

By the Committee on Children, Families, and Elder Affairs; and
Senators Simon and Book

586-02539-23

20231182c1

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

586-02539-23

20231182c1

30 provider or curriculum approval by the department;
31 authorizing the department to develop or provide
32 continuing education training or curricula as an
33 option for covered providers and their employees;
34 providing qualifications and requirements for training
35 providers; providing that training curricula approved
36 before the effective date of the act remain in effect
37 until their respective expiration dates; authorizing
38 the department to adopt rules related to training
39 curriculum guidelines, qualified training providers,
40 and compliance monitoring procedures; authorizing
41 certified nursing assistants to count the dementia-
42 related training toward their annual certification
43 training requirements; authorizing health care
44 practitioners to count the dementia-related training
45 requirements toward their continuing education
46 requirements for licensure; authorizing persons
47 employed, contracted, or referred to provide services
48 before the effective date of the act to complete the
49 required training by a specified date; providing for
50 the substitution of equivalent training for training
51 required by this act; authorizing persons to satisfy
52 the training requirements of this act using training
53 curricula approved before the effective date of the
54 act until the department adopts rules for training
55 curricula guidelines; amending ss. 400.0239, 400.1755,
56 and 400.4785, F.S.; conforming provisions to changes
57 made by the act; creating s. 400.510, F.S.; requiring
58 a person employed, contracted, or referred by a nurse

586-02539-23

20231182c1

59 registry or a person registered with the Agency for
60 Health Care Administration to provide companion or
61 homemaker services to complete specified training;
62 amending ss. 429.178, 429.52, 429.83, 429.917, and
63 429.918, F.S.; conforming provisions to changes made
64 by the act; providing an effective date.

65
66 Be It Enacted by the Legislature of the State of Florida:

67
68 Section 1. Section 430.5025, Florida Statutes, is created
69 to read:

70 430.5025 Alzheimer's disease and related forms of dementia;
71 education and training.—

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

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

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

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

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

85 (d) "Personal care" means providing, through in-person
86 contact, assistance with activities of daily living, assistance
87 with self-administration of medication, homemaker or companion

586-02539-23

20231182c1

88 services, nursing services, or other services that promote the
89 physical, mental, and psychosocial well-being of participants,
90 patients, and residents of covered providers. The term does not
91 include duties involving administrative functions or maintaining
92 the physical environment of a licensed facility, including
93 grounds maintenance, building maintenance, housekeeping,
94 laundry, or food preparation.

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

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

106 (4) Employees of covered providers must complete the
107 following training for Alzheimer's disease and related forms of
108 dementia:

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

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

116 1. The department shall provide the training in an online

586-02539-23

20231182c1

117 format at no cost. The 1-hour training program must contain
118 information on understanding the basics about the most common
119 forms of dementia, how to identify the signs and symptoms of
120 dementia, and skills for communicating and interacting with
121 persons with Alzheimer's disease or related forms of dementia. A
122 record of the completion of the training program must be made
123 available to the covered provider which identifies the training
124 course, the name of the employee, and the date of completion.

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

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

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

141 (d) Within 7 months after beginning employment for a
142 nursing home, an assisted living facility, an adult family-care
143 home, or an adult day care center, each employee who provides
144 personal care must complete 3 hours of training in addition to
145 the training required in paragraphs (a) and (b). The additional

586-02539-23

20231182c1

146 training must include, but is not limited to, behavior
147 management, promoting the person's independence in activities of
148 daily living, skills in working with families and caregivers,
149 group and individual activities, maintaining an appropriate
150 environment, and ethical issues.

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

157 1. Within 3 months after beginning employment, each
158 employee who provides personal care to or has regular contact
159 with the residents or participants must complete the additional
160 3 hours of training as provided in paragraph (d).

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

168 3. Thereafter, each employee who provides personal care
169 must participate in at least 4 hours of continuing education
170 each calendar year through contact hours, on-the-job training,
171 or electronic learning technology. For this subparagraph, the
172 term "on-the-job training" means a form of direct coaching in
173 which a facility administrator or his or her designee instructs
174 an employee who provides personal care with guidance, support,

586-02539-23

20231182c1

175 or hands-on experience to help develop and refine the employee's
176 skills for caring for a person with Alzheimer's disease or a
177 related form of dementia. The continuing education must cover at
178 least one of the topics included in the dementia-specific
179 training in which the employee has not received previous
180 training in the previous calendar year. The continuing education
181 may be fulfilled and documented in a minimum of one quarter-hour
182 increments through on-the-job training of the employee by a
183 facility administrator or his or her designee or by an
184 electronic learning technology chosen by the facility
185 administrator. On-the-job training may not account for more than
186 2 hours of continuing education each calendar year.

