

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

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

51 centers, and specialized Alzheimer's services adult  
 52 day care centers, respectively, to conform to changes  
 53 made by the act; providing applicability; providing an  
 54 effective date.

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

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

60 430.5025 Education and training to foster awareness of  
 61 Alzheimer's disease and related forms of dementia.-

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

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

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

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

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

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

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

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

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

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

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

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

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

115           2. A covered provider must maintain a record of the  
 116 employee's completion of the training.

117           3. An employee who has completed the training is not  
 118 required to repeat the training after changing employment to a  
 119 different covered provider.

120           (c) Within 7 months after the date of beginning  
 121 employment, each employee of a home health agency or nurse  
 122 registry or companion or homemaker service provider who provides  
 123 direct care must complete an additional 2 hours of training. The

124 training must include, but is not limited to, behavior  
125 management, promoting the individual's independence in  
126 activities of daily living, and skills in working with families  
127 and caregivers.

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

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

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

147 2. Within 6 months after the date of beginning employment,  
148 each employee who provides direct care must complete an

149 additional 4 hours of dementia-specific training. Such training  
150 must include, but is not limited to, understanding Alzheimer's  
151 disease and related forms of dementia, the stages of Alzheimer's  
152 disease, communication strategies, medical information, and  
153 stress management.

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

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

171 1. A training provider meeting one of the following  
172 qualifications may offer training in compliance with the

173 curriculum guidelines without prior approval of the provider or  
174 curriculum by the department or its designee:

175 a. An individual approved by a board of the Department of  
176 Health to provide training who is registered with the electronic  
177 continuing education tracking system implemented pursuant to s.  
178 456.025;

179 b. An individual with a master's or doctoral degree in  
180 health care, social services, or gerontology from an accredited  
181 college or university; or

182 c. A training provider approved by the department or its  
183 designee before July 1, 2022.

184 2. Training providers qualified under sub-subparagraphs  
185 1.a. and b. must also have:

186 a. At least 1 year of teaching experience as an educator  
187 for caregivers of persons with Alzheimer's disease and related  
188 forms of dementia;

189 b. At least 1 year of practical experience in a program  
190 providing care to persons with Alzheimer's disease and related  
191 forms of dementia; or

192 c. Completed a specialized training program in the subject  
193 matter of Alzheimer's disease and related forms of dementia from  
194 an accredited health care, human services, or gerontology  
195 education provider.

196 3. Upon an employee's completion of the training specified  
197 in paragraphs (c), (d), and (e), the training provider must



198 provide a record of the completion of the training that includes  
199 the name of the employee, the name of the training provider, the  
200 topics covered, and the date of completion. The training record  
201 is evidence of completion of training in the identified topic  
202 and the employee is not required to repeat training in that  
203 topic if the employee changes employment to a different covered  
204 provider.

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

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

214 (5) For a certified nursing assistant as defined in s.  
215 464.201, training hours completed as required pursuant to this  
216 section may count toward the total hours of training required to  
217 maintain certification as a nursing assistant.

218 (6) For a health care practitioner as defined in s.  
219 456.001, training hours completed as required pursuant to this  
220 section may count toward the total hours of continuing education  
221 required by that practitioner's licensing board.

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222 Section 2. Section 400.1755, Florida Statutes, is amended  
223 to read:

224 400.1755 Care for persons with Alzheimer's disease or  
225 related disorders; staff training requirements.-

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

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

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

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

249 ~~(a) The required 4 hours of training for certified nursing~~  
 250 ~~assistants are part of the total hours of training required~~  
 251 ~~annually.~~

252 ~~(b) For a health care practitioner as defined in s.~~  
 253 ~~456.001, continuing education hours taken as required by that~~  
 254 ~~practitioner's licensing board shall be counted toward this~~  
 255 ~~total of 4 hours.~~

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

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

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

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

282 Section 3. Section 400.4785, Florida Statutes, is amended  
283 to read:

284 400.4785 Patients with Alzheimer's disease or other  
285 related disorders; staff training requirements; certain  
286 disclosures.The employees of a home health agency must complete  
287 the training as required by the Florida Alzheimer's Disease and  
288 Dementia Education and Training Act in s. 430.5025.

289 ~~(1) A home health agency must provide the following staff~~  
290 ~~training:~~

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

295 ~~(b) In addition to the information provided under~~  
296 ~~paragraph (a), newly hired home health agency personnel who will~~

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

306 ~~(c) For certified nursing assistants, the required 2 hours~~  
307 ~~of training shall be part of the total hours of training~~  
308 ~~required annually.~~

309 ~~(d) For a health care practitioner as defined in s.~~  
310 ~~456.001, continuing education hours taken as required by that~~  
311 ~~practitioner's licensing board shall be counted toward the total~~  
312 ~~of 2 hours.~~

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

317 ~~(f) The Department of Elderly Affairs, or its designee,~~  
318 ~~must approve the required training. The department must consider~~  
319 ~~for approval training offered in a variety of formats. The~~  
320 ~~department shall keep a list of current providers who are~~  
321 ~~approved to provide the 2-hour training. The department shall~~

322 ~~adopt rules to establish standards for the employees who are~~  
323 ~~subject to this training, for the trainers, and for the training~~  
324 ~~required in this section.~~

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

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

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

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347 advertisements and documents in the agency's records as part of  
348 the license renewal procedure.

