planning
Reporting and Documenting Client Care
Helping with Activities of Daily Living
Customer Service in Health Care

Hospice Aides- Certified Nursing Assistants also referred to as HHA

Link to regulation: [eCFR:: 42 CFR Part 418 -- Hospice Care](#)

Federal Initial Training Requirements:

HCP **does not** meet training requirements.

- Federal Training Regulations require Home Health Aides to **become certified through an approved school/training program** as Certified Nursing Assistants.

Federal /State Ongoing Training Requirements:

HCP **does** meet the training requirements.

- A hospice aide must receive at least 12 hours of in-service training during each 12 months.
- Please see our [Hospice Courses for Caregivers.pdf \(homecarepulse.com\)](#) in addition you may see our [online catalog](#) or download a [PDF catalog](#).

Direct Care Professionals in ALFs – Direct Care Staff

Link to regulation: [Staff Training Requirements- pg. 195 Staff Education/Training](#)

Initial Training Requirements:

HCP **does** meet training requirements.

- Direct care staff must be competent in the specific topic areas before performing assigned tasks.
- HCP recommends our [8-Hour Caregiver Certification Series](#).

Training Requirement	HCP Recommended Equivalent
Reporting requirements;	• Covered in Certification Series
first aid;	• Covered in Certification Series
CPR;	• A CPR Update
personal care supervision;	• Covered in Certification Series
resident rights;	• Covered in Certification Series
safety and fire prevention;	• Covered in Certification Series
prevention and containment of communicable diseases.	• An Infection Control Update • Bloodborne Pathogens
Staff must be trained in the administration of medication before performing that duty.	• The facility must provide policies and Procedures
Although there are no specific training requirements related to dementia, direct care staff must be trained and competent to meet the needs of all residents in care.	• All About Alzheimer's and Dementia- 2 hours

Ongoing Training Requirements:

HCP **does** meet the training requirements.

- Currently there are no ongoing training requirements in Michigan.
- HCP recommends 6-12 additional training hours annually.

HCP recommendations. In addition please see our online catalog or download a PDF catalog .
• Maintaining Confidentiality
• Patient Bill of Rights
• Understanding Basic Human Needs
• Basic First Aid Tips
• Client-Centered Care
• Basic Nutrition and Hydration

Direct Care Professionals in SNFs- Certified Nursing Assistant

Link to regulation: [subpart D](#)

Initial Training Requirements:

HCP **does not** meet training requirements.

- In Michigan, CNAs **must complete a state-approved** must complete a state-approved nurse aide [training school/program](#).

Ongoing Training Requirements:

HCP **does** meet the training requirements.

- The Federal regulation requires CNAs to have at least 12 hours of continuing education per year to become recertified.

Courses may be selected freely from our library. Please see our [online catalog](#) or download a