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

200 (a) A training provider meeting one of the following
201 qualifications may offer training in compliance with the
202 training curricula guidelines without prior approval of the
203 department:

586-02539-23

20231182c1

204 1. A person approved by an applicable board or the
205 Department of Health to provide training who is registered with
206 the electronic continuing education tracking system under s.
207 456.025; or

208 2. A training provider approved by the department or its
209 designee before July 1, 2023.

210 (b) Training providers qualified under subparagraph (a)1.
211 must also have:

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

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

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

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

231 (d) Any Alzheimer's disease and related forms of dementia
232 training curriculum approved by the department or its designee

586-02539-23

20231182c1

233 before July 1, 2023, remains in effect until the curriculum's
234 expiration date.

235 (6) The department may adopt rules to establish training
236 curriculum guidelines, requirements for the approval of other
237 qualified training providers, and a process for conducting a
238 sampling of training or training curricula as necessary to
239 monitor for compliance with curricula guidelines.

240 (7) For a certified nursing assistant as defined in s.
241 464.201, training hours completed as required under this section
242 may count toward the total hours of training required to
243 maintain certification as a nursing assistant.

244 (8) For a health care practitioner as defined in s.
245 456.001, training hours completed as required under this section
246 may count toward the total hours of continuing education
247 required by that practitioner's licensing board.

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

258 Section 2. Paragraph (b) of subsection (2) of section
259 400.0239, Florida Statutes, is amended to read:

260 400.0239 Quality of Long-Term Care Facility Improvement
261 Trust Fund.—

586-02539-23

20231182c1

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

264 (b) Development and implementation of specialized training
265 programs for long-term care facility personnel who provide
266 direct care for residents with Alzheimer's disease and other
267 dementias, including training provided under s. 430.5025,
268 residents at risk of developing pressure sores, and residents
269 with special nutrition and hydration needs.

270 Section 3. Section 400.1755, Florida Statutes, is amended
271 to read:

272 400.1755 Care for persons with Alzheimer's disease or
273 related disorders; staff training requirements.-

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

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

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

586-02539-23

20231182c1

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

296 ~~(a) The required 4 hours of training for certified nursing~~
297 ~~assistants are part of the total hours of training required~~
298 ~~annually.~~

299 ~~(b) For a health care practitioner as defined in s.~~
300 ~~456.001, continuing education hours taken as required by that~~
301 ~~practitioner's licensing board shall be counted toward this~~
302 ~~total of 4 hours.~~

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

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

317 ~~(6) Upon completing any training listed in this section,~~
318 ~~the employee or direct caregiver shall be issued a certificate~~
319 ~~that includes the name of the training provider, the topic~~

586-02539-23

20231182c1

320 covered, and the date and signature of the training provider.
321 The certificate is evidence of completion of training in the
322 identified topic, and the employee or direct caregiver is not
323 required to repeat training in that topic if the employee or
324 direct caregiver changes employment to a different facility or
325 to an assisted living facility, home health agency, adult day
326 care center, or adult family-care home. The direct caregiver
327 must comply with other applicable continuing education
328 requirements.

329 Section 4. Section 400.4785, Florida Statutes, is amended
330 to read:

331 400.4785 Patients with Alzheimer's disease or other related
332 disorders; staff training requirements; certain disclosures.—

333 (1) The employees of a home health agency must complete the
334 training required under s. 430.5025 A home health agency must
335 provide the following staff training:

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

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

586-02539-23

20231182c1

349 ~~activities of daily living, and instruction in skills for~~
350 ~~working with families and caregivers.~~

351 ~~(c) For certified nursing assistants, the required 2 hours~~
352 ~~of training shall be part of the total hours of training~~
353 ~~required annually.~~

354 ~~(d) For a health care practitioner as defined in s.~~
355 ~~456.001, continuing education hours taken as required by that~~
356 ~~practitioner's licensing board shall be counted toward the total~~
357 ~~of 2 hours.~~

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

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

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

377 ~~(2)(h)~~ (2)(h) A licensed home health agency whose unduplicated

586-02539-23

20231182c1

378 census during the most recent calendar year was composed
379 ~~comprised~~ of at least 90 percent of individuals aged 21 years or
380 younger at the date of admission is exempt from the training
381 requirements in this section.

