

1                   A bill to be entitled  
2           An act relating to dementia-related staff training;  
3           providing a short title; creating s. 430.5025, F.S.;  
4           defining terms; requiring certain entities, as a  
5           condition of licensure, to provide specified dementia-  
6           related training for new employees within a specified  
7           timeframe; requiring certain employees to receive  
8           additional dementia-related training under certain  
9           circumstances within a specified timeframe; providing  
10          requirements for the training; requiring annual  
11          dementia-related training for certain employees;  
12          requiring certain employees to receive additional  
13          training developed or approved by the Department of  
14          Elderly Affairs under certain circumstances; providing  
15          that such additional training counts toward a  
16          certified nursing assistant's total annual training;  
17          authorizing certain health care practitioners to count  
18          certain continuing education hours toward the  
19          dementia-related training requirements under certain  
20          circumstances; requiring the department to approve  
21          such continuing education hours to satisfy the  
22          dementia-related training requirements; authorizing  
23          the department to develop a curriculum for the  
24          dementia-related training requirements and to review  
25          the curriculum at least every 4 years for a specified

26 | purpose; encouraging the department to consult with  
27 | certain nationally recognized organizations; providing  
28 | requirements for the curriculum; requiring the  
29 | department or its designee to approve courses used to  
30 | satisfy the dementia-related training requirements;  
31 | requiring such courses to be approved in various  
32 | formats; requiring the department or its designee to  
33 | develop a registration process for training providers;  
34 | providing requirements for such registration;  
35 | requiring the department or its designee to issue  
36 | unique identifiers to approved training providers;  
37 | requiring the department or its designee to develop  
38 | certain assessments and passing scores for a specified  
39 | purpose; requiring certain employees to take and pass  
40 | such assessments upon completion of the training;  
41 | requiring training providers to issue such employees a  
42 | certificate upon completing the training and passing  
43 | the assessments; providing requirements for the  
44 | certificate; providing that certain employees do not  
45 | need to repeat certain training when changing  
46 | employment, under certain circumstances; requiring the  
47 | department to adopt rules; amending ss. 400.1755,  
48 | 400.4785, 400.6045, 429.178, 429.52, and 429.917,  
49 | F.S.; revising dementia-related staff training  
50 | requirements for nursing homes, home health agencies,

51 hospices, facilities that provide special care for  
 52 persons with Alzheimer's disease or related disorders,  
 53 assisted living facilities, and adult day care  
 54 centers, respectively, to conform to changes made by  
 55 the act; providing an effective date.  
 56

57 Be It Enacted by the Legislature of the State of Florida:  
 58

59 Section 1. This act may be cited as the "Florida  
 60 Alzheimer's Disease and Dementia Training Act."

61 Section 2. Section 430.5025, Florida Statutes, is created  
 62 to read:

63 430.5025 Care for persons with Alzheimer's disease or a  
 64 related disorder; staff training.-

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

66 (a) "Department" means the Department of Elderly Affairs.

67 (b) "Direct care worker" means an individual who, as part  
 68 of his or her employment duties, provides or has access to  
 69 provide direct contact assistance with personal care or  
 70 activities of daily living to clients, patients, or residents of  
 71 any facility licensed under part II, part III, or part IV of  
 72 chapter 400 or part I or part III of chapter 429.

73 (c) "Employee" means any staff member who has regular  
 74 contact or incidental contact on a recurring basis with clients,  
 75 patients, or residents of a facility licensed under part II,

76 part III, or part IV of chapter 400 or part I or part III of  
77 chapter 429. The term includes, but is not limited to, direct  
78 care workers; staff responsible for housekeeping, the front  
79 desk, maintenance, and other administrative functions; and any  
80 other individuals who may have regular contact or incidental  
81 contact on a recurring basis with clients, patients, or  
82 residents.

83 (d) "Licensee" means a person or an entity licensed under  
84 part II, part III, or part IV of chapter 400 or part I or part  
85 III of chapter 429.

86 (2) As a condition of licensure, licensees must provide to  
87 each of their employees, within 30 days after their employment  
88 begins, 1 hour of dementia-related training, which must include  
89 methods for interacting with persons with Alzheimer's disease or  
90 a related disorder and for identifying warning signs of  
91 dementia.

