



January 16, 2025

DAL #: DRS #25-02
Subject: Cultural Competency Requirements
for Home Health Aide, Personal
Care Aide, and Certified Nurse Aide
Training Programs

Dear Training Program Operators:

In conjunction with the recently issued Dear Administrator Letter [HCBS#24-04/NH#24-17](#) regarding Affirming Care for Older LGBTQIA+ Individuals Training, this correspondence is explicitly to draw attention to the training requirement for New York home health aide training programs, personal care aide training programs, and certified nurse aide training programs.

Training programs are required to include training regarding working with patients or residents of diverse sexual orientations and gender identities or expressions. This new training module is required for certification or recertification, as applicable, of home health aides, personal care aides, and certified nurse aides, and is applicable to training programs approved by the New York State Department of Health ("Department") and/or the New York State Education Department. To ensure compliance, the following are required, at minimum:

- Home health aides, personal care aides, and certified nurse aides must take the training at certification and recertification.
- Home health aides, personal care aides, and certified nurse aides must take the Affirming Care for Older LGBTQIA+ Individuals training every two (2) years if they are staff of a nursing home or an adult care facility, including an assisted living residence.
- Existing home health aides, personal care aides, and certified nurse aides must take the training.
- Existing training programs approved by the Department and/or the State Education Department must ensure that all nurse aides receive the training and maintain compliance as outlined above.
- All training program applicants must demonstrate their capacity to provide the required training within their standard curriculum.

The requisite cultural competency training has been developed at a literacy level that complies with the requirements of 10 NYCRR § 415.26 and as suggested in the Guide to Operation of a Home Health Aide Training Program and Guide to Operating a Personal Care Aide Training Program. This training is available on the New York Learns Public Health Learning Management System at <https://www.nylearnsph.com/Public/Default.aspx>. Registered learners may locate Course #OALTC-603 under the Course and Program Catalog by conducting a Catalog

Query and typing “Affirming” in the search function. After the course is completed, the registered user will receive a confirmation certificate that must be retained.

Training programs may prefer to update their existing cultural competency training curriculum to comply with the requirements of this law and/or make otherwise available the content provided by the Department as described herein. In those cases, the training program is responsible to demonstrate acceptable compliance upon request of the Department or its agents or another regulatory office or its agents.

Questions regarding this guidance may be emailed to hhatp@health.ny.gov, pcatp@health.ny.gov or natp.doh@health.ny.gov, as applicable to the training program type.

Sincerely,

Kristen Pergolino

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