



April 29, 2026

Elderly & Disabled Waiver Training Requirements

Providers may use any training resources deemed appropriate to meet the following requirements set forth by the Mississippi Division of Medicaid (DOM), including in-service trainings completed by supervisory staff or online training by a vendor of their choice.

Training Requirements:

Personal Care and In-Home Respite service Direct Care staff must:

- A. Successfully complete a mandatory training course upon hire covering each of the following topics and pass a scored examination prior to rendering services. This training course must also be attended annually for each year after hire.
 1. Vulnerable Persons Act: Identifying, Preventing and Reporting of Abuse, Neglect & Exploitation
 2. Person Centered Thinking including Participant Rights and Dignity
 3. Assisting with Activities of Daily Living (ADLs) and Instrumental Activities of Daily Living (IADLs)
 4. Crisis Prevention/Intervention and Emergency Preparedness
 5. Caring for Participants with Cognitive or Behavioral Conditions
 6. Signs and Symptoms of Illness including Seizures
 7. HIPAA Compliance and Confidentiality
 8. Safety including Preventing and Reporting of Accidents/Incidents and the Operation of Assistive Devices
 9. Professional Documentation Practices
 10. Universal Precautions & Infection Control
 11. Medicaid Administrative Code and the E&D Waiver
- B. Pass a facility-administered initial hands-on skills assessment to ensure the trainee's ability to provide the necessary care safely and appropriately.
- C. Maintain current and active first aid and CPR certification.

Adult Day Care providers must:

- A. Ensure all staff /volunteers receive orientation upon hire and ongoing training which includes at least four (4) in-service training sessions per year to enhance quality of care and job performance. At the time of employment, and annually, each employee must receive training in:
1. The purpose and goals of ADC services
 2. The facility's policies and regulations
 3. The roles and responsibilities of other staff members and how they relate to one another
 4. Beneficiary rights and confidentiality
 5. The needs of the beneficiaries in the facility's target population
 6. Body mechanics/transfer techniques/assistance with Activities of Daily Living (ADLs)
 7. Cardiopulmonary resuscitation (CPR), first aid and infection control
 8. Fire, safety, disaster plan, and the facility's emergency plan
 9. Basics of nutritional care, food safety, choking prevention and safe feeding techniques
 10. Mandatory reporting laws of abuse/neglect
 11. Behavioral intervention/acceptance/accommodations
 12. Person-centered thinking
 13. The purpose and requirements of the Elderly and Disabled (E&D) Waiver.
- B. Have a sufficient number of employees, who must maintain current and active first aid and cardiopulmonary resuscitation (CPR) certification.

Documentation of completed training must be maintained at the agency and made available to DOM upon request. Failure to comply with training requirements will require an acceptable plan of correction by the provider. Continued non-compliance will result in suspension of Medicaid referrals and waiver admissions until successful completion of training requirements is met. The DOM Administrative Code will be updated to reflect these requirements.

Any questions regarding training requirements may be directed to the Office of Long Term Services and Supports by calling (601) 359-6141. As always, the Division of Medicaid appreciates your efforts in meeting the needs of our beneficiaries.