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1  
 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 and definitions; requiring the Department of Elderly  
 6 Affairs to offer education about Alzheimer's disease  
 7 and related forms of dementia to the general public;  
 8 requiring certain employees of covered providers to  
 9 complete specified training; authorizing the  
 10 department to adopt training curricula guidelines;  
 11 providing requirements for training providers;  
 12 providing rulemaking authority to the department;  
 13 authorizing specified completed training hours to  
 14 count toward other required training or continuing  
 15 education hours; providing construction; amending ss.  
 16 400.0239, 400.1755, and 400.4785, F.S.; conforming  
 17 provisions to changes made by the act; creating s.  
 18 400.51, F.S.; requiring a person employed, contracted,  
 19 or referred by a nurse registry or a person registered  
 20 with the agency to provide companion or homemaker  
 21 services to complete specified training; repealing s.  
 22 400.53, F.S., relating to Nurse Registry Excellence  
 23 Program; amending s. 400.980, F.S.; requiring a health  
 24 care services pool to verify and maintain  
 25 documentation that certain employees or independent

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26 contractors have met certain licensing, certification,  
 27 training, and continuing education requirements;  
 28 prohibiting delegation of specified responsibilities;  
 29 amending s. 429.52, F.S.; requiring assisted living  
 30 facility employees to complete specified training;  
 31 providing an exception; authorizing specified  
 32 completed training hours to count toward the required  
 33 preservice orientation hours; amending ss. 429.178,  
 34 429.83, 429.917, and 429.918, F.S.; conforming  
 35 provisions to changes made by the act; providing an  
 36 effective date.

37

38 Be It Enacted by the Legislature of the State of Florida:

39

40 Section 1. Section 430.5025, Florida Statutes, is created  
 41 to read:

42 430.5025 Alzheimer's disease and related forms of  
 43 dementia; education and training.—

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

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

47 (a) "Covered provider" means a nursing home, a home health  
 48 agency, a nurse registry, a companion or homemaker service  
 49 provider, a health care services pool, an assisted living  
 50 facility, an adult family-care home, or an adult day care center

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51 licensed or registered under chapter 400 or chapter 429.

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

53 (c) "Personal care" means providing, through in-person  
 54 contact, assistance with activities of daily living, assistance  
 55 with self-administration of medication, homemaker or companion  
 56 services, nursing services, or other services that promote the  
 57 physical, mental, and psychosocial well-being of participants,  
 58 patients, and residents of covered providers. The term does not  
 59 include duties involving administrative functions or maintaining  
 60 the physical environment of a licensed facility, including  
 61 grounds maintenance, building maintenance, housekeeping,  
 62 laundry, or food preparation.

63 (d) "Employee" means a person, contracted staff, or an  
 64 independent contractor employed or referred by a covered  
 65 provider who is required to undergo a level 2 background  
 66 screening under s. 408.809 and chapter 435.

67 (e) "Regular contact" means the performance of duties  
 68 other than personal care that may require employees to interact  
 69 in person on a daily basis with participants, patients, or  
 70 residents.

71 (3) The department shall offer to the general public  
 72 education about Alzheimer's disease and related forms of  
 73 dementia. Such education must provide basic information about  
 74 the most common forms of dementia, how to identify the signs and  
 75 symptoms of dementia, coping skills, how to respond to changes,

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76 planning for the future, and how to access additional resources  
 77 about dementia.

78 (4) Employees of covered providers must complete the  
 79 following training for Alzheimer's disease and related forms of  
 80 dementia:

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

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

88 1. The department shall provide training that is available  
 89 online at no cost. The 1-hour training program shall contain  
 90 information on understanding the basics about the most common  
 91 forms of dementia, how to identify the signs and symptoms of  
 92 dementia, and skills for communicating and interacting with  
 93 persons with Alzheimer's disease or related forms of dementia. A  
 94 record of the completion of the training program must be made  
 95 available to the covered provider which identifies the training  
 96 curricula, the name of the employee, and the date of completion.

97 2. A covered provider must maintain a record of the  
 98 employee's completion of the training program and, upon written  
 99 request of the employee, provide the employee with a copy of the  
 100 record of completion consistent with the employer's written

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101 policies.