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

394 Section 5. Section 400.510, Florida Statutes, is created to
395 read:

396 400.510 Patients with Alzheimer's disease or other related
397 disorders; staff training requirements.—A person employed,
398 contracted, or referred by a nurse registry or a person
399 registered with the agency to provide companion or homemaker
400 services must complete the training required under s. 430.5025.

401 Section 6. Section 429.178, Florida Statutes, is amended to
402 read:

403 429.178 Special care for persons with Alzheimer's disease
404 or other related disorders.—

405 ~~(1)~~ A facility that ~~which~~ advertises that it provides
406 special care for persons with Alzheimer's disease or other

586-02539-23

20231182c1

407 related disorders must meet the following standards of
408 operation:

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

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

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

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

419 (4) ~~(d)~~ Require employed ~~Employ~~ staff to complete ~~who have~~
420 ~~completed~~ the training and continuing education required under
421 s. 430.5025 ~~in subsection (2).~~

422 ~~(2) (a) An individual who is employed by a facility that~~
423 ~~provides special care for residents who have Alzheimer's disease~~
424 ~~or other related disorders, and who has regular contact with~~
425 ~~such residents, must complete up to 4 hours of initial dementia-~~
426 ~~specific training developed or approved by the department. The~~
427 ~~training must be completed within 3 months after beginning~~
428 ~~employment and satisfy the core training requirements of s.~~
429 ~~429.52(3)(g).~~

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

586-02539-23

20231182c1

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

438 ~~(c) An individual who is employed by a facility that~~
439 ~~provides special care for residents with Alzheimer's disease or~~
440 ~~other related disorders, but who only has incidental contact~~
441 ~~with such residents, must be given, at a minimum, general~~
442 ~~information on interacting with individuals with Alzheimer's~~
443 ~~disease or other related disorders, within 3 months after~~
444 ~~beginning employment.~~

445 ~~(3) In addition to the training required under subsection~~
446 ~~(2), a direct caregiver must participate in a minimum of 4~~
447 ~~contact hours of continuing education each calendar year. The~~
448 ~~continuing education must include one or more topics included in~~
449 ~~the dementia-specific training developed or approved by the~~
450 ~~department, in which the caregiver has not received previous~~
451 ~~training.~~

452 ~~(4) Upon completing any training listed in subsection (2),~~
453 ~~the employee or direct caregiver shall be issued a certificate~~
454 ~~that includes the name of the training provider, the topic~~
455 ~~covered, and the date and signature of the training provider.~~
456 ~~The certificate is evidence of completion of training in the~~
457 ~~identified topic, and the employee or direct caregiver is not~~
458 ~~required to repeat training in that topic if the employee or~~
459 ~~direct caregiver changes employment to a different facility. The~~
460 ~~employee or direct caregiver must comply with other applicable~~
461 ~~continuing education requirements.~~

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

464 ~~(6) The department shall keep a current list of providers~~

586-02539-23

20231182c1

465 ~~who are approved to provide initial and continuing education for~~
466 ~~staff of facilities that provide special care for persons with~~
467 ~~Alzheimer's disease or other related disorders.~~

468 ~~(7) Any facility more than 90 percent of whose residents~~
469 ~~receive monthly optional supplementation payments is not~~
470 ~~required to pay for the training and education programs required~~
471 ~~under this section. A facility that has one or more such~~
472 ~~residents shall pay a reduced fee that is proportional to the~~
473 ~~percentage of such residents in the facility. A facility that~~
474 ~~does not have any residents who receive monthly optional~~
475 ~~supplementation payments must pay a reasonable fee, as~~
476 ~~established by the department, for such training and education~~
477 ~~programs.~~

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

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

482 429.52 Staff training and educational requirements.—

483 (1) (a) Each new assisted living facility employee who has
484 not previously completed core training must attend a preservice
485 orientation provided by the facility before interacting with
486 residents. The preservice orientation must be at least 2 hours
487 in duration and cover topics that help the employee provide
488 responsible care and respond to the needs of facility residents.
489 Upon completion, the employee and the administrator of the
490 facility must sign a statement that the employee completed the
491 required preservice orientation. The facility must keep the
492 signed statement in the employee's personnel record.

493 (b) Each employee must complete the training required under

586-02539-23

20231182c1

494 s. 430.5025.

495 (c) If completed before interacting with residents, the 1-
496 hour training required in s. 430.5025 concerning information on
497 Alzheimer's disease and related forms of dementia may count
498 toward the 2 hours of preservice orientation required under
499 paragraph (a).

