

1                   A bill to be entitled  
2           An act relating to dementia-related staff training;  
3           creating s. 430.5025, F.S.; providing a short title;  
4           providing definitions; requiring the Department of  
5           Elderly Affairs to offer certain education to the  
6           public; requiring employees of covered providers to  
7           receive uniform training regarding Alzheimer's disease  
8           and related forms of dementia; providing requirements  
9           for the training; requiring the department or its  
10          designee to provide certain training that is available  
11          online and at no cost; requiring that a record of the  
12          training be made available and identify certain  
13          information; requiring a covered provider to maintain  
14          a record of the employee's completion of the training  
15          and, upon written request, provide the employee a copy  
16          of such record; providing that employees who complete  
17          such training do not need to repeat the training after  
18          changing employment to a different covered provider;  
19          requiring certain employees of certain covered  
20          providers to receive additional dementia-related  
21          training within specified timeframes under certain  
22          circumstances; providing requirements for the  
23          training; requiring certain employees of certain  
24          covered providers to participate in a minimum number  
25          of continuing education hours annually; authorizing

26 | the department to adopt training curriculum  
27 | guidelines; authorizing the department or its designee  
28 | to approve training providers and training curricula  
29 | and maintain a list of approved training providers;  
30 | providing minimum qualifications for training  
31 | providers; requiring training providers to provide a  
32 | record of completion as evidence that an employee  
33 | completed the training; providing that any existing  
34 | training relating to Alzheimer's disease and related  
35 | disorders remains in effect until it expires;  
36 | authorizing the department to adopt rules; providing  
37 | that training hours completed by a certified nursing  
38 | assistant or health care practitioner may count toward  
39 | the total hours of training required to maintain  
40 | certification or licensure, respectively; creating s.  
41 | 400.510, F.S.; requiring individuals employed,  
42 | contracted, or referred by a nurse registry or  
43 | registered with the Agency for Health Care  
44 | Administration to provide companion or homemaker  
45 | services to complete certain training; amending ss.  
46 | 400.1755, 400.4785, 429.178, 429.52, 429.83, 429.917,  
47 | and 429.918, F.S.; revising dementia-related staff  
48 | training requirements for nursing homes, home health  
49 | agencies, facilities that provide special care for  
50 | persons with Alzheimer's disease or other related

51 disorders, assisted living facilities, adult family-  
 52 care homes, adult day care centers, and specialized  
 53 Alzheimer's services adult day care centers,  
 54 respectively, to conform to changes made by the act;  
 55 providing applicability; providing an effective date.  
 56

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

59 Section 1. Section 430.5025, Florida Statutes, is created  
 60 to read:

61 430.5025 Education and training to foster awareness of  
 62 Alzheimer's disease and related forms of dementia.-

63 (1) This section may be cited as the "Florida Alzheimer's  
 64 Disease and Dementia Education and Training Act."

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

66 (a) "Covered provider" means a nursing home, home health  
 67 agency, nurse registry, companion or homemaker service provider,  
 68 assisted living facility, adult family-care home, or adult day  
 69 care center licensed or registered under chapter 400 or chapter  
 70 429.

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

72 (c) "Direct care" means providing, through in-person  
 73 contact, assistance with the activities of daily living;  
 74 assistance with the self-administration of medication; homemaker  
 75 or companion services; nursing services; or other services that

76 promote the physical, mental, and psychosocial well-being of  
77 participants, patients, and residents of covered providers. The  
78 term does not include duties involving administrative functions  
79 or maintaining the physical environment of a licensed facility,  
80 including grounds maintenance, building maintenance,  
81 housekeeping, laundry, or food preparation.

82 (d) "Employee" means an individual, contracted staff, or  
83 independent contractor employed or referred by a covered  
84 provider who is required to undergo a level 2 background  
85 screening as required in s. 408.809 and chapter 435.

86 (e) "Regular contact" means the performance of duties  
87 other than direct care that may require employees to interact in  
88 person on a daily basis with participants, patients, or  
89 residents.

