



## **Personal Care Assistant (PCA) Training for Skilled Nursing Employees**

**Unique Opportunity for Expedited  
Education and Training to Serve in  
the Healthcare Industry During  
these Unsettling Times**

### **Temporary COVID-19 Personal Care Attendant Program**

The Agency for Health Care Administration (AHCA) has approved skilled nursing facilities (Chapter 400. FS) to temporarily use **Personal Care Attendants (PCA)** to perform resident care procedures currently delivered by Certified Nursing Assistants (CNA). The goal is to provide nursing centers with additional staff to care for residents during State of Emergency and to train new workers to obtain skills necessary to become a CNA. **The Temporary COVID-19 Personal Care Attendant Program is an 8-Hour Preservice Course (5-Hour Classroom and 3-Hour Simulation/Competency Check-Off) with continued on-the-job training.** The program is effective March 28 through May 1, 2020, or until such time AHCA finds it necessary to extend or discontinue program to meet needs of crisis.

### **Proposal**

As a part of the **Cornerstone LifeCare Education Series** we are proposing to conduct PCA training utilizing the FHCA curriculum (FHCA.org). The 5-Hour Classroom portion would be done either on-site or through video conferencing. The 3-Hour Simulation/Competency Check-Off would be done in a skilled nursing facility (need to determine whether or not the two components could be done on different days). **The intention is for the program to be open to current health care workers from skilled nursing facilities, health care workers from other organizations, and those from the community who are interested in entering our industry.**

### **Some of the Program Goals**

1. Increase total number of trained/qualified health care workers that may move toward becoming CNAs and beyond.
2. Accelerate career development for workers in lower levels already in the health care industry.
3. Bring new and inexperienced workers into the health care industry.

### **Key Items to Be Considered**

1. Process for our RN Program Instructor to be authorized and equipped to teach FHCA materials?
2. Agreements with Skilled Nursing Facilities for 3-Hour Simulation/Competency Check-Off?
3. Workforce placement system for PCA graduates?
4. Is the PCA designation transferrable to other work environments (such as ALFs)?
5. How does PCA compensation align with other industry positions?
6. What are the estimated costs to conduct classes?
7. What are some of the acceptable ways to generate revenues to offset the costs of the program.
8. Will organizations that typically handle their own training see the value in utilizing this program?

## **Personal Care Attendant Job Description**

Personal Care Attendants assist direct care staff with residents' activities of daily living, including making up beds, helping residents get dressed or use the bathroom, taking residents' temperatures, helping residents in and out of wheelchairs. PCAs undergo an 8-hour preservice course (5 hour classroom and 3 hour simulation) in the nursing home under the direction of a Registered Nurse. This position also includes continued on-the-job training toward the Certified Nursing Assistant certification program to support individuals' goals of career advancement in the long term care profession.

### **Examples of Essential Duties and Responsibilities:**

- Make an occupied or unoccupied Bed
- Pass fresh ice water
- Pass meal trays/open cartons & packets
- Check Resident temperatures
- Perform one (1) person transfers
- Reposition the Resident in bed/float heels
- Transfer the Resident to a wheelchair using a gait belt
- Use a gait belt to assist with ambulation
- Oral care/denture care (alert residents)
- Provide a bed bath/perineal/catheter care
- Change an incontinent brief
- Assist the Resident with getting dressed
- Assist with hearing aids
- Assist the resident to the bathroom or to the urinal (1 person assist)



**Irene Nobles**  
RN, MSN, LHRM, LNC  
Cornerstone LifeCare  
Consultant

### **Program Instructor**

**Irene is an accomplished nurse executive with 30 years of health care experience.**

**She has expertise in facility operations at various levels including, direct patient care, State/Federal regulatory compliance, QA/Risk management, budgeting, and program development.**

**She has demonstrated proficiency with a successful track record in leading/directing the overall nursing operation of the organization while achieving the company's business objectives. Specialties include regulatory compliance and clinical risk management/legal nurse consulting.**

**For More Information or to Learn About Our Schedule and Locations for Training,  
Call Don Fitts at (941) 809-7298 or Email [don.cornerstonelifecare@gmail.com](mailto:don.cornerstonelifecare@gmail.com)**