

By Senator Simon

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1                   A bill to be entitled  
2       An act relating to education and training for  
3       Alzheimer's disease and related forms of dementia;  
4       creating s. 430.5025, F.S.; providing a short title;  
5       defining terms; requiring the Department of Elderly  
6       Affairs to offer certain education about Alzheimer's  
7       disease and related forms of dementia to the general  
8       public; specifying uniform dementia-related education  
9       and training for employees of covered providers;  
10       requiring the department to provide certain dementia-  
11       related employee training in an online format and at  
12       no cost; providing minimum requirements for the  
13       training; requiring the department to make a record of  
14       the completion of the training; providing requirements  
15       for the record; requiring covered providers to  
16       maintain such records of training completion for their  
17       employees; providing that an employee does not have to  
18       repeat such training after changing employment to  
19       another covered provider; providing additional  
20       training and continuing education requirements for  
21       certain employees who provide direct care to patients  
22       with Alzheimer's disease or related forms of dementia;  
23       authorizing the department to establish training  
24       curriculum guidelines; authorizing the department to  
25       approve training providers and curricula and maintain  
26       a list of approved providers; authorizing training to  
27       be offered in a variety of formats; providing that  
28       certain continuing education does not require the  
29       adoption of curriculum guidelines by the department or

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30 provider or curriculum approval by the department;  
31 providing qualifications and requirements for training  
32 providers; providing that training curricula approved  
33 before the effective date of this act remain in effect  
34 until their respective expiration dates; authorizing  
35 the department to adopt rules related to qualified  
36 training providers and compliance monitoring  
37 procedures; authorizing certified nursing assistants  
38 to count the dementia-related training toward their  
39 annual certification training requirements;  
40 authorizing health care practitioners to count the  
41 dementia-related training requirements toward their  
42 continuing education requirements for licensure;  
43 authorizing persons employed, contracted, or referred  
44 to provide services before the effective date of this  
45 act to complete the required training by a specified  
46 date; providing for the substitution of equivalent  
47 training for training required by this act;  
48 authorizing persons to satisfy the training  
49 requirements of this act using training curricula  
50 approved before the effective date of this act until  
51 the department adopts rules for training curricula  
52 guidelines; amending ss. 400.0239, 400.1755, 400.4785,  
53 and 400.6045, F.S.; conforming provisions to changes  
54 made by the act; creating s. 400.51, F.S.; requiring a  
55 person employed, contracted, or referred by a nurse  
56 registry or a person registered with the Agency for  
57 Health Care Administration to provide companion or  
58 homemaker services to complete specified training;

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59 amending ss. 429.178, 429.52, 429.83, 429.917, and  
60 429.918, F.S.; conforming provisions to changes made  
61 by the act; providing an effective date.

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

64  
65 Section 1. Section 430.5025, Florida Statutes, is created  
66 to read:

67 430.5025 Alzheimer's disease and related forms of dementia;  
68 education and training.-

69 (1) This section may be cited as the "Alzheimer's Disease  
70 and Related Forms of Dementia Education and Training Act."

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

72 (a) "Covered provider" means a nursing home, a home health  
73 agency, a nurse registry, a companion or homemaker service  
74 provider, an assisted living facility, an adult family-care  
75 home, or an adult day care center licensed or registered under  
76 chapter 400 or chapter 429.

77 (b) "Department" means the Department of Elderly Affairs or  
78 its designee.

79 (c) "Employee" means a person, contracted staff, or an  
80 independent contractor employed or referred by a covered  
81 provider who is required to undergo a level 2 background  
82 screening under s. 408.809 and chapter 435.

83 (d) "Personal care" means providing, through in-person  
84 contact, assistance with activities of daily living, assistance  
85 with self-administration of medication, homemaker or companion  
86 services, nursing services, or other services that promote the  
87 physical, mental, and psychosocial well-being of participants,

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88 patients, and residents of covered providers. The term does not  
89 include duties involving administrative functions or maintaining  
90 the physical environment of a licensed facility, including  
91 grounds maintenance, building maintenance, housekeeping,  
92 laundry, or food preparation.

