

Pennsylvania Competency Exam Policy

PURPOSE

The purpose and intention of the CareAcademy Pennsylvania Competency Exam is to help agencies meet state expectations to determine competency through testing upon hire and annually thereafter. The Pennsylvania Department of Health requires agencies ensure direct care workers (DCW) have commensurate experience or have successfully demonstrated competency by passing a competency examination or training through their agency (Pa. code §611.55). This examination has been allowed by PA DOH as it addresses all required subject areas required by the state. Agencies are encouraged to review test results thoroughly and verify competency in-person as part of their compliance onus and commitment to how competency is tested in their compliance and training program.

INTENDED AUDIENCE

The intended audience for this exam is a person who is preparing to work as a direct care worker (DCW). Although anyone may attempt the exam, this is not a replacement for training and is only intended to ensure knowledge competency on skills related to services provided by DCWs in Pennsylvania. If the exam participant is unable to pass the exam with a score of 80% after 3 attempts, CareAcademy recommends the training administrator and/or nurse educator enroll the learner and prospective DCW in the class that covers that topic which is referenced in the exam feedback; or, to participate in live skills training to prepare them to provide quality care to the clients in their care.

CAREACADEMY'S ROLE

CareAcademy provides training and compliance solutions for organizations to meet compliance requirements. We provide training, qualification, and certification programs but we do not train, qualify, or certify caregivers directly.

CareAcademy is a best-in-class curriculum and compliance product developer for healthcare organizations to use and apply as a turn-key solution for their respective training and certification needs. CareAcademy continually seeks to generate valuable compliance training solutions for organizations in pursuit of quality care and regulatory compliance. CareAcademy is not a training entity and does not certify or license workers directly; we do provide tools for qualified entities, such as agencies, facilities, healthcare organizations, and training centers, to do so.

HOME CARE AGENCY'S ROLE

CareAcademy customers are encouraged and empowered through our policies and product platform to customize curricula and programs based on the needs of their business. Administrators and their practitioners such as nurse directors, instructors, and educators can

implement any changes needed to suit caregiver competency, client population, and corporate requirements. Modifications to training program schedules, content, and delivery can be formatted in a way that best meets their needs with board approval as appropriate.

EXPECTATIONS FOR COMPETENCY

Prior to providing services

CareAcademy recommends only assigning tasks and services to workers who have verified they are sufficiently skilled and competent to perform respective services. Agencies must avoid assigning any task to any worker who has not successfully demonstrated competency either using the CareAcademy Pennsylvania Home Care Direct Care Worker Competency Exam, [CareAcademy's recommended training program](#), or during in-person skills competency verification sessions with their nurse supervisor.

EXAM SETTINGS

Passing score: 80%

If DCWs achieve anything less than 100%, CareAcademy strongly encourages agency administrators and/or training supervisors to review the missed skills with the caregiver and either retrain or retest in those areas, and to avoid assigning any services on any competencies missed in the exam.

Number of attempts: 3

After three attempts, administrators or training supervisors will need to reset the exam for additional attempts. Agency administrators and/or training supervisors are strongly encouraged to review the missed skills and either retrain or retest in those areas, and to avoid assigning any services on any competencies missed in the exam.