

**WAC 388-71-0523 What are the training and certification requirements for long-term care (LTC) workers providing in-home care?** A LTC worker, hired on or after January 7, 2012, must meet the training requirements described in WAC 388-71-0836 through 388-71-1001. These training requirements also apply to LTC workers who were hired before January 7, 2012, if they did not complete the training requirements in effect at the time within 120 days of the date of hire. Prior to reinstating these individuals to work as a LTC worker, these training requirements and certification, if required, must be met, or the LTC worker must have been rehired as allowed under WAC 388-71-0837. The following chart provides a summary of the training and certification requirements for LTC workers as defined in WAC 388-71-0503. This includes criteria for providers working limited hours for only one person, caring only for the worker's child, parent, sibling, aunt, uncle, cousin, niece, nephew, grandparent, or grandchild including when related by marriage or domestic partnership, providing approved services only for a spouse or registered domestic partner, or providing respite services:

Who	Status	Orientation training	Safety training	Basic training	Continuing education	Required credential
(1) A LTC worker who is a licensed, certified health care professional in good standing through the Washington state department of health, or a LTC worker with special education training who meets the criteria in RCW 18.88B.041 (1)(a)(i)(A).	ARNP, RN, LPN, HCA, NA-C, or other professionals listed in WAC 388-71-0839.	Not required.	Not required.	Not required.	Not required of ARNPs, RNs, or LPNs in chapter 388-71 WAC. Required 12 hours under WAC 388-71-0991 of NA-Cs, HCAs, and other professionals listed in WAC 388-71-0839, such as an individual with special education training with an endorsement granted by the superintendent of public instruction under RCW 28A.300.010. For NA-C and those with special education training 12 hours is required every year while working in long-term care under WAC 388-71-0991.	Required under chapter 246-980 WAC.
(2) A LTC worker with specific employment history.	A LTC worker who was employed at some point between January 1, 2011, and January 6, 2012, and who completed the basic training requirements in effect on the date of hire. WAC 388-71-0839.	Not required.	Not required.	Not required.	12 hours is required every year while working in LTC under WAC 388-71-0991.	Not required.

Who	Status	Orientation training	Safety training	Basic training	Continuing education	Required credential
(3) A LTC worker employed by the consumer directed employer or home care agency.	Hired by a licensed home care agency or the consumer directed employer to provide personal care service as defined in WAC 388-71-0836 and is not exempt under subsection (1) or (2) of this section .	Required. Two hours under WAC 388-71-0860.	Required. Three hours under WAC 388-71-0860.	Required. 70 hours under WAC 388-71-0870 and 388-71-0875.	Required. 12 hours under WAC 388-71-0991.	Required under chapter 246-980 WAC.
(4) A LTC worker who is an individual provider who works limited personal care hours for only one person.	An individual provider (employed by the consumer directed employer) providing 20 hours or less of nonrespite care for one person per calendar month and does not meet the criteria in subsection (1) or (2) of this section.	Required. Two hours under WAC 388-71-0860.	Required. Three hours under WAC 388-71-0860.	Required. 30 hours under WAC 388-71-0880.	Not required.	Not required.
(5) A LTC worker who is an individual provider, provides only respite services, and works 300 hours or less in any calendar year.	(a) An individual providing respite care who works no more than 300 hours in the calendar year, is not exempt in subsection (1) or (2) of this section, and does not meet criteria in subsection (6) of this section. (b) Individual providing only in-home respite services for individuals with developmental disabilities, as defined in WAC 388-845-1600, that receive services under Title 71A RCW and for individuals that receive services under chapter 74.39A, that is working 300 hours or less in any calendar year, and that is not exempt in subsection (1) or (2) of this section.	Required. Two hours under WAC 388-71-0860.	Required. Three hours under WAC 388-71-0860.	Required. Nine hours under WAC 388-71-0893.	Not required.	Not required.

Who	Status	Orientation training	Safety training	Basic training	Continuing education	Required credential
(6) A parent (including when related by marriage or domestic partnership) who is the LTC worker providing in-home care only for the provider's developmentally disabled adult child receiving services under Title 71A RCW.	An individual providing care only for the provider's developmentally disabled adult child receiving services under Title 71A RCW and not exempt under subsection (1) or (2) of this section.	Required. Two hours under WAC 388-71-0895.	Required. Three hours under WAC 388-71-0895.	Required. Seven hours under WAC 388-71-0890.	Not required for LTC workers working as individual providers. 12 hours is required every year following completion of basic training while working in LTC as an agency provider. Parents working as individual providers and caring only for their for children will remain exempt from continuing education after Jan 1, 2027.	Not required.
(7) A LTC worker caring only for the provider's parent, child (not covered in subsection (6) of this section), sibling, aunt, uncle, cousin, niece, nephew, grandparent, or grandchild, including when related by marriage or domestic partnership.	A LTC worker caring only for the worker's child (not covered in subsection (6) of this section, parent, sibling, aunt, uncle, cousin, niece, nephew, grandparent, or grandchild, including when related by marriage or domestic partnership, who is not exempt in subsection (1) or (2) of this section, and does not meet the criteria in subsection (6) of this section.	Required. Two hours under WAC 388-71-0860.	Required. Three hours under WAC 388-71-0860.	Required. 30 hours under WAC 388-71-0880.	Not required for LTC workers working as an individual provider until January 1, 2027, then 12 hours is required every year while working in LTC under WAC 388-71-0991. 12 hours is required every year following completion of basic training while working in long-term care as an agency provider. Parents working as individual providers and caring only for the worker's children will remain exempt from continuing education after Jan 1, 2027.	Not required.
(8) A LTC worker providing approved services only for a spouse or registered domestic partner.	A LTC worker providing approved services only for a spouse or registered domestic partner who is not exempt in subsection (1) or (2) of this section.	Required. Two hours under WAC 388-71-0860.	Required. Three hours under WAC 388-71-0860.	Required. 30 hours under WAC 388-71-0880 until July 1, 2026. The requirement is 16 hours beginning July 1, 2026.	12 hours is required every year following completion of basic training while working in LTC under 388-71-0991.	Not required.

[Statutory Authority: RCW 74.08.090, 74.39A.009, 74.39A.070, 74.39A.074, 74.39A.076, 74.39A.341, 18.88B.010, 18.88B.021, and 18.88B.041. WSR 26-08-045, s 388-71-0523, filed 3/25/26, effective 4/25/26. Statutory Authority: RCW 18.88B.010, 18.88B.041, 74.08.090, 74.39A.076, 74.39A.341, and chapter 18.80 RCW. WSR 25-07-033, s 388-71-0523, filed 3/11/25, effective 4/11/25. Statutory Authority: RCW 18.88B.021, 18.88B.041, 18.88B.060, 74.08.090, 74.39A.076, and 74.39A.341. WSR 24-05-003, § 388-71-0523, filed 2/8/24, effective

3/10/24. Statutory Authority: RCW 74.08.090 and 74.39A.250. WSR 22-19-048, § 388-71-0523, filed 9/15/22, effective 10/16/22. Statutory Authority: RCW 74.08.090, 74.09.520, 43.43.832, 74.39A.270, 74.39A.056, 74.39A.074, 43.20A.710, 74.39A.525, 43.43.842, 74.39A.326, 74.39A.515, 74.39A.505, 18.88B.021, 43.43.837 and 2018 c 278. WSR 21-18-081, § 388-71-0523, filed 8/30/21, effective 10/1/21. Statutory Authority: RCW 74.08.090, 74.09.520. WSR 13-02-023, § 388-71-0523, filed 12/20/12, effective 1/20/13.]