

**Oregon Department of Human Services
Office of Aging and People with Disabilities
Oregon Administrative Rules**

**Chapter 411
Division 003**

**Home or Community-Based Services Caregiver
Qualifications and Registry**

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**Home or Community-Based Services Caregiver
Qualifications and Registry**

411-003-0000 Purpose

(Adopted 07/01/2026)

The purpose of these rules is to establish:

- (1) A framework for caregiver certification based on existing rules regarding minimum qualifications and training requirements for caregivers to populate a publicly available registry that displays caregiver information, including qualifications and completion of trainings that have been verified for each caregiver.
- (2) Criteria for certification of caregivers such that certification status can be displayed in the Registry.
- (3) Requirements and timelines for which employers of caregivers must submit verification of training completion to the Department.
- (4) Requirements for administration of the Registry by the Department.
- (5) A process for individuals to decline to participate in the Registry and correct any errors in their records.

(6) A process to remove individuals who do not qualify for inclusion in the Registry.

Statutory/Other Authority: [ORS 410.598](#), [410.600](#), [443.001](#), [443.305](#), [443.400](#), [443.886](#)

Statutes/Other Implemented: [ORS 410.598](#), [410.600](#), [443.001](#), [443.305](#), [443.400](#), [443.886](#)

411-003-0005 Definitions

(Adopted 07/01/2026)

For the purpose of these rules, the following definitions apply:

(1) "Certification" means that the individuals have completed and passed background checks, successfully completed all training requirements that are relevant to the position and to the health and safety of workers and individuals receiving care, including but not limited to requirements adopted by the Department under [ORS 410.598](#) and [443.011](#).

(2) "Home or community-based services caregiver" or "caregiver" means:

(a) A home care worker;

(b) An individual who provides in-home care services as an employee of or under an arrangement or contract with an in-home care agency; or

(c) An individual who is a direct care staff person or a universal worker in a residential care facility, as defined in [OAR 411-054-0005](#), including an assisted living facility, a residential care facility, an assisted living facility with a memory care endorsement, or a residential care facility with a memory care endorsement as defined in [OAR 411-057-0110](#).

(3) "Department" means the Oregon Department of Human Services.

(4) "Employer" means:

(a) An in-home care agency as defined in [ORS 443.305](#) that hires, enters into an arrangement with, or contracts with a caregiver to provide in-home care services.

(b) The Oregon Home Care Commission (OHCC), which serves as the employer of record for collective bargaining for caregivers who are home care workers as defined in [ORS 410.600](#).

(c) An owner or operator of a residential care facility or assisted living facility as defined in [OAR 411-054-0005](#), that includes those with a memory care endorsement, that employs caregivers who are direct care staff or universal workers, including a facility with a memory care endorsement as specified by [OAR 411-057-0110](#).

(5) "Home care worker" means the term in [ORS 410.600](#), which is a person:

(a) Who is hired or selected by an elderly person or a person with a physical disability or by a parent or guardian of an elderly person or a person with a physical disability;

(b) Who receives moneys from the Department for the purpose of providing care to the elderly person or the person with a physical disability;

(c) Whose compensation is funded in whole or in part by the Department, an area agency or other public agency; and

(d) Who provides hourly services; or

(e) Who provides home care services to private payers through the program described in [ORS 410.605](#).

(6) "In-home care agency" has the meaning given that term in [ORS 443.305](#), which is an agency primarily engaged in providing in-home care services for compensation to an individual in that individual's place of residence licensed by

the Oregon Health Authority. It does not include a home health agency as defined in [ORS 443.014](#).

(7) “In-home care agency services” has the meaning given that term in [ORS 443.305](#), which is personal care services furnished by an in-home care agency, or an individual under an arrangement or contract with an in-home care agency, that are necessary to assist an individual in meeting the individual’s daily needs. It does not include curative or rehabilitative services.

(8) “Registry” means a centralized repository of caregivers operated by the Oregon Department of Human Services and which makes certain information available to the public, including caregiver name, county of caregiver residence, caregiver certification status, and caregiver criminal records check status through a searchable database.

(9) “Substantiated for abuse” has the meaning as defined in [OAR chapter 411, division 20](#).

