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17 (b) In addition to the requirements of paragraph (a), an
18 employee who will be providing direct care to a resident who has
19 Alzheimer's disease or a related disorder must complete an
20 additional 3 hours of training within 9 months after beginning
21 employment. This training must include, but is not limited to,
22 the management of problem behaviors, information about promoting
23 the resident's independence in activities of daily living, and
24 instruction in skills for working with families and caregivers.

25 (c) An employee of a home that provides special care for
26 residents who have Alzheimer's disease or other related
27 disorders, and who has regular contact with such residents, must
28 complete 4 hours of initial dementia-specific training developed
29 or approved by the department, which must be completed within 3
30 months after beginning employment, and satisfy the core training
31 requirements of s. 429.52(3)(g). A direct caregiver who is
32 employed by a facility that provides special care for residents
33 who have Alzheimer's disease or other related disorders, and who
34 provides direct care to such residents, must complete the
35 required initial dementia-specific training and 4 additional
36 hours of training, which must be completed within 9 months after
37 beginning employment; satisfy the core training requirements of
38 s. 429.52(3)(g); and complete a minimum of 4 contact hours of
39 continuing education each calendar year. The continuing
40 education must include one or more topics included in the
41 dementia-specific training developed or approved by the

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42 department in which the direct caregiver has not received
43 previous training.

44 (2) An adult family-care home licensed under this part
45 which claims that it provides special care for persons who have
46 Alzheimer's disease or other related disorders must disclose in
47 its advertisements or in a separate document those services that
48 distinguish the care as being especially applicable to, or
49 suitable for, such persons. The home must give a copy of all
50 such advertisements or a copy of the document to each person who
51 requests information about programs and services for persons
52 with Alzheimer's disease or other related disorders offered by
53 the home and must maintain a copy of all such advertisements and
54 documents in its records. The agency shall examine all such
55 advertisements and documents in the home's records as part of
56 the license renewal procedure.

57 Section 3. Section 430.5025, Florida Statutes, is created
58 to read:

59 430.5025 Education and training to foster awareness of
60 Alzheimer's disease and related forms of dementia.-

61 (1) As used in this section, the term:

62 (a) "Covered provider" means a person, entity, or facility
63 licensed or registered under part II, part III, or part IV of
64 chapter 400 or chapter 429.

65 (b) "Department" means the Department of Elderly Affairs.

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66 (c) "Employee" means any staff member, contracted staff,
67 or independent contractor hired or referred by a covered
68 provider who is required to undergo a level 2 background
69 screening as required in s. 408.809(1)(e) as required pursuant
70 to s. 408.809 and chapter 435. The term includes, but is not
71 limited to, staff providing direct care; staff responsible for
72 housekeeping, the front desk, and other administrative
73 functions; and companions or homemakers.

74 (2) The department or its designee shall develop education
75 and training in a variety of formats, including, but not limited
76 to, Internet-based formats and videos, and offer such training
77 at no cost to families, caregivers, and employees of covered
78 providers regarding Alzheimer's disease and related forms of
79 dementia.

80 (a) Education for families and caregivers must provide
81 basic information about the most common forms of dementia, how
82 to identify the signs and symptoms of dementia, coping skills
83 and responding to the changes, planning for the future, and how
84 to access additional resources about dementia.

85 (b) Training for employees of covered providers must
86 consist of a one-time, 1-hour course on identifying the signs
87 and symptoms of dementia and methods for interacting with
88 individuals with Alzheimer's disease or a related form of
89 dementia. A certificate of completion must be identify the

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90 training provider, the name of the employee, and the date of
91 completion.

92 1. A covered provider must require an employee to complete
93 the training within 30 days after the date the employee begins
94 employment.

95 2. A covered provider must maintain a copy of the
96 employee's certificate of completion of the training in the
97 covered provider's files.

98 3. An employee who has completed the training is not
99 required to repeat the course after changing employment to a
100 different covered provider.

101 (3) Employees hired on or before July 1, 2022, must
102 complete the applicable Alzheimer's and dementia-related
103 training under the Florida Alzheimer's Disease and Dementia
104 Education and Training Act as required by the act or within 9
105 months after the dementia-specific training is developed or
106 approved by the department, whichever is later.

107 (4) The department may adopt rules to implement this
108 section.