93 (e) "Regular contact" means the performance of duties other  
94 than personal care which may require employees to interact in  
95 person on a daily basis with participants, patients, or  
96 residents.

97 (3) The department shall offer to the general public  
98 education about Alzheimer's disease and related forms of  
99 dementia. Such education must provide basic information about  
100 the most common forms of dementia, how to identify the signs and  
101 symptoms of dementia, coping skills, how to respond to changes,  
102 planning for the future, and how to access additional resources  
103 about dementia.

104 (4) Covered providers must provide employees the following  
105 training for Alzheimer's disease and related forms of dementia:

106 (a) Upon beginning employment, each employee must receive  
107 basic written information about interacting with persons who  
108 have Alzheimer's disease or related forms of dementia.

109 (b) Within 30 days after beginning employment, each  
110 employee who provides personal care to or has regular contact  
111 with participants, patients, or residents must complete a 1-hour  
112 training program provided by the department.

113 1. The department shall provide the training in an online  
114 format at no cost. The 1-hour training program must contain  
115 information on understanding the basics about the most common  
116 forms of dementia, how to identify the signs and symptoms of

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117 dementia, and skills for communicating and interacting with  
118 persons with Alzheimer's disease or related forms of dementia. A  
119 record of the training program must be made available to the  
120 covered provider which includes the training, the name of the  
121 employee, and the date of completion.

122 2. A covered provider must maintain a record of the  
123 employee's completion of the training and, upon written request  
124 of the employee, provide the employee with a copy of the record  
125 of completion consistent with the employer's written policies.

126 3. An employee who has completed the training required in  
127 this subsection is not required to repeat the program upon  
128 changing employment to a different covered provider.

129 (c) Within 7 months after beginning employment with a home  
130 health agency, nurse registry, or companion or homemaker service  
131 provider, each employee who provides personal care for persons  
132 who have Alzheimer's disease or related forms of dementia must  
133 complete 2 hours of training in addition to the training  
134 required in paragraphs (a) and (b). The additional training must  
135 include, but is not limited to, behavior management, promoting  
136 the person's independence in activities of daily living, and  
137 skills for working with families and caregivers.

138 (d) Within 7 months after beginning employment with a  
139 nursing home, an assisted living facility, an adult family-care  
140 home, or an adult day care center, each employee who provides  
141 personal care for persons with Alzheimer's disease or related  
142 forms of dementia must complete 3 hours of training in addition  
143 to the training required in paragraphs (a) and (b). The  
144 additional training must include, but is not limited to,  
145 behavior management, promoting the person's independence in

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146 activities of daily living, skills for working with families and  
147 caregivers, group and individual activities, maintaining an  
148 appropriate environment, and ethical issues.

149 (e) For an assisted living facility, adult family-care  
150 home, or adult day care center that advertises and provides, or  
151 is designated to provide, specialized care for persons with  
152 Alzheimer's disease, in addition to the training specified in  
153 paragraphs (a) and (b), each employee must receive the following  
154 training:

155 1. Within 3 months after beginning employment, each  
156 employee who provides personal care to or has regular contact  
157 with the residents or participants must complete the additional  
158 3 hours of training as provided in paragraph (d).

159 2. Within 6 months after beginning employment, each  
160 employee who provides personal care must complete an additional  
161 4 hours of dementia-specific training. Such training must  
162 include, but is not limited to, understanding Alzheimer's  
163 disease and related forms of dementia, the stages of Alzheimer's  
164 disease, communication strategies, medical information, and  
165 stress management.

