

**By** the Committees on Children, Families, and Elder Affairs; and Health Policy; and Senators Gibson, Baxley, Farmer, and Torres

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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 the Department of Elderly  
5       Affairs or its designee to develop or approve certain  
6       dementia-related training by a specified date;  
7       requiring such training to be offered in a variety of  
8       formats; authorizing the department or its designee to  
9       approve existing training courses and curricula if  
10      they meet certain requirements; requiring the  
11      department or its designee to develop a registration  
12      process for training providers; specifying  
13      requirements for such registration; requiring the  
14      department or its designee to issue unique identifiers  
15      to approved training providers; requiring training  
16      providers to issue employees a certificate upon  
17      completing the training and passing the assessments;  
18      providing requirements for the certificate; providing  
19      that certain employees do not need to repeat certain  
20      training when changing employment, under certain  
21      circumstances; providing that copies of training  
22      certificates for employees and direct care workers  
23      must be available for inspection as a requirement of  
24      facility licensure; requiring certain entities to  
25      provide specified dementia-related training for new  
26      employees within a specified timeframe; requiring such  
27      entities to maintain copies of the employees' training  
28      certificates; providing that employees who complete  
29      such training do not need to repeat the training upon

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30 change of employment under certain circumstances;  
31 requiring certain employees to receive additional  
32 dementia-related training under certain circumstances  
33 within a specified timeframe; providing requirements  
34 for the training; requiring biennial dementia-related  
35 training for certain employees; providing that such  
36 training counts toward a certified nursing assistant's  
37 annual training requirements; providing that such  
38 training may be used to count toward certain core  
39 training requirements; requiring certain employees to  
40 receive additional training within a specified  
41 timeframe if the employing entity advertises that it  
42 provides certain special care for individuals with  
43 Alzheimer's disease or related disorders; providing  
44 that such additional training counts toward a  
45 certified nursing assistant's annual training  
46 requirements; authorizing certain health care  
47 practitioners to count certain continuing education  
48 hours toward the dementia-related training  
49 requirements under certain circumstances; requiring  
50 the department to approve such continuing education  
51 hours to satisfy the dementia-related training  
52 requirements; amending ss. 400.1755, 400.4785,  
53 400.6045, 429.178, 429.52, 429.83, and 429.917, F.S.;

54 revising dementia-related staff training requirements  
55 for nursing homes, home health agencies, hospices,  
56 facilities that provide special care for persons with  
57 Alzheimer's disease or related disorders, assisted  
58 living facilities, adult family-care homes, and adult

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59 day care centers, respectively, to conform to changes  
60 made by the act; providing an effective date.

61  
62 Be It Enacted by the Legislature of the State of Florida:

63  
64 Section 1. This act may be cited as the "Florida  
65 Alzheimer's Disease and Dementia Training Act."

66 Section 2. Section 430.5025, Florida Statutes, is created  
67 to read:

68 430.5025 Care for persons with Alzheimer's disease or a  
69 related disorder; staff training.-

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

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

72 (b) "Direct care worker" means an individual who, as part  
73 of his or her employment duties, provides or is expected to  
74 provide direct contact assistance with personal care or  
75 activities of daily living to clients, patients, or residents of  
76 any facility licensed under part II, part III, or part IV of  
77 chapter 400 or chapter 429.

78 (c) "Employee" means any staff member, contracted staff, or  
79 independent contractor hired or referred by a licensee who is  
80 required to have a level 2 background screening as required by  
81 s. 408.809(1)(e). The term includes, but is not limited to,  
82 direct care workers; staff responsible for housekeeping, the  
83 front desk, maintenance, and other administrative functions; and  
84 companions or homemakers.

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

87 (2) By January 1, 2022, the department or its designee must

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88 develop or approve the courses that licensees may use to satisfy  
89 the training requirements under this section. The department or  
90 its designee must develop or approve training offered in a  
91 variety of formats and languages, including, but not limited to,  
92 Internet-based training, videos, teleconferencing, and classroom  
93 instruction. The department or its designee may approve any  
94 existing training course or curriculum that is being used by  
95 licensees if it meets the requirements of this section.

