**481—70.30(231D) Dementia-specific education for program personnel.**

**70.30(1)** All personnel employed by or contracting with a dementia-specific program shall receive a minimum of eight hours of dementia-specific education and training within 30 days of either employment or the beginning date of the contract, as applicable.

**70.30(2)** The dementia-specific education or training shall include, at a minimum, the following:

*a.* An explanation of Alzheimer's disease and related disorders;

*b.* The program's specialized dementia care philosophy and program;

*c.* Skills for communicating with persons with dementia;

*d.* Skills for communicating with family and friends of persons with dementia;

*e.* An explanation of family issues such as role reversal, grief and loss, guilt, relinquishing the caregiving role, and family dynamics;

*f.* The importance of planned and spontaneous activities;

*g.* Skills in providing assistance with instrumental activities of daily living;

*h.* The importance of the service plan and social history information;

*i.* Skills in working with challenging participants;

*j.* Techniques for simplifying, cueing, and redirecting;

*k.* Staff support and stress reduction; and

*l.* Medication management and nonpharmacological interventions.

**70.30(3)** All personnel employed by or contracting with a dementia-specific program shall receive a minimum of two hours of dementia-specific continuing education annually. Direct-contact personnel shall receive a minimum of eight hours of dementia-specific continuing education annually.

**70.30(4)** An employee or contractor who provides documentation of completion of a dementia-specific education or training program within the past 12 months shall be exempt from the education and training requirement of subrule 70.30(1).

**70.30(5)** Dementia-specific training shall include hands-on training and may include any of the following: classroom instruction, Web-based training, and case studies of participants in the program.

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