

481-69.30 Dementia Specific Education for Program Personnel

The rules in chapter 481-69.30 relate to education requirements for programs that are dementia specific. These programs are licensed as an Assisted Living Program – Dementia (ALP/D). Programs licensed only as Assisted Living Programs (ALPs) are not required to complete this training. The Department of Inspections, Appeals, and Licensing (DIAL) will ensure that staff have competency training and evaluation based on your tenant population which may or may not include individuals with dementia. The total population of dementia tenants may not rise to the level requiring licensure as an ALP/D.

If you are licensed as an ALP/D, you must ensure that:

- Within 30 days of hire, all personnel (including those under a contract) receive a minimum of 8 hours of dementia-specific education and training.
- If an employee or contractor provides evidence of dementia-specific education within the last 12 months will be exempt from the education requirement. The program must have documented evidence of this training.
- Annually:
 - All staff must complete a minimum of 2 hours dementia-specific continuing education.
 - Direct-contact personnel must complete a minimum of 8 hours dementia-specific continuing education.
 - Contract personnel without contact of tenants are not required to meet the 2 hour requirement. The rules provide examples of snow removal or lawn maintenance personnel.

The dementia-specific education and training shall include hands on and a variety of training (for example classroom instruction, web-based training, case studies) on the following topics:

- Explanation of dementia and related disorders.
- The program's specialized dementia care philosophy and program.
- Skills for communicating with persons with dementia.
- Skills for communicating with family and friends of persons with dementia.
- Explanation of family issues such as role reversal, grief, loss, guilt, family dynamics and relinquishing the caregiver role.
- Importance of planned and spontaneous activities
- Skills in assistance with instrumental activities of daily living (iADLs).
- The importance of the service plan and social history information.
- Skills in working with challenging tenants.
- Techniques for simplifying, cueing, and redirecting.
- Staff support and stress reduction.

- Medication management and nonpharmacological interventions.

This regulatory insufficiency is cited periodically when staff haven't completed the training within 30 days, completed some but not all 8 hours of the training, and fail to have the training completed at least annually. Additionally, the insufficiencies may include when the program fails to have a portion of the training include hands on.

To ensure compliance, programs that are specially licensed as an ALP/D should review their training for newly hired staff to ensure that all 8 hours are completed within 30 days of hire. For staff that were not recently hired, they should complete the training at least every 12 months. The content of the training should also be reviewed to ensure that all components outlined in the rules are incorporated into the training and that the training is delivered with a hands on approach and through additional methods outlined in the rules.