**Section 973.140 Staff Training**

a) In order to serve as an Alzheimer's services supervisor working in an entity licensed under 77 Ill. Adm. Code 295 or 300, an individual shall complete at least 12 hours of continuing education annually, especially related to the care of residents or clients with Alzheimer's disease or other related dementias and shall have documented course work in dementia care and ability-centered care. The Alzheimer's services supervisor shall also meet at least one of the following requirements:

1) Have an associates or bachelor's degree or be a registered nurse and have at least one year of experience working with persons with Alzheimer's disease and other related dementias and have completed training in ability-centered care (see 77 Ill. Adm. Code 300.7030); or

2) Have a minimum of five years of experience working with persons with Alzheimer's disease and other related dementias, at least two years of which are management experience working with persons with Alzheimer's disease and other related dementias and have completed ability centered care training.

b) In order to serve as an Alzheimer's services supervisor working in an entity licensed under 77 Ill. Adm. Code 245 or 280, an individual shall complete at least eight hours of training annually related to the care of residents or clients with Alzheimer's disease and other related dementias. The Alzheimer's services supervisor shall also meet at least one of the following requirements:

1) Achieve a certification from one of the following:

A) The Alzheimer's Association's EssentiALZ program;

B) An organization that provides a credentialing certificate for a certified dementia specialist (CDS);

C) The National Council of Certified Dementia Practitioners (CDP) as a certified dementia practitioner; or

D) The National Certification Board for Alzheimer and Aging Care; or

2) Have a minimum of two years of experience working with persons with Alzheimer's disease and other related dementias, at least one year of which is management experience working with persons with Alzheimer's disease and other related dementias, and have completed ability-centered care training.

c) *Staff with direct access to clients with Alzheimer's disease or a related dementia hired after* June 2, 2019 *shall complete a minimum of 6 hours of initial training in the first 60 days of employment using an Alzheimer's disease and related dementias services curriculum,* as defined in subsection (e). (Section 30 of the Act)

d) Subsection (c) *shall not apply to the following*:

1) *Staff who received at least 6 hours of comparable training in compliance with licensure or certified training requirements* within the year (previous 365 days) prior to being hired*; and*

2) *Staff temporarily hired or temporarily detailed by a facility licensed under the Nursing Home Care Act to permit the facility to meet statutory staffing requirements*. (Section 30 of the Act)

e) *An Alzheimer's disease and related dementias services curriculum shall include, at a minimum, the following topics*:

1) *Understanding dementia* (e.g., hoarding, paranoia, hallucinations, and Sundown syndrome);

2) *Effectively communicating with individuals with dementia*;

3) *Assisting individuals with dementia in performing activities of daily living*;

4) *Problem solving with individuals with dementia who exhibit challenging behavior* (e.g., aggressive and catastrophic behaviors);

5) *Fundamentals of dementia care*;

6) *Safe environments* (e.g., wandering);

7) *Managing the activities of individuals with dementia.*

f) As of *June 2, 2019, staff with direct access to clients with dementia shall receive 3* *hours of advanced training on caring for individuals with Alzheimer's disease and related dementias each year*. The initial six hours of training required in subsection (c) shall satisfy the annual training requirement for the staff member's first year of employment. The mandated training shall include, at a minimum:

1) Promoting resident dignity, independence, individuality, privacy and choice;

2) Resident rights and principles of self-determination;

3) Care of elderly persons with physical, cognitive, behavioral and social disabilities; and

4) Effectively communicating with individuals with dementia.

g) As of *June 2, 2019,* all required training shall be documented with the date of the training; the length of time spent on each training topic; instructors and their qualifications; short description of content; and staff member's signature or electronic certificate with a date and time stamp indicating completion. Documentation on whether the staff member completed a competency evaluation on the material may also be included. *Alzheimer's disease and related dementias services employers shall maintain training records and make them available to the Department on request*. (Section 30 of the Act)

(Source: Amended at 45 Ill. Reg. 12864, effective September 22, 2021)