500 Section 8. Section 429.83, Florida Statutes, is amended to
501 read:

502 429.83 Residents with Alzheimer's disease or other related
503 disorders; training; certain disclosures.-

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

506 (2) An adult family-care home licensed under this part
507 which claims that it provides special care for persons who have
508 Alzheimer's disease or other related disorders must disclose in
509 its advertisements or in a separate document those services that
510 distinguish the care as being especially applicable to, or
511 suitable for, such persons. The home must give a copy of all
512 such advertisements or a copy of the document to each person who
513 requests information about programs and services for persons
514 with Alzheimer's disease or other related disorders offered by
515 the home and must maintain a copy of all such advertisements and
516 documents in its records. The agency shall examine all such
517 advertisements and documents in the home's records as part of
518 the license renewal procedure.

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

521 429.917 Patients with Alzheimer's disease or other related
522 disorders; staff training requirements; certain disclosures.-

586-02539-23

20231182c1

523 (1) The employees of an adult day care center licensed
524 under this part must complete the training required under s.
525 430.5025 ~~provide the following staff training:~~

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

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

539 ~~(c) In addition to the requirements of paragraphs (a) and~~
540 ~~(b), an employee who will be providing direct care to a~~
541 ~~participant who has Alzheimer's disease or a dementia-related~~
542 ~~disorder must complete an additional 3 hours of training within~~
543 ~~9 months after beginning employment. This training must include,~~
544 ~~but is not limited to, the management of problem behaviors,~~
545 ~~information about promoting the participant's independence in~~
546 ~~activities of daily living, and instruction in skills for~~
547 ~~working with families and caregivers.~~

548 ~~(d) For certified nursing assistants, the required 4 hours~~
549 ~~of training shall be part of the total hours of training~~
550 ~~required annually.~~

551 ~~(e) For a health care practitioner as defined in s.~~

586-02539-23

20231182c1

552 ~~456.001, continuing education hours taken as required by that~~
553 ~~practitioner's licensing board shall be counted toward the total~~
554 ~~of 4 hours.~~

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

559 ~~(g) The Department of Elderly Affairs or its designee must~~
560 ~~approve the 1-hour and 3-hour training provided to employees and~~
561 ~~direct caregivers under this section. The department must~~
562 ~~consider for approval training offered in a variety of formats.~~
563 ~~The department shall keep a list of current providers who are~~
564 ~~approved to provide the 1-hour and 3-hour training. The~~
565 ~~department shall adopt rules to establish standards for the~~
566 ~~employees who are subject to this training, for the trainers,~~
567 ~~and for the training required in this section.~~

568 ~~(h) Upon completing any training described in this section,~~
569 ~~the employee or direct caregiver shall be issued a certificate~~
570 ~~that includes the name of the training provider, the topic~~
571 ~~covered, and the date and signature of the training provider.~~
572 ~~The certificate is evidence of completion of training in the~~
573 ~~identified topic, and the employee or direct caregiver is not~~
574 ~~required to repeat training in that topic if the employee or~~
575 ~~direct caregiver changes employment to a different adult day~~
576 ~~care center or to an assisted living facility, nursing home,~~
577 ~~home health agency, or hospice. The direct caregiver must comply~~
578 ~~with other applicable continuing education requirements.~~

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

586-02539-23

20231182c1

581 Section 10. Subsection (6) of section 429.918, Florida
582 Statutes, is amended to read:

583 429.918 Licensure designation as a specialized Alzheimer's
584 services adult day care center; training.-

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

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

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

595 ~~2. Upon beginning employment with the center, each employee~~
596 ~~must receive and review basic written information about~~
597 ~~interacting with ADRD participants.~~

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

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

607 ~~(b) The Department of Elderly Affairs or its designee shall~~
608 ~~approve the training required under this section. The department~~
609 ~~shall adopt rules to establish standards for employees who are~~

586-02539-23

20231182c1

610 ~~subject to this training, for trainers, and for the training~~
611 ~~required in this section.~~

612 ~~(c) Upon completing any training described in this section,~~
613 ~~the employee shall be issued a certificate that includes the~~
614 ~~name of the training provider, the topics covered, and the date~~
615 ~~and signature of the training provider. The certificate is~~
616 ~~evidence of completion of training in the identified topics, and~~
617 ~~the employee is not required to repeat training in those topics~~
618 ~~if the employee changes employment to a different adult day care~~
619 ~~center.~~

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

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

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

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

630 Section 11. This act shall take effect July 1, 2023.