349 Section 4. Section 400.510, Florida Statutes, is created  
350 to read:

351 400.510 Patients with Alzheimer's disease or other related  
352 disorders; staff training requirements.—Each individual  
353 employed, contracted, or referred by a nurse registry or an  
354 individual registered with the agency to provide companion  
355 services or homemaker services must complete the training as  
356 required by the Florida Alzheimer's Disease and Dementia  
357 Education and Training Act in s. 430.5025.

358 Section 5. Section 429.178, Florida Statutes, is amended  
359 to read:

360 429.178 Special care for persons with Alzheimer's disease  
361 or other related disorders.—

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

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

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

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

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

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

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

387 ~~(b)~~ ~~A direct caregiver who is employed by a facility that~~  
388 ~~provides special care for residents who have Alzheimer's disease~~  
389 ~~or other related disorders and provides direct care to such~~  
390 ~~residents must complete the required initial training and 4~~  
391 ~~additional hours of training developed or approved by the~~  
392 ~~department. The training must be completed within 9 months after~~  
393 ~~beginning employment and satisfy the core training requirements~~  
394 ~~of s. 429.52(3)(g).~~



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

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

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

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

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

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

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

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

440 429.52 Staff training and educational requirements.—

441 (1) (a) Each new assisted living facility employee who has  
 442 not previously completed core training must attend a preservice  
 443 orientation provided by the facility before interacting with

444 residents. The preservice orientation must be at least 2 hours  
445 in duration and cover topics that help the employee provide  
446 responsible care and respond to the needs of facility residents.  
447 Upon completion, the employee and the administrator of the  
448 facility must sign a statement that the employee completed the  
449 required preservice orientation. The facility must keep the  
450 signed statement in the employee's personnel record.

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

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

459 Section 7. Section 429.83, Florida Statutes, is amended to  
460 read:

461 429.83 Residents with Alzheimer's disease or other related  
462 disorders; training; certain disclosures.—

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

466 (2) An adult family-care home licensed under this part  
467 which claims that it provides special care for persons who have  
468 Alzheimer's disease or other related disorders must disclose in

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469 its advertisements or in a separate document those services that  
470 distinguish the care as being especially applicable to, or  
471 suitable for, such persons. The home must give a copy of all  
472 such advertisements or a copy of the document to each person who  
473 requests information about programs and services for persons  
474 with Alzheimer's disease or other related disorders offered by  
475 the home and must maintain a copy of all such advertisements and  
476 documents in its records. The agency shall examine all such  
477 advertisements and documents in the home's records as part of  
478 the license renewal procedure.

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

481 429.917 Patients with Alzheimer's disease or other related  
482 disorders; staff training requirements; certain disclosures.—

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

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

491 ~~(b) In addition to the information provided under~~  
492 ~~paragraph (a), newly hired adult day care center personnel who~~  
493 ~~are expected to, or whose responsibilities require them to, have~~

494 ~~direct contact with participants who have Alzheimer's disease or~~  
495 ~~dementia-related disorders must complete initial training of at~~  
496 ~~least 1 hour within the first 3 months after beginning~~  
497 ~~employment. The training must include an overview of dementias~~  
498 ~~and must provide instruction in basic skills for communicating~~  
499 ~~with persons who have dementia.~~

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

509 ~~(d) For certified nursing assistants, the required 4 hours~~  
510 ~~of training shall be part of the total hours of training~~  
511 ~~required annually.~~

512 ~~(e) For a health care practitioner as defined in s.~~  
513 ~~456.001, continuing education hours taken as required by that~~  
514 ~~practitioner's licensing board shall be counted toward the total~~  
515 ~~of 4 hours.~~

516 ~~(f) For an employee who is a licensed health care~~  
517 ~~practitioner as defined in s. 456.001, training that is~~

518 ~~sanctioned by that practitioner's licensing board shall be~~  
519 ~~considered to be approved by the Department of Elderly Affairs.~~

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

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

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

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

544 429.918 Licensure designation as a specialized Alzheimer's  
 545 services adult day care center; training.-

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

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

554 ~~2. Upon beginning employment with the center, each~~  
 555 ~~employee must receive and review basic written information about~~  
 556 ~~interacting with ADRD participants.~~

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

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

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

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

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

- 585           1. Procedures to locate an ADRD participant who has  
 586 wandered from the center. These procedures shall be reviewed  
 587 regularly with all direct care staff.  
 588           2. Information on the Silver Alert program in this state.



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

592 Section 10. Each individual employed, contracted, or  
593 referred to provide services before July 1, 2022, must complete  
594 the training required in s. 430.5025, Florida Statutes, by July  
595 1, 2023. Proof of completion of equivalent training completed  
596 before July 1, 2022, shall substitute for the training required  
597 in s. 430.5025, Florida Statutes. Each individual employed,  
598 contracted, or referred to provide services on or after July 1,  
599 2022, must complete the training required within the timeframes  
600 set forth in s. 430.5025, Florida Statutes.

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