Statutory/Other Authority: [ORS 410.598](#), [410.600](#), [443.001](#), [443.004](#), [443.006](#), [443.305](#), [443.400](#), [443.886](#)

Statutes/Other Implemented: [ORS 410.598](#), [410.600](#), [443.001](#), [443.004](#), [443.006](#), [443.305](#), [443.400](#), [443.886](#)

411-003-0010 Caregiver Qualifications for Certification

(Adopted 07/01/2026)

(1) To be eligible for initial certification on the Department’s registry as a home or community-based caregiver, caregivers must:

(a) Be 18 years of age or older;

(b) Not be excluded from participation in federal health care programs as specified under [OAR 407-007-0279](#);

- (c) Have an approved background check from the Department's Background Check Unit (BCU) in accordance with [ORS 443.004](#); and
- (d) Complete the minimum training requirements specified for each caregiver type as follows:
- (A) A home care worker must:
- (i) Complete mandated core training within the specified time period and pass mandated orientation and training competency evaluations specified in [OAR 418-020-0035](#); and
 - (ii) Meet provider enrollment standards for home care workers as specified in [OAR chapter 411, division 31](#).
- (B) A caregiver who is an employee of an in-home care agency must:
- (i) Complete orientation as specified in [OAR 333-536-0070](#);
 - (ii) Complete training requirements as specified in [OAR 333-536-0070](#) including but not limited to a minimum of 8 hours of training and competency evaluation and documentation by the agency administrator or the administrator's designee; and
 - (iii) Undergo a minimum of 4 hours of non-injectable medication training if the caregiver will administer medication, as specified in [OAR 333-536-0070](#).
 - (iv) If a caregiver has proof of a current Oregon health-care related license or certificate, they are exempt from the requirements in (B)(ii) – (B)(iii).
- (C) A caregiver who serves as direct care staff or universal worker in a Assisted Living or Residential Care Facility must meet the requirements specified in [OAR 411-054-0070](#) including but not limited to completing

orientation, completing a minimum of 8 hours of required training, and successfully completing required competency evaluations.

(2) To maintain eligibility for certification on the Department's registry as a home or community-based caregiver, caregivers must:

(a) Complete required criminal records check and maintain an approved status in accordance with [OAR 407-007-0600 to 407-007-0640](#).

(b) Complete required continuing education for each caregiver type as defined by the applicable administrative rules:

(A) A home care worker as specified in [OAR 418-020-0035](#);

(B) A caregiver who is an employee of an in-home care agency as specified in [OAR 333-536-0070](#); and

(C) A caregiver who is direct care staff or a universal worker as specified by [OAR 411-054-0070](#).

(3) To be eligible for an additional endorsement on the Department's registry, caregivers must complete the additional training requirements specified for each endorsement type as follows:

(a) A caregiver who is a home care worker may obtain a Professional Development Certification by completing the requirements in [OAR 418-020-0030](#) including but not limited to having an active unrestricted provider number, current Adult CPR and First Aid Certification, and submitting an application that is accepted by the Oregon Home Care Commission.

(b) A caregiver who is a home care worker may obtain Enhanced Home Care Worker Certification by completing the requirements in [OAR 418-020-0030](#) including but not limited to having an active unrestricted provider

number, current CPR and First Aid Certification, submitting an application that is accepted by the Oregon Home Care Commission, and completing enhanced training courses after application approval.

(c) A caregiver who is a home care worker may obtain a Ventilator Dependent Quadriplegia Certification by completing the requirements in [OAR 418-020-0030](#) including but not limited to having an active unrestricted provider number, submitting an application that is accepted by the Oregon Home Care Commission, and completing all ventilator quadriplegia dependent certification coursework.

(4) To maintain an endorsement on the Registry:

(a) To renew a Professional Development Certification a caregiver who is a home care worker must complete the requirements specified in [OAR 418-020-0030](#) between the 13th and 24th month of the certification period.

(b) An Enhanced Home Care Worker must maintain an active home care worker credential, maintain current Adult CPR and First Aid certification, and complete required trainings specified in [OAR 418-020-0030](#) by the end of the 24th month of Enhanced home care worker certification period.

(c) To maintain a Ventilator Dependent Quadriplegia certification, a caregiver must maintain an active home care worker credential, maintain current Adult CPR and First Aid certification, and complete required ventilator dependent quadriplegia certification courses specified in [OAR 418-020-0030](#) between the 13th and 24th month of the certification period.

Statutory/Other Authority: [ORS 410.598](#), [410.600](#), [443.001](#), [443.305](#), [443.400](#), [443.886](#)

Statutes/Other Implemented: [ORS 410.598](#), [410.600](#), [443.001](#), [443.305](#), [443.400](#), [443.886](#)

411-003-0020 Training Verification Requirements

(Adopted 07/01/2026)

(1) Employers are required to provide verification that caregivers have completed all components required for each caregiver in the form and method specified by the Department, including but not limited to:

- (a) Type of training as required by their specific administrative rule.
- (b) Certification requirements that have been met through training.
- (c) Completion date or expected completion date if training is in-progress.
- (d) Employer attestation of completed training.
- (e) End date or expiration date of the training credential.
- (f) End date or expiration date of the caregiver's background check status.

