

By the Committee on Health Policy; and Senators Gibson, Baxley,
and Farmer

588-02672-21

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1 A bill to be entitled
2 An act relating to dementia-related staff training;
3 providing a short title; creating s. 430.5025, F.S.;
4 defining terms; requiring certain entities, as a
5 condition of licensure, to provide specified dementia-
6 related training for new employees within a specified
7 timeframe; requiring certain employees to receive
8 additional dementia-related training under certain
9 circumstances within a specified timeframe; providing
10 requirements for the training; requiring annual
11 dementia-related training for certain employees;
12 requiring certain employees to receive additional
13 training developed or approved by the Department of
14 Elderly Affairs under certain circumstances; providing
15 that such additional training counts toward a
16 certified nursing assistant's total annual training;
17 authorizing certain health care practitioners to count
18 certain continuing education hours toward the
19 dementia-related training requirements under certain
20 circumstances; requiring the department to approve
21 such continuing education hours to satisfy the
22 dementia-related training requirements; requiring the
23 department or its designee to develop a registration
24 process for training providers; specifying
25 requirements for such registration; requiring the
26 department or its designee to issue unique identifiers
27 to approved training providers; requiring the
28 department or its designee to approve courses used to
29 satisfy the dementia-related training requirements;

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30 requiring such courses to be approved in various;
31 requiring training providers to develop certain
32 assessments and passing scores for a specified
33 purpose; requiring certain employees to take and pass
34 such assessments upon completion of the training;
35 requiring training providers to issue such employees a
36 certificate upon completing the training and passing
37 the assessments; providing requirements for the
38 certificate; providing that certain employees do not
39 need to repeat certain training when changing
40 employment, under certain circumstances; requiring
41 licensees to maintain copies of training
42 certifications for each of their employees and direct
43 care workers; requiring licensees to make such copies
44 available for inspection for a specified purpose;
45 requiring the department to adopt rules; amending ss.
46 400.1755, 400.4785, 400.6045, 429.178, 429.52, 429.83,
47 and 429.917, F.S.; revising dementia-related staff
48 training requirements for nursing homes, home health
49 agencies, hospices, facilities that provide special
50 care for persons with Alzheimer's disease or related
51 disorders, assisted living facilities, adult family-
52 care homes, and adult day care centers, respectively,
53 to conform to changes made by the act; providing an
54 effective date.

55
56 Be It Enacted by the Legislature of the State of Florida:

57
58 Section 1. This act may be cited as the "Florida

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59 Alzheimer's Disease and Dementia Training Act."

60 Section 2. Section 430.5025, Florida Statutes, is created
61 to read:

62 430.5025 Care for persons with Alzheimer's disease or a
63 related disorder; staff training.-

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

65 (a) "Department" means the Department of Elderly Affairs.

66 (b) "Direct care worker" means an individual who, as part
67 of his or her employment duties, provides or has access to
68 provide direct contact assistance with personal care or
69 activities of daily living to clients, patients, or residents of
70 any facility licensed under part II, part III, or part IV of
71 chapter 400 or chapter 429.

72 (c) "Employee" means any staff member who has regular
73 contact or incidental contact on a recurring basis with clients,
74 patients, or residents of a facility licensed under part II,
75 part III, or part IV of chapter 400 or chapter 429. The term
76 includes, but is not limited to, direct care workers; staff
77 responsible for housekeeping, the front desk, maintenance, and
78 other administrative functions; and any other individuals who
79 may have regular contact or incidental contact on a recurring
80 basis with clients, patients, or residents.

81 (d) "Licensee" means a person or an entity licensed under
82 part II, part III, or part IV of chapter 400 or chapter 429.

83 (2) As a condition of licensure, licensees must provide to
84 each of their employees, within 30 days after their employment
85 begins, 1 hour of dementia-related training, which must include
86 methods for interacting with persons with Alzheimer's disease or
87 a related disorder and for identifying warning signs of

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88 dementia.

