

**WAC 110-145-2690 Duties and qualifications of direct care staff and direct care volunteers in GCFs.** (1) Licensees must meet the following requirements for direct care staff and direct care volunteers in GCFs:

(a) Maintain sufficient numbers of direct care staff and direct care volunteers for the health, safety, and well-being of children and youth in care; and

(b) Develop and follow written policies and procedures approved by the department that describe the duties, responsibilities, professional qualifications, and safety requirements for direct care staff and direct care volunteers.

(2) Direct care staff and direct care volunteers must provide children and youth in care with:

(a) Appropriate adult supervision as outlined in WAC 110-145-2830;

(b) Emotional support including, but not limited to, promoting emotional regulation;

(c) Personal attention; and

(d) Structured daily routines, basic life skills, and living experiences as established by licensees and described in agencies' policies and procedures.

(3) Direct care staff and direct care volunteers must:

(a) Be at least 21 years of age, except as provided for in subsection (4) of this section;

(b) Have a high school diploma or equivalent credential;

(c) Have the skills and abilities to assist with the needs of children and youth in care;

(d) Meet at least one of the following criteria:

(i) Have at least six months of:

(A) Full-time experience that can be applied to or transferable to the demographic of children and youth in the licensee's care;

(B) Lived experience; or

(C) A combination of (d)(i)(A) and (B) of this subsection; or

(ii) Be attending classes at an accredited college or university related to caring for the demographic of children and youth in the licensee's care; and

(e) Meet additional duties and qualifications detailed in:

(i) Any professional accreditation requirements that apply to the agency; and

(ii) Any written and signed agreements between the agency and any government or tribal entity. If the requirements of this section differ from the terms in a written and signed agreement, they must comply with the most stringent requirement.

(4) Direct care staff and direct care volunteers, except those working at CRCs, may be between 18 and 21 years of age if they:

(a) Meet the other requirements detailed in subsection (3) of this section and any other requirements that apply to their facility type; and

(b) Work:

(i) At a facility licensed only to provide care for children younger than 13 years old; or

(ii) At a facility licensed to provide care for children 13 years old or older if they work at all times with at least one other direct care staff or direct care volunteer who:

(A) Are 21 years old or older;

(B) Are on-site and readily available to help when needed; and

(C) Has at least one year of full-time experience that can be applied to or transferable to the demographic of children and youth in the licensee's care.

[Statutory Authority: RCW 74.15.030. WSR 26-08-021, s 110-145-2690, filed 3/23/26, effective 5/1/26.]