92 (3) In addition to the training requirements of subsection  
93 (2), licensees must require all employees who are direct care  
94 workers to receive at least 3 hours of training if the direct  
95 care workers are expected to, or their responsibilities require  
96 them to, have direct contact with clients, patients, or  
97 residents with Alzheimer's disease or a related disorder or with  
98 populations that are at a greater risk for Alzheimer's disease  
99 or a related disorder. The training must be completed within the  
100 first 3 months after employment begins and must include, but

101 need not be limited to, an overview of Alzheimer's disease and  
102 related disorders and person-centered care, assessment and care  
103 planning, activities of daily living, and dementia-related  
104 behaviors and communication for clients, patients, and residents  
105 with Alzheimer's disease or a related disorder. Each calendar  
106 year thereafter, the licensee must require all of its direct  
107 care workers to receive at least 4 hours of continuing  
108 education, approved by the department, on these topics and any  
109 related changes in state or federal law.

110 (4) If a licensee advertises that it provides special care  
111 for individuals with Alzheimer's disease or a related disorder  
112 which includes direct care to such individuals, the licensee  
113 must require its direct care workers to complete 4 hours of  
114 training developed or approved by the department. This training  
115 is in addition to the training requirements of subsections (2)  
116 and (3) and must be completed within 3 months after employment  
117 begins.

118 (5) Completion of the 4 hours of training developed or  
119 approved by the department under subsection (4) shall count  
120 toward a certified nursing assistant's annual training  
121 requirements.

122 (6) If a health care practitioner as defined in s. 456.001  
123 completes continuing education hours as required by that  
124 practitioner's licensing board, he or she may count those  
125 continuing education hours toward satisfaction of the training

126 requirements of subsections (3) and (4) if the course curriculum  
127 covers the topics required under those subsections. The  
128 department must approve such continuing education hours for  
129 purposes of satisfying the training requirements of subsections  
130 (3) and (4).

131 (7) (a) The department may develop an evidence-based  
132 curriculum for the training requirements of this section and  
133 review the curriculum at least every 4 years to make any  
134 necessary revisions based on current research and best  
135 practices. The department is encouraged to consult with a  
136 nationally recognized organization that has expertise in the  
137 care of individuals with Alzheimer's disease or a related  
138 disorder to develop the curriculum. The curriculum must include,  
139 at a minimum, all of the following topics related to clients,  
140 patients, and residents with Alzheimer's disease or a related  
141 disorder:

142 1. An overview of Alzheimer's disease and related  
143 disorders.

144 2. Person-centered care.

145 3. Assessment care and planning.

146 4. Activities of daily living.

147 5. Dementia-related behaviors and communication.

148 (b) The department or its designee shall approve the  
149 courses that licensees may use to satisfy the training  
150 requirements under this section. The department or its designee

151 must approve training offered in a variety of formats,  
152 including, but not limited to, Internet-based training, videos,  
153 teleconferencing, and classroom instruction.

154 (8) The department or its designee shall develop a process  
155 for registering training providers and maintain a list of those  
156 providers approved to provide training required under this  
157 section. To be approved, a training provider must have at least  
158 2 years of experience related to Alzheimer's disease or related  
159 disorders, gerontology, health care, or a related field. The  
160 department or its designee shall issue each approved training  
161 provider a unique registration identifier.

162 (9) For each training topic required under this section,  
163 the department or its designee shall develop an assessment that  
164 measures an individual's understanding of the topic and indicate  
165 a minimum required score to pass the assessment. Upon completion  
166 of any training under this section, the employee or direct care  
167 worker must pass the related assessment. If an employee or a  
168 direct care worker completes a training and passes the related  
169 assessment, the training provider must issue the employee or  
170 direct care worker a certificate that includes the training  
171 provider's name and unique identifier, the topic covered in the  
172 training, the date of completion, and the signature of the  
173 training provider. The certificate is evidence of completion of  
174 the training and assessment in the identified topic, and the  
175 employee or direct care worker is not required to repeat

176 training in that topic if he or she changes employment to a  
177 different licensee, but he or she must comply with any  
178 applicable continuing education requirements under this section.

179 (10) The department shall adopt rules to implement this  
180 section.