89 (3) In addition to the training requirements of subsection
90 (2), licensees must require all employees who are direct care
91 workers to receive at least 3 hours of evidence-based training
92 if the direct care workers are expected to, or their
93 responsibilities require them to, have direct contact with
94 clients, patients, or residents with Alzheimer's disease or a
95 related disorder or with populations that are at a greater risk
96 for Alzheimer's disease or a related disorder. The training must
97 be completed within the first 3 months after employment begins
98 and must include, but need not be limited to, an overview of
99 Alzheimer's disease and related disorders and person-centered
100 care, assessment and care planning, activities of daily living,
101 and dementia-related behaviors and communication for clients,
102 patients, and residents with Alzheimer's disease or a related
103 disorder. Each calendar year thereafter, the licensee must
104 require all of its direct care workers to receive at least 4
105 hours of continuing education, approved by the department, on
106 these topics and any related changes in state or federal law.

107 (4) If a licensee advertises that it provides special care
108 for individuals with Alzheimer's disease or a related disorder
109 which includes direct care to such individuals, the licensee
110 must require its direct care workers to complete 4 hours of
111 training developed or approved by the department. This training
112 is in addition to the training requirements of subsections (2)
113 and (3) and must be completed within 4 months after employment
114 begins.

115 (5) Completion of the 4 hours of training developed or
116 approved by the department under subsection (4) shall count

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117 toward a certified nursing assistant's annual training
118 requirements.

119 (6) If a health care practitioner as defined in s. 456.001
120 completes continuing education hours as required by that
121 practitioner's licensing board, he or she may count those
122 continuing education hours toward satisfaction of the training
123 requirements of subsections (3) and (4) if the course curriculum
124 covers the topics required under those subsections. The
125 department must approve such continuing education hours for
126 purposes of satisfying the training requirements of subsections
127 (3) and (4).

128 (7) The department or its designee shall develop a process
129 for registering training providers and maintain a list of those
130 providers approved to provide training required under this
131 section. To be approved, a training provider must have at least
132 2 years of experience related to Alzheimer's disease or related
133 disorders, gerontology, health care, or a related field. The
134 department or its designee shall issue each approved training
135 provider a unique registration identifier.

136 (8) The department or its designee shall approve the
137 courses that licensees may use to satisfy the training
138 requirements under this section. The department or its designee
139 must approve training offered in a variety of formats,
140 including, but not limited to, Internet-based training, videos,
141 teleconferencing, and classroom instruction.

142 (9) For each training topic required under this section,
143 the training provider shall develop an assessment that measures
144 an individual's understanding of the topic and indicate a
145 minimum required score to pass the assessment. Upon completion

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146 of any training under this section, the employee or direct care
147 worker must pass the related assessment. If an employee or a
148 direct care worker completes a training and passes the related
149 assessment, the training provider must issue the employee or
150 direct care worker a certificate that includes the training
151 provider's name and unique identifier, the topic covered in the
152 training, the date of completion, and the signature of the
153 training provider. The certificate is evidence of completion of
154 the training and assessment in the identified topic, and the
155 employee or direct care worker is not required to repeat
156 training in that topic if he or she changes employment to a
157 different licensee, but he or she must comply with any
158 applicable continuing education requirements under this section.
159 Licensees must maintain copies of certificates issued to each of
160 their employees or direct care workers under this section and
161 must make them available for inspection to meet the requirements
162 of licensure.

163 (10) The department shall adopt rules to implement this
164 section.

