

## New Dementia Training Requirements for ALF & RCF Caregivers

The 2017 Legislature passed HB 3359. Section 25 of HB 3359 (now codified as ORS 443.433) focuses on pre-service and in-service dementia care training for direct caregivers who work in residential care and assisted living facilities. Rules to address this law are found in Oregon Administrative Rule OAR 411-054-0070.

[ORS 443.433](#) and [OAR 411-054-0070](#) (4) requires that all pre-service and in-service training provided to direct care staff must be approved by a private or non-profit organization that is approved by the Department. There are three entities that have been approved to review, evaluate and approve training. They include:

- Alzheimer's Association; [Link](#)
- LeadingAge Oregon; [Link](#) and
- Oregon Healthcare Association. [Link](#)

By linking on these respective webpages you will find directions on how to submit training for approval by one of these entities.

[OAR 411-054-0070](#) sets forth the following dementia training requirements for assisted living/residential care facilities:

- Direct care staff must complete pre-service training on specific areas of dementia care and 6 hours annual in-service dementia training.
- Direct care staff hired on or before December 31, 2018 must complete the pre-service training by December 31, 2018.
- Staff hired after December 31, 2018 must complete the pre-service training prior to providing care.
- Annual in-service dementia training requirements start January 1, 2019.
- Effective January 1, 2019, each direct care staff must complete 6 hours of annual training on dementia care by the anniversary of their hire date in 2020. See below chart.
- The dementia care training may be included in the required minimum of 12 hours in-service training required for direct care staff within ALFs/RCFs.
- Dementia care training must reflect current standards for dementia care and be informed by the best evidence in the care and treatment of dementia.
- Facilities must ensure and document that all direct care staff have completed the required dementia care training. Training certificates are portable for 2 years. However, a new employer may choose to accept the training or require additional training.
- Pre-service training must include:
  - Education on the dementia disease process, including the progression of the disease, memory loss, psychiatric and behavioral symptoms;
  - Techniques for understanding and managing symptoms, including but not limited to reducing the use of anti-psychotic medications for non-standard use;

- o Strategies for addressing the social needs of persons with dementia and providing meaningful activities, and
- o Information on addressing specific aspects of dementia care and ensuring the safety of residents with dementia, including, but not limited to how to: address pain, provide food and fluids; and prevent wandering and elopement

### Pre-Approved Trainings

Some trainings have been pre-approved, below is a graph that indicates which trainings have been pre-approved for either pre-service or in-service education.

Training Entity or Program	Pre-Service Training	In-Service Training	Dementia Training Topics	Events and Offerings	Contact Information
Alzheimer's Association	n/a	Yes	Multiple	McGinty Conf. and individual classes	<a href="http://www.alz.org">www.alz.org</a>
LeadingAge Oregon	n/a	Yes	Multiple	Conferences, Individual classes on dementia or with dementia content	<a href="http://www.leadingageoregon.org">www.leadingageoregon.org</a>
Oregon Health Care Association	n/a	Yes	Multiple	Conferences on dementia or with dementia content	<a href="http://www.ohca.com">www.ohca.com</a>
Oregon Care Partners	Yes Approved as package	Yes	Multiple	Online and in-person dementia training	<a href="http://www.oregoncarepartners.com">www.oregoncarepartners.com</a>
Relias Learning	Yes	Yes	Multiple	Online dementia training	<a href="http://www.reliaslearning.com">www.reliaslearning.com</a>
IPCED/Easy CEU/OnCourse	Yes	Yes	Multiple	Online dementia training	<a href="http://www.ipced.com">www.ipced.com</a>
CARES Health Care Interactive	Yes Approved as package	Yes	Multiple	Online Training for pre-service and ongoing CE	<a href="http://www.hcinteractive.com">www.hcinteractive.com</a>
M.O.V.E.	Yes	Yes		Person Centered Care	<a href="http://www.oregonculturechange.org">www.oregonculturechange.org</a>
Teepa Snow Positive Approach to Care	Yes	Yes	Multiple	DVDs, Online dementia curriculum and in-person trainings	<a href="http://www.teepasnow.com">www.teepasnow.com</a>

A "yes" indicates "pre-approved" trainings that can be used to meet pre-service or in-service training requirements. **Such trainings do not need to be submitted for approval. The only trainings that are approved as covering all the required pre-service training topics are Oregon Care Partners and CARES Health Care Interactive.**

A provider may elect to create their own pre-service package that contains some pre-approved trainings and some that are not on the pre-approved list. Only those parts of the pre-service training that are NOT listed as pre-approved on the above list, such as a topic developed by the provider, will need to be submitted for approval.

1. **What trainings have to be submitted to one of the designated training entities for approval?**
  - a. Trainings created by the provider, individual trainer or vendor that are not included in the above pre-approved list.
2. **What trainings do not have to be submitted for approval?**
  - a. The above pre-service and in-service trainings that are not on the pre-approved list do not need to be submitted for approval.
3. **If a provider has multi-sites that use the same curriculum, do they need to submit a separate approval request for each community?**
  - a. No, multi-site organizations may seek training approval for all communities if they are using the same program/curriculum.

### **Scenarios for Pre-Service & In-Service Dementia Training Timelines for Direct Care Staff**

<b>Staff Scenarios</b>	<b>2018</b>	<b>20109</b>	<b>2020</b>
Hired 2/1/98	Pre-service due 12/31/18	Start in-service dementia training	6 hours in-service due 2/1/20
Hired 12/1/03	Pre-service due 12/31/18	Start in-service dementia training	6 hours in-service due 12/1/20
Hired 8/1/18	Pre-service due 12/31/18	Start in-service dementia training	6 hours in-service due 8/1/20
Hired on 6/1/19		Pre-service due 6/1/19	In-service due 6/1/20