



## WORKFORCE SOLUTION

### Creating a New Position – Basic Care Aide

#### Background

The Centers for Medicare & Medicaid Services and the Minnesota Department of Health have waived certain requirements for nursing assistants during the public health emergency. A new temporary training – the Basic Care Aide – is being created to help nursing homes provide personal care for residents during the current state of emergency.

#### What is a Basic Care Aide?

With an emphasis on person-centered care and service, a Basic Care Aide will be able to help residents with personal cares including oral care, bathroom assistance, dressing, and grooming. In addition, they will provide support and services in infection prevention and control, emergency preparedness, mobility and positioning assistance, temperature, bedmaking, and nutrition and hydration.

#### What is the Training Requirement for a Basic Care Aide?

Individuals will complete a 9-hour online training and a recommended minimum of 2 hours of skill competency training completed with a licensed nurse in your setting. The training course and skills competency checklists are offered at no cost to through EduCare. [See the Course Syllabus.](#)

#### How Do Individuals Access the Training to Become a Basic Care Aide?

Basic Care Aide training is available to all providers and is also available to individuals in the community who are interested in completing this course on their own. Those interested can contact Jenna Kellerman at [JKellerman@LeadingAgeMN.org](mailto:JKellerman@LeadingAgeMN.org).

#### What are the Steps for Hiring a Basic Care Aide?

1. Recruit using these tips (Link to our recruitment tools)
2. Interview applicants. Consider these virtual interviewing options (link to OnShift)
3. Hire staff
4. Complete [background study](#)
5. Complete [TB symptom Screen](#)
6. Complete onboarding
7. Provide Basic Care Aide training and competency test using the tools provided.
8. Create a job shadow program for the first week to help introduce the Basic Care Aide to their new role and your organization's mission and culture. Remember, even in a pandemic, strong onboarding and relationship building is KEY to retaining staff. Consider how to support new hires during this unique time in their lives.