96 (3) The department or its designee shall develop a process  
97 for registering training providers and maintain a list of those  
98 providers approved to provide training required under this  
99 section. The process must take into account those training  
100 providers who are already approved and include a method to  
101 verify that all training providers are actively providing  
102 training required under this section. To be approved, a training  
103 provider must have at least 2 years of experience related to  
104 Alzheimer's disease or related disorders, gerontology, health  
105 care, or a related field. The department or its designee shall  
106 issue each approved training provider a unique registration  
107 identifier.

108 (4) Upon completion of any training under this section, the  
109 training provider must issue the employee or direct care worker  
110 a certificate that includes the training provider's name and  
111 unique identifier, the topic covered in the training, the date  
112 of completion, and the signature of the training provider. The  
113 certificate is evidence of completion of the training and  
114 assessment in the identified topic, and the employee or direct  
115 care worker is not required to repeat training in that topic if  
116 he or she changes employment to a different licensee, but he or

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117 she must comply with any applicable continuing education  
118 requirements under this section. Copies of the employee's or  
119 direct care worker's training certificate issued under this  
120 section must be available for inspection in each facility in  
121 which he or she may be employed in order to meet the  
122 requirements of that facility's licensure.

123 (5) Licensees must provide to each of their employees 1  
124 hour of dementia-related training that includes methods for  
125 interacting with individuals with Alzheimer's disease or a  
126 related disorder and for identifying warning signs of dementia.

127 (a) A licensee must require an employee to complete the  
128 training within 30 days after employment begins. Employees hired  
129 on or before October 1, 2021, must be required to complete the  
130 training within 3 months after the training is developed or  
131 approved pursuant to subsection (2).

132 (b) A licensee must maintain a copy of the employee's  
133 training certificate in the employee's personnel records.

134 (c) An employee who has completed the training required by  
135 this subsection is not required to repeat the course upon  
136 changing employment to a different licensee if he or she has a  
137 copy of the training certificate.

138 (6) In addition to the training requirements of subsection  
139 (5), licensees must require all employees who are direct care  
140 workers to receive at least 3 hours of evidence-based training  
141 developed or approved pursuant to subsection (2). The training  
142 must be completed within the first 4 months after employment  
143 begins and must include, but need not be limited to, an overview  
144 of Alzheimer's disease and related disorders and person-centered  
145 care, assessment and care planning, activities of daily living,

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146 and dementia-related behaviors and communication for clients,  
147 patients, and residents with Alzheimer's disease or a related  
148 disorder. Except for providers licensed under part IV of chapter  
149 400, every 2 calendar years thereafter, the licensee must  
150 require all of its direct care workers to receive at least 2  
151 hours of continuing education, developed or approved pursuant to  
152 subsection (2), on these topics and any related changes in state  
153 or federal law.

154 (a) Employees hired on or before October 1, 2021, must  
155 complete the training under this subsection within 6 months  
156 after the training is developed or approved pursuant to  
157 subsection (2) if they have not received any applicable  
158 dementia-related training within the preceding calendar year.

159 (b) Completion of the 2 hours of continuing education under  
160 this subsection counts toward a certified nursing assistant's  
161 annual training requirements.

162 (c) Continuing education under this subsection may count  
163 toward core training requirements as described under s. 429.52.

164 (7) In addition to the training requirements of subsections  
165 (5) and (6), if a licensee advertises that it provides special  
166 care for individuals with Alzheimer's disease or a related  
167 disorder which includes direct care to such individuals, the  
168 licensee must require its direct care workers to complete 4  
169 hours of training developed or approved pursuant to subsection  
170 (2). This training must be completed within 4 months after  
171 employment begins and shall count toward a certified nursing  
172 assistant's annual training requirements.

173 (8) If a health care practitioner as defined in s. 456.001  
174 completes continuing education hours as required by that

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175 practitioner's licensing board, he or she may count those  
176 continuing education hours toward satisfaction of the training  
177 requirements of subsections (5) and (6) if the course curriculum  
178 covers the topics required under those subsections. The  
179 department must approve such continuing education hours for  
180 purposes of satisfying the training requirements of subsections  
181 (5) and (6).