90 (3) The department shall offer education to the general  
91 public about Alzheimer's disease and related forms of dementia.  
92 Such education must provide basic information about the most  
93 common forms of dementia, how to identify the signs and symptoms  
94 of dementia, coping skills and responding to changes, planning  
95 for the future, and how to access additional resources about  
96 dementia.

97 (4) Employees of covered providers must receive uniform  
98 training about Alzheimer's disease and related forms of dementia  
99 as follows:

100        (a) Upon beginning employment, each employee must receive  
 101 basic written information about interacting with individuals who  
 102 have Alzheimer's disease or related forms of dementia.

103        (b) Within 30 days after the date of beginning employment,  
 104 each employee who provides direct care to or is in regular  
 105 contact with participants, patients, or residents must complete  
 106 a 1-hour training provided by the department or its designee.

107            1. The department or its designee shall provide training  
 108 that is available online and provided at no cost. The 1-hour  
 109 training shall contain information on understanding the basics  
 110 about the most common forms of dementia, how to identify the  
 111 signs and symptoms of dementia, and skills for communicating and  
 112 interacting with individuals who have Alzheimer's disease or  
 113 related forms of dementia. A record of the training must be made  
 114 available which identifies the training course, the name of the  
 115 employee, and the date of completion.

116            2. A covered provider must maintain a record of the  
 117 employee's completion of the training and, upon written request  
 118 of the employee, provide the employee with a copy of the record  
 119 of completion consistent with the employer's written policies.

120            3. An employee who has completed the training is not  
 121 required to repeat the training after changing employment to a  
 122 different covered provider.

123        (c) Within 7 months after the date of beginning  
 124 employment, each employee of a home health agency or nurse

125 registry or companion or homemaker service provider who provides  
 126 direct care must complete an additional 2 hours of training. The  
 127 training must include, but is not limited to, behavior  
 128 management, promoting the individual's independence in  
 129 activities of daily living, and skills in working with families  
 130 and caregivers.

131 (d) Within 7 months after the date of beginning  
 132 employment, each employee of a nursing home, assisted living  
 133 facility, adult family-care home, or adult day care center who  
 134 provides direct care must complete an additional 3 hours of  
 135 training. The training must include, but is not limited to,  
 136 behavior management, promoting the individual's independence in  
 137 activities of daily living, skills in working with families and  
 138 caregivers, group and individual activities, maintaining an  
 139 appropriate environment, and ethical issues.

140 (e) For an assisted living facility, adult family-care  
 141 home, or adult day care center that advertises and provides, or  
 142 is designated to provide, specialized care for individuals who  
 143 have Alzheimer's disease or related forms of dementia, in  
 144 addition to the training specified in paragraphs (a) and (b),  
 145 employees must receive the following training:

146 1. Within 3 months after the date of beginning employment,  
 147 each employee who has regular contact with or provides direct  
 148 care to residents or participants must complete an additional 3  
 149 hours of training in the topics set forth in paragraph (d).

150        2. Within 6 months after the date of beginning employment,  
151 each employee who provides direct care must complete an  
152 additional 4 hours of dementia-specific training. Such training  
153 must include, but is not limited to, understanding Alzheimer's  
154 disease and related forms of dementia, the stages of Alzheimer's  
155 disease, communication strategies, medical information, and  
156 stress management.

157        3. After completing the training required in subparagraphs  
158 1. and 2., each employee who provides direct care must  
159 participate in a minimum of 4 contact hours of continuing  
160 education each calendar year. The continuing education must  
161 include one or more topics included in the dementia-specific  
162 training in which the employee has not received previous  
163 training.

164        (f) The department may adopt training curriculum  
165 guidelines for the training specified in paragraphs (c), (d),  
166 and (e). The department or its designee may approve training  
167 providers and training curricula and maintain a list of approved  
168 providers. Approved training may be offered in a variety of  
169 formats, including in person and electronically. Continuing  
170 education under this section does not require the adoption of  
171 training curriculum guidelines by the department or approval of  
172 the training provider and curriculum by the department or its  
173 designee.