109 Section 4. Section 400.1755, Florida Statutes, is amended
110 to read:

111 400.1755 Care for persons with Alzheimer's disease or
112 related disorders; staff training requirements.-

113 (1) As a condition of licensure, facilities licensed under
114 this part must provide to each of their employees, upon

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115 beginning employment, basic written information about
116 interacting with persons with Alzheimer's disease or a related
117 disorder.

118 ~~(2) All employees who are expected to, or whose~~
119 ~~responsibilities require them to, have direct contact with~~
120 ~~residents with Alzheimer's disease or a related disorder must,~~
121 ~~in addition to being provided the information required in~~
122 ~~subsection (1), also have an initial training of at least 1 hour~~
123 ~~completed in the first 3 months after beginning employment. This~~
124 ~~training must include, but is not limited to, an overview of~~
125 ~~dementias and must provide basic skills in communicating with~~
126 ~~persons with dementia.~~

127 (2)~~(3)~~ An individual who provides direct care shall be
128 considered a direct caregiver and must complete ~~the required~~
129 ~~initial training and~~ an additional 3 hours of training within 9
130 months after beginning employment. This training shall include,
131 but is not limited to, managing problem behaviors, promoting the
132 resident's independence in activities of daily living, and
133 skills in working with families and caregivers.

134 (a) The required 4 hours of training for certified nursing
135 assistants are part of the total hours of training required
136 annually.

137 (b) For a health care practitioner as defined in s.
138 456.001, continuing education hours taken as required by that

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139 practitioner's licensing board shall be counted toward this
140 total of 4 hours.

141 ~~(3)-(4)~~ For an employee who is a licensed health care
142 practitioner as defined in s. 456.001, training that is
143 sanctioned by that practitioner's licensing board shall be
144 considered to be approved by the Department of Elderly Affairs.

145 ~~(4)-(5)~~ The Department of Elderly Affairs or its designee
146 must approve the additional 3 hours of ~~initial and continuing~~
147 training provided in the facilities. The department must approve
148 training offered in a variety of formats, including, but not
149 limited to, Internet-based training, videos, teleconferencing,
150 and classroom instruction. The department shall keep a list of
151 current providers who are approved to provide the additional
152 ~~initial and continuing~~ training. The department shall adopt
153 rules to establish standards for the trainers and the training
154 required in this section.

155 ~~(5)-(6)~~ Upon completing the additional ~~any~~ training listed
156 in this section, the employee or direct caregiver shall be
157 issued a certificate that includes the name of the training
158 provider, the topic covered, and the date and signature of the
159 training provider. The certificate is evidence of completion of
160 training in the identified topic, and the employee or direct
161 caregiver is not required to repeat training in that topic if
162 the employee or direct caregiver changes employment to a
163 different facility or to an assisted living facility, home

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164 health agency, adult day care center, or adult family-care home.
165 The direct caregiver must comply with other applicable
166 continuing education requirements.

167 Section 5. Subsection (1) of section 400.4785, Florida
168 Statutes, is amended to read:

169 400.4785 Patients with Alzheimer's disease or other
170 related disorders; staff training requirements; certain
171 disclosures.—

172 (1) A home health agency must provide the following staff
173 training:

174 (a) Upon beginning employment with the agency, each
175 employee must receive basic written information about
176 interacting with participants who have Alzheimer's disease or
177 dementia-related disorders.

178 (b) In addition to the information and training provided
179 under paragraph (a), newly hired home health agency personnel
180 who will be providing direct care to patients must complete an
181 additional 2 hours of training in Alzheimer's disease and
182 dementia-related disorders within 9 months after beginning
183 employment with the agency. This training must include, but is
184 not limited to, an overview of dementia, a demonstration of
185 basic skills in communicating with persons who have dementia,
186 the management of problem behaviors, information about promoting
187 the client's independence in activities of daily living, and
188 instruction in skills for working with families and caregivers.

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189 (c) For certified nursing assistants, the required 3 ~~2~~
190 hours of training shall be part of the total hours of training
191 required annually.

192 (d) For a health care practitioner as defined in s.
193 456.001, continuing education hours taken as required by that
194 practitioner's licensing board shall be counted toward the total
195 of 3 ~~2~~ hours.