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

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

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

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

200 ~~(3) An individual who provides direct care shall be~~  
201 ~~considered a direct caregiver and must complete the required~~  
202 ~~initial training and an additional 3 hours of training within 9~~  
203 ~~months after beginning employment. This training shall include,~~

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204 ~~but is not limited to, managing problem behaviors, promoting the~~  
205 ~~resident's independence in activities of daily living, and~~  
206 ~~skills in working with families and caregivers.~~

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

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

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

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

228 ~~(6) Upon completing any training listed in this section,~~  
229 ~~the employee or direct caregiver shall be issued a certificate~~  
230 ~~that includes the name of the training provider, the topic~~  
231 ~~covered, and the date and signature of the training provider.~~  
232 ~~The certificate is evidence of completion of training in the~~



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233 ~~identified topic, and the employee or direct caregiver is not~~  
234 ~~required to repeat training in that topic if the employee or~~  
235 ~~direct caregiver changes employment to a different facility or~~  
236 ~~to an assisted living facility, home health agency, adult day~~  
237 ~~care center, or adult family care home. The direct caregiver~~  
238 ~~must comply with other applicable continuing education~~  
239 ~~requirements.~~

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

242 400.4785 Patients with Alzheimer's disease or other related  
243 disorders; staff training requirements; certain 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 paragraph~~  
251 ~~(a), newly hired home health agency personnel who will be~~  
252 ~~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~~

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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

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291 requirements in this section.

292 (3)~~(2)~~ An agency licensed under this part which claims that  
293 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 related  
307 disorders; staff training requirements; certain disclosures.-

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

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

314 ~~(b) In addition to the information provided under paragraph~~  
315 ~~(a), employees who are expected to, or whose responsibilities~~  
316 ~~require them to, have direct contact with participants who have~~  
317 ~~Alzheimer's disease or dementia-related disorders must complete~~  
318 ~~initial training of at least 1 hour within the first 3 months~~  
319 ~~after beginning employment. The training must include an~~

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320 ~~overview of dementias and must provide instruction in basic~~  
321 ~~skills for communicating with persons who have dementia.~~

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

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

334 ~~(e) For a health care practitioner as defined in s.~~  
335 ~~456.001, continuing education hours taken as required by that~~  
336 ~~practitioner's licensing board shall be counted toward the total~~  
337 ~~of 4 hours.~~

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

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

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

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

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

363 429.178 Special care for persons with Alzheimer's disease  
364 or other related disorders.-

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

373 ~~(b) A direct caregiver who is employed by a facility that~~  
374 ~~provides special care for residents who have Alzheimer's disease~~  
375 ~~or other related disorders and provides direct care to such~~  
376 ~~residents must complete the required initial training and 4~~  
377 ~~additional hours of training developed or approved by the~~

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378 ~~department. The training must be completed within 9 months after~~  
379 ~~beginning employment and satisfy the core training requirements~~  
380 ~~of s. 429.52(3)(g).~~

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

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

395 ~~(4) Upon completing any training listed in subsection (2),~~  
396 ~~the employee or direct caregiver shall be issued a certificate~~  
397 ~~that includes the name of the training provider, the topic~~  
398 ~~covered, and the date and signature of the training provider.~~  
399 ~~The certificate is evidence of completion of training in the~~  
400 ~~identified topic, and the employee or direct caregiver is not~~  
401 ~~required to repeat training in that topic if the employee or~~  
402 ~~direct caregiver changes employment to a different facility. The~~  
403 ~~employee or direct caregiver must comply with other applicable~~  
404 ~~continuing education requirements.~~

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

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

411       (3)~~(7)~~ Any facility more than 90 percent of whose residents  
412 receive monthly optional supplementation payments is not  
413 required to pay for the training and education programs required  
414 under this section. A facility that has one or more such  
415 residents must ~~shall~~ pay a reduced fee that is proportional to  
416 the percentage of such residents in the facility. A facility  
417 that does not have any residents who receive monthly optional  
418 supplementation payments must pay a reasonable fee, as  
419 established by the department, for such training and education  
420 programs.

