

Company	Non-Medical Home Care	Medicare Home Health	Medicare Hospice	Skills Training	Competency Tools	Annual Training Tracking	Multi-Discipline Coverage
<b>Activated Insights (incl. CareAcademy)</b>	✔ Strong	✔	✔	✔ ADLs, dementia, infection control, hospice topics	✔ Quizzes + skill check workflows	✔ LMS tracking + certificates	✔ RN, LVN, aides, SW, etc.
<b>Relias</b>	✔	✔ Strong	✔ Strong	✔ Clinical + compliance + specialty tracks	✔ Competency module + skills checklists	✔ Robust reporting	✔ Broad clinical disciplines
<b>Medbridge</b>	Limited	✔ Strong	✔ Strong	✔ Therapy, nursing, hospice care	✔ Digital skills checklists	✔ Transcript + reporting	✔ RN, PT, OT, SLP, SW
<b>HealthStream</b>	Limited	✔	✔	✔ Clinical + compliance	✔ Competency manager	✔ Enterprise-level	✔ Multi-discipline
<b>CareSmartz360 (Learn2Care integration)</b>	✔ Strong	Limited	Limited	✔ Caregiver modules	✔ Testing + completion	✔ Integrated tracking HR + LMS	Primarily caregivers
<b>OAHC (Home Care Institute)</b>	✔	✔	✔	✔ Aide series + compliance	Limited formal competency tools	✔ Certificates	Mixed
<b>Cinematic Health Education (ReadyHHA)</b>	✔	✔ (HHA focus)	Limited	✔ HHA-focused curriculum	Requires agency supervised skills validation	✔ LMS	Aides
<b>Care Courses</b>	✔	✔ (HHA)	✔ (Hospice aide aligned)	✔ Aide training modules	Testing included; hands-on must be agency-supervised	✔ Certificates	Aides
<b>TelescopeHR</b>	✔	Limited	Limited	✔ Caregiver modules	✔ Assignment + tracking	✔ Reporting	Caregivers
<b>myCNAjobs</b>	✔	Limited	Limited	✔ Caregiver onboarding courses	Limited formal competency tools	✔ Certificates	Caregivers
<b>ShiftMed University</b>	✔	Limited	Limited	✔ Skills refreshers	Testing + documentation	✔	Care staff

# Regulatory Alignment Checklist by Agency Type

## Medicare Home Health Agency Checklist

(42 CFR 484 — especially aide requirements)

Requirement	Must Have	Which Platforms Support
Initial orientation for all staff	✓	All LMS-based vendors
Role-specific clinical training	✓	Relias, Medbridge, HealthStream
Home Health Aide 75-hour curriculum support	✓	Activated Insights, Care Courses, Cinematic
RN-supervised competency evaluation	Agency responsibility	LMS provides tools; agency must observe
12 hours annual in-service (aides)	✓	All listed platforms track
Skills checklist documentation	✓	Relias, Medbridge, HealthStream
Ongoing annual competency review	✓	Relias, Medbridge, HealthStream

## Medicare Hospice Agency Checklist

(42 CFR 418 — aide & interdisciplinary training)

Requirement	Must Have	Which Platforms Support
Hospice philosophy & IDG orientation	✓	Relias, Medbridge, Activated Insights
Hospice aide 75-hour support	✓	Care Courses, Activated Insights
12-hour annual aide in-service	✓	Most LMS platforms
Bereavement training	✓	Relias, Medbridge
Competency documentation	✓	Relias, HealthStream, Medbridge

# Texas Non-Medical / PAS Agency Checklist

(26 TAC 558 training expectations)

<b>Requirement</b>	<b>Must Have</b>	<b>Which Platforms Support</b>
Orientation + agency policies	✓	All LMS
ADL & transfer skills training	✓	Activated Insights, CareSmartz360
Abuse/neglect reporting training	✓	All platforms
Infection control	✓	All platforms
Documentation of training completion	✓	LMS-based vendors
Ongoing annual training	✓	All LMS platforms

## 1 Home Health Aides (Medicare-Certified HHAs)

**Regulation:** 42 CFR §484.80(d)

Source: 42 CFR Part 484

### ✓ Annual Requirement

- At least 12 hours of in-service training every 12 months

### ✦ Required Content

Training must:

- Be related to the **aide's assigned duties**
- Address **skills and knowledge necessary to care for patients**
- Be documented in the personnel file
- Be provided by a qualified individual

CMS expects training to reinforce:

- Infection prevention and control
- Safe patient handling
- Observation and reporting
- Communication skills
- Patient rights
- Any performance issues identified during supervisory visits

### Important

The 12 hours are required **each year** (not calendar year — 12 months from hire or last evaluation cycle).

Failure to meet the 12-hour requirement is a survey deficiency under the Home Health Aide Services CoP.

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## 2 Hospice Aides (Medicare-Certified Hospice)

**Regulation:** 42 CFR §418.76(d)

Source: State Operations Manual, Appendix M

### ✓ Annual Requirement

- **At least 12 hours of in-service training annually**

### 📌 Required Content

Training must:

- Be related to the **care of hospice patients**
- Be consistent with the aide's duties
- Be documented
- Be supervised by a registered nurse

CMS surveyors verify:

- Training hours completed
- Relevance to hospice care (end-of-life, symptom management, psychosocial needs)
- Documentation in the personnel file

### Key Difference from Home Health:

Hospice aide training must reflect:

- Palliative care principles
- Care of the terminally ill
- Family support dynamics

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### 🔍 Summary Comparison

Staff Type	Governing Rule	Annual Hours Required	Key Focus
Home Health Aide	42 CFR §484.80	12 hours	Clinical home health skills
Hospice Aide	42 CFR §418.76(d)	12 hours	End-of-life care

## ✔ What Texas Actually Requires for PAS Attendants

Under **§558.404(c)** (Standards Specific to Agencies Licensed to Provide Personal Assistance Services), the rule states that PAS may be performed by an unlicensed person who:

“...has demonstrated competency, when competency cannot be determined through education and experience, to perform the tasks assigned by the supervisor.”

### Related Staffing & Training Requirement

There is **no TAC 558 rule** that says PAS attendants must complete 12 hours of annual training.

### The requirement is:

- **Competency-based**
- Determined by agency policy
- Documented in personnel files
- Supervised appropriately

### Required topics for annual training for PAS attendants:

- OSHA – Blood borne pathogens training (must make 100%)
- Emergency Preparedness – Actively involving ALL attendants in your annual Emergency Preparedness Drill or Plan suffices as annual Emergency Preparedness training.
- Any new/updated policies that affect Attendants

### Suggested but not required:

- Abuse, Neglect and Exploitation
- Reporting to the agency about Incidents, Infections and Complaints