- 174       1. A training provider meeting one of the following  
175 qualifications may offer training in compliance with the  
176 curriculum guidelines without prior approval of the provider or  
177 curriculum by the department or its designee:
- 178           a. An individual approved by a board of the Department of  
179 Health to provide training who is registered with the electronic  
180 continuing education tracking system implemented pursuant to s.  
181 456.025;
- 182           b. An individual with a master's or doctoral degree in  
183 health care, social services, or gerontology from an accredited  
184 college or university; or
- 185           c. A training provider approved by the department or its  
186 designee before July 1, 2022.
- 187       2. Training providers qualified under sub-subparagraphs  
188 1.a. and b. must also have:
- 189           a. At least 1 year of teaching experience as an educator  
190 for caregivers of persons with Alzheimer's disease and related  
191 forms of dementia;
- 192           b. At least 1 year of practical experience in a program  
193 providing care to persons with Alzheimer's disease and related  
194 forms of dementia; or
- 195           c. Completed a specialized training program in the subject  
196 matter of Alzheimer's disease and related forms of dementia from  
197 an accredited health care, human services, or gerontology  
198 education provider.



199        3. Upon an employee's completion of the training specified  
200 in paragraphs (c), (d), and (e), the training provider must  
201 provide a record of the completion of the training that includes  
202 the name of the employee, the name of the training provider, the  
203 topics covered, and the date of completion. The training record  
204 is evidence of completion of training in the identified topic  
205 and the employee is not required to repeat training in that  
206 topic if the employee changes employment to a different covered  
207 provider.

208        4. Any Alzheimer's disease and related disorders training  
209 curriculum approved by the department or its designee before  
210 July 1, 2022, shall remain in effect until the curriculum's  
211 expiration date.

212        (g) The department may adopt rules to create training  
213 curriculum guidelines to establish requirements for the approval  
214 of other qualified training providers and to conduct sampling of  
215 training or training curricula as necessary to monitor for  
216 compliance with curriculum guidelines.

217        (5) For a certified nursing assistant as defined in s.  
218 464.201, training hours completed as required pursuant to this  
219 section may count toward the total hours of training required to  
220 maintain certification as a nursing assistant.

221        (6) For a health care practitioner as defined in s.  
222 456.001, training hours completed as required pursuant to this

223 section may count toward the total hours of continuing education  
224 required by that practitioner's licensing board.

225 Section 2. Section 400.1755, Florida Statutes, is amended  
226 to read:

227 400.1755 Care for persons with Alzheimer's disease or  
228 related disorders; staff training requirements.—

229 ~~(1) As a condition of licensure, the employees of~~  
230 ~~facilities licensed under this part must complete the training~~  
231 ~~as required by the Florida Alzheimer's Disease and Dementia~~  
232 ~~Education and Training Act in s. 430.5025 provide to each of~~  
233 ~~their employees, upon beginning employment, basic written~~  
234 ~~information about interacting with persons with Alzheimer's~~  
235 ~~disease or a related disorder.~~

236 ~~(2) All employees who are expected to, or whose~~  
237 ~~responsibilities require them to, have direct contact with~~  
238 ~~residents with Alzheimer's disease or a related disorder must,~~  
239 ~~in addition to being provided the information required in~~  
240 ~~subsection (1), also have an initial training of at least 1 hour~~  
241 ~~completed in the first 3 months after beginning employment. This~~  
242 ~~training must include, but is not limited to, an overview of~~  
243 ~~dementias and must provide basic skills in communicating with~~  
244 ~~persons with dementia.~~

245 ~~(3) An individual who provides direct care shall be~~  
246 ~~considered a direct caregiver and must complete the required~~  
247 ~~initial training and an additional 3 hours of training within 9~~

248 ~~months after beginning employment. This training shall include,~~  
249 ~~but is not limited to, managing problem behaviors, promoting the~~  
250 ~~resident's independence in activities of daily living, and~~  
251 ~~skills in working with families and caregivers.~~

252 ~~(a) The required 4 hours of training for certified nursing~~  
253 ~~assistants are part of the total hours of training required~~  
254 ~~annually.~~

255 ~~(b) For a health care practitioner as defined in s.~~  
256 ~~456.001, continuing education hours taken as required by that~~  
257 ~~practitioner's licensing board shall be counted toward this~~  
258 ~~total of 4 hours.~~