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

105 (c) Within 7 months after beginning employment for a home  
 106 health agency, nurse registry, or companion or homemaker service  
 107 provider, each employee who provides personal care must complete  
 108 2 hours of training in addition to the training required in  
 109 paragraphs (a) and (b). The additional training must include,  
 110 but is not limited to, behavior management, promoting the  
 111 person's independence in activities of daily living, and skills  
 112 in working with families and caregivers.

113 (d) Within 7 months after beginning employment for a  
 114 nursing home, an assisted living facility, an adult family-care  
 115 home, or an adult day care center, each employee who provides  
 116 personal care must complete 3 hours of training in addition to  
 117 the training required in paragraphs (a) and (b). The additional  
 118 training must include, but is not limited to, behavior  
 119 management, promoting the person's independence in activities of  
 120 daily living, skills in working with families and caregivers,  
 121 group and individual activities, maintaining an appropriate  
 122 environment, and ethical issues.

123 (e) For an assisted living facility, adult family-care  
 124 home, or adult day care center that advertises and provides, or  
 125 is designated to provide, specialized care for persons with

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126 Alzheimer's disease or related forms of dementia, in addition to  
 127 the training specified in paragraphs (a) and (b), employees must  
 128 receive the following training:

129 1. Within 3 months after beginning employment, each  
 130 employee who provides personal care to or has regular contact  
 131 with the residents or participants must complete the additional  
 132 3 hours of training as provided in paragraph (d).

133 2. Within 6 months after beginning employment, each  
 134 employee who provides personal care must complete an additional  
 135 4 hours of dementia-specific training. Such training must  
 136 include, but is not limited to, understanding Alzheimer's  
 137 disease and related forms of dementia, the stages of Alzheimer's  
 138 disease, communication strategies, medical information, and  
 139 stress management.

140 3. Thereafter, each employee who provides personal care  
 141 must participate in at least 4 hours of continuing education  
 142 each calendar year through contact hours, on-the-job training,  
 143 or electronic learning technology. For this subparagraph, the  
 144 term "on-the-job training" means a form of direct coaching in  
 145 which a facility administrator or his or her designee instructs  
 146 an employee who provides personal care with guidance, support,  
 147 or hands-on experience to help develop and refine the employee's  
 148 skills for caring for a person with Alzheimer's disease or a  
 149 related form of dementia. The continuing education must cover at  
 150 least one of the topics included in the dementia-specific

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151 training in which the employee has not received previous  
152 training in the previous calendar year. The continuing education  
153 may be fulfilled and documented in a minimum of one quarter-hour  
154 increments through on-the-job training of the employee by a  
155 facility administrator or his or her designee or by an  
156 electronic learning technology chosen by the facility  
157 administrator. On-the-job training may not account for more than  
158 2 hours of continuing education each calendar year.

159 (f)1. An employee provided, assigned, or referred by a  
160 health care services pool must complete the training required in  
161 paragraphs (c), (d), or (e) that is applicable to the covered  
162 provider and the position in which the employee will be working.  
163 The documentation verifying the completed training and  
164 continuing education of the employee, if applicable, must be  
165 provided to the covered provider upon request.

166 2. A health care services pool must verify and maintain  
167 documentation as required under s. 400.980(5) before providing,  
168 assigning, or referring an employee to a covered provider.

169 (5) The department may establish training curricula  
170 guidelines for the training required in paragraphs (4)(c), (d),  
171 and (e). The department may approve training providers and  
172 training curricula and maintain a list of approved providers.  
173 Approved training may be offered in a variety of formats,  
174 including, but not limited to, in person, electronically, or on-  
175 the-job by a facility administrator or his or her designee.

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176 Continuing education under this section does not require the  
 177 adoption of training curricula guidelines by the department or  
 178 approval of the training provider and curricula by the  
 179 department. The department may develop or provide continuing  
 180 education training or curricula as an option for covered  
 181 providers and employees.

182 (a) A training provider meeting one of the following  
 183 qualifications may offer training in compliance with the  
 184 training curricula guidelines without prior approval of the  
 185 department:

186 1. A person approved by an applicable board or the  
 187 Department of Health to provide training who is registered with  
 188 the electronic continuing education tracking system under s.  
 189 456.025; or

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

192 (b) Training providers qualified under subparagraph (a)1.  
 193 must also have:

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

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

200 3. Completed a specialized training program in the subject



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201 matter of Alzheimer's disease and related forms of dementia from  
202 an accredited health care, human services, or gerontology  
203 education provider.