196 (e) For an employee who is a licensed health care
197 practitioner as defined in s. 456.001, training that is
198 sanctioned by that practitioner's licensing board shall be
199 considered to be approved by the Department of Elderly Affairs.

200 (f) The Department of Elderly Affairs, or its designee,
201 must approve the required additional 2 hours of training. The
202 department must consider for approval training offered in a
203 variety of formats. The department shall keep a list of current
204 providers who are approved to provide the 2-hour training. The
205 department shall adopt rules to establish standards for the
206 employees who are subject to this training, for the trainers,
207 and for the training required in this section.

208 (g) Upon completing the additional training listed in this
209 section, the employee shall be issued a certificate that states
210 that the training mandated under this section has been received.
211 The certificate shall be dated and signed by the training
212 provider. The certificate is evidence of completion of this
213 training, and the employee is not required to repeat this

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214 training if the employee changes employment to a different home
215 health agency.

216 (h) A licensed home health agency whose unduplicated
217 census during the most recent calendar year was composed
218 ~~comprised~~ of at least 90 percent of individuals aged 21 years or
219 younger at the date of admission is exempt from the training
220 requirements in this section.

221 Section 6. Subsection (1) of section 400.6045, Florida
222 Statutes, is amended to read:

223 400.6045 Patients with Alzheimer's disease or other
224 related disorders; staff training requirements; certain
225 disclosures.—

226 (1) A hospice licensed under this part must provide the
227 following staff training:

228 (a) Upon beginning employment with the agency, each
229 employee must receive basic written information about
230 interacting with persons who have Alzheimer's disease or
231 dementia-related disorders.

232 ~~(b) In addition to the information provided under~~
233 ~~paragraph (a), employees who are expected to, or whose~~
234 ~~responsibilities require them to, have direct contact with~~
235 ~~participants who have Alzheimer's disease or dementia-related~~
236 ~~disorders must complete initial training of at least 1 hour~~
237 ~~within the first 3 months after beginning employment. The~~
238 ~~training must include an overview of dementias and must provide~~

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239 ~~instruction in basic skills for communicating with persons who~~
240 ~~have dementia.~~

241 (b)~~(e)~~ In addition to the requirements of paragraph
242 ~~paragraphs (a) and (b)~~, an employee who will be providing direct
243 care to a participant who has Alzheimer's disease or a dementia-
244 related disorder must complete an additional 3 hours of training
245 within 9 months after beginning employment. This training must
246 include, but is not limited to, the management of problem
247 behaviors, information about promoting the patient's
248 independence in activities of daily living, and instruction in
249 skills for working with families and caregivers.

250 (c)~~(d)~~ For certified nursing assistants, the required 4
251 hours of training shall be part of the total hours of training
252 required annually.

253 (d)~~(e)~~ For a health care practitioner as defined in s.
254 456.001, continuing education hours taken as required by that
255 practitioner's licensing board shall be counted toward the total
256 of 4 hours.

257 (e)~~(f)~~ For an employee who is a licensed health care
258 practitioner as defined in s. 456.001, training that is
259 sanctioned by that practitioner's licensing board shall be
260 considered to be approved by the Department of Elderly Affairs.

261 (f)~~(g)~~ The Department of Elderly Affairs or its designee
262 must approve the required additional ~~1-hour and~~ 3-hour training
263 provided to employees or direct caregivers under this section.

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264 The department must consider for approval training offered in a
265 variety of formats. The department shall keep a list of current
266 providers who are approved to provide the additional ~~1-hour and~~
267 3-hour training. The department shall adopt rules to establish
268 standards for the employees who are subject to this training,
269 for the trainers, and for the training required in this section.

270 ~~(g)(h)~~ Upon completing the additional ~~any~~ training
271 described in this section, the employee or direct caregiver
272 shall be issued a certificate that includes the name of the
273 training provider, the topic covered, and the date and signature
274 of the training provider. The certificate is evidence of
275 completion of training in the identified topic, and the employee
276 or direct caregiver is not required to repeat training in that
277 topic if the employee or direct caregiver changes employment to
278 a different hospice or to a home health agency, assisted living
279 facility, nursing home, or adult day care center.