165 Section 3. Section 400.1755, Florida Statutes, is amended
166 to read:

167 400.1755 Care for persons with Alzheimer's disease or
168 related disorders; staff training requirements.-

169 ~~(1) As a condition of licensure, facilities licensed under~~
170 ~~this part must provide to each of their employees training as~~
171 ~~required in s. 430.5025, upon beginning employment, basic~~
172 ~~written information about interacting with persons with~~
173 ~~Alzheimer's disease or a related disorder.~~

174 ~~(2) All employees who are expected to, or whose~~

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175 ~~responsibilities require them to, have direct contact with~~
176 ~~residents with Alzheimer's disease or a related disorder must,~~
177 ~~in addition to being provided the information required in~~
178 ~~subsection (1), also have an initial training of at least 1 hour~~
179 ~~completed in the first 3 months after beginning employment. This~~
180 ~~training must include, but is not limited to, an overview of~~
181 ~~dementias and must provide basic skills in communicating with~~
182 ~~persons with dementia.~~

183 ~~(3) An individual who provides direct care shall be~~
184 ~~considered a direct caregiver and must complete the required~~
185 ~~initial training and an additional 3 hours of training within 9~~
186 ~~months after beginning employment. This training shall include,~~
187 ~~but is not limited to, managing problem behaviors, promoting the~~
188 ~~resident's independence in activities of daily living, and~~
189 ~~skills in working with families and caregivers.~~

190 ~~(a) The required 4 hours of training for certified nursing~~
191 ~~assistants are part of the total hours of training required~~
192 ~~annually.~~

193 ~~(b) For a health care practitioner as defined in s.~~
194 ~~456.001, continuing education hours taken as required by that~~
195 ~~practitioner's licensing board shall be counted toward this~~
196 ~~total of 4 hours.~~

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

201 ~~(5) The Department of Elderly Affairs or its designee must~~
202 ~~approve the initial and continuing training provided in the~~
203 ~~facilities. The department must approve training offered in a~~

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204 ~~variety of formats, including, but not limited to, Internet-~~
205 ~~based training, videos, teleconferencing, and classroom~~
206 ~~instruction. The department shall keep a list of current~~
207 ~~providers who are approved to provide initial and continuing~~
208 ~~training. The department shall adopt rules to establish~~
209 ~~standards for the trainers and the training required in this~~
210 ~~section.~~

211 ~~(6) Upon completing any training listed in this section,~~
212 ~~the employee or direct caregiver shall be issued a certificate~~
213 ~~that includes the name of the training provider, the topic~~
214 ~~covered, and the date and signature of the training provider.~~
215 ~~The certificate is evidence of completion of training in the~~
216 ~~identified topic, and the employee or direct caregiver is not~~
217 ~~required to repeat training in that topic if the employee or~~
218 ~~direct caregiver changes employment to a different facility or~~
219 ~~to an assisted living facility, home health agency, adult day~~
220 ~~care center, or adult family care home. The direct caregiver~~
221 ~~must comply with other applicable continuing education~~
222 ~~requirements.~~

223 Section 4. Section 400.4785, Florida Statutes, is amended
224 to read:

225 400.4785 Patients with Alzheimer's disease or other related
226 disorders; staff training requirements; certain disclosures.-

227 (1) A home health agency must provide ~~the following~~ staff
228 training as required in s. 430.5025:-

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

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233 ~~(b) In addition to the information provided under paragraph~~
234 ~~(a), newly hired home health agency personnel who will be~~
235 ~~providing direct care to patients must complete 2 hours of~~
236 ~~training in Alzheimer's disease and dementia-related disorders~~
237 ~~within 9 months after beginning employment with the agency. This~~
238 ~~training must include, but is not limited to, an overview of~~
239 ~~dementia, a demonstration of basic skills in communicating with~~
240 ~~persons who have dementia, the management of problem behaviors,~~
241 ~~information about promoting the client's independence in~~
242 ~~activities of daily living, and instruction in skills for~~
243 ~~working with families and caregivers.~~

244 ~~(c) For certified nursing assistants, the required 2 hours~~
245 ~~of training shall be part of the total hours of training~~
246 ~~required annually.~~

247 ~~(d) For a health care practitioner as defined in s.~~
248 ~~456.001, continuing education hours taken as required by that~~
249 ~~practitioner's licensing board shall be counted toward the total~~
250 ~~of 2 hours.~~

