

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

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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 defining terms; requiring the Department of Elderly
5 Affairs to offer certain dementia-related education to
6 the public; specifying uniform dementia-related
7 education and training for employees of covered
8 providers; requiring the department or its designee to
9 provide certain dementia-related employee training in
10 an online format and at no cost; providing minimum
11 requirements for the training; requiring the
12 department or its designee to make a record of the
13 completion of the training; providing requirements for
14 the record; requiring covered providers to maintain
15 such records of training completion for their
16 employees; providing that an employee does not have to
17 repeat such training after changing employment to
18 another covered provider; providing additional
19 training and continuing education requirements for
20 certain employees providing direct care; authorizing
21 the department to adopt training curriculum
22 guidelines; authorizing the department or its designee
23 to approve training providers and curricula and
24 maintain a list of approved providers; authorizing
25 training to be offered in a variety of formats;
26 providing that certain continuing education does not
27 require the adoption of curriculum guidelines by the
28 department or provider or curriculum approval by the
29 department or its designee; providing qualifications

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30 and requirements for approved providers; providing
31 that training curricula approved before the effective
32 date of this act remain in effect until their
33 respective expiration dates; authorizing the
34 department to adopt certain rules; authorizing
35 certified nursing assistants to count the dementia-
36 related training toward their annual certification
37 training requirements; authorizing health care
38 practitioners to count the dementia-related training
39 requirements toward their continuing education
40 requirements for licensure; creating s. 400.51, F.S.;
41 requiring individuals employed, contracted, or
42 referred by a nurse registry and individuals
43 registered as companion or homemaker services
44 providers to complete specified dementia-related
45 training; amending ss. 400.1755, 400.4785, 429.178,
46 429.52, 429.83, 429.917, and 429.918, F.S.; revising
47 dementia-related staff training requirements for
48 nursing homes, home health agencies, facilities that
49 provide special care for persons with Alzheimer's
50 disease or related dementia, assisted living
51 facilities, adult family-care homes, adult day care
52 centers, and specialized Alzheimer's services adult
53 day care centers, respectively, to conform to changes
54 made by the act; extending the timeframe in which
55 individuals employed, contracted, or referred to
56 provide services before a specified date must complete
57 the dementia-related staff training required by this
58 act; providing that proof of completion of equivalent

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59 training substitutes for such training; providing that
60 individuals employed, contracted, or referred to
61 provide services on or after a specified date are
62 subject to the timeframes for completion of such
63 training which are specified in the act; providing an
64 effective date.

65

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

67

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

70 430.5025 Education and training to foster awareness of
71 Alzheimer's disease and related forms of dementia.-

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

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

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

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

81 (c) "Direct care" means providing, through in-person
82 contact, assistance with the activities of daily living;
83 assistance with the self-administration of medication; homemaker
84 or companion services; nursing services; or other services that
85 promote the physical, mental, and psychosocial well-being of
86 participants, patients, and residents of covered providers. The
87 term does not include administrative functions or maintenance of

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88 the physical environment of a licensed facility, including
89 grounds maintenance, building maintenance, housekeeping,
90 laundry, or food preparation.

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

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

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

106 (4) Employees of covered providers must receive uniform
107 training about Alzheimer's disease and related forms of dementia
108 as follows:

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

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

116 1. The department or its designee shall provide the

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117 training required under this paragraph in an online format and
118 at no cost. The 1-hour training must include information on
119 understanding the basics about the most common forms of
120 dementia, how to identify the signs and symptoms of dementia,
121 and skills for communicating and interacting with individuals
122 who have Alzheimer's disease or a related form of dementia. A
123 record of completion of the training must be made available
124 which identifies the training course, the name of the employee,
125 and the date of completion.

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

128 3. An employee who has completed the training is not
129 required to repeat the training after changing employment to a
130 different covered provider.

131 (c) Within 7 months after the date of beginning employment,
132 each employee of a home health agency or nurse registry, or a
133 companion or homemaker service provider who provides direct
134 care, must complete an additional 2 hours of training. The
135 training must cover, but need not be limited to, behavior
136 management, promotion of the individual's independence in
137 activities of daily living, and skills for working with family
138 members and caregivers.

139 (d) Within 7 months after the date of beginning employment,
140 each employee of a nursing home, an assisted living facility, an
141 adult family-care home, or an adult day care center who provides
142 direct care must complete an additional 3 hours of training. The
143 training must cover, but need not be limited to, behavior
144 management, promotion of the individual's independence in
145 activities of daily living, skills for working with family

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146 members and caregivers, group and individual activities,
147 maintaining an appropriate environment, and ethical issues.

