**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](https://www.oregonlaws.org/ors/443.433) and [OAR 411-054-0070](https://www.dhs.state.or.us/policy/spd/rules/411_054.pdf) (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](http://www.alz.org/)
* LeadingAge Oregon; [Link](http://www.leadingageoregon.org/) and
* Oregon Healthcare Association. [Link](http://www.ohca.com/)

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](https://www.dhs.state.or.us/policy/spd/rules/411_054.pdf) 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;
	+ Strategies for addressing the social needs of persons with dementia and providing meaningful activities, and
	+ 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-ServiceTraining | In-ServiceTraining | DementiaTrainingTopics | Events and Offerings | Contact Information |
| --- | --- | --- | --- | --- | --- |
| Alzheimer’s Association | n/a | Yes | Multiple | McGinty Conf. andindividual classes | [www.alz.org](http://www.alz.org)  |
| LeadingAge Oregon | n/a | Yes | Multiple | Conferences,Individual classes on dementia or with dementia content | [www.leadingageoregon.org](http://www.leadingageoregon.org) |
| Oregon Health Care Association | n/a | Yes | Multiple | Conferences on dementia or with dementia content | [www.ohca.com](http://www.ohca.com)  |
| Oregon Care Partners | YesApproved as package | Yes | Multiple | Online and in-person dementia training | [www.oregoncarepartners.com](http://www.oregoncarepartners.com)  |
| Relias Learning | Yes | Yes | Multiple | Online dementia training | [www.reliaslearning.com](http://www.reliaslearning.com)  |
| IPCed/Easy CEU/OnCourse | Yes | Yes | Multiple | Online dementia training | [www.ipced.com](http://www.ipced.com) |
| CARES Health Care Interactive | YesApproved as package | Yes | Multiple | Online Training for pre-service and ongoing CE  | [www.hcinteractive.com](http://www.hcinteractive.com)  |
| M.O.V.E. | Yes | Yes |  | Person CenteredCare | [www.orculturechange.org](http://www.orculturechange.org)  |
| Teepa Snow Positive Approach to Care | Yes | Yes | Multiple | DVDs, Online dementia curriculum and in-person trainings | [www.teepasnow.com](http://www.teepasnow.com)  |
| 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?**
	1. 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?**
	1. 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?**
	1. 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**

|  |  |  |  |
| --- | --- | --- | --- |
| **Staff Scenarios** | **2018** | **2019** | **2020** |
| 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 |