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

255 ~~(f) The Department of Elderly Affairs, or its designee,~~
256 ~~must approve the required training. The department must consider~~
257 ~~for approval training offered in a variety of formats. The~~
258 ~~department shall keep a list of current providers who are~~
259 ~~approved to provide the 2-hour training. The department shall~~
260 ~~adopt rules to establish standards for the employees who are~~
261 ~~subject to this training, for the trainers, and for the training~~

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262 ~~required in this section.~~

263 ~~(g) Upon completing the training listed in this section,~~
264 ~~the employee shall be issued a certificate that states that the~~
265 ~~training mandated under this section has been received. The~~
266 ~~certificate shall be dated and signed by the training provider.~~
267 ~~The certificate is evidence of completion of this training, and~~
268 ~~the employee is not required to repeat this training if the~~
269 ~~employee changes employment to a different home health agency.~~

270 ~~(2)(h)~~ A licensed home health agency whose unduplicated
271 census during the most recent calendar year was composed
272 ~~comprised~~ of at least 90 percent of individuals aged 21 years or
273 younger at the date of admission is exempt from the training
274 requirements in this section.

275 ~~(3)(2)~~ An agency licensed under this part which claims that
276 it provides special care for persons who have Alzheimer's
277 disease or other related disorders must disclose in its
278 advertisements or in a separate document those services that
279 distinguish the care as being especially applicable to, or
280 suitable for, such persons. The agency must give a copy of all
281 such advertisements or a copy of the document to each person who
282 requests information about the agency and must maintain a copy
283 of all such advertisements and documents in its records. The
284 Agency for Health Care Administration shall examine all such
285 advertisements and documents in the agency's records as part of
286 the license renewal procedure.

287 Section 5. Subsection (1) of section 400.6045, Florida
288 Statutes, is amended to read:

289 400.6045 Patients with Alzheimer's disease or other related
290 disorders; staff training requirements; certain disclosures.-

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291 (1) A hospice licensed under this part must provide ~~the~~
292 ~~following~~ staff training as required in s. 430.5025;

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

297 ~~(b) In addition to the information provided under paragraph~~
298 ~~(a), employees who are expected to, or whose responsibilities~~
299 ~~require them to, have direct contact with participants who have~~
300 ~~Alzheimer's disease or dementia-related disorders must complete~~
301 ~~initial training of at least 1 hour within the first 3 months~~
302 ~~after beginning employment. The training must include an~~
303 ~~overview of dementias and must provide instruction in basic~~
304 ~~skills for communicating with persons who have dementia.~~

305 ~~(c) In addition to the requirements of paragraphs (a) and~~
306 ~~(b), an employee who will be providing direct care to a~~
307 ~~participant who has Alzheimer's disease or a dementia-related~~
308 ~~disorder must complete an additional 3 hours of training within~~
309 ~~9 months after beginning employment. This training must include,~~
310 ~~but is not limited to, the management of problem behaviors,~~
311 ~~information about promoting the patient's independence in~~
312 ~~activities of daily living, and instruction in skills for~~
313 ~~working with families and caregivers.~~

314 ~~(d) For certified nursing assistants, the required 4 hours~~
315 ~~of training shall be part of the total hours of training~~
316 ~~required annually.~~

317 ~~(e) For a health care practitioner as defined in s.~~
318 ~~456.001, continuing education hours taken as required by that~~
319 ~~practitioner's licensing board shall be counted toward the total~~

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320 of ~~4~~ hours.