148 (e) For an assisted living facility, adult family-care
149 home, or adult day care center that advertises and provides, or
150 is designated to provide, specialized care for individuals who
151 have Alzheimer's disease or a related form of dementia, its
152 employees must receive the following training in addition to the
153 training specified in paragraphs (a) and (b):

154 1. Within 3 months after the date of beginning employment,
155 each employee who has regular contact with or provides direct
156 care to residents or participants must complete an additional 3
157 hours of training in the topics specified in paragraph (d).

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

165 3. Thereafter, each employee who provides direct care must
166 participate in a minimum of 4 contact hours of continuing
167 education each calendar year. The continuing education must
168 cover at least one of the topics included in the dementia-
169 specific training in which the employee has not received
170 previous training.

171 (f) The department may adopt training curriculum guidelines
172 for the training specified in paragraphs (c), (d), and (e). The
173 department or its designee may approve training providers and
174 training curricula and maintain a list of approved providers.

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175 Approved training may be offered in a variety of formats,
176 including in-person and electronic formats. However, continuing
177 education under this section does not require the adoption of
178 training curriculum guidelines by the department or the approval
179 of training providers and curricula by the department or its
180 designee.

181 1. A training provider meeting one of the following
182 qualifications may offer training in accordance with the
183 curriculum guidelines without prior department or designee
184 approval of the provider or the curriculum:

185 a. An individual approved by a board of the Department of
186 Health to provide training who is registered with the electronic
187 continuing education tracking system established in s.
188 456.025(7);

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

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

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

196 a. At least 1 year of teaching experience as an educator
197 for caregivers of individuals with Alzheimer's disease or
198 related forms of dementia;

199 b. At least 1 year of practical experience in a program
200 providing care to individuals with Alzheimer's disease or
201 related forms of dementia; or

202 c. Completed a specialized training program in the subject
203 matter of Alzheimer's disease and related forms of dementia from

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204 an accredited health care, human services, or gerontology
205 education provider.

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

214 4. Any training curriculum on Alzheimer's disease or
215 related forms of dementia approved by the department or its
216 designee before July 1, 2022, remains in effect until the
217 curriculum's expiration date.

218 (g) The department may adopt rules to create training
219 curriculum guidelines, to establish requirements for the
220 approval of qualified training providers, and to conduct
221 sampling of training or training curricula as necessary to
222 monitor for compliance with curriculum guidelines.

223 (5) For a certified nursing assistant as defined in s.
224 464.201, training completed as required by this section may be
225 counted toward the total hours of training required to maintain
226 certification as a certified nursing assistant.

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

231 Section 2. Section 400.1755, Florida Statutes, is amended
232 to read:

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233 400.1755 Care for persons with Alzheimer's disease or
234 related disorders; staff training requirements.-

235 ~~(1) As a condition of licensure, the employees of~~
236 ~~facilities licensed under this part must complete the training~~
237 ~~as required by the Florida Alzheimer's Disease and Dementia~~
238 ~~Education and Training Act in s. 430.5025 provide to each of~~
239 ~~their employees, upon beginning employment, basic written~~
240 ~~information about interacting with persons with Alzheimer's~~
241 ~~disease or a related disorder.~~

242 ~~(2) All employees who are expected to, or whose~~
243 ~~responsibilities require them to, have direct contact with~~
244 ~~residents with Alzheimer's disease or a related disorder must,~~
245 ~~in addition to being provided the information required in~~
246 ~~subsection (1), also have an initial training of at least 1 hour~~
247 ~~completed in the first 3 months after beginning employment. This~~
248 ~~training must include, but is not limited to, an overview of~~
249 ~~dementias and must provide basic skills in communicating with~~
250 ~~persons with dementia.~~

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

258 ~~(a) The required 4 hours of training for certified nursing~~
259 ~~assistants are part of the total hours of training required~~
260 ~~annually.~~

261 ~~(b) For a health care practitioner as defined in s.~~

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262 ~~456.001, continuing education hours taken as required by that~~
263 ~~practitioner's licensing board shall be counted toward this~~
264 ~~total of 4 hours.~~

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

269 ~~(5) The Department of Elderly Affairs or its designee must~~
270 ~~approve the initial and continuing training provided in the~~
271 ~~facilities. The department must approve training offered in a~~
272 ~~variety of formats, including, but not limited to, Internet-~~
273 ~~based training, videos, teleconferencing, and classroom~~
274 ~~instruction. The department shall keep a list of current~~
275 ~~providers who are approved to provide initial and continuing~~
276 ~~training. The department shall adopt rules to establish~~
277 ~~standards for the trainers and the training required in this~~
278 ~~section.~~