166 3. Thereafter, each employee who provides personal care  
167 must participate in at least 4 hours of continuing education  
168 each calendar year through contact hours, on-the-job training,  
169 or electronic learning technology. For this subparagraph, the  
170 term "on-the-job training" means a form of direct coaching in  
171 which a facility administrator or his or her designee instructs  
172 an employee who provides personal care with guidance, support,  
173 or hands-on experience to help develop and refine the employee's  
174 skills for caring for a person with Alzheimer's disease or a

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175 related form of dementia. The continuing education must cover at  
176 least one of the topics included in the dementia-specific  
177 training in which the employee has not received previous  
178 training in the previous calendar year. The continuing education  
179 may be fulfilled and documented in a minimum of one quarter-hour  
180 increments through on-the-job training of the employee by a  
181 facility administrator or his or her designee or by an  
182 electronic learning technology chosen by the facility  
183 administrator. On-the-job training may not account for more than  
184 2 hours of continuing education each calendar year.

185 (5) The department may establish training curricula  
186 guidelines for the training required in paragraphs (4)(c), (d),  
187 and (e). The department may approve training providers and  
188 training curricula and maintain a list of approved providers.  
189 Approved training may be offered in a variety of formats,  
190 including, but not limited to, in person, electronically, or on-  
191 the-job by a facility administrator or his or her designee.  
192 Continuing education under this section does not require the  
193 adoption of training curricula guidelines by the department or  
194 approval of the training provider and curricula by the  
195 department.

196 (a) A training provider meeting one of the following  
197 qualifications may offer training in compliance with the  
198 training curricula guidelines without prior approval of the  
199 department:

200 1. A person approved by an applicable board or the  
201 Department of Health to provide training who is registered with  
202 the electronic continuing education tracking system under s.  
203 456.025;

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204       2. A person with a master's or doctoral degree in health  
205 care, social services, or gerontology from an accredited college  
206 or university; or

207       3. A person approved by the department before July 1, 2023.

208       (b) Training providers qualified under subparagraphs (a)1.  
209 and 2. must also have:

210       1. At least 1 year of teaching experience as an educator  
211 for caregivers of persons with Alzheimer's disease or related  
212 forms of dementia;

213       2. At least 1 year of practical experience in a program  
214 providing care to persons with Alzheimer's disease or related  
215 forms of dementia; or

216       3. Completed a specialized training program in the subject  
217 matter of Alzheimer's disease and related forms of dementia from  
218 an accredited health care, human services, or gerontology  
219 education provider.

220       (c) Upon an employee's completion of the training specified  
221 in paragraphs (4) (c), (d), and (e), the training provider must  
222 provide a record of the completion of the training which  
223 includes the name of the employee, the name of the training  
224 provider, the topics covered, and the date of completion. The  
225 training record is evidence of completion of training in the  
226 identified topic, and the employee is not required to repeat  
227 training in that topic if the employee changes employment to a  
228 different covered provider.

229       (d) Any Alzheimer's disease and related forms of dementia  
230 training curriculum approved by the department before July 1,  
231 2023, remain in effect until the curriculum's expiration date.

232       (6) The department may adopt rules to establish



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233 requirements for the approval of other qualified training  
234 providers and a process for conducting a sampling of training or  
235 training curriculum as necessary to monitor for compliance with  
236 curricula guidelines.

237 (7) For a certified nursing assistant as defined in s.  
238 464.201, training hours completed as required under this section  
239 may count toward the total hours of training required to  
240 maintain certification as a nursing assistant.

241 (8) For a health care practitioner as defined in s.  
242 456.001, training hours completed as required under this section  
243 may count toward the total hours of continuing education  
244 required by that practitioner's licensing board.

245 (9) Each person employed, contracted, or referred to  
246 provide services before July 1, 2023, must complete the training  
247 required in this section before July 1, 2026. Proof of  
248 completion of equivalent training completed before July 1, 2023,  
249 may substitute for the training required in subsection (4). Each  
250 person employed, contracted, or referred to provide services on  
251 or after July 1, 2023, may satisfy training requirements by  
252 completing training curricula approved under subparagraph (5) (d)  
253 until the effective date of the rules adopted by the department  
254 under subsection (6).

