

# General Requirements for Home Care Aides (HCAs)

At Coastal Comfort Caregivers, we are committed to providing high-quality, compassionate care. To ensure our Home Care Aides (HCAs) meet California's regulatory standards, all applicants must fulfill the following requirements before employment.

## 1. Certification and Registration

- **Home Care Aide Registry:** HCAs must be listed on the California Home Care Aide Registry, maintained by the California Department of Social Services (CDSS).
- **Training Requirements:**
  - **Entry-Level Training:** A minimum of **5 hours** of training is required before working with clients, including:
    - **2 hours** of orientation training
    - **3 hours** of safety training (covering personal care, patient safety, infection control, communication, and emergency procedures)
  - **Continuing Education:** HCAs must complete **5 hours** of additional training annually.

## 2. Background Checks & Health Requirements

- **Live Scan Fingerprinting:** HCAs must pass a criminal background check via Live Scan.
- **Tuberculosis (TB) Clearance:** Proof of a negative TB test is required and must be renewed every two years.
- **COVID-19 Vaccination:** Completion of **two doses** of the COVID-19 vaccine is required.
- **CPR & First Aid Certification:** HCAs must complete CPR and First Aid training through an accredited facility.

## 3. Personal Care Skills & Training

HCA training includes essential caregiving skills such as:

- Personal care (bathing, grooming, and dressing)
- Mobility assistance and transfers

- Nutrition and hydration support
- Infection prevention and control
- Emergency procedures
- Client rights and confidentiality

## 4. Employer Responsibilities

At Coastal Comfort Caregivers, we ensure compliance with all HCA requirements by:

- Verifying registration and certification of all caregivers
- Providing **annual training** to maintain skill levels and knowledge

## 5. Supervision and Oversight

- HCAs assist with **non-medical** tasks and activities of daily living under the supervision of a Licensed Home Care Organization.

## 6. Regulatory Oversight

- The **California Department of Social Services (CDSS)** oversees home care aide registration through the Guardian Applicant Portal and investigates complaints to ensure compliance with state regulations.

## 7. Required Documentation

All HCA applicants must submit:

- Proof of completion of a state-approved training program
- Documentation of registration on the Home Care Aide Registry
- Background check clearance and TB test results

At Coastal Comfort Caregivers, we are dedicated to hiring qualified and compassionate caregivers who meet all state requirements, ensuring the best care for our clients.

**Interested in joining our team? Contact us today to start the application process!**