181 Section 3. Section 400.1755, Florida Statutes, is amended  
182 to read:

183 400.1755 Care for persons with Alzheimer's disease or  
184 related disorders; staff training requirements.-

185 ~~(1) As a condition of licensure, facilities licensed under~~  
186 ~~this part must provide to each of their employees training as~~  
187 ~~required in s. 430.5025, upon beginning employment, basic~~  
188 ~~written information about interacting with persons with~~  
189 ~~Alzheimer's disease or a related disorder.~~

190 ~~(2) All employees who are expected to, or whose~~  
191 ~~responsibilities require them to, have direct contact with~~  
192 ~~residents with Alzheimer's disease or a related disorder must,~~  
193 ~~in addition to being provided the information required in~~  
194 ~~subsection (1), also have an initial training of at least 1 hour~~  
195 ~~completed in the first 3 months after beginning employment. This~~  
196 ~~training must include, but is not limited to, an overview of~~  
197 ~~dementias and must provide basic skills in communicating with~~  
198 ~~persons with dementia.~~

199 ~~(3) An individual who provides direct care shall be~~  
200 ~~considered a direct caregiver and must complete the required~~



201 ~~initial training and an additional 3 hours of training within 9~~  
202 ~~months after beginning employment. This training shall include,~~  
203 ~~but is not limited to, managing problem behaviors, promoting the~~  
204 ~~resident's independence in activities of daily living, and~~  
205 ~~skills in working with families and caregivers.~~

206 ~~(a) The required 4 hours of training for certified nursing~~  
207 ~~assistants are part of the total hours of training required~~  
208 ~~annually.~~

209 ~~(b) For a health care practitioner as defined in s.~~  
210 ~~456.001, continuing education hours taken as required by that~~  
211 ~~practitioner's licensing board shall be counted toward this~~  
212 ~~total of 4 hours.~~

213 ~~(4) For an employee who is a licensed health care~~  
214 ~~practitioner as defined in s. 456.001, training that is~~  
215 ~~sanctioned by that practitioner's licensing board shall be~~  
216 ~~considered to be approved by the Department of Elderly Affairs.~~

217 ~~(5) The Department of Elderly Affairs or its designee must~~  
218 ~~approve the initial and continuing training provided in the~~  
219 ~~facilities. The department must approve training offered in a~~  
220 ~~variety of formats, including, but not limited to, Internet-~~  
221 ~~based training, videos, teleconferencing, and classroom~~  
222 ~~instruction. The department shall keep a list of current~~  
223 ~~providers who are approved to provide initial and continuing~~  
224 ~~training. The department shall adopt rules to establish~~  
225 ~~standards for the trainers and the training required in this~~

226 section.

227 ~~(6) Upon completing any training listed in this section,~~  
228 ~~the employee or direct caregiver shall be issued a certificate~~  
229 ~~that includes the name of the training provider, the topic~~  
230 ~~covered, and the date and signature of the training provider.~~  
231 ~~The certificate is evidence of completion of training in the~~  
232 ~~identified topic, and the employee or direct caregiver is not~~  
233 ~~required to repeat training in that topic if the employee or~~  
234 ~~direct caregiver changes employment to a different facility or~~  
235 ~~to an assisted living facility, home health agency, adult day~~  
236 ~~care center, or adult family care home. The direct caregiver~~  
237 ~~must comply with other applicable continuing education~~  
238 ~~requirements.~~

239 Section 4. Section 400.4785, Florida Statutes, is amended  
240 to read:

241 400.4785 Patients with Alzheimer's disease or other  
242 related disorders; staff training requirements; certain  
243 disclosures.—

244 (1) A home health agency must provide ~~the following~~ staff  
245 training as required in s. 430.5025÷

246 ~~(a) Upon beginning employment with the agency, each~~  
247 ~~employee must receive basic written information about~~  
248 ~~interacting with participants who have Alzheimer's disease or~~  
249 ~~dementia-related disorders.~~

250 ~~(b) In addition to the information provided under~~

251 ~~paragraph (a), newly hired home health agency personnel who will~~  
252 ~~be providing direct care to patients must complete 2 hours of~~  
253 ~~training in Alzheimer's disease and dementia-related disorders~~  
254 ~~within 9 months after beginning employment with the agency. This~~  
255 ~~training must include, but is not limited to, an overview of~~  
256 ~~dementia, a demonstration of basic skills in communicating with~~  
257 ~~persons who have dementia, the management of problem behaviors,~~  
258 ~~information about promoting the client's independence in~~  
259 ~~activities of daily living, and instruction in skills for~~  
260 ~~working with families and caregivers.~~