255 Section 2. Paragraph (b) of subsection (2) of section  
256 400.0239, Florida Statutes, is amended to read:

257 400.0239 Quality of Long-Term Care Facility Improvement  
258 Trust Fund.—

259 (2) Expenditures from the trust fund shall be allowable for  
260 direct support of the following:

261 (b) Development and implementation of specialized training

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262 programs for long-term care facility personnel who provide  
263 direct care for residents with Alzheimer's disease and other  
264 dementias as provided under s. 430.5025, residents at risk of  
265 developing pressure sores, and residents with special nutrition  
266 and hydration needs.

267 Section 3. Section 400.1755, Florida Statutes, is amended  
268 to read:

269 400.1755 Care for persons with Alzheimer's disease or  
270 related disorders; staff training requirements.-

271 ~~(1) As a condition of licensure, the employees of~~  
272 ~~facilities licensed under this part must complete the training~~  
273 ~~required under s. 430.5025 provide to each of their employees,~~  
274 ~~upon beginning employment, basic written information about~~  
275 ~~interacting with persons with Alzheimer's disease or a related~~  
276 ~~disorder.~~

277 ~~(2) All employees who are expected to, or whose~~  
278 ~~responsibilities require them to, have direct contact with~~  
279 ~~residents with Alzheimer's disease or a related disorder must,~~  
280 ~~in addition to being provided the information required in~~  
281 ~~subsection (1), also have an initial training of at least 1 hour~~  
282 ~~completed in the first 3 months after beginning employment. This~~  
283 ~~training must include, but is not limited to, an overview of~~  
284 ~~dementias and must provide basic skills in communicating with~~  
285 ~~persons with dementia.~~

286 ~~(3) An individual who provides direct care shall be~~  
287 ~~considered a direct caregiver and must complete the required~~  
288 ~~initial training and an additional 3 hours of training within 9~~  
289 ~~months after beginning employment. This training shall include,~~  
290 ~~but is not limited to, managing problem behaviors, promoting the~~

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291 ~~resident's independence in activities of daily living, and~~  
292 ~~skills in working with families and caregivers.~~

293 ~~(a) The required 4 hours of training for certified nursing~~  
294 ~~assistants are part of the total hours of training required~~  
295 ~~annually.~~

296 ~~(b) For a health care practitioner as defined in s.~~  
297 ~~456.001, continuing education hours taken as required by that~~  
298 ~~practitioner's licensing board shall be counted toward this~~  
299 ~~total of 4 hours.~~

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

304 ~~(5) The Department of Elderly Affairs or its designee must~~  
305 ~~approve the initial and continuing training provided in the~~  
306 ~~facilities. The department must approve training offered in a~~  
307 ~~variety of formats, including, but not limited to, Internet-~~  
308 ~~based training, videos, teleconferencing, and classroom~~  
309 ~~instruction. The department shall keep a list of current~~  
310 ~~providers who are approved to provide initial and continuing~~  
311 ~~training. The department shall adopt rules to establish~~  
312 ~~standards for the trainers and the training required in this~~  
313 ~~section.~~

314 ~~(6) Upon completing any training listed in this section,~~  
315 ~~the employee or direct caregiver shall be issued a certificate~~  
316 ~~that includes the name of the training provider, the topic~~  
317 ~~covered, and the date and signature of the training provider.~~  
318 ~~The certificate is evidence of completion of training in the~~  
319 ~~identified topic, and the employee or direct caregiver is not~~

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320 ~~required to repeat training in that topic if the employee or~~  
321 ~~direct caregiver changes employment to a different facility or~~  
322 ~~to an assisted living facility, home health agency, adult day~~  
323 ~~care center, or adult family care home. The direct caregiver~~  
324 ~~must comply with other applicable continuing education~~  
325 ~~requirements.~~

326 Section 4. Section 400.4785, Florida Statutes, is amended  
327 to read:

328 400.4785 Patients with Alzheimer's disease or other related  
329 disorders; staff training requirements; certain disclosures.—

330 (1) The employees of a home health agency must complete the  
331 training required under s. 430.5025 ~~A home health agency must~~  
332 ~~provide the following staff training:~~