(2) Employers are required to submit verification of training as follows:

- (a) For initial orientation and training, by the next nearest quarterly report after training completion.
- (b) Providers will need to submit verification to the Department at least quarterly for training or continuing education completed during the quarter.
- (c) Employers are responsible for verifying certification of caregivers whom they employ who have completed training in another setting using the application and process specified by the Department,
- (d) For employees with multiple employers, each employer must submit the required information to the Department.

(3) The Employer must notify the Department of any caregivers whose credentials have been suspended or revoked within 14 calendar days of the caregiver's

suspension or revocation. If the Employer misses the 14 calendar days window, the employer must notify the Department immediately upon discovery of the missed notification.

(4) The Employer must notify the Department within 3 business days of any employee who is substantiated for abuse. The Department may remove the individual from the Registry at the discretion of the Department based on the severity of the abuse.

(5) If an employee who is substantiated for abuse has left employment, the Department may remove the individual from the Registry at the discretion of the Department based on the severity of the abuse.

(6) If the employer is unable to submit the request/data as required in these administrative rules in a timely fashion, they must notify the Department with an estimated submission time..

(7) An employer must notify the Department upon a Change of Ownership and submit the current caregiver information within 14 days of the change.

Statutory/Other Authority: [ORS 410.598](#), [410.600](#), [443.001](#), [443.305](#), [443.400](#), [443.886](#)

Statutes/Other Implemented: [ORS 410.598](#), [410.600](#), [443.001](#), [443.305](#), [443.400](#), [443.886](#)

411-003-0030 Registry Requirements

(Adopted 07/01/2026)

(1) Employers will submit the following information to the Department at least quarterly:

(a) The legal name of the caregiver with an optional field for the caregiver's preferred name;

(b) The county and, if applicable, the city where the caregiver resides;

(c) Certification status of the caregiver and any endorsements earned by the caregiver; and

(d) Criminal records check status of the caregiver.

(2) The Department will ensure that the Registry includes:

(a) Clear delineation of which certifications the caregiver holds.

(b) One or more links to information regarding training requirements for the certification of each type of caregiver;

(c) A link to the home care registry, as defined in [ORS 410.600](#), for members of the public to find home care workers;

(d) Any other guidance or resources that the Department deems necessary to help individuals use the Registry.

(e) A notice that caregivers may opt out of the Registry and therefore caregivers may not be listed.

(f) Disclaimer language that the information is updated per these rules and may not be completely accurate and that employer specific trainings may not be listed.

(3) The Department will develop a form for caregivers who wish to decline to participate in the Registry.

(4) Caregivers may decline to participate in the Registry by either:

(a) Notifying their employer before their employer submits the information to the Department using the Department's required form, which will be kept by the employer; or

(b) Notifying the Department through a required form that they should be removed from the Registry once the caregiver has been added to the Registry. The Department will retain the form and notify the employer. The employer will not submit that individual's information in the quarterly submissions.

(5) Caregivers may request updates to the Registry by requesting through their employer and providing the necessary documentation, due to:

(a) Change in caregiver county or city of residence.

(b) Change of caregiver name.

(c) Incomplete, inaccurate or changes to information regarding completed training, certification, or additional endorsements.

(6) Employers are responsible for verifying and submitting all caregiver training, certification, residence, and eligibility information required for inclusion in the Registry at least quarterly. Workers may not self-report any information for the purpose of meeting employer verification or reporting obligations.

(7) Caregivers may notify the Department that they wish to access the worker correction and dispute resolution process. This is distinct from employer reporting duties, through which caregivers may request correction of inaccurate information displayed in the Registry. Any forms or processes established by the Department must be used solely for worker-initiated corrections and will not be substituted for employer reporting requirements.

(8) The Department will notify Employers within 14 calendar days of any notifications from caregivers of their request to access the correction and dispute resolution process.

Statutory/Other Authority: [ORS 410.598](#), [410.600](#), [443.001](#), [443.305](#), [443.400](#), [443.886](#)

Statutes/Other Implemented: [ORS 410.598](#), [410.600](#), [443.001](#), [443.305](#), [443.400](#), [443.886](#)

411-003-0040 Enforcement

(Temporary effective 07/01/2026 through 12/27/2026)

Employers who fail to comply with these administrative rules will be referred to their licensing authority for review and corrective action.

Statutory/Other Authority: [ORS 410.070](#), [443.450](#)

Statutes/Other Implemented: [ORS 441.705 - 441.745](#), [443.400 - 443.455](#), [443.991](#)