261 ~~(c) For certified nursing assistants, the required 2 hours~~  
262 ~~of training shall be part of the total hours of training~~  
263 ~~required annually.~~

264 ~~(d) For a health care practitioner as defined in s.~~  
265 ~~456.001, continuing education hours taken as required by that~~  
266 ~~practitioner's licensing board shall be counted toward the total~~  
267 ~~of 2 hours.~~

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

272 ~~(f) The Department of Elderly Affairs, or its designee,~~  
273 ~~must approve the required training. The department must consider~~  
274 ~~for approval training offered in a variety of formats. The~~  
275 ~~department shall keep a list of current providers who are~~

276 ~~approved to provide the 2-hour training. The department shall~~  
277 ~~adopt rules to establish standards for the employees who are~~  
278 ~~subject to this training, for the trainers, and for the training~~  
279 ~~required in this section.~~

280 ~~(g) Upon completing the training listed in this section,~~  
281 ~~the employee shall be issued a certificate that states that the~~  
282 ~~training mandated under this section has been received. The~~  
283 ~~certificate shall be dated and signed by the training provider.~~  
284 ~~The certificate is evidence of completion of this training, and~~  
285 ~~the employee is not required to repeat this training if the~~  
286 ~~employee changes employment to a different home health agency.~~

287 ~~(2)(h)~~ A licensed home health agency whose unduplicated  
288 census during the most recent calendar year was composed  
289 ~~comprised~~ of at least 90 percent of individuals aged 21 years or  
290 younger at the date of admission is exempt from the training  
291 requirements in this section.

292 ~~(3)(2)~~ An agency licensed under this part which claims  
293 that it provides special care for persons who have Alzheimer's  
294 disease or other related disorders must disclose in its  
295 advertisements or in a separate document those services that  
296 distinguish the care as being especially applicable to, or  
297 suitable for, such persons. The agency must give a copy of all  
298 such advertisements or a copy of the document to each person who  
299 requests information about the agency and must maintain a copy  
300 of all such advertisements and documents in its records. The

301 Agency for Health Care Administration shall examine all such  
302 advertisements and documents in the agency's records as part of  
303 the license renewal procedure.

304 Section 5. Subsection (1) of section 400.6045, Florida  
305 Statutes, is amended to read:

306 400.6045 Patients with Alzheimer's disease or other  
307 related disorders; staff training requirements; certain  
308 disclosures.—

309 (1) A hospice licensed under this part must provide ~~the~~  
310 ~~following~~ staff training as required in s. 430.5025;

311 ~~(a) Upon beginning employment with the agency, each~~  
312 ~~employee must receive basic written information about~~  
313 ~~interacting with persons who have Alzheimer's disease or~~  
314 ~~dementia-related disorders.~~

315 ~~(b) In addition to the information provided under~~  
316 ~~paragraph (a), employees who are expected to, or whose~~  
317 ~~responsibilities require them to, have direct contact with~~  
318 ~~participants who have Alzheimer's disease or dementia-related~~  
319 ~~disorders must complete initial training of at least 1 hour~~  
320 ~~within the first 3 months after beginning employment. The~~  
321 ~~training must include an overview of dementias and must provide~~  
322 ~~instruction in basic skills for communicating with persons who~~  
323 ~~have dementia.~~

324 ~~(c) In addition to the requirements of paragraphs (a) and~~  
325 ~~(b), an employee who will be providing direct care to a~~

326 ~~participant who has Alzheimer's disease or a dementia-related~~  
327 ~~disorder must complete an additional 3 hours of training within~~  
328 ~~9 months after beginning employment. This training must include,~~  
329 ~~but is not limited to, the management of problem behaviors,~~  
330 ~~information about promoting the patient's independence in~~  
331 ~~activities of daily living, and instruction in skills for~~  
332 ~~working with families and caregivers.~~

333 ~~(d) For certified nursing assistants, the required 4 hours~~  
334 ~~of training shall be part of the total hours of training~~  
335 ~~required annually.~~