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

325 ~~(g) The Department of Elderly Affairs or its designee must~~
326 ~~approve the required 1-hour and 3-hour training provided to~~
327 ~~employees or direct caregivers under this section. The~~
328 ~~department must consider for approval training offered in a~~
329 ~~variety of formats. The department shall keep a list of current~~
330 ~~providers who are approved to provide the 1-hour and 3-hour~~
331 ~~training. The department shall adopt rules to establish~~
332 ~~standards for the employees who are subject to this training,~~
333 ~~for the trainers, and for the training required in this section.~~

334 ~~(h) Upon completing any training described in this section,~~
335 ~~the employee or direct caregiver shall be issued a certificate~~
336 ~~that includes the name of the training provider, the topic~~
337 ~~covered, and the date and signature of the training provider.~~
338 ~~The certificate is evidence of completion of training in the~~
339 ~~identified topic, and the employee or direct caregiver is not~~
340 ~~required to repeat training in that topic if the employee or~~
341 ~~direct caregiver changes employment to a different hospice or to~~
342 ~~a home health agency, assisted living facility, nursing home, or~~
343 ~~adult day care center.~~

344 Section 6. Subsections (2) through (8) of section 429.178,
345 Florida Statutes, are amended to read:

346 429.178 Special care for persons with Alzheimer's disease
347 or other related disorders.-

348 (2) ~~(a)~~ An individual who is employed by a facility that

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349 provides special care for residents who have Alzheimer's disease
350 or other related disorders, ~~and who has regular contact with~~
351 ~~such residents,~~ must complete the ~~up to 4 hours of initial~~
352 ~~dementia-specific training as required in s. 430.5025 developed~~
353 ~~or approved by the department. The training must be completed~~
354 ~~within 3 months after beginning employment and satisfy the core~~
355 ~~training requirements of s. 429.52(3)(g).~~

356 (b) ~~A direct caregiver who is employed by a facility that~~
357 ~~provides special care for residents who have Alzheimer's disease~~
358 ~~or other related disorders and provides direct care to such~~
359 ~~residents must complete the required initial training and 4~~
360 ~~additional hours of training developed or approved by the~~
361 ~~department. The training must be completed within 9 months after~~
362 ~~beginning employment and satisfy the core training requirements~~
363 ~~of s. 429.52(3)(g).~~

364 (c) ~~An individual who is employed by a facility that~~
365 ~~provides special care for residents with Alzheimer's disease or~~
366 ~~other related disorders, but who only has incidental contact~~
367 ~~with such residents, must be given, at a minimum, general~~
368 ~~information on interacting with individuals with Alzheimer's~~
369 ~~disease or other related disorders, within 3 months after~~
370 ~~beginning employment.~~

371 (3) ~~In addition to the training required under subsection~~
372 ~~(2), a direct caregiver must participate in a minimum of 4~~
373 ~~contact hours of continuing education each calendar year. The~~
374 ~~continuing education must include one or more topics included in~~
375 ~~the dementia-specific training developed or approved by the~~
376 ~~department, in which the caregiver has not received previous~~
377 ~~training.~~

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378 ~~(4) Upon completing any training listed in subsection (2),~~
379 ~~the employee or direct caregiver shall be issued a certificate~~
380 ~~that includes the name of the training provider, the topic~~
381 ~~covered, and the date and signature of the training provider.~~
382 ~~The certificate is evidence of completion of training in the~~
383 ~~identified topic, and the employee or direct caregiver is not~~
384 ~~required to repeat training in that topic if the employee or~~
385 ~~direct caregiver changes employment to a different facility. The~~
386 ~~employee or direct caregiver must comply with other applicable~~
387 ~~continuing education requirements.~~

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

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

394 (3)~~(7)~~ Any facility more than 90 percent of whose residents
395 receive monthly optional supplementation payments is not
396 required to pay for the training and education programs required
397 under this section. A facility that has one or more such
398 residents must ~~shall~~ pay a reduced fee that is proportional to
399 the percentage of such residents in the facility. A facility
400 that does not have any residents who receive monthly optional
401 supplementation payments must pay a reasonable fee, as
402 established by the department, for such training and education
403 programs.

404 (4)~~(8)~~ The department shall adopt rules to establish
405 standards for trainers and training and to implement this
406 section.