280 Section 7. Paragraph (c) of subsection (2) and subsection
281 (7) of section 429.178, Florida Statutes, are amended to read:

282 429.178 Special care for persons with Alzheimer's disease
283 or other related disorders.—

284 (2)

285 ~~(c) An individual who is employed by a facility that~~
286 ~~provides special care for residents with Alzheimer's disease or~~
287 ~~other related disorders, but who only has incidental contact~~
288 ~~with such residents, must be given, at a minimum, general~~

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289 ~~information on interacting with individuals with Alzheimer's~~
290 ~~disease or other related disorders, within 3 months after~~
291 ~~beginning employment.~~

292 (7) Any facility more than 90 percent of whose residents
293 receive monthly optional supplementation payments is not
294 required to pay for the training and education programs required
295 under this section. A facility that has one or more such
296 residents must ~~shall~~ pay a reduced fee that is proportional to
297 the percentage of such residents in the facility. A facility
298 that does not have any residents who receive monthly optional
299 supplementation payments must pay a reasonable fee, as
300 established by the department, for such training and education
301 programs.

302 Section 8. Subsection (1) of section 429.52, Florida
303 Statutes, is amended to read:

304 429.52 Staff training and educational requirements.—

305 (1) (a) Each new assisted living facility employee who has
306 not previously completed core training must attend a preservice
307 orientation provided by the facility before interacting with
308 residents. The preservice orientation must be at least 2 hours
309 in duration and cover topics that help the employee provide
310 responsible care and respond to the needs of facility residents.
311 Upon completion, the employee and the administrator of the
312 facility must sign a statement that the employee completed the

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313 required preservice orientation. The facility must keep the
314 signed statement in the employee's personnel record.

315 (b) Upon beginning employment with the facility, each new
316 assisted living facility employee must receive basic written
317 information about interacting with residents who have
318 Alzheimer's disease or dementia-related disorders.

319 (c) In addition to the requirements of paragraphs (a) and
320 (b), an employee who will be providing direct care to a resident
321 who has Alzheimer's disease or a dementia-related disorder must
322 complete an additional 3 hours of training within 9 months after
323 beginning employment. This training must include, but is not
324 limited to, the management of problem behaviors, information
325 about promoting the resident's independence in activities of
326 daily living, and instruction in skills for working with
327 families and caregivers.

328 Section 9. Subsection (1) of section 429.917, Florida
329 Statutes, is amended to read:

330 429.917 Patients with Alzheimer's disease or other related
331 disorders; staff training requirements; certain disclosures.—

332 (1) An adult day care center licensed under this part must
333 provide the following staff training:

334 (a) Upon beginning employment with the facility, each
335 employee must receive basic written information about
336 interacting with participants who have Alzheimer's disease or
337 dementia-related disorders.

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338 ~~(b) In addition to the information provided under~~
339 ~~paragraph (a), newly hired adult day care center personnel who~~
340 ~~are expected to, or whose responsibilities require them to, have~~
341 ~~direct contact with participants who have Alzheimer's disease or~~
342 ~~dementia-related disorders must complete initial training of at~~
343 ~~least 1 hour within the first 3 months after beginning~~
344 ~~employment. The training must include an overview of dementias~~
345 ~~and must provide instruction in basic skills for communicating~~
346 ~~with persons who have dementia.~~

347 ~~(b)(e)~~ In addition to the requirements of paragraph
348 ~~paragraphs (a) and (b)~~, an employee who will be providing direct
349 care to a participant who has Alzheimer's disease or a dementia-
350 related disorder must complete an additional 3 hours of training
351 within 9 months after beginning employment. This training must
352 include, but is not limited to, the management of problem
353 behaviors, information about promoting the participant's
354 independence in activities of daily living, and instruction in
355 skills for working with families and caregivers.

356 ~~(c)(d)~~ For certified nursing assistants, the required 4
357 hours of training shall be part of the total hours of training
358 required annually.

359 ~~(d)(e)~~ For a health care practitioner as defined in s.
360 456.001, continuing education hours taken as required by that
361 practitioner's licensing board shall be counted toward the total
362 of 4 hours.

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363 ~~(e)-(f)~~ For an employee who is a licensed health care
364 practitioner as defined in s. 456.001, training that is
365 sanctioned by that practitioner's licensing board shall be
366 considered to be approved by the Department of Elderly Affairs.