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

263 ~~(5) The Department of Elderly Affairs or its designee must~~  
264 ~~approve the initial and continuing training provided in the~~  
265 ~~facilities. The department must approve training offered in a~~  
266 ~~variety of formats, including, but not limited to, Internet-~~  
267 ~~based training, videos, teleconferencing, and classroom~~  
268 ~~instruction. The department shall keep a list of current~~  
269 ~~providers who are approved to provide initial and continuing~~  
270 ~~training. The department shall adopt rules to establish~~  
271 ~~standards for the trainers and the training required in this~~  
272 ~~section.~~

CS/CS/HB 1507

2022

273       ~~(6) Upon completing any training listed in this section,~~  
274 ~~the employee or direct caregiver shall be issued a certificate~~  
275 ~~that includes the name of the training provider, the topic~~  
276 ~~covered, and the date and signature of the training provider.~~  
277 ~~The certificate is evidence of completion of training in the~~  
278 ~~identified topic, and the employee or direct caregiver is not~~  
279 ~~required to repeat training in that topic if the employee or~~  
280 ~~direct caregiver changes employment to a different facility or~~  
281 ~~to an assisted living facility, home health agency, adult day~~  
282 ~~care center, or adult family care home. The direct caregiver~~  
283 ~~must comply with other applicable continuing education~~  
284 ~~requirements.~~

285       Section 3. Section 400.4785, Florida Statutes, is amended  
286 to read:

287       400.4785 Patients with Alzheimer's disease or other  
288 related disorders; staff training requirements; certain  
289 disclosures.The employees of a home health agency must complete  
290 the training as required by the Florida Alzheimer's Disease and  
291 Dementia Education and Training Act in s. 430.5025.

292       ~~(1) A home health agency must provide the following staff~~  
293 ~~training:~~

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

298 ~~(b) In addition to the information provided under~~  
299 ~~paragraph (a), newly hired home health agency personnel who will~~  
300 ~~be providing direct care to patients must complete 2 hours of~~  
301 ~~training in Alzheimer's disease and dementia-related disorders~~  
302 ~~within 9 months after beginning employment with the agency. This~~  
303 ~~training must include, but is not limited to, an overview of~~  
304 ~~dementia, a demonstration of basic skills in communicating with~~  
305 ~~persons who have dementia, the management of problem behaviors,~~  
306 ~~information about promoting the client's independence in~~  
307 ~~activities of daily living, and instruction in skills for~~  
308 ~~working with families and caregivers.~~

309 ~~(c) For certified nursing assistants, the required 2 hours~~  
310 ~~of training shall be part of the total hours of training~~  
311 ~~required annually.~~

312 ~~(d) For a health care practitioner as defined in s.~~  
313 ~~456.001, continuing education hours taken as required by that~~  
314 ~~practitioner's licensing board shall be counted toward the total~~  
315 ~~of 2 hours.~~

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

320 ~~(f) The Department of Elderly Affairs, or its designee,~~  
321 ~~must approve the required training. The department must consider~~  
322 ~~for approval training offered in a variety of formats. The~~

323 ~~department shall keep a list of current providers who are~~  
324 ~~approved to provide the 2-hour training. The department shall~~  
325 ~~adopt rules to establish standards for the employees who are~~  
326 ~~subject to this training, for the trainers, and for the training~~  
327 ~~required in this section.~~

328 ~~(g) Upon completing the training listed in this section,~~  
329 ~~the employee shall be issued a certificate that states that the~~  
330 ~~training mandated under this section has been received. The~~  
331 ~~certificate shall be dated and signed by the training provider.~~  
332 ~~The certificate is evidence of completion of this training, and~~  
333 ~~the employee is not required to repeat this training if the~~  
334 ~~employee changes employment to a different home health agency.~~

335 ~~(1)(h)~~ A licensed home health agency whose unduplicated  
336 census during the most recent calendar year was composed  
337 ~~comprised~~ of at least 90 percent of individuals aged 21 years or  
338 younger at the date of admission is exempt from the training  
339 requirements in this section.