336 ~~(e) For a health care practitioner as defined in s.~~  
337 ~~456.001, continuing education hours taken as required by that~~  
338 ~~practitioner's licensing board shall be counted toward the total~~  
339 ~~of 4 hours.~~

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

344 ~~(g) The Department of Elderly Affairs or its designee must~~  
345 ~~approve the required 1-hour and 3-hour training provided to~~  
346 ~~employees or direct caregivers under this section. The~~  
347 ~~department must consider for approval training offered in a~~  
348 ~~variety of formats. The department shall keep a list of current~~  
349 ~~providers who are approved to provide the 1-hour and 3-hour~~  
350 ~~training. The department shall adopt rules to establish~~

351 ~~standards for the employees who are subject to this training,~~  
352 ~~for the trainers, and for the training required in this section.~~

353 ~~(h) Upon completing any training described in this~~  
354 ~~section, the employee or direct caregiver shall be issued a~~  
355 ~~certificate that includes the name of the training provider, the~~  
356 ~~topic covered, and the date and signature of the training~~  
357 ~~provider. The certificate is evidence of completion of training~~  
358 ~~in the identified topic, and the employee or direct caregiver is~~  
359 ~~not required to repeat training in that topic if the employee or~~  
360 ~~direct caregiver changes employment to a different hospice or to~~  
361 ~~a home health agency, assisted living facility, nursing home, or~~  
362 ~~adult day care center.~~

363 Section 6. Subsections (2) through (8) of section 429.178,  
364 Florida Statutes, are amended to read:

365 429.178 Special care for persons with Alzheimer's disease  
366 or other related disorders.—

367 (2)(a) An individual who is employed by a facility that  
368 provides special care for residents who have Alzheimer's disease  
369 or other related disorders, ~~and who has regular contact with~~  
370 ~~such residents,~~ must complete the up to 4 hours of initial  
371 ~~dementia-specific~~ training as required in s. 430.5025 developed  
372 ~~or approved by the department. The training must be completed~~  
373 ~~within 3 months after beginning employment and satisfy the core~~  
374 ~~training requirements of s. 429.52(3)(g).~~

375 ~~(b) A direct caregiver who is employed by a facility that~~

376 ~~provides special care for residents who have Alzheimer's disease~~  
377 ~~or other related disorders and provides direct care to such~~  
378 ~~residents must complete the required initial training and 4~~  
379 ~~additional hours of training developed or approved by the~~  
380 ~~department. The training must be completed within 9 months after~~  
381 ~~beginning employment and satisfy the core training requirements~~  
382 ~~of s. 429.52(3)(g).~~

383 ~~(c) An individual who is employed by a facility that~~  
384 ~~provides special care for residents with Alzheimer's disease or~~  
385 ~~other related disorders, but who only has incidental contact~~  
386 ~~with such residents, must be given, at a minimum, general~~  
387 ~~information on interacting with individuals with Alzheimer's~~  
388 ~~disease or other related disorders, within 3 months after~~  
389 ~~beginning employment.~~

390 ~~(3) In addition to the training required under subsection~~  
391 ~~(2), a direct caregiver must participate in a minimum of 4~~  
392 ~~contact hours of continuing education each calendar year. The~~  
393 ~~continuing education must include one or more topics included in~~  
394 ~~the dementia-specific training developed or approved by the~~  
395 ~~department, in which the caregiver has not received previous~~  
396 ~~training.~~

397 ~~(4) Upon completing any training listed in subsection (2),~~  
398 ~~the employee or direct caregiver shall be issued a certificate~~  
399 ~~that includes the name of the training provider, the topic~~  
400 ~~covered, and the date and signature of the training provider.~~



401 ~~The certificate is evidence of completion of training in the~~  
402 ~~identified topic, and the employee or direct caregiver is not~~  
403 ~~required to repeat training in that topic if the employee or~~  
404 ~~direct caregiver changes employment to a different facility. The~~  
405 ~~employee or direct caregiver must comply with other applicable~~  
406 ~~continuing education requirements.~~

407 ~~(5) The department, or its designee, shall approve the~~  
408 ~~initial and continuing education courses and providers.~~

409 ~~(6) The department shall keep a current list of providers~~  
410 ~~who are approved to provide initial and continuing education for~~  
411 ~~staff of facilities that provide special care for persons with~~  
412 ~~Alzheimer's disease or other related disorders.~~

413 ~~(3)~~(7) Any facility more than 90 percent of whose  
414 residents receive monthly optional supplementation payments is  
415 not required to pay for the training and education programs  
416 required under this section. A facility that has one or more  
417 such residents must ~~shall~~ pay a reduced fee that is proportional  
418 to the percentage of such residents in the facility. A facility  
419 that does not have any residents who receive monthly optional  
420 supplementation payments must pay a reasonable fee, as  
421 established by the department, for such training and education  
422 programs.