367 ~~(f)-(g)~~ The Department of Elderly Affairs or its designee
368 must approve the additional ~~1-hour and~~ 3-hour training provided
369 to employees and direct caregivers under this section. The
370 department must consider for approval training offered in a
371 variety of formats. The department shall keep a list of current
372 providers who are approved to provide the additional ~~1-hour and~~
373 3-hour training. The department shall adopt rules to establish
374 standards for the employees who are subject to this training,
375 for the trainers, and for the training required in this section.

376 ~~(g)-(h)~~ Upon completing the additional ~~any~~ training
377 described in this section, the employee or direct caregiver
378 shall be issued a certificate that includes the name of the
379 training provider, the topic covered, and the date and signature
380 of the training provider. The certificate is evidence of
381 completion of training in the identified topic, and the employee
382 or direct caregiver is not required to repeat training in that
383 topic if the employee or direct caregiver changes employment to
384 a different adult day care center or to an assisted living
385 facility, nursing home, home health agency, or hospice. The
386 direct caregiver must comply with other applicable continuing
387 education requirements.

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388 ~~(i) An employee who is hired on or after July 1, 2004,~~
389 ~~must complete the training required by this section.~~

390 Section 10. Paragraph (a) of subsection (6) of section
391 429.918, Florida Statutes, is amended to read:

392 429.918 Licensure designation as a specialized Alzheimer's
393 services adult day care center.—

394 (6) (a) An adult day care center having a license
395 designated under this section must provide the following staff
396 training and supervision:

397 1. A registered nurse or licensed practical nurse must be
398 on site daily for at least 75 percent of the time that the
399 center is open to ADRD participants. Each licensed practical
400 nurse who works at the center must be supervised in accordance
401 with chapter 464.

402 2. Upon beginning employment with the center, each
403 employee must receive and review basic written information about
404 interacting with ADRD participants.

405 3. In addition to the information provided in subparagraph
406 2., every employee hired on or after July 1, 2012, who has
407 direct contact with ADRD participants shall complete 4 hours of
408 dementia-specific training within 3 months after employment.

409 4. In addition to the requirements of subparagraphs 2. and
410 3., each employee hired on or after July 1, 2012, who provides
411 direct care to ADRD participants shall complete an additional 4

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412 hours of dementia-specific training within 6 months after
413 employment.

414 5. In addition to the requirements of subparagraphs 2.,
415 3., and 4., each employee who provides direct care to ADRD
416 participants shall complete a minimum of 4 contact hours of
417 continuing education each calendar year. The continuing
418 education must include one or more topics included in the
419 dementia-specific training developed or approved by the
420 department in which the caregiver has not received previous
421 training.

422 Section 11. This act shall take effect July 1, 2021.

423

424 -----

425 **T I T L E A M E N D M E N T**

426 Remove everything before the enacting clause and insert:

427 A bill to be entitled

428 An act relating to dementia-related staff training;
429 providing a short title; amending s. 429.83, F.S.;
430 requiring that employees of an adult family-care home
431 receive certain information upon beginning employment;
432 requiring that certain employees complete additional
433 training within a specified period; providing
434 requirements for such training; providing additional
435 requirements for certain employees of such home;
436 creating s. 430.5025, F.S.; providing definitions;

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437 requiring the Department of Elderly Affairs or its
438 designee to develop education and training regarding
439 Alzheimer's disease and other dementia-related
440 disorders and offer such training at no cost to
441 certain persons and employees; providing requirements
442 for such education and training; requiring certain
443 employees to complete certain training under certain
444 circumstances; requiring training providers to provide
445 such employees with a certificate of completion;
446 providing requirements for the certificate; providing
447 requirements for covered providers; providing that
448 certain employees are not required to repeat certain
449 training after changing employment under certain
450 circumstances; providing applicability; authorizing
451 the department to adopt rules; amending ss. 400.1755,
452 400.4785, 400.6045, 429.178, 429.52, 429.917, and
453 429.918, F.S.; revising dementia-related staff
454 training requirements for nursing homes, home health
455 agencies, hospices, facilities that provide special
456 care for persons who have Alzheimer's disease or other
457 related disorders, assisted living facilities, and
458 adult day care centers, respectively, to conform to
459 changes made by the act; providing an effective date.