
OLR Bill Analysis

sHB 5143

AN ACT REQUIRING TRAINING FOR HOMEMAKER-COMPANION AGENCY EMPLOYEES.

SUMMARY

Beginning January 1, 2027, this bill requires homemaker-companion agencies to annually provide at least eight hours of paid training to both their new and current employees, other than employees who are exempt, as described below. The training must be on certain topics (e.g., identifying abuse and best practices in personal hygiene) from a list of training programs approved by the Department of Consumer Protection (DCP) commissioner.

The bill also requires each homemaker-companion agency to annually attest to DCP, as directed by the commissioner, that it will adhere to the training requirements. The first attestation is due by January 1, 2027.

EFFECTIVE DATE: Upon passage

HOMEMAKER-COMPANION TRAININGS

DCP-Approved List of Trainings

The bill requires the DCP commissioner, by October 1, 2026, to develop a list of approved homemaker-companion agency employee training programs, limited to the training topics listed below. In doing so, he must consult with the commissioners of public health, social services, developmental services, and mental health and addiction services.

New Hire and Continuing Education Trainings

Under the bill, new employees must take at least the following trainings within 90 days after starting work (unless they are exempt, as described below):

1. maintaining a clean and safe environment, including best practices for dressing, bathing, and toileting assistance;
2. identifying and reporting abuse and neglect;
3. identifying and reporting changes in a client's condition and service needs; and
4. if the employee will be attending to clients with Alzheimer's disease or dementia, providing nonmedical services to them.

Employees must also take annual continuing education training (unless they are exempt, as described below), which includes the above-listed trainings as well as:

1. communication,
2. differentiating between medical and nonmedical care, and
3. any other topic the commissioners deem appropriate.

The bill requires agencies to make sure each employee takes each class at least once every two years.

Exempt Employees

The bill exempts new employees from the initial trainings if, within three years before being hired, they took them while employed by a different homemaker-companion agency. To be exempt, the employee must provide the form described below, showing he or she already completed these trainings.

The bill also exempts from the training requirements any employee who is a registered nurse's aide, a home health aide, a personal care attendant, or employed in a position (e.g., administrative) that does not provide homemaker or companion services (see BACKGROUND).

Under the bill, a home health aide is someone employed by a home health aide agency, which generally provides supportive services, like assistance with dressing and feeding, in the patient's home under a

registered nurse’s supervision. These services exclude assisting individuals who have chronic and stable diseases or conditions.

Training Records

After an employee completes a training required under the bill, the agency and employee must complete a form attesting to this, as directed by the DCP commissioner. The form must indicate the training and the date it was completed, include the agency’s and employee’s names, and be signed by both parties.

The bill requires the agency to keep paper or electronic copies of these forms in employees’ personnel files. The agency must also keep a list of all training programs it used and a summary of their content.

BACKGROUND

Homemaker-Companion Agencies and Services

By law, a “homemaker-companion agency” is generally an organization that either employs or refers people to provide companion or homemaker services to consumers. “Homemaker services” are nonmedical and supportive services such as cooking, cleaning, and personal hygiene. “Companion services” are nonmedical, basic supervision services that ensure a healthy and safe environment for a person in his or her home.

COMMITTEE ACTION

Aging Committee

Joint Favorable Substitute

Yea 14 Nay 0 (03/05/2026)