340 (2) An agency licensed under this part which claims that  
341 it provides special care for persons who have Alzheimer's  
342 disease or other related disorders must disclose in its  
343 advertisements or in a separate document those services that  
344 distinguish the care as being especially applicable to, or  
345 suitable for, such persons. The agency must give a copy of all  
346 such advertisements or a copy of the document to each person who  
347 requests information about the agency and must maintain a copy

348 of all such advertisements and documents in its records. The  
 349 Agency for Health Care Administration shall examine all such  
 350 advertisements and documents in the agency's records as part of  
 351 the license renewal procedure.

352 Section 4. Section 400.510, Florida Statutes, is created  
 353 to read:

354 400.510 Patients with Alzheimer's disease or other related  
 355 disorders; staff training requirements.—Each individual  
 356 employed, contracted, or referred by a nurse registry or an  
 357 individual registered with the agency to provide companion  
 358 services or homemaker services must complete the training as  
 359 required by the Florida Alzheimer's Disease and Dementia  
 360 Education and Training Act in s. 430.5025.

361 Section 5. Section 429.178, Florida Statutes, is amended  
 362 to read:

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

365 ~~(1)~~ A facility which advertises that it provides special  
 366 care for persons with Alzheimer's disease or other related  
 367 disorders must meet the following standards of operation:

368 (1)(a)1. If the facility has 17 or more residents, have an  
 369 awake staff member on duty at all hours of the day and night; or

370 (b)2. If the facility has fewer than 17 residents, have an  
 371 awake staff member on duty at all hours of the day and night or

372 have mechanisms in place to monitor and ensure the safety of the  
373 facility's residents.

374 ~~(2)(b)~~ Offer activities specifically designed for persons  
375 who are cognitively impaired.

376 ~~(3)(e)~~ Have a physical environment that provides for the  
377 safety and welfare of the facility's residents.

378 ~~(4)(d)~~ Employees must complete ~~Employ staff who have~~  
379 ~~completed~~ the training and continuing education as required by  
380 the Florida Alzheimer's Disease and Dementia Education and  
381 Training Act in s. 430.5025 in subsection (2).

382 ~~(2)(a)~~ ~~An individual who is employed by a facility that~~  
383 ~~provides special care for residents who have Alzheimer's disease~~  
384 ~~or other related disorders, and who has regular contact with~~  
385 ~~such residents, must complete up to 4 hours of initial dementia-~~  
386 ~~specific training developed or approved by the department. The~~  
387 ~~training must be completed within 3 months after beginning~~  
388 ~~employment and satisfy the core training requirements of s.~~  
389 ~~429.52(3)(g).~~

390 ~~(b)~~ ~~A direct caregiver who is employed by a facility that~~  
391 ~~provides special care for residents who have Alzheimer's disease~~  
392 ~~or other related disorders and provides direct care to such~~  
393 ~~residents must complete the required initial training and 4~~  
394 ~~additional hours of training developed or approved by the~~  
395 ~~department. The training must be completed within 9 months after~~



396 ~~beginning employment and satisfy the core training requirements~~  
 397 ~~of s. 429.52(3)(g).~~

398 ~~(c) An individual who is employed by a facility that~~  
 399 ~~provides special care for residents with Alzheimer's disease or~~  
 400 ~~other related disorders, but who only has incidental contact~~  
 401 ~~with such residents, must be given, at a minimum, general~~  
 402 ~~information on interacting with individuals with Alzheimer's~~  
 403 ~~disease or other related disorders, within 3 months after~~  
 404 ~~beginning employment.~~

405 ~~(3) In addition to the training required under subsection~~  
 406 ~~(2), a direct caregiver must participate in a minimum of 4~~  
 407 ~~contact hours of continuing education each calendar year. The~~  
 408 ~~continuing education must include one or more topics included in~~  
 409 ~~the dementia-specific training developed or approved by the~~  
 410 ~~department, in which the caregiver has not received previous~~  
 411 ~~training.~~

412 ~~(4) Upon completing any training listed in subsection (2),~~  
 413 ~~the employee or direct caregiver shall be issued a certificate~~  
 414 ~~that includes the name of the training provider, the topic~~  
 415 ~~covered, and the date and signature of the training provider.~~  
 416 ~~The certificate is evidence of completion of training in the~~  
 417 ~~identified topic, and the employee or direct caregiver is not~~  
 418 ~~required to repeat training in that topic if the employee or~~  
 419 ~~direct caregiver changes employment to a different facility. The~~