423 ~~(4)~~(8) The department shall adopt rules to establish  
424 standards for trainers and training and to implement this  
425 section.

426 Section 7. Subsection (1) of section 429.52, Florida  
427 Statutes, is amended to read:

428 429.52 Staff training and educational requirements.—

429 (1) Each new assisted living facility employee who has not  
430 previously completed core training must attend a preservice  
431 orientation provided by the facility before interacting with  
432 residents. The preservice orientation must be at least 2 hours  
433 in duration and cover topics that help the employee provide  
434 responsible care and respond to the needs of facility residents.  
435 Upon completion, the employee and the administrator of the  
436 facility must sign a statement that the employee completed the  
437 required preservice orientation. The facility must keep the  
438 signed statement in the employee's personnel record. Each  
439 assisted living facility shall provide staff training as  
440 required in s. 430.5025.

441 Section 8. Subsection (1) of section 429.917, Florida  
442 Statutes, is amended to read:

443 429.917 Patients with Alzheimer's disease or other related  
444 disorders; staff training requirements; certain disclosures.—

445 (1) An adult day care center licensed under this part must  
446 provide ~~the following~~ staff training as required in s. 430.5025—

447 ~~(a) Upon beginning employment with the facility, each~~  
448 ~~employee must receive basic written information about~~  
449 ~~interacting with participants who have Alzheimer's disease or~~  
450 ~~dementia-related disorders.~~

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

460 ~~(c) In addition to the requirements of paragraphs (a) and~~  
461 ~~(b), an employee who will be providing direct care to a~~  
462 ~~participant who has Alzheimer's disease or a dementia-related~~  
463 ~~disorder must complete an additional 3 hours of training within~~  
464 ~~9 months after beginning employment. This training must include,~~  
465 ~~but is not limited to, the management of problem behaviors,~~  
466 ~~information about promoting the participant's independence in~~  
467 ~~activities of daily living, and instruction in skills for~~  
468 ~~working with families and caregivers.~~

469 ~~(d) For certified nursing assistants, the required 4 hours~~  
470 ~~of training shall be part of the total hours of training~~  
471 ~~required annually.~~

472 ~~(e) For a health care practitioner as defined in s.~~  
473 ~~456.001, continuing education hours taken as required by that~~  
474 ~~practitioner's licensing board shall be counted toward the total~~  
475 ~~of 4 hours.~~

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

480 ~~(g) The Department of Elderly Affairs or its designee must~~  
481 ~~approve the 1-hour and 3-hour training provided to employees and~~  
482 ~~direct caregivers under this section. The department must~~  
483 ~~consider for approval training offered in a variety of formats.~~  
484 ~~The department shall keep a list of current providers who are~~  
485 ~~approved to provide the 1-hour and 3-hour training. The~~  
486 ~~department shall adopt rules to establish standards for the~~  
487 ~~employees who are subject to this training, for the trainers,~~  
488 ~~and for the training required in this section.~~

489 ~~(h) Upon completing any training described in this~~  
490 ~~section, the employee or direct caregiver shall be issued a~~  
491 ~~certificate that includes the name of the training provider, the~~  
492 ~~topic covered, and the date and signature of the training~~  
493 ~~provider. The certificate is evidence of completion of training~~  
494 ~~in the identified topic, and the employee or direct caregiver is~~  
495 ~~not required to repeat training in that topic if the employee or~~  
496 ~~direct caregiver changes employment to a different adult day~~  
497 ~~care center or to an assisted living facility, nursing home,~~  
498 ~~home health agency, or hospice. The direct caregiver must comply~~  
499 ~~with other applicable continuing education requirements.~~

500 ~~(i) An employee who is hired on or after July 1, 2004,~~

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501 | ~~must complete the training required by this section.~~

502 |       Section 9. This act shall take effect July 1, 2021.