204 (c) Upon an employee's completion of the training  
205 specified in paragraphs (4) (c), (d), and (e), the training  
206 provider must provide a record of the completion of the training  
207 that includes the name of the employee, the name of the training  
208 provider, the topics covered, and the date of completion. The  
209 training record is evidence of completion of training in the  
210 identified topic and the employee is not required to repeat  
211 training in that topic if the employee changes employment to a  
212 different covered provider.

213 (d) Any Alzheimer's disease and related forms of dementia  
214 training curriculum approved by the department or its designee  
215 before July 1, 2023, shall remain in effect until the  
216 curriculum's expiration date.

217 (6) The department may adopt rules to create training  
218 curricula guidelines and establish requirements for the approval  
219 of other qualified training providers and a process for  
220 conducting a sampling of training or training curriculum as  
221 necessary to monitor for compliance with curricula guidelines.

222 (7) For a certified nursing assistant as defined in s.  
223 464.201, training hours completed as required under this section  
224 may count toward the total hours of training required to  
225 maintain certification as a nursing assistant.

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226       (8) For a health care practitioner as defined in s.  
 227 456.001, training hours completed as required under this section  
 228 may count toward the total hours of continuing education  
 229 required by that practitioner's licensing board.

230       (9) Each person employed, contracted, or referred to  
 231 provide services before July 1, 2023, must complete the training  
 232 required in this section before July 1, 2026. Proof of  
 233 completion of equivalent training completed before July 1, 2023,  
 234 shall substitute for the training required in subsection (4).  
 235 Each person employed, contracted, or referred to provide  
 236 services on or after July 1, 2023, may complete training using  
 237 approved curriculum under subparagraph (5) (d) until the  
 238 effective date of the rules adopted by the department under  
 239 subsection (6).

240       Section 2. Paragraph (b) of subsection (2) of section  
 241 400.0239, Florida Statutes, is amended to read:

242       400.0239 Quality of Long-Term Care Facility Improvement  
 243 Trust Fund.—

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

246       (b) Development and implementation of specialized training  
 247 programs for long-term care facility personnel who provide  
 248 direct care for residents with Alzheimer's disease and other  
 249 dementias including training provided under s. 430.5025,  
 250 residents at risk of developing pressure sores, and residents

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251 with special nutrition and hydration needs.

252 Section 3. Section 400.1755, Florida Statutes, is amended  
253 to read:

254 400.1755 Care for persons with Alzheimer's disease or  
255 related disorders; staff training requirements.-

256 ~~(1)~~ As a condition of licensure, the employees of  
257 facilities licensed under this part must complete the training  
258 required under s. 430.5025 ~~provide to each of their employees,~~  
259 ~~upon beginning employment, basic written information about~~  
260 ~~interacting with persons with Alzheimer's disease or a related~~  
261 ~~disorder.~~

262 ~~(2)~~ ~~All employees who are expected to, or whose~~  
263 ~~responsibilities require them to, have direct contact with~~  
264 ~~residents with Alzheimer's disease or a related disorder must,~~  
265 ~~in addition to being provided the information required in~~  
266 ~~subsection (1), also have an initial training of at least 1 hour~~  
267 ~~completed in the first 3 months after beginning employment. This~~  
268 ~~training must include, but is not limited to, an overview of~~  
269 ~~dementias and must provide basic skills in communicating with~~  
270 ~~persons with dementia.~~

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

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

278 ~~(a) The required 4 hours of training for certified nursing~~  
 279 ~~assistants are part of the total hours of training required~~  
 280 ~~annually.~~

281 ~~(b) For a health care practitioner as defined in s.~~  
 282 ~~456.001, continuing education hours taken as required by that~~  
 283 ~~practitioner's licensing board shall be counted toward this~~  
 284 ~~total of 4 hours.~~

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

289 ~~(5) The Department of Elderly Affairs or its designee must~~  
 290 ~~approve the initial and continuing training provided in the~~  
 291 ~~facilities. The department must approve training offered in a~~  
 292 ~~variety of formats, including, but not limited to, Internet-~~  
 293 ~~based training, videos, teleconferencing, and classroom~~  
 294 ~~instruction. The department shall keep a list of current~~  
 295 ~~providers who are approved to provide initial and continuing~~  
 296 ~~training. The department shall adopt rules to establish~~  
 297 ~~standards for the trainers and the training required in this~~  
 298 ~~section.~~

