



Department of Health

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Executive Deputy Commissioner

July 16, 2026

DAL #: DRS #26-02
DHCBS #26-05

Subject: Conclusion of the Alternative
Competency Demonstration for
Personal Care Aide Certification

Dear Training Program Operators and Home Care Agency Providers:

The Department of Health ("Department") established the Alternative Competency Demonstration to operationalize provisions of Title 18 of New York Codes, Rules, and Regulations ("18 NYCRR") § 505.14 that permit a waiver of Personal Care Aide basic training requirements for those candidates who can demonstrate competency through prior training or experience. While the Alternative Competency Demonstration was created to address workforce needs and exercise regulatory flexibility, its continued operation presents disproportionate compliance risks for training programs, candidates, and patients, as evidenced by recent observations by the Department. As such, the Department is discontinuing the Alternative Competency Demonstration provision for Personal Care Aide certification.

All individuals seeking to acquire their Personal Care Aide certification must complete a Personal Care Aide basic training program through either a Department-approved or State Education Department-approved Personal Care Aide Training Program that, at a minimum, complies with the basic training requirements found at 18 NYCRR § 505.14(e). In the event the agency is hosting an Alternative Competency Demonstration class at the time this Dear Administrator Letter is released, the class should cease or be changed to a Personal Care Aide basic training course. All participants enrolled in an Alternative Competency Demonstration class on the effective date of this letter must complete the 40 hours basic training class.

The burden on candidates to complete basic Personal Care Aide training is minimal. Department-approved Personal Care Aide Training Programs are prohibited from charging candidates a fee, are widely available statewide, and require a minimum of forty (40) hours of basic training. A listing of approved Personal Care Training Programs can be found at: https://www.health.ny.gov/facilities/home_care/docs/training_program_list.pdf.

Questions regarding this guidance may be referred to pcatp@health.ny.gov.

Sincerely,

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