279 ~~(6) Upon completing any training listed in this section,~~
280 ~~the employee or direct caregiver shall be issued a certificate~~
281 ~~that includes the name of the training provider, the topic~~
282 ~~covered, and the date and signature of the training provider.~~
283 ~~The certificate is evidence of completion of training in the~~
284 ~~identified topic, and the employee or direct caregiver is not~~
285 ~~required to repeat training in that topic if the employee or~~
286 ~~direct caregiver changes employment to a different facility or~~
287 ~~to an assisted living facility, home health agency, adult day~~
288 ~~care center, or adult family-care home. The direct caregiver~~
289 ~~must comply with other applicable continuing education~~
290 ~~requirements.~~

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291 Section 3. Section 400.4785, Florida Statutes, is amended
292 to read:

293 400.4785 Patients with Alzheimer's disease or other related
294 disorders; staff training requirements; certain disclosures.—The
295 employees of a home health agency must complete the training as
296 required by the Florida Alzheimer's Disease and Dementia
297 Education and Training Act in s. 430.5025.

298 ~~(1) A home health agency must provide the following staff~~
299 ~~training:~~

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

304 ~~(b) In addition to the information provided under paragraph~~
305 ~~(a), newly hired home health agency personnel who will be~~
306 ~~providing direct care to patients must complete 2 hours of~~
307 ~~training in Alzheimer's disease and dementia-related disorders~~
308 ~~within 9 months after beginning employment with the agency. This~~
309 ~~training must include, but is not limited to, an overview of~~
310 ~~dementia, a demonstration of basic skills in communicating with~~
311 ~~persons who have dementia, the management of problem behaviors,~~
312 ~~information about promoting the client's independence in~~
313 ~~activities of daily living, and instruction in skills for~~
314 ~~working with families and caregivers.~~

315 ~~(c) For certified nursing assistants, the required 2 hours~~
316 ~~of training shall be part of the total hours of training~~
317 ~~required annually.~~

318 ~~(d) For a health care practitioner as defined in s.~~
319 ~~456.001, continuing education hours taken as required by that~~

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320 ~~practitioner's licensing board shall be counted toward the total~~
321 ~~of 2 hours.~~

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

326 ~~(f) The Department of Elderly Affairs, or its designee,~~
327 ~~must approve the required training. The department must consider~~
328 ~~for approval training offered in a variety of formats. The~~
329 ~~department shall keep a list of current providers who are~~
330 ~~approved to provide the 2-hour training. The department shall~~
331 ~~adopt rules to establish standards for the employees who are~~
332 ~~subject to this training, for the trainers, and for the training~~
333 ~~required in this section.~~

334 ~~(g) Upon completing the training listed in this section,~~
335 ~~the employee shall be issued a certificate that states that the~~
336 ~~training mandated under this section has been received. The~~
337 ~~certificate shall be dated and signed by the training provider.~~
338 ~~The certificate is evidence of completion of this training, and~~
339 ~~the employee is not required to repeat this training if the~~
340 ~~employee changes employment to a different home health agency.~~

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

346 (2) An agency licensed under this part which claims that it
347 provides special care for persons who have Alzheimer's disease
348 or other related disorders must disclose in its advertisements

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349 or in a separate document those services that distinguish the
350 care as being especially applicable to, or suitable for, such
351 persons. The agency must give a copy of all such advertisements
352 or a copy of the document to each person who requests
353 information about the agency and must maintain a copy of all
354 such advertisements and documents in its records. The Agency for
355 Health Care Administration shall examine all such advertisements
356 and documents in the agency's records as part of the license
357 renewal procedure.

358 Section 4. Section 400.51, Florida Statutes, is created to
359 read:

360 400.51 Patients with Alzheimer's disease or other related
361 disorders; staff training requirements.—Each individual
362 employed, contracted, or referred by a nurse registry or any
363 individual registered with the agency to provide companion
364 services or homemaker services must complete the training as
365 required by the Florida Alzheimer's Disease and Dementia
366 Education and Training Act in s. 430.5025.

367 Section 5. Section 429.178, Florida Statutes, is amended to
368 read:

369 429.178 Special care for persons with Alzheimer's disease
370 or other related disorders.—

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

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

377 (b) ~~2~~. If the facility has fewer than 17 residents, have an

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378 awake staff member on duty at all hours of the day and night or
379 have mechanisms in place to monitor and ensure the safety of the
380 facility's residents.