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

337 (b) ~~In addition to the information provided under paragraph~~  
338 ~~(a), newly hired home health agency personnel who will be~~  
339 ~~providing direct care to patients must complete 2 hours of~~  
340 ~~training in Alzheimer's disease and dementia-related disorders~~  
341 ~~within 9 months after beginning employment with the agency. This~~  
342 ~~training must include, but is not limited to, an overview of~~  
343 ~~dementia, a demonstration of basic skills in communicating with~~  
344 ~~persons who have dementia, the management of problem behaviors,~~  
345 ~~information about promoting the client's independence in~~  
346 ~~activities of daily living, and instruction in skills for~~  
347 ~~working with families and caregivers.~~

348 (c) ~~For certified nursing assistants, the required 2 hours~~

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349 ~~of training shall be part of the total hours of training~~  
350 ~~required annually.~~

351 ~~(d) For a health care practitioner as defined in s.~~  
352 ~~456.001, continuing education hours taken as required by that~~  
353 ~~practitioner's licensing board shall be counted toward the total~~  
354 ~~of 2 hours.~~

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

359 ~~(f) The Department of Elderly Affairs, or its designee,~~  
360 ~~must approve the required training. The department must consider~~  
361 ~~for approval training offered in a variety of formats. The~~  
362 ~~department shall keep a list of current providers who are~~  
363 ~~approved to provide the 2-hour training. The department shall~~  
364 ~~adopt rules to establish standards for the employees who are~~  
365 ~~subject to this training, for the trainers, and for the training~~  
366 ~~required in this section.~~

367 ~~(g) Upon completing the training listed in this section,~~  
368 ~~the employee shall be issued a certificate that states that the~~  
369 ~~training mandated under this section has been received. The~~  
370 ~~certificate shall be dated and signed by the training provider.~~  
371 ~~The certificate is evidence of completion of this training, and~~  
372 ~~the employee is not required to repeat this training if the~~  
373 ~~employee changes employment to a different home health agency.~~

374 ~~(2)(h)~~ A licensed home health agency whose unduplicated  
375 census during the most recent calendar year was composed  
376 ~~comprised~~ of at least 90 percent of individuals aged 21 years or  
377 younger at the date of admission is exempt from the training

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378 requirements in this section.

379 ~~(3)~~<sup>(2)</sup> An agency licensed under this part which claims that  
380 it provides special care for persons who have Alzheimer's  
381 disease or other related disorders must disclose in its  
382 advertisements or in a separate document those services that  
383 distinguish the care as being especially applicable to, or  
384 suitable for, such persons. The agency must give a copy of all  
385 such advertisements or a copy of the document to each person who  
386 requests information about the agency and must maintain a copy  
387 of all such advertisements and documents in its records. The  
388 Agency for Health Care Administration shall examine all such  
389 advertisements and documents in the agency's records as part of  
390 the license renewal procedure.

391 Section 5. Section 400.6045, Florida Statutes, is amended  
392 to read:

393 400.6045 Patients with Alzheimer's disease or other related  
394 disorders; staff training requirements; certain disclosures.—

395 (1) The employees of a home health agency must complete the  
396 training required under s. 430.5025 ~~A hospice licensed under~~  
397 ~~this part must provide the following staff training:~~

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

402 ~~(b) In addition to the information provided under paragraph~~  
403 ~~(a), employees who are expected to, or whose responsibilities~~  
404 ~~require them to, have direct contact with participants who have~~  
405 ~~Alzheimer's disease or dementia-related disorders must complete~~  
406 ~~initial training of at least 1 hour within the first 3 months~~

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407 ~~after beginning employment. The training must include an~~  
408 ~~overview of dementias and must provide instruction in basic~~  
409 ~~skills for communicating with persons who have dementia.~~