421       (4)~~(8)~~ The department shall adopt rules to establish  
422 standards for trainers and training and to implement this  
423 section.

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

426       429.52 Staff training and educational requirements.—

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

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436 signed statement in the employee's personnel record. Each  
437 assisted living facility shall provide staff training as  
438 required in s. 430.5025.

439 Section 8. Section 429.83, Florida Statutes, is amended to  
440 read:

441 429.83 Residents with Alzheimer's disease or other related  
442 disorders; training; certain disclosures.-

443 (1) An adult family-care home licensed under this part must  
444 provide staff training as required in s. 430.5025.

445 (2) An adult family-care home licensed under this part  
446 which claims that it provides special care for persons who have  
447 Alzheimer's disease or other related disorders must Disclose in  
448 its advertisements or in a separate document those services that  
449 distinguish the care as being especially applicable to, or  
450 suitable for, such persons. The home must give a copy of all  
451 such advertisements or a copy of the document to each person who  
452 requests information about programs and services for persons  
453 with Alzheimer's disease or other related disorders offered by  
454 the home and must maintain a copy of all such advertisements and  
455 documents in its records. The agency shall examine all such  
456 advertisements and documents in the home's records as part of  
457 the license renewal procedure.

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

460 429.917 Patients with Alzheimer's disease or other related  
461 disorders; staff training requirements; certain disclosures.-

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

464 ~~(a) Upon beginning employment with the facility, each~~



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465 ~~employee must receive basic written information about~~  
466 ~~interacting with participants who have Alzheimer's disease or~~  
467 ~~dementia-related disorders.~~

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

477 ~~(c) In addition to the requirements of paragraphs (a) and~~  
478 ~~(b), an employee who will be providing direct care to a~~  
479 ~~participant who has Alzheimer's disease or a dementia-related~~  
480 ~~disorder must complete an additional 3 hours of training within~~  
481 ~~9 months after beginning employment. This training must include,~~  
482 ~~but is not limited to, the management of problem behaviors,~~  
483 ~~information about promoting the participant's independence in~~  
484 ~~activities of daily living, and instruction in skills for~~  
485 ~~working with families and caregivers.~~

486 ~~(d) For certified nursing assistants, the required 4 hours~~  
487 ~~of training shall be part of the total hours of training~~  
488 ~~required annually.~~

489 ~~(e) For a health care practitioner as defined in s.~~  
490 ~~456.001, continuing education hours taken as required by that~~  
491 ~~practitioner's licensing board shall be counted toward the total~~  
492 ~~of 4 hours.~~

493 ~~(f) For an employee who is a licensed health care~~

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494 ~~practitioner as defined in s. 456.001, training that is~~  
495 ~~sanctioned by that practitioner's licensing board shall be~~  
496 ~~considered to be approved by the Department of Elderly Affairs.~~

497 ~~(g) The Department of Elderly Affairs or its designee must~~  
498 ~~approve the 1-hour and 3-hour training provided to employees and~~  
499 ~~direct caregivers under this section. The department must~~  
500 ~~consider for approval training offered in a variety of formats.~~  
501 ~~The department shall keep a list of current providers who are~~  
502 ~~approved to provide the 1-hour and 3-hour training. The~~  
503 ~~department shall adopt rules to establish standards for the~~  
504 ~~employees who are subject to this training, for the trainers,~~  
505 ~~and for the training required in this section.~~

506 ~~(h) Upon completing any training described in this section,~~  
507 ~~the employee or direct caregiver shall be issued a certificate~~  
508 ~~that includes the name of the training provider, the topic~~  
509 ~~covered, and the date and signature of the training provider.~~  
510 ~~The certificate is evidence of completion of training in the~~  
511 ~~identified topic, and the employee or direct caregiver is not~~  
512 ~~required to repeat training in that topic if the employee or~~  
513 ~~direct caregiver changes employment to a different adult day~~  
514 ~~care center or to an assisted living facility, nursing home,~~  
515 ~~home health agency, or hospice. The direct caregiver must comply~~  
516 ~~with other applicable continuing education requirements.~~

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

519 Section 10. This act shall take effect October 1, 2021.