299 ~~(6) Upon completing any training listed in this section,~~  
 300 ~~the employee or direct caregiver shall be issued a certificate~~

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301 ~~that includes the name of the training provider, the topic~~  
 302 ~~covered, and the date and signature of the training provider.~~  
 303 ~~The certificate is evidence of completion of training in the~~  
 304 ~~identified topic, and the employee or direct caregiver is not~~  
 305 ~~required to repeat training in that topic if the employee or~~  
 306 ~~direct caregiver changes employment to a different facility or~~  
 307 ~~to an assisted living facility, home health agency, adult day~~  
 308 ~~care center, or adult family care home. The direct caregiver~~  
 309 ~~must comply with other applicable continuing education~~  
 310 ~~requirements.~~

311 Section 4. Section 400.4785, Florida Statutes, is amended  
 312 to read:

313 400.4785 Patients with Alzheimer's disease or other  
 314 related disorders; staff training requirements; certain  
 315 disclosures.The employees of a home health agency must complete  
 316 the training required under s. 430.5025.

317 (1) ~~A home health agency must provide the following staff~~  
 318 ~~training:~~

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

323 ~~(b) In addition to the information provided under~~  
 324 ~~paragraph (a), newly hired home health agency personnel who will~~  
 325 ~~be providing direct care to patients must complete 2 hours of~~

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326 ~~training in Alzheimer's disease and dementia-related disorders~~  
327 ~~within 9 months after beginning employment with the agency. This~~  
328 ~~training must include, but is not limited to, an overview of~~  
329 ~~dementia, a demonstration of basic skills in communicating with~~  
330 ~~persons who have dementia, the management of problem behaviors,~~  
331 ~~information about promoting the client's independence in~~  
332 ~~activities of daily living, and instruction in skills for~~  
333 ~~working with families and caregivers.~~

334 ~~(c) For certified nursing assistants, the required 2 hours~~  
335 ~~of training shall be part of the total hours of training~~  
336 ~~required annually.~~

337 ~~(d) For a health care practitioner as defined in s.~~  
338 ~~456.001, continuing education hours taken as required by that~~  
339 ~~practitioner's licensing board shall be counted toward the total~~  
340 ~~of 2 hours.~~

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

345 ~~(f) The Department of Elderly Affairs, or its designee,~~  
346 ~~must approve the required training. The department must consider~~  
347 ~~for approval training offered in a variety of formats. The~~  
348 ~~department shall keep a list of current providers who are~~  
349 ~~approved to provide the 2-hour training. The department shall~~  
350 ~~adopt rules to establish standards for the employees who are~~

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

353 ~~(g) Upon completing the training listed in this section,~~  
 354 ~~the employee shall be issued a certificate that states that the~~  
 355 ~~training mandated under this section has been received. The~~  
 356 ~~certificate shall be dated and signed by the training provider.~~  
 357 ~~The certificate is evidence of completion of this training, and~~  
 358 ~~the employee is not required to repeat this training if the~~  
 359 ~~employee changes employment to a different home health agency.~~

360 ~~(h)~~ A licensed home health agency whose unduplicated  
 361 census during the most recent calendar year was composed  
 362 ~~comprised~~ of at least 90 percent of individuals aged 21 years or  
 363 younger at the date of admission is exempt from the training  
 364 requirements in this section.

365 (2) An agency licensed under this part which claims that  
 366 it provides special care for persons who have Alzheimer's  
 367 disease or other related disorders must disclose in its  
 368 advertisements or in a separate document those services that  
 369 distinguish the care as being especially applicable to, or  
 370 suitable for, such persons. The agency must give a copy of all  
 371 such advertisements or a copy of the document to each person who  
 372 requests information about the agency and must maintain a copy  
 373 of all such advertisements and documents in its records. The  
 374 Agency for Health Care Administration shall examine all such  
 375 advertisements and documents in the agency's records as part of

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376 the license renewal procedure.

377 Section 5. Section 400.51, Florida Statutes, is created to  
378 read:

379 400.51 Patients with Alzheimer's disease or other related  
380 disorders; staff training requirements.—A person employed,  
381 contracted, or referred by a nurse registry or a person  
382 registered with the agency to provide companion or homemaker  
383 services must complete the training required under s. 430.5025.

