Temporary COVID-19 Personal Care Attendant Program

Q&A

Q. Can the classroom be virtual?
A. There is nothing that says the 5-hour classroom time cannot be virtual. Each facility is responsible to ensure the teaching is completed and competencies are successful for a PCA to work with residents as an assignment.

Q. If someone is certified in Alabama, but has not worked in 24 months, do they have to go through the program?
A. The question would be if the certification is active in Alabama or not? If the certification is active in Alabama, then you might want to try to obtain your CNA license in Florida by endorsement.

Does Florida require out-of-state certified nursing assistants applying for Endorsement to complete any exams?

Florida does not require the testing for those candidates who have been verified as being actively certified and in good standing in another state. Otherwise, you will be required to take the written and performance exams in order to be placed on Florida’s Registry.

To be able to work quickly, you would need to complete the PCA requirements and do the application for your CNA via endorsement in Florida separately.

https://floridasnursing.gov/licensing/

Q. Can a PCA be a Feeding Assistant?
A. Currently the PCAs cannot be cross trained for this duty. As soon as we have approval for a “feeding assistant” program we will be sharing.

Q. Can the facility include current employees (business office, HR, administrator, etc) in this training? It would be great to have people already familiar with our residents and staff to be able to provide additional care.
A. Absolutely. The only requirement is to be 18 other than the normal hiring process with background checks as outlined.
Q. I operate an express training site for CNAs. Can I offer the training needed to meet the 5-hour training?
A. It is up to each nursing facility to determine the RN that will provide the training. If the facility wants you to provide the training, then it would be up to them to employ your services.

Q. Can you clarify, are interested people able to do this training online and present a certificate of completion to us, or are we only able to offer this to people we have already hired and will provide this training in person to?
A. The PCAs can be people you hire, or it can be people that are already in your organization. Each facility is responsible for their own training, so there is not a provision for people to go from organization to organization with a training certificate. I know some nurse consulting companies want to train for some of the facilities, but I explained to them that it is up to each facility who they designate as the instructor. It must be an RN, but there is nothing to say that a facility can’t hire an “extra nurse” to teach the program if they understand the responsibility is on the facility to train and document the competencies.

Q. Are the PCA’s required to Document as in documenting their care in Point Click Care?
A. Documentation is completed per each facility’s policy and procedure.

Q. Can the PCA shave the residents?
A. It is not outlined as a duty allowed.

Q. Can we use these PCAs in our assisted living facilities as well as our nursing homes? I am in a CCRC.
A. The PCA description is for skilled facilities. For a person acting as a PCA to work in an ALF, they would have to complete the ALF training requirements.

Q. How long will they have to take the CNA test or do they have to test by May 1st?
A. The PCA Program is in effect until May 1st or if extended, that date. After the end date, the only way a PCA can work is to have completed the CNA test or to be in another job description with the training requirements completed.

Q. The PCAs do or do not count towards CNA/Direct Care hours?
A. PCA do count for CNA direct care staff under Aide in Training.
Q. Slide 25 can the PCA apply oxygen?
A. They can assist with the tubing for a nasal cannula, observe the flow rate to report problems (cannot adjust), and need to be aware of safety concerns with oxygen.

Q. We have high school students who already received training for the CNA program and are awaiting testing. If they are 18 years old, would we be able to hire them and consider this training.
A. The requirement is 18 years old, so they would be eligible to train to be a PCA.

Q. Does a PCA count towards your staffing numbers for CNAs?
A. A PCA can be counted as direct care staff related to Section 400.211(2)(a), Florida Statutes, that states: The following categories of persons who are not certified as nursing assistants under part II of chapter 464 may be employed by a nursing facility for 4 months: Persons who are enrolled in, or have completed a state-approved nursing assistant program. In Florida Statutes, 400.23(3)(a) 2, it states: Nursing assistants employed under s. 400.211(2) may be included in computing the staffing ratio for certified nursing assistants if their job responsibilities include only nursing-assistant-related duties. The PCA Program is a state-approved nursing assistant program. As for PBJ submission, the PCA is recorded as an “Aide in Training”.