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

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

385 (4) ~~(d)~~ Require its employees to complete ~~Employ staff who~~
386 ~~have completed~~ the training and continuing education as required
387 by the Florida Alzheimer's Disease and Dementia Education and
388 Training Act in s. 430.5025 subsection (2).

389 ~~(2) (a) An individual who is employed by a facility that~~
390 ~~provides special care for residents who have Alzheimer's disease~~
391 ~~or other related disorders, and who has regular contact with~~
392 ~~such residents, must complete up to 4 hours of initial dementia-~~
393 ~~specific training developed or approved by the department. The~~
394 ~~training must be completed within 3 months after beginning~~
395 ~~employment and satisfy the core training requirements of s.~~
396 ~~429.52(3)(g).~~

397 ~~(b) A direct caregiver who is employed by a facility that~~
398 ~~provides special care for residents who have Alzheimer's disease~~
399 ~~or other related disorders and provides direct care to such~~
400 ~~residents must complete the required initial training and 4~~
401 ~~additional hours of training developed or approved by the~~
402 ~~department. The training must be completed within 9 months after~~
403 ~~beginning employment and satisfy the core training requirements~~
404 ~~of s. 429.52(3)(g).~~

405 ~~(c) An individual who is employed by a facility that~~
406 ~~provides special care for residents with Alzheimer's disease or~~

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407 ~~other related disorders, but who only has incidental contact~~
408 ~~with such residents, must be given, at a minimum, general~~
409 ~~information on interacting with individuals with Alzheimer's~~
410 ~~disease or other related disorders, within 3 months after~~
411 ~~beginning employment.~~

412 ~~(3) In addition to the training required under subsection~~
413 ~~(2), a direct caregiver must participate in a minimum of 4~~
414 ~~contact hours of continuing education each calendar year. The~~
415 ~~continuing education must include one or more topics included in~~
416 ~~the dementia-specific training developed or approved by the~~
417 ~~department, in which the caregiver has not received previous~~
418 ~~training.~~

419 ~~(4) Upon completing any training listed in subsection (2),~~
420 ~~the employee or direct caregiver shall be issued a certificate~~
421 ~~that includes the name of the training provider, the topic~~
422 ~~covered, and the date and signature of the training provider.~~
423 ~~The certificate is evidence of completion of training in the~~
424 ~~identified topic, and the employee or direct caregiver is not~~
425 ~~required to repeat training in that topic if the employee or~~
426 ~~direct caregiver changes employment to a different facility. The~~
427 ~~employee or direct caregiver must comply with other applicable~~
428 ~~continuing education requirements.~~

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

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

435 ~~(7) Any facility more than 90 percent of whose residents~~

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436 ~~receive monthly optional supplementation payments is not~~
437 ~~required to pay for the training and education programs required~~
438 ~~under this section. A facility that has one or more such~~
439 ~~residents shall pay a reduced fee that is proportional to the~~
440 ~~percentage of such residents in the facility. A facility that~~
441 ~~does not have any residents who receive monthly optional~~
442 ~~supplementation payments must pay a reasonable fee, as~~
443 ~~established by the department, for such training and education~~
444 ~~programs.~~

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

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

449 429.52 Staff training and educational requirements.—

450 (1) (a) Each new assisted living facility employee who has
451 not previously completed core training must attend a preservice
452 orientation provided by the facility before interacting with
453 residents. The preservice orientation must be at least 2 hours
454 in duration and cover topics that help the employee provide
455 responsible care and respond to the needs of facility residents.
456 Upon completion, the employee and the administrator of the
457 facility must sign a statement that the employee completed the
458 required preservice orientation. The facility must keep the
459 signed statement in the employee's personnel record.

460 (b) Each employee of an assisted living facility must
461 complete the training as required by the Florida Alzheimer's
462 Disease and Dementia Education and Training Act in s. 430.5025.

463 (c) If completed before interacting with residents, the 1-
464 hour training required by s. 430.5025(4) (b) relating to

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465 information on Alzheimer's disease and related forms of dementia
466 may count toward the 2 hours of preservice orientation required
467 under paragraph (a).

468 Section 7. Section 429.83, Florida Statutes, is amended to
469 read:

470 429.83 Residents with Alzheimer's disease or other related
471 disorders; training; certain disclosures.—

472 (1) The employees of an adult family-care home licensed
473 under this part must complete the training as required by the
474 Florida Alzheimer's Disease and Dementia Education and Training
475 Act in s. 430.5025.

