

***REVISED THROUGH COVID EXECUTIVE ORDER (changes highlighted in yellow):**

**Training Requirements for Assisted Living & Residential Care Facilities
(Without Endorsed Memory Care)**

Training requirement	Deadline to complete training	New Direct Care Staff (employed less than a year)	Experienced Direct Care Staff (a year or longer)	Non-Direct Care Staff
ALL STAFF - Pre-Service Orientation - - OAR 411-054-0070 (3)				
Resident rights	By hire date	✓	-	✓
Abuse reporting	By hire date	✓	-	✓
Infection control	By hire date	✓	-	✓
Fire safety and emergency procedures	By hire date	✓	-	✓
Food handling (if employee is to prep food)	By hire date	✓	-	✓
DIRECT CARE STAFF - Pre-Service Training - - OAR 411-054-0070 (4) waive existing requirements and replace with following for the duration of the executive order				
<i>Orientation to the resident including resident's service plan</i>	<i>Before providing care</i>	✓		
<i>Education on the dementia disease process, including the progression of the disease, memory loss, and psychiatric and behavioral symptoms</i>	<i>Before providing care</i>	✓		
<i>Techniques for understanding, communicating, and responding to distressful behavioral symptoms, including, but not limited to, reducing the use of antipsychotic medications for non-standard uses</i>	<i>Before providing care</i>	✓		
DIRECT CARE STAFF - Training Within 30 Days of Hire – Add remaining pre-service dementia training part of OAR 411-054-0070 (4) & OAR 411-054-0070 (5)				
Other dementia training requirements: 1) Strategies for addressing social needs of persons with dementia and engaging them with meaningful activities. (2) Information concerning specific aspects of dementia care and ensuring the safety of residents with dementia, including, but not limited to, how to: • Identify and address pain. • Provide food and fluids. • Prevent wandering and elopement. • Use a person-centered approach.	Within 30 days of hire	✓		
Service plans	Within 30 days of hire	✓	-	-
Activities of Daily Living (ADLs)	Within 30 days of hire	✓	-	-
Changes associated with aging	Within 30 days of hire	✓	-	-
Change of condition	Within 30 days of hire	✓	-	-
Required assessment	Within 30 days of hire	✓	-	-

Food safety	Within 30 days of hire	√	-	-
Medication & treatment administration	Within 30 days of hire	√	-	-
DIRECT CARE STAFF - Annual In-Service Training - - OAR 411-054-0070 (6) Waive through duration of executive order				
6 hours annual dementia training	Hire date anniversary	-	√	-
6 hours training on “other” topics	Hire date anniversary	-	√	-

* These waivers are permitted as long as facilities are providing proper oversight and supervision of staff.

*** REVISED THROUGH COVID EXECUTIVE ORDER:
Training Requirements for Endorsed Memory Care Communities
Licensed as Assisted Living or Residential Care Facilities**

Training requirement	Deadline to complete training	New Direct Care Staff (employed less than a year)	Experienced Direct Care Staff (a year or longer)	Non-Direct Care Staff
ALL STAFF - Pre-Service Orientation - - OAR 411-054-0070 (3)				
Resident rights	By hire date	✓	-	✓
Abuse reporting	By hire date	✓	-	✓
Infection control	By hire date	✓	-	✓
Fire safety and emergency procedures	By hire date	✓	-	✓
Food handling (if employee is to prep food)	By hire date	✓	-	✓
ALL STAFF - Pre-Service Dementia Training - OAR 411-054-0070 (4) Require this for the duration of the executive order				
<i>Education on the dementia disease process, including the progression of the disease, memory loss, and psychiatric and behavioral symptoms</i>	<i>Before providing care</i>	✓		
<i>Techniques for understanding, communicating, and responding to distressful behavioral symptoms, including, but not limited to, reducing the use of antipsychotic medications for non-standard uses</i>	<i>Before providing care</i>	✓		
DIRECT CARE STAFF – Pre-Service Training Requirements				
<i>Entire pre-service dementia training</i>	<i>Prior to working with residents</i>	✓		
<i>Orientation to the resident including resident’s service plan</i>	<i>Before providing care</i>	✓		
DIRECT CARE STAFF - Pre-Service Training Complete within 30 days or sooner of hire - OAR 411-057-0155 (3)(a)				
Identifying and addressing pain	Within 1 week of hire	✓	-	-
Providing food and fluids	Within 1 week of hire	✓	-	-
Reducing antipsychotic use	Within 1 week of hire	✓	-	-
Providing personal care to individual res	Within 1 week of hire	✓	-	-
ALL STAFF - Training Within 30 Days of Hire - OAR 411-057-0155 (2)(c)				
Family support and role of family	Within 30 days of hire	✓	-	✓
Evaluating and reporting behaviors	Within 30 days of hire	✓	-	✓
DIRECT CARE STAFF - Training Within 30 Days - - OAR 411-057-0155 (3)(b)				
Use of supportive restraining devices	Within 30 days of hire	✓	-	-
DIRECT CARE STAFF - Training Within 30 Days of Hire - - OAR 411-054-0070 (5)				
Service plans	Within 30 days of hire	✓	-	-
Activities of Daily Living (ADLs)	Within 30 days of hire	✓	-	-

Changes associated with aging	Within 30 days of hire	√	-	-
Change of condition	Within 30 days of hire	√	-	-
Required assessment	Within 30 days of hire	√	-	-
Food safety	Within 30 days of hire	√	-	-
Medication & treatment administration	Within 30 days of hire	√	-	-
DIRECT CARE STAFF - Annual In-Service Training - OAR 411-057-0155 (3)(c) Waive through duration of executive order				
6 hours annual dementia training	Hire date anniversary	-	√	-
10 hours training on "other" topics	Hire date anniversary	-	√	-

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