384 Section 6. Section 400.53, Florida Statutes, is repealed.

385 Section 7. Subsection (5) of section 400.980, Florida  
386 Statutes, is amended to read:

387 400.980 Health care services pools.—

388 (5) A health care services pool shall verify and maintain  
389 documentation ~~document~~ that each temporary employee or  
390 independent contractor provided, assigned, or referred to a  
391 health care facility has met the licensing, certification,  
392 training, or continuing education requirements, as established  
393 by the appropriate regulatory agency, for the position in which  
394 he or she will be working. The requirements of this subsection  
395 may not be delegated to another provider as defined in s.  
396 408.803.

397 Section 8. Section 429.178, Florida Statutes, is amended  
398 to read:

399 429.178 Special care for persons with Alzheimer's disease  
400 or other related disorders.—



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

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

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

410 (2)(b) Offer activities specifically designed for persons  
 411 who are cognitively impaired.

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

414 (4)(d) Employ staff who must complete ~~have completed~~ the  
 415 training and continuing education required under s. 430.5025 in  
 416 ~~subsection (2).~~

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

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

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426 ~~provides special care for residents who have Alzheimer's disease~~  
427 ~~or other related disorders and provides direct care to such~~  
428 ~~residents must complete the required initial training and 4~~  
429 ~~additional hours of training developed or approved by the~~  
430 ~~department. The training must be completed within 9 months after~~  
431 ~~beginning employment and satisfy the core training requirements~~  
432 ~~of s. 429.52(3)(g).~~

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

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

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

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451 ~~The certificate is evidence of completion of training in the~~  
 452 ~~identified topic, and the employee or direct caregiver is not~~  
 453 ~~required to repeat training in that topic if the employee or~~  
 454 ~~direct caregiver changes employment to a different facility. The~~  
 455 ~~employee or direct caregiver must comply with other applicable~~  
 456 ~~continuing education requirements.~~

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

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

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

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

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476 Section 9. Subsection (1) of section 429.52, Florida  
 477 Statutes, is amended to read:

478 429.52 Staff training and educational requirements.—

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

489 (b) Each assisted living facility employee must complete  
 490 the training required under s. 430.5025. However, an employee of  
 491 an assisted living facility licensed as a limited mental health  
 492 facility under s. 429.075 is exempt from the training  
 493 requirements under s. 430.5025(4) (d).

494 (c) If an assisted living facility employee completes the  
 495 1-hour training required under s. 430.5025 before interacting  
 496 with residents, such training may count toward the 2 hours of  
 497 preservice orientation required under paragraph (a).

498 Section 10. Section 429.83, Florida Statutes, is amended  
 499 to read:

500 429.83 Residents with Alzheimer's disease or other related

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501 disorders; training; certain disclosures.-

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

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

517 Section 11. Subsection (1) of section 429.917, Florida  
 518 Statutes, is amended to read:

519 429.917 Patients with Alzheimer's disease or other related  
 520 disorders; staff training requirements; certain disclosures.-

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

524 ~~(a) Upon beginning employment with the facility, each~~  
 525 ~~employee must receive basic written information about~~

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526 ~~interacting with participants who have Alzheimer's disease or~~  
527 ~~dementia-related disorders.~~

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

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

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

549 ~~(e) For a health care practitioner as defined in s.~~  
550 ~~456.001, continuing education hours taken as required by that~~

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551 ~~practitioner's licensing board shall be counted toward the total~~  
552 ~~of 4 hours.~~

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

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

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

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576 ~~with other applicable continuing education requirements.~~

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

579 Section 12. Subsection (6) of section 429.918, Florida  
 580 Statutes, is amended to read:

581 429.918 Licensure designation as a specialized Alzheimer's  
 582 services adult day care center; training.-

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

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

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

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

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

600 ~~4. In addition to the requirements of subparagraphs 2. and~~



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601 ~~3., each employee hired on or after July 1, 2012, who provides~~  
 602 ~~direct care to ADRD participants shall complete an additional 4~~  
 603 ~~hours of dementia-specific training within 6 months after~~  
 604 ~~employment.~~

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

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

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

- 621 1. Procedures to locate an ADRD participant who has  
 622 wandered from the center. These procedures shall be reviewed  
 623 regularly with all direct care staff.
- 624 2. Information on the Silver Alert program in this state.
- 625 3. Information regarding available products or programs

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626 | used to identify ADRD participants or prevent them from  
627 | wandering away from the center, their home, or other locations.  
628 |       Section 13. This act shall take effect July 1, 2023.