420 ~~employee or direct caregiver must comply with other applicable~~  
 421 ~~continuing education requirements.~~

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

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

428 ~~(7) Any facility more than 90 percent of whose residents~~  
 429 ~~receive monthly optional supplementation payments is not~~  
 430 ~~required to pay for the training and education programs required~~  
 431 ~~under this section. A facility that has one or more such~~  
 432 ~~residents shall pay a reduced fee that is proportional to the~~  
 433 ~~percentage of such residents in the facility. A facility that~~  
 434 ~~does not have any residents who receive monthly optional~~  
 435 ~~supplementation payments must pay a reasonable fee, as~~  
 436 ~~established by the department, for such training and education~~  
 437 ~~programs.~~

438 ~~(8) The department shall adopt rules to establish~~  
 439 ~~standards for trainers and training and to implement this~~  
 440 ~~section.~~

441 Section 6. Subsection (1) of section 429.52, Florida  
 442 Statutes, is amended to read:

443 429.52 Staff training and educational requirements.—

444           (1) (a) Each new assisted living facility employee who has  
445 not previously completed core training must attend a preservice  
446 orientation provided by the facility before interacting with  
447 residents. The preservice orientation must be at least 2 hours  
448 in duration and cover topics that help the employee provide  
449 responsible care and respond to the needs of facility residents.  
450 Upon completion, the employee and the administrator of the  
451 facility must sign a statement that the employee completed the  
452 required preservice orientation. The facility must keep the  
453 signed statement in the employee's personnel record.

454           (b)1. Each employee must complete the training as required  
455 by the Florida Alzheimer's Disease and Dementia Education and  
456 Training Act in s. 430.5025.

457           2. If completed before interacting with residents, the 1-  
458 hour training required in s. 430.5025 concerning information on  
459 Alzheimer's disease and related forms of dementia may count  
460 toward the 2 hours of preservice orientation required under  
461 paragraph (a).

462           Section 7. Section 429.83, Florida Statutes, is amended to  
463 read:

464           429.83 Residents with Alzheimer's disease or other related  
465 disorders; training; certain disclosures.—

466           (1) The employees of an adult family-care home must  
467 complete the training as required by the Florida Alzheimer's  
468 Disease and Dementia Education and Training Act in s. 430.5025.

469        (2) An adult family-care home licensed under this part  
 470 which claims that it provides special care for persons who have  
 471 Alzheimer's disease or other related disorders must disclose in  
 472 its advertisements or in a separate document those services that  
 473 distinguish the care as being especially applicable to, or  
 474 suitable for, such persons. The home must give a copy of all  
 475 such advertisements or a copy of the document to each person who  
 476 requests information about programs and services for persons  
 477 with Alzheimer's disease or other related disorders offered by  
 478 the home and must maintain a copy of all such advertisements and  
 479 documents in its records. The agency shall examine all such  
 480 advertisements and documents in the home's records as part of  
 481 the license renewal procedure.

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

484        429.917 Patients with Alzheimer's disease or other related  
 485 disorders; staff training requirements; certain disclosures.—

486        (1) The employees of an adult day care center licensed  
 487 under this part must complete the training as required by the  
 488 Florida Alzheimer's Disease and Dementia Education and Training  
 489 Act in s. 430.5025 provide the following staff training:

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

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

503 ~~(c) In addition to the requirements of paragraphs (a) and~~  
504 ~~(b), an employee who will be providing direct care to a~~  
505 ~~participant who has Alzheimer's disease or a dementia-related~~  
506 ~~disorder must complete an additional 3 hours of training within~~  
507 ~~9 months after beginning employment. This training must include,~~  
508 ~~but is not limited to, the management of problem behaviors,~~  
509 ~~information about promoting the participant's independence in~~  
510 ~~activities of daily living, and instruction in skills for~~  
511 ~~working with families and caregivers.~~