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

409 429.52 Staff training and educational requirements.—

410 (1) Each new assisted living facility employee who has not
411 previously completed core training must attend a preservice
412 orientation provided by the facility before interacting with
413 residents. The preservice orientation must be at least 2 hours
414 in duration and cover topics that help the employee provide
415 responsible care and respond to the needs of facility residents.
416 Upon completion, the employee and the administrator of the
417 facility must sign a statement that the employee completed the
418 required preservice orientation. The facility must keep the
419 signed statement in the employee's personnel record. Each
420 assisted living facility shall provide staff training as
421 required in s. 430.5025.

422 Section 8. Section 429.83, Florida Statutes, is amended to
423 read:

424 429.83 Residents with Alzheimer's disease or other related
425 disorders; training; certain disclosures.—

426 (1) An adult family-care home licensed under this part must
427 provide staff training as required in s. 430.5025.

428 (2) An adult family-care home licensed under this part
429 which claims that it provides special care for persons who have
430 Alzheimer's disease or other related disorders must Disclose in
431 its advertisements or in a separate document those services that
432 distinguish the care as being especially applicable to, or
433 suitable for, such persons. The home must give a copy of all
434 such advertisements or a copy of the document to each person who
435 requests information about programs and services for persons

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436 with Alzheimer's disease or other related disorders offered by
437 the home and must maintain a copy of all such advertisements and
438 documents in its records. The agency shall examine all such
439 advertisements and documents in the home's records as part of
440 the license renewal procedure.

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

443 429.917 Patients with Alzheimer's disease or other related
444 disorders; staff training requirements; certain disclosures.—

445 (1) An adult day care center licensed under this part must
446 provide ~~the following~~ staff training as required in s. 430.5025+

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

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

460 ~~(c) In addition to the requirements of paragraphs (a) and~~
461 ~~(b), an employee who will be providing direct care to a~~
462 ~~participant who has Alzheimer's disease or a dementia-related~~
463 ~~disorder must complete an additional 3 hours of training within~~
464 ~~9 months after beginning employment. This training must include,~~

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465 ~~but is not limited to, the management of problem behaviors,~~
466 ~~information about promoting the participant's independence in~~
467 ~~activities of daily living, and instruction in skills for~~
468 ~~working with families and caregivers.~~

469 ~~(d) For certified nursing assistants, the required 4 hours~~
470 ~~of training shall be part of the total hours of training~~
471 ~~required annually.~~

472 ~~(e) For a health care practitioner as defined in s.~~
473 ~~456.001, continuing education hours taken as required by that~~
474 ~~practitioner's licensing board shall be counted toward the total~~
475 ~~of 4 hours.~~

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

480 ~~(g) The Department of Elderly Affairs or its designee must~~
481 ~~approve the 1-hour and 3-hour training provided to employees and~~
482 ~~direct caregivers under this section. The department must~~
483 ~~consider for approval training offered in a variety of formats.~~
484 ~~The department shall keep a list of current providers who are~~
485 ~~approved to provide the 1-hour and 3-hour training. The~~
486 ~~department shall adopt rules to establish standards for the~~
487 ~~employees who are subject to this training, for the trainers,~~
488 ~~and for the training required in this section.~~

489 ~~(h) Upon completing any training described in this section,~~
490 ~~the employee or direct caregiver shall be issued a certificate~~
491 ~~that includes the name of the training provider, the topic~~
492 ~~covered, and the date and signature of the training provider.~~
493 ~~The certificate is evidence of completion of training in the~~

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494 ~~identified topic, and the employee or direct caregiver is not~~
495 ~~required to repeat training in that topic if the employee or~~
496 ~~direct caregiver changes employment to a different adult day~~
497 ~~care center or to an assisted living facility, nursing home,~~
498 ~~home health agency, or hospice. The direct caregiver must comply~~
499 ~~with other applicable continuing education requirements.~~

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

502 Section 10. This act shall take effect July 1, 2021.