410 ~~(c) In addition to the requirements of paragraphs (a) and~~  
411 ~~(b), an employee who will be providing direct care to a~~  
412 ~~participant who has Alzheimer's disease or a dementia-related~~  
413 ~~disorder must complete an additional 3 hours of training within~~  
414 ~~9 months after beginning employment. This training must include,~~  
415 ~~but is not limited to, the management of problem behaviors,~~  
416 ~~information about promoting the patient's independence in~~  
417 ~~activities of daily living, and instruction in skills for~~  
418 ~~working with families and caregivers.~~

419 ~~(d) For certified nursing assistants, the required 4 hours~~  
420 ~~of training shall be part of the total hours of training~~  
421 ~~required annually.~~

422 ~~(e) For a health care practitioner as defined in s.~~  
423 ~~456.001, continuing education hours taken as required by that~~  
424 ~~practitioner's licensing board shall be counted toward the total~~  
425 ~~of 4 hours.~~

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

430 ~~(g) The Department of Elderly Affairs or its designee must~~  
431 ~~approve the required 1-hour and 3-hour training provided to~~  
432 ~~employees or direct caregivers under this section. The~~  
433 ~~department must consider for approval training offered in a~~  
434 ~~variety of formats. The department shall keep a list of current~~  
435 ~~providers who are approved to provide the 1-hour and 3-hour~~

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436 ~~training. The department shall adopt rules to establish~~  
437 ~~standards for the employees who are subject to this training,~~  
438 ~~for the trainers, and for the training required in this section.~~

439 ~~(h) Upon completing any training described in this section,~~  
440 ~~the employee or direct caregiver shall be issued a certificate~~  
441 ~~that includes the name of the training provider, the topic~~  
442 ~~covered, and the date and signature of the training provider.~~  
443 ~~The certificate is evidence of completion of training in the~~  
444 ~~identified topic, and the employee or direct caregiver is not~~  
445 ~~required to repeat training in that topic if the employee or~~  
446 ~~direct caregiver changes employment to a different hospice or to~~  
447 ~~a home health agency, assisted living facility, nursing home, or~~  
448 ~~adult day care center.~~

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

462 Section 6. Section 400.51, Florida Statutes, is created to  
463 read:

464 400.51 Patients with Alzheimer's disease or other related



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465 disorders; staff training requirements.—A person employed,  
 466 contracted, or referred by a nurse registry or a person  
 467 registered with the agency to provide companion or homemaker  
 468 services must complete the training required under s. 430.5025.

469 Section 7. Section 429.178, Florida Statutes, is amended to  
 470 read:

471 429.178 Special care for persons with Alzheimer's disease  
 472 or other related disorders.—

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

476 (1) (a) 1. If the facility has 17 or more residents, have an  
 477 awake staff member on duty at all hours of the day and night. ~~7~~  
 478 ~~or~~

479 (b) 2. If the facility has fewer than 17 residents, have an  
 480 awake staff member on duty at all hours of the day and night or  
 481 have mechanisms in place to monitor and ensure the safety of the  
 482 facility's residents.

483 (2) (b) Offer activities specifically designed for persons  
 484 who are cognitively impaired.

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

487 (4) (d) Employ staff who have completed the training and  
 488 continuing education required under s. 430.5025 ~~in subsection~~  
 489 ~~(2).~~

490 ~~(2) (a) An individual who is employed by a facility that~~  
 491 ~~provides special care for residents who have Alzheimer's disease~~  
 492 ~~or other related disorders, and who has regular contact with~~  
 493 ~~such residents, must complete up to 4 hours of initial dementia-~~

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494 ~~specific training developed or approved by the department. The~~  
495 ~~training must be completed within 3 months after beginning~~  
496 ~~employment and satisfy the core training requirements of s.~~  
497 ~~429.52(3)(g).~~

498 ~~(b) A direct caregiver who is employed by a facility that~~  
499 ~~provides special care for residents who have Alzheimer's disease~~  
500 ~~or other related disorders and provides direct care to such~~  
501 ~~residents must complete the required initial training and 4~~  
502 ~~additional hours of training developed or approved by the~~  
503 ~~department. The training must be completed within 9 months after~~  
504 ~~beginning employment and satisfy the core training requirements~~  
505 ~~of s. 429.52(3)(g).~~