512 ~~(d) For certified nursing assistants, the required 4 hours~~  
513 ~~of training shall be part of the total hours of training~~  
514 ~~required annually.~~

515 ~~(e) For a health care practitioner as defined in s.~~  
516 ~~456.001, continuing education hours taken as required by that~~  
517 ~~practitioner's licensing board shall be counted toward the total~~  
518 ~~of 4 hours.~~

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

523       ~~(g) The Department of Elderly Affairs or its designee must~~  
524 ~~approve the 1-hour and 3-hour training provided to employees and~~  
525 ~~direct caregivers under this section. The department must~~  
526 ~~consider for approval training offered in a variety of formats.~~  
527 ~~The department shall keep a list of current providers who are~~  
528 ~~approved to provide the 1-hour and 3-hour training. The~~  
529 ~~department shall adopt rules to establish standards for the~~  
530 ~~employees who are subject to this training, for the trainers,~~  
531 ~~and for the training required in this section.~~

532       ~~(h) Upon completing any training described in this~~  
533 ~~section, the employee or direct caregiver shall be issued a~~  
534 ~~certificate that includes the name of the training provider, the~~  
535 ~~topic covered, and the date and signature of the training~~  
536 ~~provider. The certificate is evidence of completion of training~~  
537 ~~in the identified topic, and the employee or direct caregiver is~~  
538 ~~not required to repeat training in that topic if the employee or~~  
539 ~~direct caregiver changes employment to a different adult day~~  
540 ~~care center or to an assisted living facility, nursing home,~~  
541 ~~home health agency, or hospice. The direct caregiver must comply~~  
542 ~~with other applicable continuing education requirements.~~

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

545 Section 9. Subsection (6) of section 429.918, Florida  
546 Statutes, is amended to read:

547 429.918 Licensure designation as a specialized Alzheimer's  
548 services adult day care center; training.-

549 (6)~~(a)~~ An adult day care center having a license  
550 designated under this section must provide the following staff  
551 training and supervision:

552 (a)1. A registered nurse or licensed practical nurse must  
553 be on site daily for at least 75 percent of the time that the  
554 center is open to ADRD participants. Each licensed practical  
555 nurse who works at the center must be supervised in accordance  
556 with chapter 464.

557 ~~2. Upon beginning employment with the center, each~~  
558 ~~employee must receive and review basic written information about~~  
559 ~~interacting with ADRD participants.~~

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

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

567 ~~hours of dementia-specific training within 6 months after~~  
568 ~~employment.~~

569       (b) Each employee must complete the training and  
570 continuing education as required by the Florida Alzheimer's  
571 Disease and Dementia Education and Training Act in s. 430.5025  
572 ~~The Department of Elderly Affairs or its designee shall approve~~  
573 ~~the training required under this section. The department shall~~  
574 ~~adopt rules to establish standards for employees who are subject~~  
575 ~~to this training, for trainers, and for the training required in~~  
576 ~~this section.~~

577       ~~(c) Upon completing any training described in this~~  
578 ~~section, the employee shall be issued a certificate that~~  
579 ~~includes the name of the training provider, the topics covered,~~  
580 ~~and the date and signature of the training provider. The~~  
581 ~~certificate is evidence of completion of training in the~~  
582 ~~identified topics, and the employee is not required to repeat~~  
583 ~~training in those topics if the employee changes employment to a~~  
584 ~~different adult day care center.~~

585       ~~(c)(d)~~ Each employee hired on or after July 1, 2012, who  
586 provides direct care to ADRD participants, must receive and  
587 review an orientation plan that includes, at a minimum:

588           1. Procedures to locate an ADRD participant who has  
589 wandered from the center. These procedures shall be reviewed  
590 regularly with all direct care staff.

591           2. Information on the Silver Alert program in this state.



CS/CS/HB 1507

2022

592 3. Information regarding available products or programs  
593 used to identify ADRD participants or prevent them from  
594 wandering away from the center, their home, or other locations.

595 Section 10. Each individual employed, contracted, or  
596 referred to provide services before July 1, 2022, must complete  
597 the training required in s. 430.5025, Florida Statutes, by July  
598 1, 2025.

599 Section 11. This act shall take effect July 1, 2022.