476 (2) An adult family-care home licensed under this part
477 which claims that it provides special care for persons who have
478 Alzheimer's disease or other related disorders must Disclose in
479 its advertisements or in a separate document those services that
480 distinguish the care as being especially applicable to, or
481 suitable for, such persons. The home must give a copy of all
482 such advertisements or a copy of the document to each person who
483 requests information about programs and services for persons
484 with Alzheimer's disease or other related disorders offered by
485 the home and must maintain a copy of all such advertisements and
486 documents in its records. The agency shall examine all such
487 advertisements and documents in the home's records as part of
488 the license renewal procedure.

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

491 429.917 Patients with Alzheimer's disease or other related
492 disorders; staff training requirements; certain disclosures.—

493 (1) The employees of an adult day care center licensed

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494 under this part must complete the ~~provide the following~~ staff
495 training as required by the Florida Alzheimer's Disease and
496 Dementia Education and Training Act in s. 430.5025;

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

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

510 ~~(c) In addition to the requirements of paragraphs (a) and~~
511 ~~(b), an employee who will be providing direct care to a~~
512 ~~participant who has Alzheimer's disease or a dementia-related~~
513 ~~disorder must complete an additional 3 hours of training within~~
514 ~~9 months after beginning employment. This training must include,~~
515 ~~but is not limited to, the management of problem behaviors,~~
516 ~~information about promoting the participant's independence in~~
517 ~~activities of daily living, and instruction in skills for~~
518 ~~working with families and caregivers.~~

519 ~~(d) For certified nursing assistants, the required 4 hours~~
520 ~~of training shall be part of the total hours of training~~
521 ~~required annually.~~

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

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523 ~~456.001, continuing education hours taken as required by that~~
524 ~~practitioner's licensing board shall be counted toward the total~~
525 ~~of 4 hours.~~

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

530 ~~(g) The Department of Elderly Affairs or its designee must~~
531 ~~approve the 1-hour and 3-hour training provided to employees and~~
532 ~~direct caregivers under this section. The department must~~
533 ~~consider for approval training offered in a variety of formats.~~
534 ~~The department shall keep a list of current providers who are~~
535 ~~approved to provide the 1-hour and 3-hour training. The~~
536 ~~department shall adopt rules to establish standards for the~~
537 ~~employees who are subject to this training, for the trainers,~~
538 ~~and for the training required in this section.~~

539 ~~(h) Upon completing any training described in this section,~~
540 ~~the employee or direct caregiver shall be issued a certificate~~
541 ~~that includes the name of the training provider, the topic~~
542 ~~covered, and the date and signature of the training provider.~~
543 ~~The certificate is evidence of completion of training in the~~
544 ~~identified topic, and the employee or direct caregiver is not~~
545 ~~required to repeat training in that topic if the employee or~~
546 ~~direct caregiver changes employment to a different adult day~~
547 ~~care center or to an assisted living facility, nursing home,~~
548 ~~home health agency, or hospice. The direct caregiver must comply~~
549 ~~with other applicable continuing education requirements.~~

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

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

554 429.918 Licensure designation as a specialized Alzheimer's
555 services adult day care center.—

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

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

564 ~~2. Upon beginning employment with the center, each employee~~
565 ~~must receive and review basic written information about~~
566 ~~interacting with ADRD participants.~~

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

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

576 (b) Each employee must complete the training and continuing
577 education as required by the Florida Alzheimer's Disease and
578 Dementia Education and Training Act in s. 430.5025 ~~The~~
579 ~~Department of Elderly Affairs or its designee shall approve the~~
580 ~~training required under this section. The department shall adopt~~

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581 ~~rules to establish standards for employees who are subject to~~
582 ~~this training, for trainers, and for the training required in~~
583 ~~this section.~~

584 ~~(c) Upon completing any training described in this section,~~
585 ~~the employee shall be issued a certificate that includes the~~
586 ~~name of the training provider, the topics covered, and the date~~
587 ~~and signature of the training provider. The certificate is~~
588 ~~evidence of completion of training in the identified topics, and~~
589 ~~the employee is not required to repeat training in those topics~~
590 ~~if the employee changes employment to a different adult day care~~
591 ~~center.~~

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

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

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

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

602 Section 10. Each individual employed, contracted, or
603 referred to provide services before July 1, 2022, must complete
604 the training required by s. 430.5025, Florida Statutes, as
605 created by this act, by July 1, 2025. Proof of completion of
606 equivalent training received before July 1, 2022, shall
607 substitute for the required training under s. 430.5025, Florida
608 Statutes. Individuals employed, contracted, or referred to
609 provide services on or after July 1, 2022, must complete the

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610 required training in the timeframes specified in s. 430.5025,
611 Florida Statutes.

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