506 ~~(c) An individual who is employed by a facility that~~  
507 ~~provides special care for residents with Alzheimer's disease or~~  
508 ~~other related disorders, but who only has incidental contact~~  
509 ~~with such residents, must be given, at a minimum, general~~  
510 ~~information on interacting with individuals with Alzheimer's~~  
511 ~~disease or other related disorders, within 3 months after~~  
512 ~~beginning employment.~~

513 ~~(3) In addition to the training required under subsection~~  
514 ~~(2), a direct caregiver must participate in a minimum of 4~~  
515 ~~contact hours of continuing education each calendar year. The~~  
516 ~~continuing education must include one or more topics included in~~  
517 ~~the dementia-specific training developed or approved by the~~  
518 ~~department, in which the caregiver has not received previous~~  
519 ~~training.~~

520 ~~(4) Upon completing any training listed in subsection (2),~~  
521 ~~the employee or direct caregiver shall be issued a certificate~~  
522 ~~that includes the name of the training provider, the topic~~

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523 ~~covered, and the date and signature of the training provider.~~  
524 ~~The certificate is evidence of completion of training in the~~  
525 ~~identified topic, and the employee or direct caregiver is not~~  
526 ~~required to repeat training in that topic if the employee or~~  
527 ~~direct caregiver changes employment to a different facility. The~~  
528 ~~employee or direct caregiver must comply with other applicable~~  
529 ~~continuing education requirements.~~

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

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

536 ~~(7) Any facility more than 90 percent of whose residents~~  
537 ~~receive monthly optional supplementation payments is not~~  
538 ~~required to pay for the training and education programs required~~  
539 ~~under this section. A facility that has one or more such~~  
540 ~~residents shall pay a reduced fee that is proportional to the~~  
541 ~~percentage of such residents in the facility. A facility that~~  
542 ~~does not have any residents who receive monthly optional~~  
543 ~~supplementation payments must pay a reasonable fee, as~~  
544 ~~established by the department, for such training and education~~  
545 ~~programs.~~

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

548 Section 8. Paragraph (g) of subsection (3) of section  
549 429.52, Florida Statutes, is amended to read:

550 429.52 Staff training and educational requirements.—

551 (3) The agency, in conjunction with providers, shall

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552 develop core training requirements for administrators consisting  
553 of core training learning objectives, a competency test, and a  
554 minimum required score to indicate successful passage of the  
555 core competency test. The required core competency test must  
556 cover at least the following topics:

557 (g) Care of persons with Alzheimer's disease and related  
558 disorders as provided under s. 430.5025.

559 Section 9. Section 429.83, Florida Statutes, is amended to  
560 read:

561 429.83 Residents with Alzheimer's disease or other related  
562 disorders; training; certain disclosures.-

563 (1) The employees of an adult family-care home must  
564 complete the training required under s. 430.5025.

565 (2) An adult family-care home licensed under this part  
566 which claims that it provides special care for persons who have  
567 Alzheimer's disease or other related disorders must disclose in  
568 its advertisements or in a separate document those services that  
569 distinguish the care as being especially applicable to, or  
570 suitable for, such persons. The home must give a copy of all  
571 such advertisements or a copy of the document to each person who  
572 requests information about programs and services for persons  
573 with Alzheimer's disease or other related disorders offered by  
574 the home and must maintain a copy of all such advertisements and  
575 documents in its records. The agency shall examine all such  
576 advertisements and documents in the home's records as part of  
577 the license renewal procedure.

