

April 2, 2020



ISDH Emergency Orders Permitting Minors Ages 16 and 17 to Serve as Personal Care Attendants

On April 2, 2020, the ISDH issued two Emergency Orders that amend earlier Emergency Orders authorizing comprehensive care facilities and residential care facilities to temporarily utilize Personal Care Attendants (“PCAs”) to perform resident care procedures that do not require the skill or training of a CNA. The previous Emergency Orders only permitted those 18 years of age and older to serve as a PCA. **The amended Emergency Orders released today allow minors ages 16 and 17 to also train and work as PCAs in both comprehensive care facilities and residential care facilities.** The ability of minors ages 16 and 17 to work as PCAs is consistent with the Indiana Department of Labor’s recent [temporary suspension](#) of the requirements for employers to have on-file work permits for minor employees, in addition to permission letters from schools allowing minors to work otherwise restricted school hours. Minors ages 16 and 17 wishing to train and work as a PCA must adhere to all other provisions and training requirements contained in the original Emergency Orders.

The original Emergency Order permitting comprehensive care facilities to employ PCAs can be found [here](#), and the amended Emergency Order permitting comprehensive care facilities to employ PCAs ages 16 and 17 can be found [here](#). The original Emergency Order permitting residential care facilities to employ PCAs can be found [here](#), and the amended Emergency Order permitting residential care facilities to employ PCAs ages 16 and 17 can be found [here](#). As a reminder, following any completed PCA training, the spreadsheet linked [here](#) should be updated and submitted to aides@isdh.in.gov.