578 Section 10. Subsection (1) of section 429.917, Florida  
579 Statutes, is amended to read:

580 429.917 Patients with Alzheimer's disease or other related

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581 disorders; staff training requirements; certain disclosures.-

582 (1) The employees of an adult day care center licensed  
583 under this part must complete the training required under s.  
584 430.5025 ~~provide the following staff training:~~

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

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

598 ~~(c) In addition to the requirements of paragraphs (a) and~~  
599 ~~(b), an employee who will be providing direct care to a~~  
600 ~~participant who has Alzheimer's disease or a dementia-related~~  
601 ~~disorder must complete an additional 3 hours of training within~~  
602 ~~9 months after beginning employment. This training must include,~~  
603 ~~but is not limited to, the management of problem behaviors,~~  
604 ~~information about promoting the participant's independence in~~  
605 ~~activities of daily living, and instruction in skills for~~  
606 ~~working with families and caregivers.~~

607 ~~(d) For certified nursing assistants, the required 4 hours~~  
608 ~~of training shall be part of the total hours of training~~  
609 ~~required annually.~~

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610 ~~(e) For a health care practitioner as defined in s.~~  
611 ~~456.001, continuing education hours taken as required by that~~  
612 ~~practitioner's licensing board shall be counted toward the total~~  
613 ~~of 4 hours.~~

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

618 ~~(g) The Department of Elderly Affairs or its designee must~~  
619 ~~approve the 1-hour and 3-hour training provided to employees and~~  
620 ~~direct caregivers under this section. The department must~~  
621 ~~consider for approval training offered in a variety of formats.~~  
622 ~~The department shall keep a list of current providers who are~~  
623 ~~approved to provide the 1-hour and 3-hour training. The~~  
624 ~~department shall adopt rules to establish standards for the~~  
625 ~~employees who are subject to this training, for the trainers,~~  
626 ~~and for the training required in this section.~~

627 ~~(h) Upon completing any training described in this section,~~  
628 ~~the employee or direct caregiver shall be issued a certificate~~  
629 ~~that includes the name of the training provider, the topic~~  
630 ~~covered, and the date and signature of the training provider.~~  
631 ~~The certificate is evidence of completion of training in the~~  
632 ~~identified topic, and the employee or direct caregiver is not~~  
633 ~~required to repeat training in that topic if the employee or~~  
634 ~~direct caregiver changes employment to a different adult day~~  
635 ~~care center or to an assisted living facility, nursing home,~~  
636 ~~home health agency, or hospice. The direct caregiver must comply~~  
637 ~~with other applicable continuing education requirements.~~

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

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639 ~~complete the training required by this section.~~

640 Section 11. Subsection (6) of section 429.918, Florida  
641 Statutes, is amended to read:

642 429.918 Licensure designation as a specialized Alzheimer's  
643 services adult day care center; training.-

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

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

652 (b) Each employee must complete the training and continuing  
653 education required under s. 430.5025

654 ~~2. Upon beginning employment with the center, each employee~~  
655 ~~must receive and review basic written information about~~  
656 ~~interacting with ADRD participants.~~

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

661 ~~4. In addition to the requirements of subparagraphs 2. and~~  
662 ~~3., each employee hired on or after July 1, 2012, who provides~~  
663 ~~direct care to ADRD participants shall complete an additional 4~~  
664 ~~hours of dementia-specific training within 6 months after~~  
665 ~~employment.~~

666 ~~(b) The Department of Elderly Affairs or its designee shall~~  
667 ~~approve the training required under this section. The department~~

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668 shall ~~adopt rules to establish standards for employees who are~~  
669 ~~subject to this training, for trainers, and for the training~~  
670 ~~required in this section.~~

671 ~~(c) Upon completing any training described in this section,~~  
672 ~~the employee shall be issued a certificate that includes the~~  
673 ~~name of the training provider, the topics covered, and the date~~  
674 ~~and signature of the training provider. The certificate is~~  
675 ~~evidence of completion of training in the identified topics, and~~  
676 ~~the employee is not required to repeat training in those topics~~  
677 ~~if the employee changes employment to a different adult day care~~  
678 ~~center.~~

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

682 1. Procedures to locate an ADRD participant who has  
683 wandered from the center. These procedures must ~~shall~~ be  
684 reviewed regularly with all direct care staff.

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

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

689 Section 12. This act shall take effect July 1, 2023.